



*DELIVERING
REAL
VALUE
EVERY DAY*



/ 2019 GLOBAL CORPORATE
RESPONSIBILITY REPORT

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DELIVERING REAL VALUE

Delivering real value...it's what TJX is all about. It's what we've always been about. Our customers know that for more than four decades, our retail chains have been proud to offer high quality, fashionable, brand name and designer merchandise, all at amazing values.

However, we believe that the real value we bring to the world is as important as the great values we offer to our customers in our stores and online every day. Our commitments to developing our Associates, investing in our communities, being mindful of our impact on the environment, and operating our business with high ethical standards are at the center of our corporate responsibility efforts. In 2018, we were pleased to form a Global Corporate Responsibility Executive Steering Committee. Our charter includes guiding strategies and aligning them with TJX business priorities, overseeing our global corporate responsibility efforts across functions and geographies, facilitating information exchange, recommending additional program efforts to potentially undertake as a Company, and reporting on our progress to the Company's senior management and Board of Directors.

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. Each year, our work continues to evolve, and we look at ways to better understand how we can make even more of an impact in the future. Working together, we remain passionate about making a positive, sustainable impact on the world in which we live and conduct our business.

OUR CORPORATE RESPONSIBILITY PILLARS

We are pleased to report on our progress across the four pillars of our program:

- / **Our Workplace**
- / **Our Communities**
- / **Environmental Sustainability**
- / **Responsible Business**

References to items accomplished or completed in 2018 denote TJX's Fiscal Year 2019, which began February 4, 2018 and ended February 2, 2019. Please visit tjx.com/responsibility for the most current and comprehensive corporate responsibility information.

October 2019

LETTER FROM ERNIE HERRMAN

TO OUR ASSOCIATES, CUSTOMERS, NEIGHBORS, VENDORS, AND SHAREHOLDERS:



At TJX, we have a long-standing commitment to creating value for our many valued stakeholders, and I remain proud of that commitment.

For us, delivering real value means so many things – providing great value for our customers in our stores and online; creating value for our Associates by cultivating a welcoming workplace and inclusive culture; being a valued neighbor in our communities by helping people access the resources and opportunities they need to build a better future; and sustaining value by making decisions that are good for our business as well as the environment. These important aspects of corporate responsibility have been part of our DNA throughout our history, and we take great pride in operating our business responsibly. The Company’s core values of honesty, integrity, and treating each other with dignity and respect are woven throughout the fabric of what we do.

As a global off-price value retailer with more than 4,300 stores, located in nine countries, and spanning three continents, we focus on operating responsibly throughout our business, and our corporate responsibility reporting is our commitment to keep our stakeholders updated on our efforts. In our 2019 Global Corporate Responsibility report, we provide an update on the exciting progress we are making and the impacts we are having in important areas. Our work is captured under four meaningful pillars: Our Workplace, Our Communities, Environmental Sustainability, and Responsible Business.

As always, I am inspired every day by the thousands of TJX Associates around the globe who embody our core values and bring our corporate responsibility efforts to life. We look forward to continuing to share our journey by celebrating what we believe are impactful stories and reporting our results here on this website.

Sincere regards,

A handwritten signature in black ink, appearing to read 'Ernie', followed by a long horizontal line extending to the right.

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



ASSOCIATES BRING OUR BUSINESS TO LIFE

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.



We fully appreciate that our Associates bring our business to life, and we aim to support them by making TJX a terrific place to work.

It's very important for us to attract ambitious and talented individuals, teach them the fundamentals of our off-price model, offer them challenging assignments, and support their career growth. In fact, developing talent and championing our culture are global business priorities year in and year out. We believe this encourages Associates to join us, not just for a job, but to build a career. We believe our approach is working – around the world over 37% of Associates in managerial positions have been with TJX for 10 or more years. But don't take our word for it. In 2018, we were listed among America's Best Employers in Forbes Magazine and ranked on Great Place to Work's Best Workplaces in Canada list!

AWARDS AND RECOGNITION

We are humbled by some of the recognition that we have received over the last few years. Below are just a few examples.



RECRUITMENT



ATTRACTING TOMORROW'S LEADERS, TODAY

As a Fortune 100 company, operating more than 4,300 stores in nine countries, the need to attract, develop, and retain top talent is crucial to supporting our growth. We are continually looking for diverse, enthusiastic, and committed individuals to join our team and we remain committed to developing our global leaders for tomorrow.

We take a multi-faceted approach to recruiting as we seek employees with diversity in experience, gender, race, ethnicity, age, sexual orientation, and more. In addition to our traditional recruitment activities, we also focus our talent acquisition efforts on students, recent university graduates, and military personnel. We are also committed to hiring locally from the communities we serve.

RECRUITING FOR A DIVERSE WORKPLACE

To enhance our recruitment efforts for Associates who are members of diverse racial and ethnic groups, we work with universities, attend conferences, leverage social media, and work with several community-based and business networks. In the U.S., we attend college job fairs, including several, such as ALANA, that offer specialized development for members of racially or ethnically diverse groups in higher education. These organizations help us to stay culturally-attuned to our communities. In Europe, we recruit from a diverse pool of candidates from across the region for our U.K. Graduate Programme, and we are proud that the group is multi-cultural, with half of those enrolled coming from outside the U.K.

ON-CAMPUS RECRUITING: FROM THEIR CAMPUS TO OURS

Each year, several hundred students take part in internship programs that operate across our divisions worldwide, in areas including Merchandising, Finance, Human Resources, Information Technology, Store Operations, and Distribution Services. We seek candidates who are curious and have a passion for innovation, relationship building, strategic thinking, and global relations.

Our merchandising internships, in particular, are coveted among students, particularly those who have a passion for various aspects of the fashion industry, including fashion, retail, finance, business

administration, information technology, and other related disciplines. On average, about 75% of interns from the U.S. merchandising program go on to join us full-time after completing college. In Canada, over 35% of our planning and allocation co-ops transitioned to full-time or contract positions upon graduation. In the U.K., approximately 65% of merchandising and buying placement students went on to join our Graduate Programme following completion of their university degree courses. In 2018, we hired more than 350 Associates into the U.S., Canadian, and European buyer and planning and allocation training programs, many right out of school or through Associate referrals.



HIRING FOR STORES AND DISTRIBUTION CENTERS IS A TOP PRIORITY

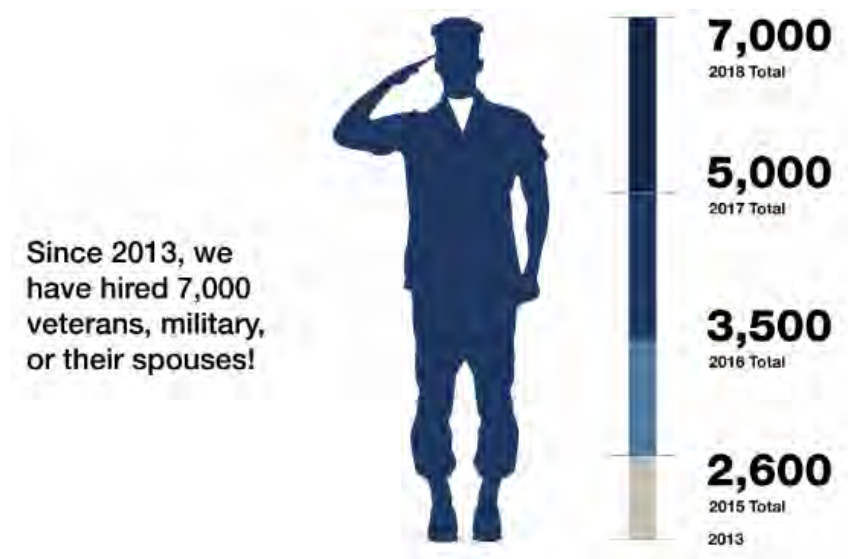
With more than 4,300 stores across the globe, our store Associates are our largest population of talent. But more than that, they are the face of our retail chains, welcoming customers and helping to support an exciting shopping experience. Behind the scenes, the Associates in our distribution centers also ensure our stores continue to deliver a treasure hunt experience by helping us get the right products to the right stores at the right time.

In support of our efforts to hire field Associates, teams in the U.S. and Europe participate in innovative youth programs – the Youth Business Institute (YBI) in the U.S. and Get into Retail in Europe – which offer professional and personal development opportunities for disadvantaged or vulnerable young people. YBI, a TJX program, teaches job readiness skills to students in at-risk high schools and exposes them to the business of retail. Get into Retail, run by The Prince’s Trust in the U.K., provides training, development, and eventually, employment opportunities for successful participants. In 2018 we hired over 50% of YBI graduates and more than 70% of Get Into Retail graduates for positions in our stores. Our Canadian team partners with organizations like the Calgary Region Immigrant Employment Council, Canadian Mental Health Association, Steps to Success, and others to support its field recruitment efforts.

PROUDLY HIRING THOSE WHO HAVE SERVED IN THE U.S. MILITARY

Our long-standing commitment to the U.S. Armed Forces is highlighted by our dedication to hiring members of the military, including active guard and reserve, as well as veterans, and their spouses. We value their strong work ethic, professionalism, and loyalty and offer a range of career options to match their talents and expertise.

In 2013, TJX pledged to hire at least 3,000 men and women who are military, veterans, or their spouses by 2018. We met that goal two years early and are pleased to report that by the end of 2018 we hired more than 7,000 people from these populations.



TURNING EMPLOYMENT CHALLENGES INTO OPPORTUNITIES

Over the course of the last 23 years, TJX has been working with people with varying levels of skills and abilities, including those who face barriers to employment. These could include people in situations that make it hard for them to find or keep a job, such as economic challenges, access to transportation, lack of experience, or other personal challenges. We have developed community outreach and recruitment strategies to support those who face employment challenges and to help us foster a workforce that includes qualified individuals with a breadth of abilities.

For example, to assist in our recruitment efforts, we have collaborated with community-based organizations in the U.S. and Canada to work with people who may face employment challenges. These organizations often pre-screen and train the candidates for work in our stores and distribution centers. The relationship between TJX and community-based organizations is beneficial on many levels:

- / Individuals gain self-confidence and learn about retail career opportunities
- / TJX has the opportunity to work with enthusiastic individuals who have already been recommended by a community-based organization
- / TJX benefits from federal, state, and local tax credits and incentive programs
- / The community-based organizations expand their outreach efforts and continue to attract government and private funding because of their success

One area of particular focus in the U.S. is hiring people with disabilities. According to the U.S. Department of Labor, in 2017, the unemployment rate for those with a disability was 9.2%, more than twice the rate for individuals with no disability.¹ We have developed collaborative community partnerships, and our U.S. Talent Acquisition group promotes workforce programs that facilitate access to jobs for individuals with disabilities.

¹ Economic News Release at <https://www.bls.gov/news.release/empsit.t06.htm>

CAREER DEVELOPMENT

TRAINING FOR LONG-TERM SUCCESS



Attracting talent is just the start. 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.

Our training happens throughout the organization in a variety of settings, including in our stores, distribution centers, and corporate offices. Some is formal, like the courses offered in our corporate offices, or in the field for store managers, and some is informal, like the morning huddles held in our stores and distribution centers. No matter the location, a vital part of this training is open communication and relationship-building among our Associates. This, coupled with our core values of honesty, integrity, and treating each other with dignity and respect, guides our efforts.

LEADERSHIP DEVELOPMENT PROGRAMS

Along with our corporate office courses, we have leadership development programs aimed at developing all Associates' potential to enjoy fulfilling careers at TJX. At every level, we find development opportunities for our Associates to meet or exceed their own expectations. We believe that at every level, from hourly Associates to management and beyond, an Associate can progress and grow. The Global Leadership Curriculum supports leaders across TJX by offering a consistent development experience focused around TJX's defined leadership competencies. New leaders have a set of core and elective courses available to them, which reflect our relationship-focused culture and blend in-person classroom learning with leader mentoring. These courses can help our growing base of new leaders gain skills useful for succeeding at our Company.

HIGH POTENTIAL DEVELOPMENT

Leaders Developing Leaders (LDL) is a 10 month global development program designed to accelerate leadership readiness, but at a more senior level. The program offers a variety of opportunities, including gaining exposure to different leaders, TJX businesses, and business units. Participants receive feedback on their leadership style and interactions throughout the process, with the goal of incorporating those

learnings into their leadership style. The first phase of the program is project based where participants are assigned to teams to research and address a business issue or opportunity. They learn how to navigate the organization through the development of their problem-solving and strategic planning skills, while deepening their understanding of the business and themselves as leaders. The team develops and presents a strategic plan to senior management, working collaboratively with other managers from a broad range of functions and geographies. Many of the project recommendations that have come from these LDL teams have been implemented in some capacity, including, for example, the layout of lighting fixtures for sale in the new Homesense U.S. stores.

Emerging Leaders is designed to help high potential Associates at the managerial level prepare to expand their leadership roles. The process consists of targeted assessments, review of feedback and the creation of an individual development plan. Individuals who complete this process are eligible to participate in the Emerging Leader Action Learning program which includes instructor-led coursework, a team project, and a presentation.

Emerging Leader Action Learning, a U.S. and Canadian program, is a three month learning journey for high potential Associates. Similar to the project portion of LDL, the experience is a pragmatic, hands-on, project-based learning. Participants are placed on a cross-functional team and mentored by an executive sponsor for delivering results on a real-life TJX business initiative. Participants are given an opportunity to hone informal influencing skills by navigating through various business functions. Teams present their findings, ideas, and recommendations to an executive panel at the close of the program.

In Canada, the Manager in Training Program (MIT) is an accelerated program that provides training for new and existing Associates who show strong potential to perform Store Management roles and responsibilities. The six month program exposes these Associates more deeply to our business practices and helps them develop their leadership skills and competencies. Since the inception of the MIT program, the volume and success of internal promotions has increased significantly.

Similarly, the TJX Graduate Programme in Europe helps broaden Associates' understanding of our business and prepares them for future leadership opportunities in the areas of Finance, Merchandising, Buying, Loss Prevention, and Logistics. In addition, the Leader in Me program is designed to help develop high-potential Associates early in their careers and prepare them for more senior roles in the future. During each nine-month session, which runs three times a year, Associates from all functions learn more about themselves as leaders, as well as how to use these leadership skills in their current roles and for future opportunities.

CALLING ALL MERCHANTS: TRAINING STARTS HERE

We are particularly proud of our global merchant training programs, which we believe are some of the best and most respected in the retail industry. Our programs are designed to support Associates interested in pursuing careers as merchants and develop them as future leaders in our off-price retail business. Training begins with education in the principles of planning and allocation and an introduction to off-price retailing. Most merchandising Associates begin their TJX careers in an allocation position. From there, we continue to invest in an Associate's training and development and create opportunities for structured career progression into merchandising, buying, and potentially, management.

TJX UNIVERSITY FOR MERCHANTS

At TJX University, we offer merchandising Associates advanced learning opportunities through specialized training, significant one-on-one coaching, and field exercises to both further their

development and prepare them for the next step in their careers. The coaching and field exercises often take place in our own stores, as well as in the competitive marketplace. The University teaches a consistent approach to the off-price business model, teamwork, and culture that have been a critical part of our success.

For some of the buyers identified as having potential to rise to a leadership level, we offer a specialized six-month learning experience. It brings together merchants from across our global divisions to get exposure to the critical merchant and leadership skills necessary for success. Focus is on understanding the role; integrating strategic, business, and critical relationship skills; and building a diverse, global leadership perspective.

EXTERNAL DEVELOPMENT

In addition to our many internal development opportunities, we also offer a variety of programs for our Associates with several of our partner organizations, such as the NAACP, the National Urban League, the National Hispanic Corporate Council, Disability:IN, and Diversity Best Practices. In addition, we belong to Conexion in Boston and, on a national level, The Partnership. Conexion pairs Latino Associates with a seasoned mentor at organizations in various industries and provides workshops in leadership. The Partnership offers year-long programs in leadership and cultural navigation for all-level Associates, as well as the Next Generation Executive Program, a five-month training course. We actively bring together Associate alumni of both of these programs to build a network that can support participants and encourage learning. Over the years, we have had close to 500 Associates of diverse ethnic or racial backgrounds participate in The Partnership programs with an active alumni group encouraging learning.

RETAINING TALENT



LIFELONG LEARNING TAKES SHAPE HERE

At TJX, we believe our Associates are one of our most valuable assets. We believe our ability to attract and retain our top talent is largely due to our Company’s long-term success in combination with our culture, including our attention to inclusion, training and development, 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 long-term success for many of our managers. Personal character and integrity are at the core of these competencies, as is investing the time to build relationships, whether that is with co-workers across the hall or in another country.

We strongly believe that this benefits our business overall and that our results reflect our efforts. While our goal is to foster career growth across the organization, we are particularly proud of our results in our stores and field offices where over 80 percent of managerial positions¹ were filled by internal promotions in 2018.



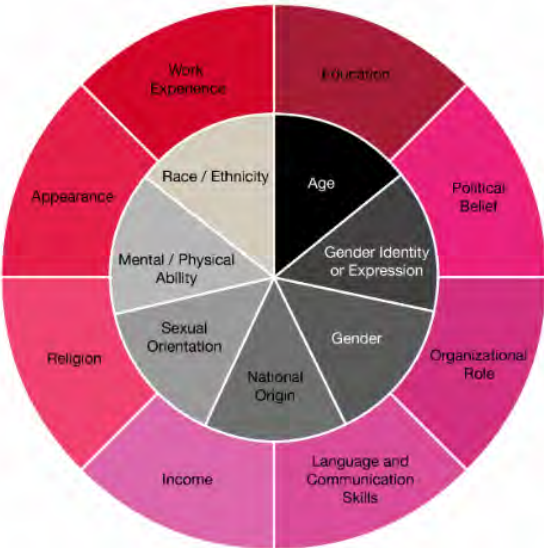
Finally, we recognize that a person must feel welcomed, valued, and engaged if they are to make a long-term commitment to any employer. Across our organization, we have formal and informal initiatives underway to foster inclusion.



¹Managerial is defined as Assistant Store Manager (or equivalent level) and above across the Company.

EMBRACING INCLUSION AND DIVERSITY

Diversity Presents Itself in Many Ways



Adapted from Johns Hopkins Diversity Wheel from http://web.jhu.edu/dlc/resources/diversity_wheel/

To support TJX’s future growth, we are continually looking for enthusiastic and committed individuals from a broad range of backgrounds and experiences to join our team. As a large, complex, and global business, we believe it is important that our workforce reflect the diversity of our customers and the communities we serve.

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.

OUR DIFFERENCES MAKE US STRONGER

Each one of our Associates brings something unique to our collective culture – a diversity of experience, gender, race, ethnicity, age, sexual orientation, abilities, and more. At TJX, diversity is not something we mark off of a checklist; it is something we celebrate in many ways!

Women are an important part of our workplace diversity and represent an increasing percentage of our leadership team. We are proud of the high percentages of women across our workplace, the strong representation of women in our more senior ranks, and our promotion rates for women over the past three years. We are equally proud that five of our 11 members of our Board of Directors are women.

Globally, women make up 78% of our total workforce, and they hold 66% of our managerial positions.¹ Further, we are pleased to note that women are strongly represented in our more senior ranks across the company, with women comprising 52% of Assistant Vice President and above positions, 44% of Vice



of our global workforce is female.



of people in managerial positions globally are female.¹



of Assistance Vice Presidents and above globally are female.



of Vice Presidents and above globally are female.



of Senior Vice Presidents and above globally are female.



of our workforce in the U.S. is people of color.²



of people in managerial positions in the U.S. are people of color.^{1,2}

President and above positions, and 41% of Senior Vice President and above positions. Additionally, averaged over the past three years, women earned 78% of our promotions. More specifically, over the past three years, on average, women earned 54% of the promotions into Assistant Vice President roles, 46% of the promotions into Vice President roles, and 57% of the promotions into Senior Vice President and above roles.

Our workforce also reflects a diversity of races, ethnicities, cultures, and nationalities. In the U.S., members of racially or ethnically diverse groups comprise 57% of our total workforce and 33% of managerial positions.²

At TJX, we have high management tenure rates. For example, 61% of our Associates at the Assistant Vice President level and above have been with the Company for over 10 years. At the Vice President level and above, that percentage increases to 65%. We are pleased with the stability of our leadership team, which gives us the benefit of years of off-price retail experience to provide to our newer team members. We continue to strive towards a more diverse workforce across our Company at every level, and we are moving our programs forward with a goal of continuous improvement.

PAY EQUITY

At TJX, we are firmly committed to pay equity and fostering an inclusive and diverse environment that provides attractive and accessible opportunities throughout our organization for our Associates to fulfill their potential.

As a large, complex, and global business, we believe it is imperative that we attract and retain the best talent for TJX at all levels and in all functions. We have designed a compensation structure intended to pay our Associates competitively in the market and equitably based on their skills, qualifications, role, and abilities, and we are proud that women fulfill key roles across the company.

We have long-standing processes in place to evaluate our compensation practices. We set objective pay targets by position and periodically conduct general compensation reviews, which often include benchmarking of our compensation against a number of metrics. Our incentive plans emphasize objective, performance-based pay and team-based execution of our business goals across the company.

We have expanded our efforts to include a gender pay equity analysis of our United States workforce. We also adopted a policy not to ask Associate applicants about their prior compensation history during the hiring process in the United States.

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.

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.

We intend to monitor our processes and review our data periodically to support our goal of continuing to compensate our Associates equitably based on their skills, qualifications, role, and abilities.

OUR APPROACH TO INCLUSION: WELCOME, VALUED, ENGAGED

Our culture places great value on relationships, which has been a key to our success since our founding and is now a guiding factor driving our inclusion efforts. We encourage Associates to form strong, lasting relationships with each other, and our aim is to transform some of the individuals we hire today into our global leaders of tomorrow. We recognize that our commitment to this relationship must include ensuring that Associates feel welcome, valued, and engaged if they are to make a long-term commitment to TJX. We strongly believe that:

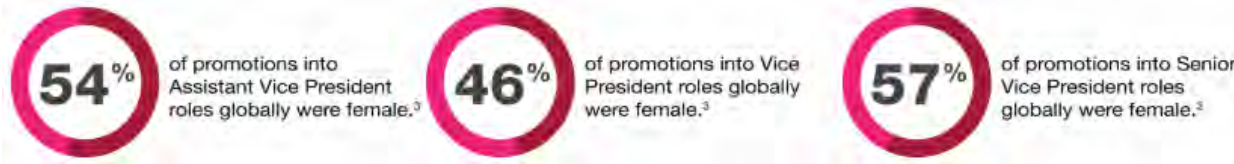
TJX Associates who feel welcome want to come to work. Our Associates feel welcome because they're encouraged to bring their whole self to work and provide their unique perspective to the business.

TJX Associates who feel valued have an emotional connection to their job, not just an economic one.

Our Associates feel valued because they know we want to hear and listen to what they have to say and we appreciate their perspective and experience.

TJX Associates who are engaged see the significance of their contributions to our organization and that their opinions are sought out. Associates who want to come to work and have an emotional connection to their job are fully engaged with our mission of delivering off-price value to our customers.

Across our regions, we have formal and informal initiatives underway to foster this type of inclusion. Our goal is to equip people with the tools and personal support needed to further enhance a workplace culture of inclusion.



PROMOTIONS OF WOMEN AVERAGED OVER THREE YEARS



78%

of promotions globally,
on average over the past
three years, have been
earned by women.

INCLUSION-BUILDING ACTIVITIES AND AWARENESS

We do not tolerate harassment or discrimination, and we expect Associates to treat each other with dignity and respect. These expectations are reinforced to all Associates in the TJX Global Code of Conduct. In addition, learning about our inclusive culture begins almost right away for our new Associates. In 2018, we piloted a global new hire orientation program that included a video and supporting materials discussing our approach to inclusion and our Welcome, Valued, and Engaged mission. We are currently rolling this program out more broadly and are excited to be able to deliver a unified message across the Company that lets our new hires know that inclusion and diversity are parts of our culture that we truly value.

In addition to our global efforts, many inclusion-related activities vary among the countries in which we operate. Below are examples of our initiatives.

U.S.

In the U.S., store managers have a tool called “Culture Pulse” available to them. Culture Pulse helps store teams gauge performance in the areas of customer engagement and in their connections with each other. This year, over 190,000 U.S. Store Associates also participated in an unconscious bias training, designed to raise awareness of unintentional biases and provide the knowledge and tools needed to identify and mitigate them. Raising awareness of unintentional bias is woven throughout our operations including onboarding, store communications, learning tools, and more. We also have external partnerships to help build cultural acumen and provide development opportunities for our Associates. Learn more.

Our policies and practices also reflect our philosophy of inclusion. For example, prior to nationwide recognition of same-sex marriage in the U.S., TJX offered benefits to same-sex domestic partners who did not have access to marriage. Today, we are pleased that our benefits program provides benefits to same-sex married Associates and their spouses. Our benefits program also provides transgender-inclusive healthcare benefits and related healthcare services. We are proud to have scored a 100 on the

Corporate Equality Index of the U.S.-based Human Rights Campaign in nine of the past 10 years and earned the highest ranking in the Human Rights Campaign’s “Buying for Workplace Equality” guide. Additionally, we have updated our dress code policy to make it more gender-neutral; 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.

CANADA

In Canada, in an effort to inspire, motivate, and reinforce Associate morale, TJX stores run The JOY Project, a customer service and Associate engagement initiative. This effort works to build strong connections between managers, Associates, and customers, and recognizes behaviors that mirror important aspects of our culture. In Canada, we also offer programs, such as “A Winning Balance,” to help Associates better understand their teams and be more effective leaders.

EUROPE

In Europe, we are investing in additional training related to inclusion and diversity, designed to continue to foster a creative, inclusive, respectful, and productive workforce.

An important part of the process is to continue to seek feedback from a broad range of Associates. We have focus groups across our organization to drive deeper insight into the day to day experience of working with us. We have also introduced an Inclusion and Diversity group made up of Associates from across our business with the aim of understanding experiences from diverse backgrounds and differing operational perspectives. The insights from these groups continue to help inform the development of our strategic initiatives, processes and policies, and actions we may consider in the future.

In addition, we are developing a partnership with Everywoman, which works with organizations to enhance the potential of women. We are focusing initially on our Processing Centers and working on career development with both women and men.

We are passionate about continuing to provide attractive and accessible opportunities throughout our organization for Associates to fulfill their potential. We will continue to work on solutions that build on our existing Associate engagement program to support the needs of our diverse Associate population.

OTHER WAYS WE ARE DRIVING INCLUSION

Diversity-Focused Groups

We have formal groups established to support Associate engagement around inclusion and diversity in the U.S. and Canada. These [Associate Resource Groups \(ARGs\)](#) are one of many key components for us in fostering an inclusive workplace. The groups offer networking, development, and support for new and long-time Associates and are open to Associates in our corporate offices, loss prevention (LP) departments, and select distribution centers. In Canada, we have a Diversity Council, consisting of senior leaders from across the Canadian division, that sets the vision and goals that will drive inclusion and diversity across that division.

Celebrations

With relationships and respect so deeply embedded into our culture, we show our Associates that we value them in many ways. Our ARGs in the U.S. and Canada run programs throughout the year, such as Bring Your Whole Self to Work, to promote respecting our differences. Our U.S. distribution centers fly the flags of the countries represented by our Associate base and celebrate key holidays that are important to them. And, we have a large presence in the annual PRIDE parades in the U.S. and Canada,

as well as many other inclusion-related celebrations. In Canada, we also host a diversity picnic at our home office that kicks off with an Associate huddle around why diversity is important to us.

EXTERNAL RECOGNITION

We're proud of what we are doing. However, we are striving to move our programs forward with a goal of continuous improvement. Below are some distinctions our work has received:

- / In 2019, *Forbes Magazine* listed TJX among America's Best Employers and the Best Employers for Diversity. In 2018, TJX was listed among *Forbes'* Best Employers for Women, and Best Employers for New Grads. TJX ranked third in a 2017 *Forbes Magazine* listing of 10 Companies Where Workers Age 45+ Feel Most Appreciated.
- / TJX has scored 100 on the Corporate Equality Index of the U.S.-based Human Rights Campaign in nine of the past 11 years. In 2019, we scored 90.
- / TJX was listed as a Top 50 Employer by *Equal Opportunity* magazine in 2017.
- / TJX has been named a Top Entry-Level Employer by CollegeGrad.com every year since 2014 and was also named a Top Intern Employer in 2018.
- / Over the years, TJX has been listed as a top diversity employer by *Black EOE Journal*, *Hispanic Network Magazine*, *Careers & the disABLED* magazine, *Professional Women's Magazine*, and *Equal Opportunity* magazine.
- / Since 2014, TJX Canada has been named as one of the Best Workplaces in Canada by Great Place to Work.
- / In 2018/2019, TJX Europe received several awards from TheJobCrowd as a result of surveys filled out by early career Associates related to company culture, pay, and career progression. These awards include: Top Company for Apprentices, Top Company for Graduates, Top 50 Retail Company for Apprentices, Top 50 Company for Apprentices - Career Progression, and Top 50 Company for Apprentices – Management.

¹Managerial positions are defined as Assistant Store Manager (or equivalent level) and above across the Company.

²Data 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.

³Percentages represent promotion rates averaged over the past three years.

ASSOCIATE GROUPS



In the U.S. and Canada, we have seven active Associate Resource Groups (ARGs) organized for networking, development, and support for Associates at our corporate headquarters and in our Loss Prevention (LP) department. We are also pleased that in 2018, our ARG that supports veterans expanded to distribution centers in Georgia and Arizona. Our ARGs sponsor educational, volunteer, and social events in a comfortable venue.

While informal, these groups are also well organized. Every year, each ARG develops an annual business plan describing their goals and objectives, are provided with an annual operating budget, money for charitable giving and/or community programs, a liaison from Human Resources, and an executive sponsor. The groups host a wide range of events each year, including educational programming for group members as well as for the general Association population, volunteer opportunities, and fundraising initiatives.

Key highlights from our ARGs include:

- / The Multicultural Coalition (MCC) hosted a Hispanic Heritage celebration featuring Latin music and a renowned guest speaker to raise awareness to Associates about Hispanic culture.
- / Women Adding Value Everyday (WAVE) hosted an expert confidence speaker who educated and empowered our Associates on ways to build confidence, and our WAVE LP group in the U.S. continued their involvement with Making Strides against Breast Cancer by bringing together over 1,000 Associates, their families, and their friends, raising over \$139,000 this year. Over the last nine years, the group has raised \$1.3 million.
- / TJX LGBTQ Associates and Allies (PRIDE) hosted an external speaker to help increase awareness and education of the transgender community and sponsored the PRIDE parade near our corporate headquarters and a few others throughout the country.
- / Supporting TJX Armed Forces Relations (STAR) sponsored two collection drives for Operation American Solider, netting 75 boxes filled with a variety of goods and 160 pounds of candy to be delivered to deployed soldiers.
- / Leadership, Education, and Adaptation for Disabilities (LEAD) put on an anti-bullying and suicide prevention workshop to increase awareness on the topic and to encourage participants to be more than a bystander.

COMMITMENT TO ARMED SERVICES



When it comes to supporting our military, TJX is dedicated to hiring members of the U.S. Armed Forces, veterans, National Guard and Reservists, and military spouses. In 2013, TJX joined other U.S. companies on Capitol Hill and pledged to hire at least 3,000 additional active military members, veterans, or their spouses by 2018. We were excited that we met that goal two years early. We are now pleased to report that by the end of 2018 we had hired more than 7,000 people from these populations.

At our global headquarters, we have STAR (Supporting TJX Armed Forces Relations), an Associate Resource Group whose mission is to provide networking and support for Associates who have a military affiliation, directly or indirectly via a family member. STAR also provides education for TJX managers and Associates about appropriate support for military-affiliated Associates and their families.

We take our commitment to military men and women and their families seriously, and we are proud to recognize and support our service members.

HIRING OUR VETERANS





HELPING BUILD BETTER FUTURES

For more than four decades, delivering great value to our customers has been at the core of our business. In fact, providing value and caring for others have helped define our culture over the years, and these principles extend beyond the walls of our stores and into our local communities around the world. When we have considered where our community initiatives could have the most impact, it has been important to us to focus on the intersection of these principles and areas of need for vulnerable families. Our global community mission is simple:



Deliver great value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.

OUR SOCIAL IMPACT AREAS

We bring our community relations mission to life by focusing our giving on four social impact areas that we believe are critical to helping families and children succeed and thrive.

- / FULFILLING CRITICAL BASIC NEEDS
- / PROVIDING EDUCATION AND TRAINING
- / SUPPORTING RESEARCH AND CARE FOR LIFE-THREATENING ILLNESSES
- / PREVENTING DOMESTIC VIOLENCE

In addition to our key impact areas, we also support our communities when unexpected disasters strike.

OUR APPROACH TO GIVING BACK

We are a global business with stores located in thousands of communities around the world. There are several ways in which we organize our support:

- / **Foundation Giving:** Through our three foundations in the U.S., Canada, and Europe (which supports programs in the U.K. and Ireland), we provide philanthropic grants to selected nonprofit organizations.

- / **Cause Marketing and In-store Fundraising:** Our retail chains conduct charitable campaigns that align with one or more of our focus areas.
- / **Associate Volunteerism and Giving:** We encourage our Associates around the world to contribute their time, talent, and resources.

IMPACT FROM OUR 2018 GIVING AND IN-STORE FUNDRAISING



33.3 million
meals served



63,000
people who received shelter



1.3 million
units of clothing donated



147,000
domestic violence
services provided



\$31 million
donated for healthcare
research and patient care



2.5 million
young people sponsored
in education programs



11,500
young people placed in
workforce readiness programs

CORPORATE PHILANTHROPY



Caring for others is an important part of the culture at TJX. Throughout our more than 40-year history, we have worked hard to be a good corporate citizen and bring value to people’s lives – not just in our stores, but in our communities, where we work to enrich the lives of others. Our corporate giving follows our global philanthropic platform and is focused around four key themes:

- / **FULFILLING CRITICAL BASIC NEEDS**
- / **PROVIDING EDUCATION AND TRAINING**
- / **SUPPORTING RESEARCH AND CARE FOR LIFE-THREATENING ILLNESSES**
- / **PREVENTING DOMESTIC VIOLENCE**

In 2018, our community efforts globally supported more than 1,600 organizations, positively impacting people on four continents. |

One way we support these important social impact areas is through our three charitable entities in the U.S., Canada, and Europe (which supports programs in the U.K. and Ireland). Our foundations proudly support a variety of organizations, from the national charitable groups our retail chains partner with, to local organizations. This support can include donations to local charities with new store openings, or grants to Associate-recommended organizations that fit our giving guidelines. Sometimes we are also able to combine Associate volunteerism with our foundation giving as we believe this makes our philanthropic efforts more meaningful to our Associates and customers and adds value in our local communities. In 2018, our community efforts globally, including our foundation giving, supported more than 1,600 nonprofit organizations worldwide.

Giving Guidelines and information on how to apply for funding are available online for our U.S. foundation.

MAKING A DIFFERENCE: DISASTER RELIEF

For more than 20 years, TJX has contributed generously to Red Cross chapters around the globe, as well as to other nonprofit organizations that help local communities rebuild in the wake of devastating disasters.

In addition to our annual support of the **American Red Cross Disaster Relief Fund**, we donated money and supplies and conducted fundraisers in 2018 for targeted relief efforts for the American Red Cross, Save the Children U.S., Habitat for Humanity, the Foundation for the Carolinas, and Feeding America. Specifically, in the aftermath of Hurricanes Michael and Florence and the unprecedented wild fires in California, we were pleased to be able to provide relief to our Associates and their families. In aggregate, we donated more than \$1.5 million to our disaster relief partners in 2018.

In Canada, we contributed to the **Canadian Red Cross**, and, thanks to the generosity of our Associates and customers, we donated \$65,000 to the Ottawa-Gatineau Tornado Appeal Fund. In Europe, we became partners with the British Red Cross and joined their Disaster Relief Alliance, which has helped us to be more proactive with our emergency response support. Our early funding helped to support victims of the Indonesia earthquake and, more recently, Cyclone Idai, which affected Mozambique, Malawi, Zimbabwe, South Africa, and Madagascar, as well as those suffering in Zimbabwe from food shortages.



A HELPING HAND

More than 5 million households in Florida were impacted by the devastation caused by Hurricanes Michael and Florence in 2018. With a focus on helping these families move to safe and permanent housing, Habitat for Humanity International and its local affiliates balanced emergency response with long-term planning and reconstruction.

Similarly, TJX moved quickly to help. We were pleased to be able to provide a financial contribution to Habitat for Humanity International's relief efforts. Through our funding and donations from other supporters:

- / Nearly 300 families were provided with immediate basic needs and support services.
- / Habitat for Humanity was able to address more than 6,500 support needs, including conducting over 200 damage assessments and providing technical expertise for over 250 issues.

OUR U.S. FOUNDATION



Our **Community Mission** is to provide value to our communities by helping vulnerable families and children access the resources and opportunities they need to build a better future.

At this time, in addition to our support for current national and local nonprofit partners, we are accepting letters of inquiry from nonprofits seeking grant support in the following areas only:

- / Basic needs for those in need (food, clothing, and shelter)
- / Access to opportunities outside of school that enable school success for at-risk youth (pre-kindergarten to grade 12)
- / Workforce readiness training for at-risk youth (ages 16-24)
- / Safety from domestic violence (shelter, prevention, and services)

GIVING GUIDELINES

To be considered for a grant, organizations must:

- / Be aligned with our mission
- / Provide services within 15 miles of a TJX store, distribution center, or office
- / Be a registered 501(c)(3) for at least the past 12 months
- / Not have received funding from TJX in the past 12 months
- / Have a public nondiscrimination policy that states that the organization does not, by policy or practice, discriminate against a person or group on the basis of race, color, religion, gender, sexual orientation, national origin, age, disability, gender identity and expression, marital or military status, or based on any individual's status in any group or class protected by applicable federal, state, or local law

TJX does not support:

- / Capital campaigns
- / Staff salaries
- / Third-party giving/foundations

- / Scholarships
- / Political groups/parties or lobbying
- / Municipalities
- / Schools/colleges
- / Sponsorships, walks, events, or memberships
- / Organizations requiring recipients to accept a specific belief or doctrine to receive services
- / General operating funds

Due to the high volume of requests, we will not be able to fund all organizations that fit our giving guidelines and mission. We take our commitment to community very seriously and would like to fulfill all the requests we receive. Unfortunately, we receive many more appeals for support than we are able to satisfy. When an organization is not invited to apply or a request is denied, it is not a reflection of our view of the organization's value.

TJX reserves the right to make all determinations regarding the organizations and programs that we support.

HOW TO APPLY FOR FUNDING¹

Step 1:

Please review our Community Mission and Giving Guidelines listed above. Only nonprofits that align with our Community Mission and Giving Guidelines will be considered for funding.

Step 2:

If your nonprofit aligns with the Community Mission and Giving Guidelines, please complete our eligibility questionnaire.

[Click here](#) to take our eligibility questionnaire.

Step 3:

If you pass the eligibility questionnaire, you will then have the opportunity to submit a Letter of Inquiry. Letters of Inquiry will be reviewed on a rolling basis.

Due to the volume of requests, we will not be able to fund all nonprofits that fit our Community Mission and Giving Guidelines.

Step 4:

Following the submission of the Letter of Inquiry, selected nonprofits will receive an invitation to complete an application for funding. Applications are accepted by invitation only.

Step 5:

Complete the application for funding.

Your application for funding will be reviewed and, if approved, the grant will be mailed to your nonprofit.

¹Giving Guidelines and information on how to apply for funding are not available online for The TJX Canada Foundation or TJX Europe Foundation, which supports programs in the U.K. and Ireland. The information on this page is for U.S. 501(c)(3) organizations.

ASSOCIATE IMPACT



For many of our programs, Associates contribute to our outreach efforts through donations, volunteering, or conducting fundraising events.

In the U.S. in 2018, over 30,000 Associates pledged to the United Way in our annual workplace campaign to help provide families and children with opportunities for a better life, resulting in substantial funding to the United Way. Associates at our TJX corporate headquarters volunteer at a variety of events, from one-day, on-site programs to support our national partner, Jumpstart, to weekly participation as Big Brothers/Big Sisters.

Our U.S. Associates are also actively engaged in supporting other causes. In some cases, activities that may have started as smaller, localized efforts have now grown into more substantial campaigns that occur across the country. For example, our U.S. Loss Prevention group leads Associate participation in the Making Strides Against Breast Cancer walks each fall. In 2018, this group rallied together 147 teams in 35 states, with approximately 1,000 Associates participating. Cumulatively, the teams have raised over \$1.3 million in funding for breast cancer research and support over the past seven years!

In Canada, Winners, Marshalls, and HomeSense are also official sponsors of a number of Pride festivals across the country and have supported the LGBTQ community for many years. Each year, Associates join in the festivities by participating in community Pride parades. In 2018, our Canadian brands sponsored seven Pride festivals in major Canadian cities, and proudly saw nearly 600 Associates walking in support of the LGBTQ community.

WE'VE GOT PRIDE!

- / Celebrating 10+ years of support of Pride festivals in Canada
- / 2018 sponsorship of 7 Pride festivals across Canada with nearly 600 Associates walking in parades
- / Participated in 3 Pride festivals across the U.S. with 300+ walkers

Across Europe, our Associates are amazing supporters of our charitable partners, fundraising millions of dollars to support thousands of vulnerable children and young people living in our local communities. During our Comic Relief Red Nose Day campaign, Associates in the U.K. organized a dancing competition and took part in mountain hikes, bake sales, mud runs, and much more, raising a record breaking amount of money.

For our Give up Clothes for Good campaign in the U.K. and Ireland, our Associates donate clothes, accessories, and homewares to support Cancer Research U.K. and Enable Ireland, a charity that supports children and young people with disabilities. In 2018 alone, our Associates and customers donated nearly 300,000 bags of goods to these charities. Thanks to those donations and other fundraising activities, we were able to make just over \$7 million worth of contributions to the two charities. Associates in Ireland also organized supermarket bag packs, street performances, and fun days to raise additional funds for Enable Ireland.

In Germany, more than 100 Associates entered Dusseldorf’s Metro Marathon and sold healthy lunches at the Dusseldorf regional office to raise money for our partner, Children for a Better World. Our Polish Associates organized charity fun days, picnics, canoeing, sports events, and an auction for our charity partner Stowarzyszenie WIOSNA’s Academy of the Future, a national children’s charity. They also took part in the President’s chair initiative in which children supported by the charity are invited to visit TJX to learn more about careers within the business. Associates in the Netherlands held fundraising events for their local charities – events included face-painting, a “guess the amount of tags in the bucket” game, flea markets, and fancy dress day.

We are very proud to have Associates around the world who volunteer their time and who are committed to doing good in their communities.

WE’RE MAKING STRIDES IN OUR IMPACT!

TEAMS PARTICIPATE IN MAKING STRIDES FOR BREAST CANCER WALKS ACROSS THE U.S.

STATES

2012 27

2018 35

TEAMS

2012 55

2018 147

FULFILLING BASIC NEEDS



In our communities around the world, there are families in poverty who struggle to overcome the challenges of everyday life and meet their basic needs. We understand the importance of a warm meal, clean clothing, and a safe place to sleep. This is why we are passionate about supporting nonprofit organizations that help fill these critical basic needs for vulnerable families.

In the U.S., TJX supports **Cradles to Crayons**, which serves children from birth through age 12 living in homeless shelters or low-income situations, and provides them with high quality, essential items they need to thrive. In 2018, Associates volunteered at the Cradles to Crayons Giving Factory and participated in Cradles' annual Backpack-A-Thon, a one-day volunteer event where over 40,000 backpacks are packed for children in Massachusetts.

We are also very proud to support **Habitat for Humanity Canada** to which we have donated over 150 pallets of merchandise. Habitat for Humanity Canada brings communities together to help families build strength, stability, and independence through affordable home ownership. With the help of volunteers, Habitat builds and rehabilitates safe, decent, and affordable homes, including single family and multi-unit houses. Their model of affordable homeownership bridges a gap for low income families.


2018 IMPACT



33.3 million
meals served



63,000
people who received shelter



1.3 million
units of clothing donated

T.K. Maxx and Homesense in the U.K. further developed their 13-year relationship with **Comic Relief**, a charity that supports children and families impacted by poverty and social injustice in the U.K. and the world's poorest countries. Since 2005, our Associates, along with the generous support of our customers, have raised tens of millions of dollars for Comic Relief U.K.'s much-loved fundraising campaign, "Red Nose Day." In 2017, as the official t-shirt retailer for this biennial campaign, we raised more than \$5 million to support Comic Relief's efforts. We had an exciting 2019 campaign and look forward to reporting on those results next year.

MAKING A DIFFERENCE: FEEDING AMERICA

According to research from the U.S. Department of Agriculture, 11.8 million American households struggle to put food on the table.¹ This year, T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense teamed up with Feeding America to support families in need during the holidays. Through this campaign, funds from our U.S. foundation and our customers were donated to Feeding America for distribution to just under 200 of its member food banks located in our communities. According to Feeding America, this translated into an estimated 32.5 million meals served to those in need. Throughout the year, TJX Associates also volunteered at local food banks and held food drives at our distribution centers, stores, and corporate offices. We're proud to be having a positive impact on people's lives...people like Liz, a single mother from Chicago.

OUR SUPPORT INCLUDES:



- / Save the Children
- / Feeding America



- / Feeding America (U.S.)
- / Covenant House (Canada)
- / Daily Bread Food Bank (Canada)
- / Toy Mountain (Canada)



- / Feeding America
- / Sheets from Home



- / Feeding America

WINNERS[®]

- / Canadian Women's Foundation



- / Canadian Women's Foundation (Canada)
- / Feeding America (U.S.)



- / Children for a Better World (Germany)



LIZ'S STORY

As a single mother and full-time student, Liz knows that the challenges she's dealing with now will be worth it when she gets her degree, but it's hard to make ends meet and get food on the table for her sons, especially around the holidays. She's so appreciative of the support she receives from her local food pantry.

"Without the food pantry I don't know what I'd do during this time of year. I may not have a lot to give my boys, but they love food! So when the pantry gives us an amazing meal, I know they're happy."

Liz, single mother
Chicago, Illinois

[Read more.](#)

¹Food Security Status of U.S. Households in 2017 at <https://www.ers.usda.gov/topics/food-nutrition-assistance/food-security-in-the-us/key-statistics-graphics.aspx>

PROVIDING EDUCATION AND TRAINING



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 in the hopes of helping to create a brighter future for children, teens, and young adults. In 2018, we worked with a variety of organizations and funded education and workforce training opportunities that impacted more than 2.5 million young

people.

One homegrown program of which we are particularly proud is our **Youth Business Institute (YBI)**. In 1999, TJX founded the YBI to provide young people in the Boston, Massachusetts area with skills and job training. Today, YBI is an innovative 11-week professional development program for underserved high school students in cities around the U.S. The program offers workshops on time management, budgeting, résumé building, and interview preparation. TJX Associates bring their talents to the classroom, teaching these students job readiness skills and exposing them to career paths in the retail workforce. Since 2012, more than 1,400 students have graduated from the YBI program. TJX has awarded over \$970,000 in scholarships to YBI students and hired nearly 800 program graduates into full- and part-time positions within the Company.

2018 IMPACT



2.5 million

young people sponsored in education programs



11,500

young people placed in workforce readiness programs

For nearly 35 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. Our longstanding relationship is rooted in the belief that all children deserve a healthy start in life, and the opportunity to learn and thrive. In 2018, TJX

support included T.J. Maxx's annual in-store fundraising campaign, grants from The TJX Foundation, and volunteerism.

Marshalls in the U.S. is focused on providing safe and engaging programs for children after school. In 2018, Marshalls continued support of the Boys and Girls Clubs of America's Project Learn, which reinforces academic enrichment and school engagement of young people. Through Project Learn, club staff use all the areas and programs in the club to create opportunities for high-yield learning activities, including leisure reading, writing activities, discussions with adults, helping others, homework help, tutoring, and games that develop young people's cognitive skills. According to the Boys and Girls Clubs, over 600,000 young people had benefited from Project Learn by the end of 2018.

At Sierra, we want the outdoors to be accessible to everyone, and so we support new store openings with grants to nonprofits that help children in those communities get outdoors. During 2018, Sierra continued supporting YMCA's camp programs across the U.S. We also partnered with KaBOOM! to support programs that are committed to providing safe places for all children to play and Open Outdoors for Kids, a National Parks Foundation program that creates opportunities for children to explore nature.

TJX Europe works with The Prince's Trust, an organization that supports teens and young adults who are unemployed, struggling at school, or otherwise at risk of exclusion from many opportunities. Since 2014, T.K. Maxx has been actively involved in the Trust's Get Into Retail program, which helps disadvantaged young people acquire the skills and training needed to succeed in a retail career. Participants in the program learn basic career skills, interview preparedness, and job application techniques. They also benefit from combining classroom-based training with an in-store mentor. In 2018, we once again supported 15 Get Into Retail programs across the U.K., training more than 200 young people and hiring over 70% of the program participants. The number of young people that have been through the program now totals over 1,000, with a number of those hired now in team leader positions in our stores. TJX Europe has also begun piloting a work placement program, working with other disadvantaged groups, such as young homeless people.

In addition to our participation in Get Into Retail, in 2016 Homesense became a supporter of The Prince's Trust Achieve program, a personal development course for 13- to 19-year-olds. The program helps young people who are at risk of underachieving at school or college engage with, and succeed in, their education. In just the past year, Homesense has helped raise over \$200,000 to help The Prince's Trust Achieve program reach over 600 young people. Three out of four participants felt they had achieved better communication and team working skills by taking part in the program, and everyone who was surveyed reported that their confidence has increased.

T.K. Maxx and Homesense in the U.K. were also a sponsor of The Prince's Trust awards for the third year in a row, including serving as the headline sponsor in 2018. The awards recognize young people who have succeeded against the odds, improved their chances for better success in life, and had a positive impact on their local community.

In addition to its work with The Prince's Trust, TJX Europe has been working in 12 communities in the Rwenzori region of western Uganda to help send children to school since 2008. In 2011, we furthered our commitment by developing a sustainable trade program in the region to help more than 4,000 families increase their incomes. We have supported the production and sale of coffee, cocoa, cotton, and crafts, and we sell coffee and crafts produced in that region in our stores. We also support helping these community members form co-operatives and build relationships with commercial and

development partners, which has led to better and higher-quality crop yields. Cotton and cocoa co-operatives that we work with have been Fairtrade certified, helping the co-operatives achieve fairer pricing and access to international markets. In fact, research shows that these coffee farmers now earn more for their crops. These, combined with consistent sales of their crops, give residents a more reliable and increased income stream, allowing them to pay for basic needs, school fees, and other necessities. We believe our support is making a difference. Since the Rwenzori Trade Project started in 2011, more children (girls in particular) are completing primary school education as a result of the project. Between 2008 and 2012, school enrollment increased from 53% to 93% and since 2012 we have seen a further 16% increase.

At T.K. Maxx in Australia, we embrace community programs that equip disadvantaged youth with the resources and opportunities to rise up and build a better future. T.K. Maxx is proud to be a national partner of AIME Mentoring and provide funding to support AIME’s program across Australia. AIME provides an in-school program that is designed to equip Aboriginal and Torres Strait Islander high school students with the confidence and life skills to believe that they will succeed. Additionally, they have “Tutor Squads” made up of trained university mentors delivering free academic support to the school’s Aboriginal and Torres Strait Islander students. AIME also supports students with their transition from school to work or further education. Students completing AIME’s program finish school and transition through to university, training, and employment at the same rate as other Australian children – effectively closing the gap in educational outcomes for successful participants.

MAKING A DIFFERENCE: JUMPSTART

We are proud to announce that we’ve teamed up with Jumpstart to support their vision that every child in America enter kindergarten prepared to succeed. TJX supported Jumpstart’s Read for the Record, a program that engages over 2 million children across the country in reading the same book on the same day to promote early literacy. We also supported their in-school programming, which Jumpstart says provides over 13,000 preschoolers access to curriculum focused on language, literacy, and social-emotional development. In addition, TJX’s grants provided 3,000 books to the Book Grant Program so teachers from under-resourced schools could apply to receive books and sent an additional 500 Spanish-version books to Puerto Rico, according to Jumpstart.

In support of our relationship, Associates in our field and corporate offices enjoyed building activity kits and reading to children. They even took books home to read to their own children and children at local preschools. Our support of Jumpstart helps forward TJX’s community mission of helping vulnerable families and children access the resources and opportunities they need to build a better future. We’re proud to be helping people like Patricia have an impact on young children’s lives.

OUR SUPPORT INCLUDES:



- / Jumpstart
- / Read to a Child
- / Big Brothers / Big Sisters
- / Girls Inc.



- / Save the Children
- / Youth Business Institute



- / Boys and Girls Clubs of America (U.S.)
- / Youth Business Institute (U.S.)
- / Kids Help Phone (Canada)



- / Youth Business Institute



- / KaBOOM!
- / National Park Foundation



- / The Prince’s Trust (U.K.)



- / Comic Relief (U.K.)
- / Enable Ireland (Ireland)
- / Academy for the Future (Poland)
- / AIME Mentoring (Australia)



PATRICIA'S STORY

"Nathaniel was extremely shy at the start of the program. He didn't engage much in play with the other children and had difficulty communicating. I spent time with him, encouraging him to participate in activities alongside his peers. In one of the sessions, I noticed him opening up to another child. We were playing the Alphabet Memory Game in the puzzle center, and he was trying really hard to explain the rules of the game to another classmate. It made me so happy to see his progress. I love that we can give him more individualized attention in Jumpstart."

Patricia, AmeriCorps Volunteer Team Leader
Jumpstart

SUPPORTING RESEARCH AND CARE FOR LIFE-THREATENING ILLNESSES



Providing real value is at the heart of everything we do at TJX, and that includes supporting organizations that deliver services to families and children when they are facing life-threatening illnesses, including funds aimed at spurring advancements in cures and care. Our Associates, our customers, and their families often have a personal connection to a health-related cause and are eager to participate in volunteer opportunities and join in fundraising efforts that help affected individuals and families.

For 25 years, Marshalls has partnered with **JDRF** to improve the lives of children and adults living with type 1 diabetes and to support JDRF's search to find a cure. Through an annual in-store fundraising campaign, walk teams, and support of other local JDRF events, we are helping to fund exciting new research and support programs. We are proud to have been named an Elite Corporate Partner for the past eight years, helping to fund research that may one day eliminate this devastating disease. Marshalls has also raised funds and awareness through in-store fundraising programs to benefit the **Alzheimer's Association** and **St. Jude Children's Research Hospital**.

2018 IMPACT



\$31 million
donated for healthcare research and patient care



\$18 million
donated for cancer research and patient care

HomeGoods has also partnered with St. Jude Children's Research Hospital since 2010 and Dana-Farber Cancer Institute since 2001, both leading cancer research and treatment centers. In our stores, we participate in St. Jude's annual Thanks and Giving campaign, raising funds and awareness to support St. Jude's mission to advance cures for pediatric cancer.

Winners and HomeSense support The Sunshine Foundation of Canada, helping fulfill dreams of seriously ill and physically challenged children. Associates volunteer their time and have donated money to this program. Additionally, in 2018, our Decal Campaign/Corporate Match raised nearly \$1.3 million for the Sunshine Dreams for Kids program. Marshalls in Canada also teams up with the Kids Help Phone, a counseling service for youth, where professional counselors are available 24 hours a day, 365 days a year, to help young people in any moment of crisis or need.

MAKING A DIFFERENCE: CANCER RESEARCH U.K.

Over the years, T.K. Maxx has raised millions for **Cancer Research U.K.** to help fight childhood cancer through research, prevention, and treatment. In 2018, we raised nearly \$2 million cash through cause marketing and in-store fundraising campaigns to help fund clinical trials and other programs aimed at advancing childhood cancer prevention and treatments. Our support also includes the Give Up Clothes for Good campaign. This initiative allows people to drop off their high-quality, used clothes, accessories, and homeware at our stores for donation to Cancer Research U.K. The items are then sold at Cancer Research U.K. thrift shops to raise funds. The Give Up Clothes for Good program raised an incremental \$5 million for Cancer Research U.K. in 2018. Today, T.K. Maxx is the biggest corporate supporter of Cancer Research U.K.'s research into children's cancers, helping young people like Katie.

OUR SUPPORT INCLUDES:

Marshalls

- / JDRF (U.S.)
- / St. Jude Children's Research Hospital (U.S.)
- / Alzheimer's Association (U.S.)
- / Kids Help Phone (Canada)

HomeGoods

- / St. Jude Children's Research Hospital
- / Dana-Farber Cancer Institute

WINNERS*

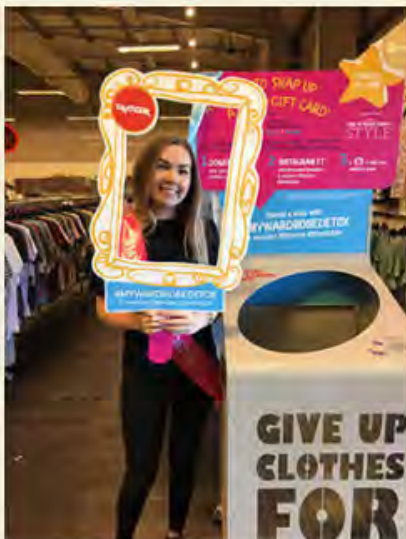
- / Sunshine Foundation of Canada

HOMESENSE

- / Sunshine Foundation of Canada

T.K. MAXX

- / Cancer Research U.K. (U.K.)
- / Enable Ireland (Ireland)



KATIE'S STORY

Several years ago, Katie, now 16, took part in a clinical trial co-funded by Cancer Research U.K. for a new treatment for relapsed acute lymphoblastic leukemia.

"We believed that with the clinical trial, Katie had the best chance of recovery. Without these trials, amazing new treatments may never be found."

Siobhan, Katie's mother
Beneficiary of Cancer Research U.K.

PREVENTING DOMESTIC VIOLENCE



We believe everyone deserves a safe and secure home free from abuse, which is why TJX supports domestic violence service organizations in the U.S. and Canada. We specifically fund programs that provide a safe haven for those fleeing domestic violence along with the tools they need to rebuild their lives.

TJX has supported programs providing resources for victims of domestic violence for over 25 years. In 2009, we began a 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 as a link to safety for an estimated 324,000 people annually who are affected by domestic violence.

In 2018, TJX also awarded domestic violence program grants for nonprofits that provided shelter and support services for victims of domestic violence across the U.S. Among these programs were **Harbor House Domestic Abuse Programs, Inc.** in Wisconsin, **Laura's House** in California, and **Interval House** in Connecticut.

2018 IMPACT



63,000

people who received shelter



147,000

domestic violence services provided

MAKING A DIFFERENCE: CANADIAN WOMEN'S FOUNDATION

For 15 years, Winners and HomeSense have supported the **Canadian Women's Foundation** through in-store fundraising and corporate giving. Ranked one of the largest women's foundations in the world, the Canadian Women's Foundation empowers women and girls in Canada to move out of violence and poverty and into confidence and leadership. It serves about 6,300 women and children in shelters each

night. Each year, Winners and HomeSense raise funds for the Canadian Women's Foundation, with this year's campaign raising over \$1.4 million. The customer donations and corporate giving benefit over 450 emergency shelters and violence prevention programs in Canada funded by the Canadian Women's Foundation, positively impacting women like Sofia.

OUR SUPPORT INCLUDES:



/ National Domestic Violence Hotline (U.S.)

WINNERS™

/ Canadian Women's Foundation



/ Canadian Women's Foundation



SOFIA'S STORY

"My son gave me the strength I needed to act; I had to leave [our home] to give him a different future. Eventually, I went back to school to become a community service worker. When I look at my life now, I am proud. I'm able to provide for my son ... Everything I went through made me stronger and more confident."

Sofia, Canadian Women's Foundation Beneficiary
Toronto, Canada



SMART FOR BUSINESS. GOOD FOR THE ENVIRONMENT.

TJX has long been committed to pursuing initiatives that are smart for our business and good for the environment. We operate a large, complex international business and are proud of our growth, which has added thousands of jobs to communities around the world and helped bring our off-price value concept to millions of new consumers. That said, our growth has also often resulted in annual increases in our environmental footprint,¹ including our greenhouse gas (GHG) emissions inventory. That's why we continually work to increase the energy efficiency of our operations by maximizing technologies that lower store and distribution center energy use from lighting, heating, ventilation, and air conditioning systems. We also proactively address the way we handle the waste generated by our business operations and are working to responsibly manage the varying materials within our waste stream with a goal of sending less and less waste to landfills.



One of the key ways we measure our progress is by tracking our results against our GHG reduction goal, which is to reduce our global GHG emissions per dollar of revenue by 30% by fiscal 2020, against a fiscal 2010 baseline.

We are pleased to report that we are on track to exceed our goal. We are also in the process of considering options for setting our next quantitative emissions reduction goal. As part of that process, we are analyzing science-based target options that range from a below two-degree scenario to a carbon neutral scenario.

KEY INITIATIVES

Our efforts to reduce our carbon footprint are focused around these key initiatives:

- / ENERGY AND EMISSIONS
- / TRANSPORTATION AND LOGISTICS
- / GREEN BUILDING
- / WASTE MANAGEMENT
- / ASSOCIATE ENGAGEMENT
- / MEASUREMENT AND REPORTING

¹The calculated impact of our business operations on the environment.

2018 ACHIEVEMENTS

ON TRACK WITH OUR 2020 GOAL



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

Purchased over 405 million kilowatt hours of low-carbon energy in North America, avoiding more than 150,000 metric tons of CO₂e associated with our 2018 electricity use

LEVERAGING LOW-CARBON ENERGY



REDUCING CARBON FOOTPRINT



Implemented energy efficiency initiatives that reduced our global carbon footprint by more than 23,900 metric tons of CO₂e

- Achieved CDP score of A-
- Celebrated 18 years on FTSE4Good index
- 2018 U.S. EPA Smartway High Performer



RECOGNITION OF OUR EFFORTS



STRENGTHENING OUR COMMITMENT

Looking at creating a science-based emissions reduction target and analyzing options that include 2 degree, 1.5 degree, and carbon-neutral scenarios

PROGRAM OVERSIGHT



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 steering committee provides guidance, advocacy, support, and oversight for global environmental initiatives, including guidance in managing the risks and opportunities associated with climate change, and reviews progress against our global greenhouse gas target. 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, Merchandising, Product Development, and Legal. Periodically, certain members of the EESC may update the Board of Directors on a variety of issues related to corporate responsibility, including environmental sustainability.

TJX also has a Global Environmental Sustainability Committee (GESC) that includes environmental sustainability subject matter experts from the U.S., Canada, and Europe. This committee facilitates collaboration across geographies on TJX’s core environmental sustainability focus areas:

- / Sustainable business operations (including energy efficiency, low carbon energy, transportation and logistics, green building, and responsible waste management)
- / Measurement and reporting
- / Associate engagement

The Global Environmental Sustainability Committee reports on its progress and strategy to the Executive Environmental Steering Committee. Members of the GESC help shape the high-level environmental sustainability priorities for the business and can influence the strategies of regional operational teams. Periodically, these regional operational teams

The U.S. is Our Largest Source of GHG Emissions by Region¹



¹Includes 2018 scope 1 (direct) and scope 2 (indirect) GHG emissions.

review and modify their strategies, in conjunction with feedback from the GESC, to reflect both short- and long-term plans for the regions.

In 2018, the GESC worked on several key initiatives, including planning for our next greenhouse gas target, considering our approach to renewable energy, and increasing collaboration among global operations stakeholders who have oversight of energy and waste programs. In convening the global operations stakeholder group, the GESC helps share knowledge across our organization, monitors regional emerging themes, and provides education on key sustainability issues. The outcomes or opportunities are communicated up to the EESC as appropriate. Together with input from the EESC as well as our global internal stakeholders, the GESC also works to prioritize initiatives that are considered to be meaningful to the Company's many stakeholders and prepares the business to support our reporting efforts in the dynamic landscape of sustainability reporting and disclosure frameworks.

ENERGY AND EMISSIONS

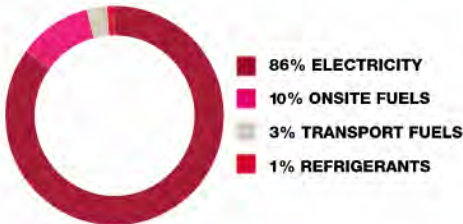


Electricity and fuels used to operate our stores generate the majority of the greenhouse gas (GHG) emissions that we can control directly. Our global approach to reducing our impact and increasing our efficiency includes a balanced and opportunistic portfolio of emissions reduction activities highlighting energy efficiency and alternative energy sources. In 2018, we reduced our global corporate GHG emissions by over 174,000 metric tons. This was more than double our emissions reduction in 2017 and reflects our commitment to lowering electricity consumption and sourcing low-carbon energy. We are also pleased to report that we saved an estimated \$36 million in energy expenses between 2011 and 2018 as a result of our programs. As we have said for several years, our environmental sustainability efforts truly benefit both our business and the environment!

Conserving Energy

- / Retrofitting lighting
- / Implementing and monitoring energy management / building automation systems
- / Conducting preventative maintenance on heating, ventilation, and air conditioning (HVAC) systems
- / Providing stores with energy awareness training materials

Electricity is Our Largest Source of GHG Emissions¹



Stores Account for 80% of Our Carbon Footprint¹



¹Includes 2018 scope 1 (direct) and scope 2 (indirect) GHG emissions.

We have regional Energy Management teams across our global operations that are responsible for managing our energy consumption and costs, analyzing and improving current operational performance, and testing, prioritizing, and implementing energy efficiency technologies and products. To facilitate the sharing of best practices across our global regions, our Energy Management teams share information throughout the year and collaborate on regional approaches. These teams support the energy data collection efforts for over 4,300 stores as part of our global, corporate GHG inventory. They also help align reduction strategies with our global, corporate GHG emissions reduction target of a 30% reduction of GHG emissions per million dollars of revenue by 2020 against a 2010 baseline year.

Over the past five years, our Energy Management teams have implemented emissions reduction projects that have helped reduce our global carbon footprint by almost 80,000 metric tons of carbon dioxide equivalents (CO₂e). In 2018, our energy-saving initiatives reduced our CO₂e emissions by more than 23,900 metric tons, an increase of over 23% from 2017.

2018 GLOBAL RESULTS



AVOIDING AND OFFSETTING EMISSIONS

Along with energy-efficiency initiatives, we leverage low-carbon energy sources as well as carbon offsets² in our efforts to reduce emissions from our global corporate GHG inventory. Low-carbon energy is an increasingly important part of our approach to reducing GHG emissions from electricity consumption. We also use offsets from verified carbon reduction projects to reduce emissions from other emissions sources. For example, we use offsets to reduce emissions generated from our Canadian Associates' business travel.

Renewable and Low Carbon Energy

As a global company, we operate in many different energy and renewables markets. Opportunities for using renewable energy vary greatly from country to country and even within regions. Additionally, for TJX, onsite, renewable electricity-generation opportunities are limited as we typically do not build or own our stores. We have regional strategies to support our efforts, and subject matter experts review opportunities, deal structures, and procurement strategies that are currently available in their local marketplaces. They continue to evaluate alternative energy solutions and purchasing opportunities for our facilities, taking into account the economic and operational feasibility of projects. Some examples of our current sourcing strategies include:

- / Wholesale power purchase agreements
- / On-site power purchase agreements
- / Electricity supply contracts
- / Renewable energy credits

In 2018, we purchased nearly 320 million kilowatt-hours of renewable energy in total, sourced from a variety of technologies. This is nearly 65% more than the amount of renewable energy sourced in the previous year and reflects our Company's increasing commitment to renewable energy overall. In the U.S. and Canada, our approach to renewable energy includes installing solar panels on select buildings, contracting with utilities for renewables, and purchasing renewable energy credits from national, new-renewable facilities. Our renewable energy strategies and low-carbon energy purchases in 2018 enabled us to reduce our Scope 2 market-based GHG inventory by more than 150,000 metric tons of CO₂e, more than double the emissions reduction impacts from the previous year.

TJX leases the vast majority of its stores, which limits our ability to generate renewable electricity on a broader scale. However, we have found opportunities in our distribution centers, which we own, and where market conditions and landlord partnerships enable projects. In the U.S., specific efforts include solar panels installed on the roofs of select stores in New Jersey, Connecticut, New York, Massachusetts, and California and distribution centers in Arizona, Connecticut, and Nevada. We have also designed the roofs on our new distribution centers to accommodate solar panels and have evaluated the potential for future use of solar panel installations at distribution centers and home offices. We believe these efforts position us well to expand our solar projects where it makes sense for the business in the future. In 2017, we were proud to go live with two new solar panel installations on our Arizona distribution centers, including the largest solar panel installation in TJX history.

- / In Phoenix: Nearly 13,000 solar panels power about 30% of the distribution center's electricity consumption, netting a carbon savings that is roughly the equivalent of taking more than 285 cars off the road each year. By powering our distribution center, in part, by the sun, we saved nearly \$300,000 in 2018.
- / In Tucson: Nearly 4,500 solar panels power about 20% of the distribution center's electricity consumption, equivalent to the amount of carbon absorbed by about 360 acres of trees and providing a cost savings of about \$250,000 in 2018.

In Canada, in 2018, we purchased renewable energy credits that reduced our electricity-related emissions by 85%. In Europe, our processing centers in Bergheim, Germany and Wroclaw, Poland utilize onsite energy generated through solar and geothermal technologies. In Ireland, we buy 100% renewable energy.

Carbon Offsets

For the 2018 GHG inventory, TJX Canada purchased carbon offsets to cover its remaining operational emissions, including Scope 1 and Scope 3 emissions³ (from business travel and waste), as well as Scope 2 emissions not covered by renewable energy purchases. For our offset purchase, we chose a VCS-certified⁴ project known as the Darkwoods Forest Carbon Project, located in southeastern British Columbia. The project provides multiple conservation benefits, including protecting over 250,000 acres of forest and ensuring that natural habitats for wildlife are not disrupted.

U.S. HIGHLIGHTS

In the U.S., members of our Energy Management team work with our Store Design teams, Distribution Center teams, vendors, and many others to review opportunities to increase our energy efficiency for new and existing facilities. For our large and diverse real estate portfolio nationwide, we analyze store energy data, surveys, and feedback to identify energy consumption outliers and then work to deploy the appropriate solutions to improve the operations of our buildings, increase people's comfort, and save energy. Our U.S. Energy Management team works with the goal of reducing energy and emissions in these key ways:

- / Identifying new applications of light-emitting diode (LED) technologies and installing LED light fixtures in most areas of our new stores – from the backroom to the fitting rooms to the jewelry cases;
- / Retrofitting existing lighting and HVAC systems in stores and distribution centers; and
- / Leading the Save-a-Watt program, which identifies stores that are operating outside of our standards for efficiency and works with them to optimize lighting, electrical, and mechanical systems.

Additionally, our Energy Management team works with our Environmental Sustainability team to monitor our GHG emissions inventory and progress against our reduction target and is a key partner in developing the strategies and plans for our next generation goals. In 2018, our lighting and HVAC efficiency initiatives, along with our renewable and low-carbon energy purchases, reduced our GHG emissions by over 178,500 metric tons of CO₂e.

CANADA HIGHLIGHTS

In Canada, we take a collaborative approach to our energy portfolio, with stakeholders from Store Design and Construction, Maintenance, Finance, and Environmental Sustainability working together to decrease energy consumption and carbon emissions. The team focuses on:

- / Identifying opportunities to conserve energy in our stores (primarily through energy efficient lighting upgrades);
- / Evaluating technologies such as battery energy storage, demand-control ventilation for HVAC, and LED lighting;
- / Leveraging incentives provided by provincial utility programs to reduce project costs; and,
- / Exploring renewable energy purchasing opportunities.

In 2018, TJX Canada implemented technologies, like LED lighting and new energy control panels in over 100 stores, saving nearly 2,100 metric tons of CO₂e as a result.

We are proud to report that Canada is carbon neutral for its reported Scope 1, 2, and 3 operations for 2018. The regional team purchased renewable energy credits as well as carbon offsets to support this strategy. Renewable energy credits made from Canadian wind farms served to reduce Canada's total market-based emissions by 50%. The remaining 50% are offset using carbon offsets sourced from the Nature Conservancy of Canada and its Darkwoods Forest Carbon Project, as noted above.

Canada avoided or offset over 45,800 metric tons of CO₂e calculated for its 2018 GHG inventory. This has the estimated environmental impact of taking over 9,700 cars off the road for a year or the estimated carbon stored by over 53,000 acres of trees.

EUROPE HIGHLIGHTS

In Europe, our Energy and Environment Committee is responsible for setting regional environmental sustainability goals, approving implementation strategies, reviewing program progress, and assessing the viability of future opportunities. It is comprised of senior individuals from across the business, including Corporate Responsibility, Store Operations, Property, Distribution, Facilities, Finance, Store Design, and Procurement as well as external expert consultants. At the operations level, we also have an Environmental and Energy Management Committee, comprised of internal Associates and an external energy management specialist, which has developed a comprehensive, multi-year plan with the goal of improving our energy performance.

TJX Europe initiatives include:

- / Continuing to roll out our LED lighting program in new and existing U.K. stores and processing centers;
- / Managing building monitoring systems with the goal of further reducing our energy consumption, measuring our performance against initiatives, and upgrading some systems to allow for easier access to high-quality information, which permits us to more swiftly resolve maintenance or other issues; and,
- / Implementing lighting and heating / cooling policies to manage electricity use for stores in the U.K. and mainland Europe.

In 2018, the European team completed LED lighting retrofits and remodel projects that resulted in lowered energy consumption overall across our real estate portfolio. We are proud to report that these efforts resulted in about a 12% reduction in our energy intensity (kilowatt hours per square foot) and helped to reduce our GHG emissions by about 8,600 metric tons of CO₂e. This initiative is a key component in TJX Europe's strategy to meet its emissions reduction goal of 15% metric tons of CO₂e per million British pounds by 2020 against a 2017 baseline. We are pleased to report that we are currently on track to beat that goal.

²Carbon offsets are certificates that can be traded. The certificate represents a reduction in GHG emissions created by a project, like, for example, planting acres of trees. Companies can purchase these certificates to "offset" an increase in GHG emissions in their operations.

³As defined by the [Greenhouse Gas Protocol](#), Scope 1 emissions are direct GHG emissions that occur from sources that are owned or controlled by the company. Scope 2 emissions are from the generation of purchased energy consumed by the company. Scope 3 emissions are a consequence of the activities of the company, but occur from sources not owned or controlled by the company.

⁴Verified Carbon Standard (VCS) is the world's most widely used, voluntary program for the certification of GHG emission reduction projects.

LOGISTICS



To support our large, international business, our Logistics teams worldwide seek out strategies and technology solutions that can help us increase the efficiency of our transportation operations. We are constantly striving to conserve fuel, reduce travel time, and decrease the number of trucks on the road. To this end we use a variety of strategies and technologies to support this goal, for example: using modeling software to improve the efficiency of our store delivery network, increasing utilization of trailer space, and testing new alternative fuel vehicles. Additionally we work with transport partners through programs like SmartWay and FleetSmart in Canada and the U.S., and in Europe, we directly collaborate with carriers to increase fleet efficiency.

U.S. HIGHLIGHTS

The use of intermodal¹ for shipping merchandise is one of the key ways that we have been able to lessen the impacts of transportation-related emissions. Intermodal is a more fuel-efficient alternative than trucking alone, and we intend to use this greener transportation alternative where it makes business sense for us as it reduces both our costs and logistics-related GHG emissions.

In addition to using intermodal, we have opened service centers that are smaller than distribution centers. They are located closer to store "clusters" and designed to improve the efficiency of our store delivery process. We also utilize these service centers to co-locate our Asset Recovery and Recycling Centers (ARRCs) and maximize our delivery trucks' utilization by backhauling recyclable materials like cardboard and plastic from our stores to the ARRCs.

Since 2013, we have been working with one of our transport carriers to operate compressed natural gas trucks in two major metropolitan markets. Since the program began, we have moved 2.8 million miles of freight on CNG vehicles. The U.S. Environmental Protection Agency (EPA) estimates that these trucks produce about 22% less CO₂ per mile than diesel trucks. As a result, we estimate that we have reduced our CO₂ emissions by more than 300 metric tons annually. We are pleased with the success of this program and continue to test other efficient methods of delivering merchandise to our stores.



We are a member of the EPA's SmartWay Transport Partnership. This program is a collaborative effort between shippers, truckers, and the EPA to find innovative ways to reduce both fuel consumption and GHG emissions. As a SmartWay shipper, TJX is committed to using SmartWay-certified transport carriers. We require that new U.S. carriers are SmartWay certified. In 2017, the most recent year for which we have data available, 100%

of TJX's U.S. land transportation mileage was with SmartWay-certified carriers. SmartWay scores are now included in our TJX Logistics Service Provider Questionnaire, which goes out to all prospective U.S. carriers.

CANADA HIGHLIGHTS

In Canada, the majority of our carriers are Fleet Smart or SmartWay approved. (Fleet Smart is the Canadian equivalent of the U.S. SmartWay program.) Since 2016, a significant portion of our Canadian carrier spend was with either Fleet Smart or SmartWay carriers. We are increasing our engagement with our transportation and logistics carriers on environmental sustainability topics and have added environmental sustainability questions into select logistics bids. We are also engaging in discussions with our logistics partners during business review meetings.

In 2016, we began working with a third-party distribution center in Delta, British Columbia. The 450,000 square-foot facility was strategically positioned to support stores in western Canada to substantially reduce the miles needed to ship products to our stores. In fact, we estimate that we have reduced shipping by over 1.3 million miles per year!

EUROPE HIGHLIGHTS

In the U.K. and Ireland, where we directly manage our logistics, we believe we are at the forefront of innovation in our logistics fleet. We collaborate with our transport providers and incorporate a "green" clause in our logistics agreements, which covers both trucking and store delivery vehicles and commits both parties to achieving key environmental goals. Together with our partners, we continually work on new ideas to increase fuel efficiency and reduce costs, thereby minimizing the impact of our vehicles on the environment. In fact, we estimate that we saved over 1.8 million kilometers of truck travel over 2018 by being more efficient.

Through our logistics partners, we work with trailer manufacturers to develop innovative designs for our vehicles. Our fleet is now comprised of newer lifting deck trailers built for T.K. Maxx, which represent the latest in trailer solutions and offer better durability, more cubic space, and aerodynamic profiling, which create less drag. Telematics systems in our trucks along with driver education helps optimize driving habits to reduce fuel costs, improve safety, and ensure efficient routes, which translates to less fuel and fewer emissions. We are also using low-rolling resistance tires on new double deck trailers. In

addition to our existing fleet enhancements, we work with our logistics partners to pilot hybrid vehicles, and we continue to leverage technology and design to improve logistics efficiency.

We take steps to increase the utilization of our vehicles and to help manage delivery routes more efficiently. In 2018, we invested in alternative fuel trucks that use liquefied natural gas, giving us a savings of 20% in carbon emissions annually versus a standard diesel powered vehicle. We also continue to utilize dual-fueled vehicles (liquefied petroleum gas and diesel) within our fleet to further reduce our GHG emissions.

We also collaborate with other retailers in the U.K. to share capacity on some of our delivery routes. This collaborative approach can eliminate the need for multiple, parallel trips to the same location, helping to further reduce GHG emissions.

In mainland Europe, we continue to work with our logistics providers to introduce a new double deck trailer for use across other parts of Europe. We are currently trialing two double deck trailers for transport of products between Poland and Germany. These trailers are designed to increase cubic capacity and deliver improved aerodynamics.

Altogether, we estimate that our emissions reductions from our European logistics initiatives was 2,300 metric tons of CO₂e.

¹Transportation involving more than one form of carrier during a single journey.

GREEN BUILDING



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

HOME OFFICES

Our office buildings in Marlborough, Massachusetts, have earned the Leadership in Energy and Environmental Design¹ (LEED) Gold certification from the Green Building Council. The buildings feature light-emitting diode (LED) lighting and occupancy sensors in offices and conference rooms, as well as 100% compostable utensils, plates, and napkins in the cafeterias among other sustainability features.

TJX Canada's regional headquarters is LEED Silver certified. In addition to energy and water conservation measures, environmentally sustainable features are incorporated throughout the building, including using Forest Stewardship Council-certified (FSC-certified), reclaimed wood, low or no volatile organic compound paints and flooring, and other sustainable materials in the interior finishes, workstations, outdoor areas, and cafeteria. We included special hybrid and electric vehicle charging stations, adding eight charging ports this year, for a total of 12 ports available to Associates. The headquarters also has interior landscaping, a garden to support the monarch butterfly migration and bee populations, and a vegetable and herb garden that is managed by Associates. We purchased renewable energy credits to offset the electricity carbon footprint for this building.

TJX Europe began construction on its new corporate headquarters in 2017. As we make design and facility decisions that support our commitment to environmental sustainability for the long term, we are incorporating sustainability initiatives into the project. For example, we are focused on finding ways to reuse or recycle materials such as bricks and concrete from the site clearance, which are being crushed and processed onsite and which can then be reused for later construction work. Our goal is to achieve

an “Excellent” BREEAM certification (“Building Research Establishment Environmental Assessment Method,” an environmental assessment method and rating system for buildings) based on the building’s environmental sustainability credentials.

DISTRIBUTION NETWORK

As we build new distribution and shipping centers, we are incorporating environmentally sustainable features whenever feasible and are pleased to have received LEED certification for our distribution centers in Jefferson, Georgia and Las Vegas, Nevada and for the office space in our Phoenix, Arizona distribution center.

TJX Europe’s processing center in Wakefield, England opened in 2017 and houses sustainable features like LED lighting and adiabatic cooling in the warehouse to reduce refrigeration use. During the construction process, we leveraged BREEAM guidelines and were pleased to have achieved a “very good” rating from BREEAM following its review of the building’s environmental sustainability features. In addition to this new center, our processing center in Bergheim, Germany has been recognized for its environmental design with a Silver award for Best Sustainable Design by the German Sustainable Building Association, and our processing center in Wroclaw, Poland also uses many environmentally-friendly technologies, including LEDs, solar panels, and thermal energy.

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:¹

- / 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.
- / New London, 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.

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
- / Northern Ireland, U.K.
- / Republic of Ireland

¹In some cases TJX chooses not to retain ownership of the renewable energy certificates associated with the installation.

¹LEED® - an acronym for Leadership in Energy and Environmental Design™ - is a registered trademark of the U.S. Green Building Council®.

WASTE MANAGEMENT



REDUCE-REUSE-RECYCLE

Although only about 4% of our total, calculated greenhouse gas (GHG) emissions come from waste, teams throughout our business work to implement cost-effective strategies and processes to responsibly manage the waste materials resulting from our business operations, and we have implemented initiatives in our stores, distribution centers, and home offices to reduce, reuse, and recycle as we strive to reduce the amount of waste going to landfills. We have learned that waste disposal programs work better when they are flexible and can adapt to our many different store configurations, as well as to the varying regulatory or legislative requirements in different regions. As our programs mature, we are working to find solutions for the responsible disposal of many different types of materials in our waste stream to avoid sending materials to landfills.

On a global level, we encourage collaboration across geographies to share best practices in waste operations, data collection, and strategy. Also on a global basis, we report on our waste, GHG emissions footprint and diversion rate,¹ and include waste GHG emissions data in our Scope 3 emissions report in our CDP Climate response. We use the insights developed through our global waste data collection process to identify opportunities to improve our recycling and waste minimization efforts.

2018 DIVERSION RATES



¹For TJX, diverted waste is either recycled or sent to facilities that convert waste to energy (w2e).

KEY HIGHLIGHTS

- / Global stakeholders representing store operations, facilities, environmental sustainability, and procurement came together to share best practices, discuss market conditions, and identify common challenges, such as Styrofoam.
- / In Europe, we have committed to removing single-use plastics from our operations. Our first step was to identify the top contributors to ocean waste, such as single-use carrier bags and bottles, and to remove them from our operations. We have taken out plastic bottles in the beverage refrigerators in the queue lines of our European stores and replaced them with refreshments in containers made from glass and other recyclable materials. We have also replaced the carrier bags available for sale to customers with a more durable “bag for life,” which is made from over 90% recycled material.
- / We are expanding our compost food waste programs in select home offices across our global operations.
- / Working to support our communities under the Communities pillar of our corporate responsibility strategy, we also support projects that reduce consumer product and food waste.

PACKAGING

Like many retailers, cardboard and other materials used to package our merchandise for shipping to our stores constitute the most significant volume in our waste stream. Throughout our geographies, we have many initiatives that target reduction, reuse, and recycling of many of these materials beginning with suppliers, through to our distribution centers, and on to the stores. We strive to include environmental impact analytics in the selection process for packaging materials where feasible.

In 2017, a cross-functional team comprised of U.S. Logistics, T.J. Maxx and Marshalls Store Operations, and Distribution Services Associates piloted a project to maximize packaging reuse by leveraging our Asset Recovery and Recycling Centers (ARRCs) and their related distribution network. The team’s goal was to reduce the cost of corrugate purchases and lessen the environmental impacts of shipping, while still protecting merchandise as it travels to the store. Over the course of the year, the group implemented physical and process changes with the ARRCs and the distribution center network, which resulted in the return of reusable corrugate and plastic totes from our stores to the pilot distribution centers. The program was expanded in 2018 to more ARRCs, and as of the end of 2018, we had successfully transferred over 1.3 million reusable units of packaging materials through this pilot. We continue to assess the feasibility of implementing this across the U.S.

We have analyzed the lifecycle impacts of some of our internal-packaging and fragile-packing materials in our T.J. Maxx and Marshalls distribution centers, as well as the impact of using plastic totes versus cardboard boxes in the U.S. We analyzed the impact of removing plastic bags from our packaging of liquid products during shipping from distribution centers to stores. The solution that we implemented utilizes a more easily recyclable material and corrugated box inserts and resulted in an estimated 12 million fewer plastic bags being used across our distribution network each year. Additionally, this packaging solution is being included in our reuse pilot and in 2018, we brought back over 725,000 items to our distribution centers as a result.

IN OUR STORES

Across geographies, we have introduced recycling programs to many stores for common items like cardboard, plastic, paper, aluminum, and glass. To reduce the creation of paper waste, the majority of our store reports, training materials, and policies are available electronically. For customers, we offer reusable bags for sale in our stores.

In Canada, in an effort to reduce plastic waste, a \$0.05 fee for single-use bags is being rolled out in stores nationally. A portion of the proceeds from the fee will support environmental initiatives, which include the work of the Nature Conservancy of Canada, through the purchase of carbon offsets.

In Europe, customers can purchase reusable bags – made from 90% recycled plastic and enhanced to be more durable in 2018 – under our “Bags for Life” program, and a portion of the proceeds goes to one of our charity partners. As noted above, in 2018, we also removed plastic bottles from our stores and replaced them with refreshments in containers made from glass or other recyclable materials.

IN OUR DISTRIBUTION AND SERVICE CENTERS

Virtually all of our distribution centers include designs to simplify the reuse and recycling of the corrugated cardboard we receive from our vendors. In addition to cardboard, some of our distribution centers have systems in place to recycle other materials, such as scrap metal, pallets, paper, glass, plastic, aluminum, and organics.

In the U.S., our ARRCs are located within many service centers and serve as a central destination for regional recyclable or reusable store material. Select stores send used corrugated cardboard, plastic, excess hangers, store fixtures, display cases, unused boxes, and other supplies to their local ARRC, where the items are processed for reuse in other stores or recycled. As of 2018, we operated 18 ARRC locations in the U.S. These ARRCs service about 62% of our T.J. Maxx and Marshalls stores, and we plan to continue to open new locations that broaden this service across the nation.

The flexibility of the ARRC organization enables us to test new programs as we strive to increase the types of materials that can be included in our recycling stream. For example, as our global waste stakeholders have identified Styrofoam as a key area of focus, our ARRC organization and network provides the operational testing sites for the Company to implement new technologies that enable better recycling of this material. In this pilot project, we used machinery that compresses and melts Styrofoam into blocks, which are then sent to recycling centers for reuse. In 2018, we were able to divert 15 metric tons of Styrofoam from landfills, and we expect to continue growing this program in the future. Thanks to this initiative and many others, in 2018 alone, the ARRCs helped divert more than 76,000 metric tons of waste from landfills. We are committed to expanding ARRCs across the nation to support our business.

Our two distribution centers in Ontario, Canada have achieved the Recycling Council of Ontario’s 3R Silver Certification for outstanding policies and performance in responsible waste management. We encourage waste reduction and recyclability through our procurement policy, and have improved our diversion rate year over year for the last three years. In 2018, we achieved a combined approximately 95% diversion rate in our distribution centers!

We are pleased to report that in 2018, our European processing centers diverted about 98% of their waste from landfills. We have replaced online bubble wrap packaging with a recycled paper alternative, are recycling waste streams that include plastic, wooden pallets, and cardboard, and now backhaul

cardboard and plastics from select stores in the U.K. to processing centers. We continue to look for opportunities to add more stores to the trial and for closed-loop initiatives to support enhanced environmental performance. We also have established one of our ARRCs, which acts as a central destination for storage and distribution of excess hangers, store fixtures, display cases, and more.

IN OUR OFFICES

In many of our offices, we recycle close to 100% of white paper from our waste stream. Some of our offices have additional recycling programs to manage cans, bottles, batteries, plastic wrap, plastic items, corrugated cardboard, and printed materials.

In our global headquarters buildings in Framingham and Marlborough, Massachusetts, as well as our Canadian and European corporate offices, we have removed waste bins from Associates' workspaces and installed centrally located recycling bins for Associates to use. Also in Marlborough and Canada, we use cups, plates, napkins, and utensils that are either made from 100% compostable materials or are fully recyclable, and we have organic waste programs. In Europe, we have committed to removing single-use plastic across our operations, including no longer using plastic bottles in our offices. We monitor the success of all of these programs with our janitorial and Office Services staff and make adjustments to improve where necessary.

RECOVERY AND REUSE PROGRAMS

We have programs in place in the U.K., Ireland, and the U.S. that support the reuse of clothing, accessories, shoes, homeware, and more. While our primary goal for all of these initiatives has always been, and remains, to raise money for our charitable partners, we are very pleased that a few of the programs we support have the added benefit of adding to the useful life cycle of consumer products.

In the U.K., T.K. Maxx Associates and customers have been recycling clothes, shoes, and homeware in-store since 2004 through our "Give up Clothes for Good" campaign, the U.K.'s biggest clothing donation program. The campaign allows people to drop off their donated goods at our stores. Over the past 15 years, together with our customers, we have donated over 1.5 million bags of items, which amounts to over 6,200 metric tons of pre-loved items diverted from landfills. We estimate that the reuse of these donated items helped avoid more than 140,000 metric tons of GHG emissions.² In Ireland, T.K. Maxx Associates and customers have helped collect over 200,000 bags of clothing and household goods over the past 12 years, amounting to over 1,000 metric tons of unwanted items being given a "second life" and diverted from landfills. The Give up Clothes for Good campaigns have not only benefitted the environment, they have also raised millions of pounds for Cancer Research U.K. and Enable Ireland, our local charity partners.

At our corporate headquarters, we donate qualified merchandise to charitable organizations, and in 2018, we donated nearly 140,000 items through our corporate program alone. Thanks also go to our corporate headquarters' Associates, who donated clothes and accessories during our annual Goodwill "Put Your Clothes to Work" drive. This year we collected over 2,600 pounds of various items to be reused rather than sent to landfills! Additionally, as part of our Earth Day engagement campaigns, we encouraged Associates to bring in electronics to be responsibly recycled, resulting in about 3.7 metric tons of e-waste collected. That's roughly the weight of a killer whale!

REDUCING WATER CONSUMPTION

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. For instance, our Energy Management group in the U.S. collects water usage data across our facilities to identify opportunities for improvement. We use time-sensor technologies to control faucets in many of our restrooms, and, in the U.K., we monitor our direct water usage and work to reduce consumption in all stores. We have also benchmarked our consumption against similar retailers and evaluated our average daily usage for stores.

Additionally, our TJX Vendor Code of Conduct strongly encourages our vendors to conserve and protect resources, such as water and energy, and also take into consideration environmental issues that may impact their local communities. Environmental concerns are incorporated into our vendor social compliance training materials as well, introducing high-level concepts of environmental sustainability like water conservation. Our training includes specific cost-saving, water-conservation recommendations for our suppliers that they may consider implementing at their production facilities. We plan to continue including similar relevant water facts during future training sessions.

¹For TJX, diverted waste is either recycled or sent to facilities that convert waste to energy (w2e).

²GHG emissions estimate assumes that reused clothing avoids an equivalent amount of new clothing produced from virgin raw materials.

ASSOCIATE ENGAGEMENT



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 better our program can be. At TJX, our Associates are encouraged to consider how to make operational decisions that minimize environmental impacts, and we communicate this in our [Global Code of Conduct](#).

As we consider options for setting our third greenhouse gas (GHG) emissions reduction target, we are engaging with cross-functional subject matter experts to identify and measure emissions impacts to our business. This process requires participation from Associates across our Corporate Responsibility, Store Operations, Facilities, Procurement, IT, Construction, and Energy Management groups and should result in a better understanding of which initiatives could potentially affect future energy use and reduce our GHG emissions.

In addition, we have global energy teams, global waste management teams, and other teams that convene several times a year to share best practices and collaborate on opportunities for efficiency gains and operational cost savings. We plan to continue to foster these global, cross-functional initiatives to better address environmental sustainability risks and create efficiency opportunities for our business.

ENCOURAGING OUR ASSOCIATES TO "GO GREEN"

We use our intranet, The Thread, to communicate with Associates about our environmental sustainability initiatives, whether they are global corporate efforts or more regional success stories. In the U.S., we have hosted events at our home offices in which local vendors and TJX experts educate Associates on the Company's environmental sustainability initiatives, as well as with regard to what they personally could do to help the environment.

In our U.S. home offices, we are working to reduce paper where we can. Our Associates have helped avoid the destruction of about 12,000 trees annually through our paperless paycheck program. Additionally, our efforts to convert procurement contracts to electronic distribution and signature has

helped avoid about 1,500 pounds of waste. We are continuously looking at ways that we can reduce the Company's consumption of paper, more efficiently deliver information to our Associates, and ultimately reduce our environmental impacts. In Europe, our internal communications channels regularly share environmental achievements on our digital screens and through articles published regularly online and in our magazine.

In Canada, our regional Go Green Committee has a strong commitment and robust strategy around Associate engagement on environmental sustainability topics. Each year, the team produces events and educational materials that help demonstrate how Associates can incorporate sustainable values into their lives. It also manages the "Turn Over a New Leaf" program, which encourages Associates to take sustainable actions in the workplace or at home. In the last five years, "Turn Over a New Leaf" has netted over 81,000 pledges from Associates to implement environmentally friendly practices. In 2018, Associates focused their pledges on reducing their diet-related environmental impacts by increasing their consumption of plant-based foods.

Associates also volunteered their time on various local conservation projects in the year, including a park clean up, rejuvenating the pollinator garden at our headquarters, adopting a bee hive, and creating a beautiful patio vegetable and herb garden. Other key successes in the year included the introduction of an onsite, eco-friendly dry cleaner; swap and reuse events for formal wear, back to school supplies, and Halloween costumes; and our annual sustainable merchandise showcase events, EcoFest and the Holiday Market.

EcoFest is TJX Canada's annual sustainable celebration that features special guests, eco-friendly vendors, and food offerings. At the 2018 EcoFest celebration – our 9th annual – over 800 Associates joined in the fun, enjoying samples of eco-friendly products from more than 40 vendors. To continue inspiring Associates year round, we also host EcoFest pop-up shops that feature eco-friendly vendors that Associates can shop and learn from.

MEASUREMENT AND REPORTING

GLOBAL METRICS

Our global teams work together to measure the performance of our environmental sustainability initiatives, including these key metrics:

- / Corporate carbon footprint
- / Emissions reduction and avoidance activities
- / Performance against our relative greenhouse gas (GHG) emissions reduction target
- / Performance score on the CDP report
- / Waste diverted from landfills

RESULTS OF KEY GLOBAL METRICS

METRIC	2014	2015	2016	2017	2018
Carbon Footprint:¹ The calculated environmental impact of our business operations	~759,000 metric tons of CO ₂ e	~796,000 metric tons of CO ₂ e	~778,000 metric tons of CO ₂ e	~784,000 metric tons of CO ₂ e	~783,000 metric tons of CO ₂ e
CO₂e Emissions Reductions: Energy efficiency measures that result in carbon reductions and cost savings	~8,200 metric tons of CO ₂ e saved	~10,300 metric tons of CO ₂ e saved	~17,500 metric tons of CO ₂ e saved	~19,500 metric tons of CO ₂ e saved	~23,900 metric tons of CO ₂ e saved
GHG Emissions Reduction:² GHG emissions in metric tons/million dollars of revenue	26.1 MT/\$M revenue	25.7 MT/\$M revenue	23.8 MT/\$M revenue	21.9 MT/\$M revenue	20.1 MT/\$M revenue
Reporting: Scoring for our voluntary disclosure of environmental data to CDP ³	98, B	96, C	A-	B	A-

¹ Location-based carbon footprint includes scope 1 (direct) and scope 2 (indirect) GHG emissions. 2014 through 2016 numbers were rebaselined in 2017.

² TJX's target is a 30% reduction in GHG emissions per million dollars of revenue by 2020 against a 2010 baseline.

³ Number score is for disclosure; grade score is for performance. In 2016, CDP changed scoring to a single grade.

OUR PROGRESS TOWARDS REDUCING GLOBAL GHG EMISSIONS PER DOLLAR OF REVENUE BY 30% BY FISCAL 2020 AGAINST A 2010 BASELINE



EXTERNAL REPORTING

- / Our **GHG inventory** calculation includes both market-based and location-based calculations, following the revised GHG Protocol Scope 2 Guidance, as a result of our renewable energy commitments and purchases. [View our 2018 GHG inventory.](#)
- / In 2018, we participated in the **CDP Climate Change Information Request** for the ninth consecutive year, and we again delivered strong results, receiving a score of A-. You can view our full CDP response by registering on [CDP's website.](#)
- / TJX's corporate responsibility information is indexed against the **Global Responsibility Initiative's** Standard Guidelines. We are currently updating our index and it will be available shortly.

THIRD-PARTY CERTIFICATION AND VERIFICATION

- / In Europe, we have been working with the **Carbon Trust** to develop a strong environmental program with a focus on GHG emissions reduction. Our European carbon footprint has been externally audited by the Carbon Trust since 2006. Additionally, since 2009, we have been accredited with the **Carbon Trust Standard certificate**, recognizing our year-on-year efforts to reduce our environmental impact in the U.K., and since 2013, the certification has included our entire Scope 1 and 2 European operations.
- / Our **Scope 1 and Scope 2 U.S. GHG inventory data** is third-party verified (using AICPA (AT101) standards). This initiative has resulted in TJX obtaining third-party verification for approximately 69% of our global Scope 1 emissions (onsite fuels, refrigerants, and transport fuels) and an

estimated 82% of our global Scope 2 emissions (electricity and steam calculated using location-based emissions factors) for our 2018 reporting period.

- / Combined, about 86% of our global Scope 1 and 96% of our global Scope 2, location-based emissions data are third party verified. [Review our 2018 GHG Inventory.](#)
- / In 2017, we were pleased that our Las Vegas, Nevada, distribution center was recertified with **LEED® Certification**,¹ for buildings and office space in Phoenix, Arizona; Jefferson, Georgia; Marlborough, Massachusetts; Las Vegas, Nevada; and New Albany, Ohio in the U.S. and Mississauga, Ontario in Canada. The Green Building Council's LEED green building program is a preeminent program for the design, construction, maintenance, and operations of high-performance green buildings. Review more detail on our Green Building Enhancements.
- / In 2015, our two distribution centers in Canada were awarded the **Recycling Council of Ontario's 3R Silver Certification** for outstanding policies and performance in responsible waste management. We are awaiting our recertification results from 2018.

RECOGNITION

- / In addition to the recognition of our efforts by CDP and Carbon Trust, in 2019, we were once again listed on the **FTSE4Good Index**. We have been selected for inclusion on the FTSE4Good Index every year since 2001. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social, and Governance practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.²
- / In 2017, TJX received the **New England Environmental Merit Award from the U.S. EPA**. We were honored to receive this award in recognition of our commitment to pursuing initiatives that are smart for our business and good for the environment. We were also named a **SmartWay High Performer** in 2017 from the U.S. EPA for our contribution to a more efficient, productive, and sustainable freight industry by using SmartWay carriers for 92% of the miles we ship.

¹LEED® - an acronym for Leadership in Energy and Environmental Design™ - is a registered trademark of the U.S. Green Building Council®.

²FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that TJX has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series.



DELIVERING REAL VALUE TO THE WORLD

TJX is the leading off-price retailer of apparel and home fashions worldwide, with seven retail chains operating more than 4,300 stores in nine countries spanning three continents. As a leader in global retail and a Fortune 100 company, we recognize the obligation we have to our key stakeholders – Associates, customers, communities, vendors, and shareholders – to operate a responsible business. At TJX, this includes operating and sourcing ethically to meet our customers’ desire for great value on ever-changing selections of high quality, fashionable, brand name and designer merchandise.

Our business dealings and interactions are grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect.

We hold ourselves to high ethical standards. Our expectations are set forth in the TJX Global Code of Conduct, with which all Associates must agree to comply. We provide periodic training, both formal and informal, to reinforce our expectations. As a responsible business, we also have a long history of practicing excellence in corporate governance. As part of our governance practices, we have a suite of corporate governance materials that outline the standards to which we hold ourselves accountable. We seek to have a highly engaged Board of Directors that represents diversity as to experience, gender, ethnicity/race, and much more to provide sound, expert, and prudent guidance on our operations, strategy, and interests.

We expect high ethical standards from the merchandise vendors with whom we do business, and whose relationships are key to our success. We place great importance on our Vendor Code of Conduct with which we fully expect our vendors around the world to comply.

In addition to operating ethically, we aim to be a retailer of choice for consumers. This means that we challenge ourselves to find new and innovative ways to improve the shopping experience and engage with customers so that customers return to shop our stores again and again.

We believe our efforts in this area are meaningful, and we were pleased to be ranked #2 within the specialty retailer category on Fortune’s 2019 Most Admired Companies list. This list recognizes the Company’s efforts in areas of importance to stakeholders, including: quality of products and services, financial soundness, long-term investment value, and social responsibility.

SOCIAL COMPLIANCE



On a worldwide basis, TJX has about 1,100 Associates in its buying organization who source merchandise from a universe of more than 21,000 vendors located in over 100 countries. We strongly value our vendor relationships as we believe they have been a key factor in our long-term success. While the majority of product we sell in our stores and online is brand name merchandise obtained in many ways, some merchandise is also designed by our own fashion and style experts and manufactured just for us. We focus our social compliance efforts in this area as it is where we believe we can have more meaningful impact.

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.

Our social compliance efforts are led by the Assistant Vice President, Global Social Compliance, reporting directly to our Senior Vice President, Chief Risk and Compliance Officer, who periodically reports on social compliance topics to the Board of Directors. However, responsibility for social compliance spans our organization, with our international buying offices and merchants also playing key roles in achieving our goals.

Key components of our Social Compliance Program:

- / As part of our purchase terms, merchandise vendors are required to adhere to our Vendor Code of Conduct.
- / We require regularly scheduled audits of factories manufacturing product we develop.
- / We offer training sessions on a regular basis to educate our buying agents, vendors, and factory management on our expectations with regard to social compliance and to reiterate our seriousness of purpose.

Section updated in June 2019 (except otherwise noted)

- / Associates involved in the development and buying of merchandise also undergo formal social compliance training.
- / Approximately 750 facilities were audited directly by TJX and its approved auditors in 2018.
- / More than 1,300 audits were accepted from accredited sources¹ in 2018.
- / Members of our buying offices visit almost all of their respective factories in which we expect to produce goods.
- / Buyers are required to complete social compliance training on a biennial basis.



TJX's Vendor Social Compliance Committee is composed of management representatives 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.

¹Amfori's Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), and Sedex Information Exchange Limited (SEDEX)

VENDOR CODE OF CONDUCT

For our vendors to understand our standards and expectations, TJX has an established Vendor Code of Conduct, which requires each of our vendors, at a minimum, to act in accordance with all applicable laws and regulations when manufacturing products to be sold to TJX. Acceptance of our Vendor Code of Conduct is part of our purchase order terms and conditions for all merchandise vendors. We encourage vendors and suppliers with questions or concerns to contact us at complianceofficer@tjx.com.

The Code 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 businesses. These principles have been informed by, and in many instances incorporate, human rights, labor rights, and anti-corruption standards enunciated by the United Nations and other respected international bodies, such as the International Labour Organization and its core standards. We are committed to respecting the rights of all workers, in particular, the rights of women and children, who can be especially vulnerable in the retail manufacturing supply chain.

In 2019, we benchmarked our Vendor Code of Conduct against the codes of many industry peers. This benchmarking helped us to better understand the common practices in the industry and identify where our programs are aligned, as well as help us further evaluate amendments we may want to make in the future.

TJX VENDOR CODE OF CONDUCT

TJX requires that all products offered for sale in our stores be produced in facilities that meet specific criteria, as set forth below:

COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS

Our vendors and the factories in which the merchandise they sell us is manufactured (collectively, our "vendors") must comply with all applicable laws and regulations, including, but not limited to, animal protection laws and all laws, regulations, and internationally adopted restrictions concerning bribery and corruption.

HEALTH AND SAFETY

Our vendors must provide their workers with safe and healthy conditions, including in any living facilities that may be provided.

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.

FORCED 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.

Section updated in June 2019

WAGES AND BENEFITS

Our vendors must abide with all applicable laws relating to wages and benefits, and must pay the legally prescribed minimum wage or the prevailing industry wage, whichever is higher.

WORKING HOURS

Our vendors must not require their employees, on a regularly scheduled basis, to work in excess of 60 hours per week (or fewer hours if prescribed by applicable laws and regulations). All overtime must be voluntary and must be fully compensated in accordance with the requirements of local law, and except in extraordinary circumstances, employees must be entitled to at least one day of rest in every seven-day period.

HARASSMENT OR ABUSE

Our vendors must respect the rights and dignity of their employees. We will not tolerate human rights abuses, including physical, sexual, psychological, or verbal harassment or abuse of workers.

DISCRIMINATION

Workers must be employed, retained, and compensated based on their ability to perform their jobs, and must not be discriminated against on the basis of gender, race, color, national origin, age, religious, ethnic or cultural beliefs, or any other prohibited basis.

FREEDOM OF ASSOCIATION

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.

ENVIRONMENT

Our vendors must be in compliance with all applicable environmental laws and regulations. Our vendors are strongly encouraged to protect the environment by: operating in a sustainable manner, where possible; conserving and protecting resources, such as water and energy; and taking into consideration environmental issues that may impact local communities.

SUBCONTRACTORS

Our vendors must ensure that all subcontractors and any other third parties they use in the production or distribution of goods offered for sale in our stores comply with the principles described in this Code of Conduct. Additionally, our private label vendors must disclose to TJX's third-party auditors the names of all such subcontractors and third parties before social compliance audits are scheduled.

MONITORING AND COMPLIANCE

TJX or its designated third-party auditor or agent shall have the right to monitor and assess compliance with these principles. Our vendors must be transparent and honest in all communications with TJX, our auditors, and agents. A violation of this Code of Conduct may result in required corrective action, cancellation of purchase order(s), and/or termination of the business relationship.

GLOBAL SOCIAL COMPLIANCE PROGRAM

Our Social Compliance Program is worldwide and attention to ethical sourcing spans across many departments. The Program is guided by a global, executive level committee. Our **Vendor Code of Conduct** serves as the foundation for our program, setting forth our expectations that all merchandise vendors and factories will act ethically and responsibly and respect the rights of workers.

We take a comprehensive approach to social compliance, and our Program includes training as well as factory auditing. We also recognize that some of the issues facing retailers are challenging. The auditing portion of our Program is focused on vendors, agents, and factories involved in producing merchandise designed by us. We focus our auditing efforts on these factories because we believe this is where we are most likely to be able to have a meaningful impact. We aim for continuous improvement, as we believe this is in the best interest of the workers in these facilities.

PROGRAM OVERSIGHT

Our Social Compliance Program is included as part of our ongoing enterprise risk assessment, and, as such, our Senior Vice President (SVP), Chief Risk and Compliance Officer, has responsibility for global social compliance. The SVP periodically reports to our Board of Directors on aspects of our Social Compliance Program, which may include training efforts, and audit results, as well as other compliance-related topics. Program management is overseen by the Assistant Vice President (AVP), Global Social Compliance, who works closely with representatives of our merchandise and purchasing functions across all of TJX's businesses and with the Global Social Compliance Committee.

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. The Committee meets on a regular basis, oversees compliance of TJX's ethical sourcing initiatives, and serves in an advisory capacity, helping to guide the strategy and execution of the program. Our international buying offices and merchants also play key roles in achieving our goals.

EXTERNAL STAKEHOLDER ENGAGEMENT

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. To conduct our audits, we have retained and engage with several organizations that have extensive experience and expertise in the field of ethical sourcing – UL LLC (UL), Intertek Group PLC (Intertek), and Omega Compliance Ltd. (Omega). Additionally, these groups assist us with program development, supplier education and training, and compliance monitoring. We are members of the National Retail Federation, the Retail Industry Leaders Association,

**For us,
value is a
combination of
Brand,
Fashion,
Price,
and
Quality.**

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. Finally, we benchmark ourselves against the programs of companies whose business models more closely relate to our own, as well as vertically-integrated retailers whose business models differ significantly.

CONTINUOUS IMPROVEMENT

The driving tenet of TJX's Vendor Code of Conduct and our Social Compliance Program is continuous improvement. While we expect each of our vendors and agents to adhere to the expectations set forth in our Vendor Code of Conduct, we also encourage them to make improvements throughout their operations. To advance these objectives, we do more than simply audit suppliers to test compliance; we also provide education and training to our agents, vendors, and factory management, so that they understand our expectations and can develop meaningful processes to meet and exceed these expectations.

FACTORY AUDITING



Some of our merchandise is manufactured for us and some we design, particularly when what we are seeing in the marketplace is not the right value for our customers, meaning the right combination of brand, fashion, price, and quality. We believe our factory monitoring efforts are best devoted to products we design and have manufactured for us, because this is where we are most likely to be able to have a meaningful impact. When we source these products we require the buying agents and vendors that are involved to identify any active factories that they use, or intend to use, to produce such merchandise and request that we have an audit prior to starting to produce our goods.

Together with our representatives, UL, Intertek, and Omega, we work closely with our agents and vendors so that they understand our Social Compliance Program, our Vendor Code of Conduct, and our factory auditing process. Our merchants also play an important role in educating suppliers on our Social Compliance Program requirements and encouraging them to make improvements at their facilities, when necessary. Additionally, our buying offices have one or more Associates assigned to support our local social compliance efforts and assist in driving positive change at the factories.

We created the TJX Global Social Compliance Manual, which contains, among other important guidance, an audit procedure outline and factory evaluation checklist to help prepare the factory for the audit process. This tool is available in seven languages and offers detailed information designed to help our agents, vendors, and factory management better understand the expectations of our Vendor Code of Conduct, as well as our monitoring and corrective action processes. We require our buying agents to disseminate this manual to their entire TJX vendor base.

FACTORY AUDITING PROCESS

Factories manufacturing merchandise that we designed are required to undergo periodic audits to ensure adherence to our Vendor Code of Conduct, which includes adherence to local laws. In conjunction with our third-party auditors, we conducted approximately 750 audits in 2018, and we accepted an additional 1,300+ audits from accredited, third-party sources, like Amfori's Business Social

Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), and Sedex Information Exchange Limited (SEDEX). We believe this industry trend of collaboration and accepting audits from accredited sources is beneficial in that it helps reduce audit fatigue among suppliers, while helping companies obtain important information to evaluate their supply chain. Factories are expected to cooperate fully with us and our auditors and to provide access to facilities and documents. We have developed comprehensive compliance program guidelines for our third-party factory auditors. We regularly review and modify these guidelines for consistency with evolving social compliance issues and trends.

On-site audits generally include one to two full working days at each audited factory, and include the following components:

- / Interview with factory management (opening meeting)
- / Policy, payroll, and documentation review, including confirmation that factory management has verified the ages of job applications before hiring to protect against potential hiring of child labor
- / Factory walk-through
- / Health and safety inspection
- / Chemical and hazardous materials review, including usage information and verification of Material Safety Data Sheets, chemical safety, and hazardous waste programs
- / Confidential worker interviews
- / Debrief with factory management (closing meeting)

Our AVP, Global Social Compliance, and International Buying Office Associates participate in shadow audits with auditors. Shadowing is practiced to gain a better understanding of the compliance audit process and challenges, and to better aid TJX in our review of both our audit results and, more broadly, our program's effectiveness.

Corrective Action and Remediation:

For factories in good standing, our goal is to conduct biennial audits. At the conclusion of an audit where it has been determined that corrective action is required, a Corrective Action Plan (CAP) is created and concerns are discussed by the auditors with factory management. A copy of the CAP is provided to factory management to assist them in resolving any violations or deficiencies detected during the audit. To encourage collaboration between our buying agents and vendors, a copy of the CAP is also forwarded to both parties' attention shortly following the audit. TJX receives a copy as well. Factory management is requested to sign the CAP to verify their understanding of the findings.

For lower-risk deficiencies, our buying agents or direct vendors are expected to provide evidence to us demonstrating that remedial action has been carried out. However, where moderate to more serious violations of the Vendor Code of Conduct or the local laws are detected, we require that our third-party representatives re-audit the factory. Problems are tracked and factories are notified of the expectation of remedial action. Our goal is to have re-audits complete within six months of the prior audit.

We expect that continuous improvement is verified during the re-audit. Our general goal is that each re-audit demonstrates measurable improvement from the prior audit. If a factory receives several consecutive noncompliant grades, this pattern may suggest that required remedial action is not being undertaken.

Though we strive to work with vendors to address and resolve shortcomings in their operations, under extreme circumstances, we may conclude that our merchandise can no longer be produced in certain factories, or that they will be precluded from producing goods for us until they demonstrate that they have addressed the situation and have put management systems in place to prevent a recurrence. Our preferred approach, however, is to work with vendors whenever possible to address and resolve issues identified during audits because improving working conditions in factories in underdeveloped countries is an ongoing effort and TJX, like other retailers, continues to face this challenge. We believe this is preferable to ceasing use of these factories as it gives us the ability to influence positive change. We believe that this “continuous improvement” model is in the best interest of the workers in the facilities from which we source goods.

Integral to the success of our compliance program is ongoing involvement and partnerships between TJX, our ethical sourcing experts – UL, Intertek, and Omega, our buying agents, and vendors to address shortcomings identified in audits and to work toward improvement.

There are several issues that we consider to be “zero tolerance” issues. That is, we would immediately terminate use of a factory found to be in violation of certain aspects of our program, including for example, our prohibition of bribery/corruption; child, prison, slave, or forced labor; human trafficking; maintaining a facility with all doors and/or exits locked; use of chemicals banned in that region; and failure to pay any wages.

ENCOURAGING ENVIRONMENTAL RESPONSIBILITY

In keeping with our commitment to protect the environment, audits conducted on behalf of TJX include a review of factory policies, practices, and procedures concerning the handling of chemicals and other hazardous waste, and a review of whether the factory is in compliance with applicable environmental laws and regulations. Our Vendor Code of Conduct strongly encourages our vendors to share our commitment to protecting the environment by operating in a sustainable manner where possible, for example by conserving and protecting resources, such as water and energy, and taking into consideration environmental issues that may impact local communities. Furthermore, our Supplier Training Program has been expanded to include coverage of the protection and conservation of water, as well as an overview of the legal requirements on the use of chemicals and hazardous materials in the regions where products are both manufactured and sold. Training includes case studies to assist vendors and factory management in better understanding our expectations and our Vendor Code of Conduct requirements in this area.

SOCIAL COMPLIANCE TRAINING



We recognize that it is important to routinely train our buying agents, vendors, and factory management. On average, we hold 10-12 training sessions a year in various locations around the world, which in the past have included China, India, Indonesia, Korea, Mexico, the Philippines, Taiwan, Thailand, Turkey, the United States, and Vietnam.

These training sessions were conducted by either UL or Intertek representatives, who were accompanied by our Assistant Vice President (AVP), Global Social Compliance. We believe the presence of our management at sessions in each of these countries demonstrates to factory management, buying agent management, and vendors that TJX is committed to our [Social Compliance Program](#). Over time, our training sessions have included the following topics:

- / TJX's Vendor Code of Conduct and the expectations contained in this Code
- / Local labor laws
- / Anti-bribery laws (including the Foreign Corrupt Practices Act and the U.K. Bribery Act)
- / Regulations on chemicals and hazardous materials, Material Data Safety Sheets, hazardous waste management, and required environmental permits
- / Business ethics
- / TJX's policy against forced and involuntary labor, including slavery and human trafficking
- / Fire safety
- / Water conservation recommendations
- / TJX's fur practices
- / Factory compliance best practices and preventative actions
- / Case studies to help demonstrate how to embed management remediation systems
- / Open discussions with vendors and factory management on compliance challenges

In addition to the above, we often include targeted training based on geographic or other regional differences to ensure that we are covering the most pertinent topics for each training session, and we may break into focus groups to enhance training through shared learning.

Designated representatives at our international buying offices also provide instruction to our suppliers on our ethical sourcing expectations. We will continue to devote resources to these important training initiatives and to review and update these initiatives as appropriate.

ASSOCIATE TRAINING

TJX Associates involved in the development and buying of merchandise undergo formal social compliance training biennially. In addition, through informal meetings and discussions, our AVP, Global Social Compliance continues to share our learnings, updating our product development and buying personnel on the requirements of TJX’s Social Compliance Program.

Internal and External Training



RESPONSIBLE SOURCING



TJX believes in the importance of ethical sourcing in our supply chain and is ever committed to continuous improvement. We strongly value the relationships that we have developed with our vendors. Built on a foundation of honesty, trust, and ethical business practices, we believe these relationships have been a key factor in our long-term success.

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. We are committed to responsible business practices, and as part of TJX's purchase order terms and conditions, all of our vendors are required to comply with our [Vendor Code of Conduct](#). The Vendor Code of Conduct requires that goods we sell have been manufactured and shipped in accordance with all applicable laws, regulations, and industry standards, including, among other things, a commitment to respect the rights of the workers who manufacture products for sale in our stores. These requirements stand even if a vendor applies their own code of conduct, monitoring, or ethical sourcing guidelines.



OUR OFF-PRICE BUSINESS MODEL

We see ourselves as a global, off-price, value retailer. Our mission is to deliver great value to our customers by offering a rapidly changing assortment of high quality, fashionable, brand name, and designer merchandise at prices generally 20% to 60% below full-price retailers' (including department, specialty, and major online retailers) regular prices on comparable merchandise, every day.

The majority of product we sell in our stores is brand-name merchandise. To obtain this merchandise, we work closely with our vendors and take advantage of a wide variety of opportunities, which can

Section updated in June 2019

include department store cancellations, a manufacturer making up 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. For example, some merchandise is designed by our own fashion and style experts and manufactured just for us, particularly when what we are seeing in the marketplace is not the right value for our customers, meaning the right combination of brand, fashion, price, and quality.

OUR SOCIAL COMPLIANCE EFFORTS

Historically, we have focused our factory monitoring and supplier training program on suppliers of products that we have designed and that have been manufactured for us, as this is where we are most likely to have a meaningful impact. We collaborate closely with our buying agents and international buying offices because they have strong relationships with local production facilities and are well positioned to reinforce our expectations. Even though we do not own, operate, or control any facilities that manufacture products sold in our stores, all of our vendors are required to follow our Vendor Code of Conduct.



RWENZORI TRADE PROJECT

Our buyers source a wide range of products for sale in our stores, including some items that are Fairtrade, organic, or produced from recycled materials. We are particularly proud of our Rwenzori Trade Project, a sustainable trade program that we have supported in Uganda.

In 2011, following several years of charitable giving and education support in Rwenzori, Uganda, Associates from TJX Europe began working in the region to further our commitment by developing a sustainable trade program. Our goal was to help thousands of families living in this area increase their incomes so they could better care for themselves. We have supported a trade center that works with local cooperatives that produce and sell coffee, cocoa, cotton, and crafts, and we purchase some of the coffee, chocolate, and crafts produced in that region to sell in our stores across the U.S., Canada, and Europe.

We also helped this trade center build relationships with commercial and development partners, which has led to better and higher quality crop yields. Cotton and cocoa co-operatives that we work with have been Fairtrade certified, helping the co-operatives achieve fairer pricing and access to international markets. In fact, research shows that these coffee farmers now earn more for their crops. Higher earnings, combined with consistent sales of their crops, give families in the region a more reliable and increased income stream, allowing them to pay for basic needs, school fees and other necessities. We believe our support is making a difference. Since the Rwenzori Trade Project started in 2011, there has been a 40% increase in children completing their primary school education.

EVOLVING ISSUES

BANGLADESH: WORKER HEALTH AND SAFETY

The tragedies that have taken place in factories in Bangladesh are reminders that we must remain vigilant and continue to monitor whether our policies and practices are adequate and appropriate. Although very little of the product manufactured for us is made in Bangladesh, worker health and safety have always been a significant part of TJX's [Social Compliance Program](#), and in recent years we have further strengthened our focus in these important areas.

We have expanded our audit programs based on evolving industry recommendations regarding auditing the fire safety practices of factories. We have elevated the importance of fire safety in our external supplier and internal buyer training programs and posted a message about our workplace safety expectations on our vendor intranet site as well. Additionally, we added a statement to our Vendor Code of Conduct that extends our requirements for providing safe and healthy conditions beyond the

factory to include any living facilities provided to workers. Going forward, we plan to continue to follow the various initiatives of the retail industry to glean any insights that might enhance our own global Social Compliance Program.

UZBEKISTAN: FORCED ADULT AND CHILD LABOR

Consistent with our commitment to high standards and social responsibility, since 2009, we have been attentive to the reports of alleged forced labor in Uzbekistan. We have notified our global vendor base that TJX prohibits the use of forced adult or child labor in any phase of manufacturing of its goods for sale, and it is our expectation and our requirement that our vendors will not knowingly use any cotton sourced from Uzbekistan. A letter on our policy regarding Uzbekistan cotton is posted on our intranet for vendors, and our vendors are reminded of this policy during our vendor training sessions.

In the past, we have been a signatory on letters urging the Government of Uzbekistan to ensure there is an immediate cessation to forced child labor in the cotton fields, and we have participated in multi-stakeholder meetings to address this issue. TJX continues to participate, along with over 300 other brands and retailers, as a signatory on a pledge, sponsored by the Responsible Sourcing Network, to not knowingly source Uzbekistan cotton until the Government of Uzbekistan eliminates the practice of forced child and adult labor.

MODERN SLAVERY AND HUMAN TRAFFICKING

(California Transparency in Supply Chains Act of 2010 and U.K. Modern Slavery Act of 2015)

About Our Business. TJX is an off-price retailer of apparel and home fashions with over 4,300 stores across three continents in nine countries offering a rapidly changing assortment of merchandise. We source merchandise from more than 21,000 vendors and over 100 countries. Our strategies to acquire merchandise are intentionally flexible to allow our buying organization to react to frequently changing opportunities and trends in the market and to adjust how and what is acquired as well as when it is acquired.

Our Commitment. At TJX, we are committed to treating people with dignity, fairness, and respect. Both our TJX Global Code of Conduct, which applies to all of our employees (Associates) worldwide, and our Vendor Code of Conduct, which applies to our merchandise vendors, reflect these principles and prohibit involuntary or forced labor. As described below, our factory audit program and training efforts further underscore this commitment.

Our TJX Social Compliance Committee, which includes senior leadership from the U.S., Canada, and Europe, meets on a regular basis to oversee TJX's ethical sourcing initiative. In addition to our Social Compliance Committee, in 2018, we established a Global Corporate Responsibility Executive Steering Committee comprised of senior personnel across several departments, which has responsibility for overseeing our global corporate responsibility efforts across functions and geographies, facilitating information exchange, recommending additional program efforts to potentially undertake as a Company, and reporting to the Company's senior management and Board of Directors as appropriate.

While an overview of our efforts is provided here in response to the California Transparency in Supply Chains Act and the U.K. Modern Slavery Act, we invite you to explore a more comprehensive description of our [Social Compliance Program](#) within this section of our Corporate Responsibility microsite.

Vendor Code of Conduct. As a condition of conducting business with TJX and as a means of self-certification, our merchandise vendors are required to agree to comply with our [Vendor Code of](#)

[Conduct](#), which prohibits involuntary or forced labor, including labor obtained through slavery or human trafficking. Our Vendor Code of Conduct further requires that the goods our merchandise vendors sell to us have been manufactured in accordance with all applicable laws and regulations, which include those pertaining to involuntary labor, forced labor or human trafficking. It also requires that merchandise vendors ensure that all subcontractors and any other third parties they use in the production or distribution of goods offered for sale in our stores comply with the principles described in the Vendor Code of Conduct.

TJX Global Code of Conduct. Our [TJX Global Code of Conduct](#) prohibits behavior that creates an intimidating or hostile work environment, and it requires TJX Associates to obey all applicable laws and regulations of the countries in which we operate, including wage and hour rules. In choosing third parties to work with, our Associates are expected to select those that act with integrity and in a manner consistent with the ethical principles stated in our Code. TJX reviews any reported concerns and takes appropriate action depending on the nature and severity of the violation.

Third-Party Audits. We contract with both leading independent auditors (including UL, Intertek, and Omega) and other third parties (such as our buying agent) to conduct social compliance audits at factories that supply products that we have designed for sale in our stores and online. These social compliance audits evaluate and address risks of forced labor, including slavery and human trafficking. Over the last two decades, thousands of audits have been conducted.

We created a Global Social Compliance Manual, which is available in seven languages and contains an audit procedure outline and factory evaluation checklist to help the affected factories better understand our Vendor Code of Conduct and prepare for the audit process. The audits are conducted on an unannounced basis during specified time windows, and they are intended to verify the factories' compliance with the standards contained in our Vendor Code of Conduct, including our prohibition of involuntary or forced labor. To this end, factory audits consider whether workers are responsible for any fees associated with their recruitment, and evaluate policies related to passport retention. Vendors are expected to cooperate fully with the audits and to provide the auditors with full access to their facilities, employees, and documentation. Factory audits include employee interviews in order to hear first-hand about worker treatment. The factory's score on the initial audit determines how soon it will be re-assessed, according to a risk-based audit cycle we have developed. We will take appropriate steps should we learn that a vendor is failing to meet our standards, including remediation, cancellation of purchase orders, or termination of our business relationship.

Training. We provide biennial training for Associates, including management, involved in the development and buying of merchandise, as well as cyclical in-person training for our buying agents, certain vendors and their factory representatives around the world. Among other things, this training provides guidance on recognizing and mitigating the risks of forced labor, modern slavery, and human trafficking. A senior member of our U.S.-based Global Social Compliance team travels globally to attend these training sessions in person, making sure our commitment to these important issues is clear.

Grievance Mechanisms. TJX Associates are encouraged to raise any concerns without fear of retaliation and have multiple channels to do so, including an ethics hotline staffed by independent third-party operators. External stakeholders, including vendor personnel, may reach us via any of the phone numbers or addresses listed by locality on the "[Contact Us](#)" section of our corporate website.

This Statement relates to our fiscal year that commenced on February 4, 2018 and ended February 2, 2019. It encompasses The TJX Companies, Inc. and its consolidated subsidiaries because we take a global

approach to modern slavery compliance. However, not all of our consolidated subsidiaries are subject to the California Transparency in Supply Chains Act or the U.K. Modern Slavery Act. This Statement was approved on July 31, 2019 by the Board of Directors of TJX UK, which is the TJX subsidiary subject to the U.K. Modern Slavery Act, and signed by the undersigned Director of TJX UK on July 31, 2019.



David L. Averill, Director
TJX UK

CONFLICT MINERALS

At TJX, we are committed to complying with the rules and regulations impacting our business, including those under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, intended to address violence and human rights abuses in the Democratic Republic of the Congo (the DRC) and adjoining countries. These rules require public companies to determine if they manufacture or contract to manufacture any products where “conflict minerals” - specifically tin, tantalum, tungsten, and gold (or “3TG”) - are necessary to the functionality or production of the product, and if so, whether those minerals originated in the DRC or adjoining countries. Companies are required to do additional diligence about the source and chain of custody of those minerals that may have originated in the covered region to determine if they came from sources that benefited armed forces in the region.

As demonstrated by the TJX Vendor Code of Conduct and our Social Compliance Program, we believe in responsible sourcing. TJX is many layers removed from the mining, smelting, or refining of any minerals contained in the products we sell, so we must rely on our vendors to collect current, complete, and reliable information to comply with these rules. We expect that our affected vendors will not knowingly supply us with products that include conflict minerals that directly or indirectly benefit armed groups in the DRC or adjoining countries, although we do not discourage responsible sourcing from that region. We further expect our vendors and buying agents to comply with our requests to provide us with information and perform due diligence regarding their sourcing of the minerals at issue. We will consider appropriate remediation steps if we find that a vendor has violated this policy.

GLOBAL FUR PRACTICES

At TJX, our retail chains strive to offer a merchandise mix that provides choices for the very broad customer demographic that we serve across the globe. In each of our regions, we aim to offer customers the kinds of products that they may be interested in purchasing.

TJX is committed to continuous improvement in the ethical sourcing of products intended for sale in our businesses, and as part of our ongoing considerations regarding animal welfare, we have recently incorporated information about our fur practices into our social compliance training.

The vast majority of TJX businesses are fur-free. In the U.S., at T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense, we avoid knowingly purchasing or selling products that contain real fur. In Europe, T.K. Maxx and Homesense have a longstanding “no fur” policy and do not knowingly source goods containing angora. At T.K. Maxx in Australia, we also avoid knowingly purchasing or selling products that contain real fur or goods containing angora. In Canada, HomeSense and Marshalls no longer knowingly purchase

or sell products containing fur. From time to time, these businesses may offer products containing shearling, haircalf, or hide. The process of procuring merchandise for our off-price model is complex, and if an item containing fur is mistakenly sent to our stores or e-commerce sites in these geographies, we work quickly to remove the item. At Winners in Canada, our fur practices differ due to customer preferences, and we may, on occasion, offer products that contain fur.

Importantly, at all times, TJX is committed to conducting business in compliance with all applicable laws, rules, and regulations, including but not limited to, animal protection laws.

CONTINUOUS IMPROVEMENT

Responsible sourcing and social compliance are tremendously challenging undertakings, and we know that we do not have all of the answers. We believe we are responding to the challenge by making our commitment clear to our vendors, buying agents, and Associates; by our auditing and training efforts; by responding to issues as appropriate for our business; and by further enhancing our reporting on our [Corporate Responsibility](#) microsite.

To raise questions or concerns about these issues, please contact us at complianceofficer@tjx.com.

SERVING OUR CUSTOMERS



TJX is the leading off-price retailer of apparel and home fashions in the U.S. and worldwide. Our mission is to deliver great value to our customers by offering a rapidly changing assortment of quality, fashionable, brand name, and designer merchandise at prices generally 20% to 60% below full-price retailers' (including department, specialty, and major online retailers) regular prices on comparable merchandise, every day. Our stores are located in a variety of geographic areas, from urban to rural, and serve a diverse customer base.

Our customers are a top priority for us, and we challenge ourselves to find new and innovative ways of improving the shopping experience so that we may best serve the changing preferences, tastes, and interests of our customers. We believe an excellent experience and the thrill of off-price shopping help keep our customers coming back.

To support our goal of an excellent customer experience, we provide our store Associates with training to enhance interactions with customers. We also have a number of in-store programs designed to motivate and reward individual Associates, stores, and districts, as well as programs for Associates to share ideas, including thoughts on how to further improve the customer experience. The overarching goal of all of our programs is to teach, develop, and lead teams to provide excellence in customer service so that our customers have a wonderful shopping experience across all of our retail chains.

Behind the scenes, but equally important, we have dedicated Store Planning and Operations groups within each retail chain that are responsible for understanding the customer base across different geographic locations. This helps us get the right products, to the right stores, at the right time, essentially giving the customers what they want, when they want it. Our business model allows us the flexibility to rebalance inventory levels in key categories, which has helped enhance the treasure hunt experience that our customers love and expect when they shop us.

One way we measure our success is by asking customers to rate their experience using online customer satisfaction surveys. Through these responses we are able to provide feedback to Store Operations management so they may identify opportunities and address issues quickly – and ultimately improve the in-store experience. This input also allows us to develop clear customer experience training for store managers, team leaders, and Associates. The data has also helped drive broad improvements across many of our retail chains. Over the past few years, we have redesigned our dressing rooms; added

department-specific fixtures that allow us to transform product categories into small “shops” for flexible periods of time; created multilingual signs in some stores that make it easier for customers to find what they are looking for; and implemented new processes and technologies to speed up checkout times and dressing room lines. We have carefully tested each initiative to ensure it drives excitement about our retail chains and products and continues to deliver the treasure hunt experience that we know our customers love.

We believe our efforts to deliver an excellent customer experience and great service are paying off. In 2018, TJX was ranked #16 on the National Retail Federation's list of top U.S. retailers, and for the third consecutive year, T.J. Maxx was voted Brand of the Year in the off-price retailer category by the Harris Poll, which surveyed more than 77,000 U.S. consumers measuring brand health over time, including familiarity, quality and purchase consideration.

SUPPLIER DIVERSITY



At TJX, operating responsibly is part of our DNA. For us, this responsibility includes valuing diversity throughout our supplier relationships. Managed by our Global Sourcing and Procurement group, our U.S. Supplier Diversity Program is dedicated to broadening our supplier options for not-for-resale goods and services in the U.S. Since its inception in 1992, our program has helped to raise awareness of various diverse groups and organizations, which in turn has helped us to identify the best vendors for mutually valuable relationships. As we strive to be a good neighbor in our communities, expanding relationships through supplier diversity also enables us to encourage economic development in local communities where we do business. Our program includes businesses that are owned by minorities, women, veterans, LGBTQ individuals, and persons with disabilities.

SUPPLIER REQUIREMENTS

To support TJX's goal to provide great value to our customers every day, our suppliers must demonstrate:

- / Financial stability
- / Proven history of successful projects
- / Understanding of TJX's business and practices
- / Ability to provide high-quality, cost-competitive products and services
- / Ability to scale their business and services to adapt to TJX's evolving needs
- / Record of and commitment to acting in accordance with all applicable laws and regulations, in addition to maintaining the highest standards of business ethics

CERTIFICATION REQUIREMENTS

To participate in our Supplier Diversity Program, suppliers must be certified by one of the following:

- / **National Minority Supplier Development Council**
- / **Women's Business Enterprise National Council**
- / **Disability:IN**
- / **National Veteran-Owned Business Association**

- / **National Gay and Lesbian Chamber of Commerce**
- / **Other state, local, and federal certifying agencies**

Suppliers certified by an organization listed above can register on our **supplier diversity portal**. Registering with TJX will not automatically guarantee a business opportunity. We will contact suppliers that meet our criteria if we have an appropriate, matching need.

CONTACTS

Not-for-resale goods or services: Please contact our Office of Supplier Diversity at Supplier_Diversity@tjx.com.

Resale merchandise: Please contact the appropriate merchandise department at 508-390-1000.

OUR CORPORATE MEMBERSHIPS INCLUDE:



STAKEHOLDER ENGAGEMENT



We strongly believe that for our policies and practices to be effective, they must evolve and be informed by the perspectives of our many stakeholders. Therefore, we strive to maintain an open dialogue with these important groups to achieve our goals.

To oversee our global Corporate Responsibility work, we were pleased to form a Global Corporate Responsibility Executive Steering Committee in 2018. Our charter includes guiding strategies and aligning them with TJX business priorities, overseeing our global corporate responsibility efforts across functions and geographies, facilitating information exchange, recommending additional program efforts to potentially undertake as a Company, and reporting on our progress to the Company's senior management and Board of Directors.

ENGAGING WITH OUR ASSOCIATES

At the corporate level and across our divisions, we have many different ways to communicate with and engage our Associates, something we believe is key to maintaining our culture. We want our Associates to be informed about our businesses and geographies and allow for opportunities to participate in Company-organized activities and community events. As such, we have many different ways to communicate, including: virtual and live management Town Hall meetings; State of the Company meetings; CEO updates; The Thread, our global intranet, which disseminates announcements and facilitates information and policy sharing; TJX geographic publications, such as TJXtra in Europe; and weekly bulletins in various regions across the globe.

In Canada, we participate in The Great Place to Work Institute survey, and in 2018, for the fourth consecutive year, TJX Canada received the distinction of being named a Top 50 Great Place to Work in Canada. Organizations on the 2018 list were ranked using the results of a survey called the Trust Index, which was developed and is administered by the Institute. The survey methodology is backed by 30 years of research and represents opinions from over 12 million employees from organizations in almost 90 countries each year. This makes it the most widely adopted workforce satisfaction tool in the world.

Additionally, The JOY Project in Canada has inspired, motivated, and built Associates' morale. This in-store program is focused on supporting the integral parts of our culture at TJX Canada as we strive to create an overall positive environment by recognizing store Associates for "spreading joy" through

random acts of kindness, such as encouraging a co-worker or providing a helping hand to a customer. Our goal is to drive the importance of building strong connections between managers, Associates, and customers.

ENGAGING WITH OUR CUSTOMERS

As the leading off-price apparel and home fashions retailer in the U.S. and worldwide, our customers reflect a broad and diverse demographic. Engaging with our customers allows us to address their changing preferences, tastes, and concerns. One way we measure our success is by asking customers to rate their experience using online customer satisfaction surveys. Based on what we hear from our customers, we regularly provide Store Operations management with feedback regarding store performance so they may identify opportunities and address issues quickly – and ultimately improve the in-store experience.

Each retail chain has a website that highlights seasonal offerings, store locations, and contact information for Customer Service groups. Our brands also leverage social media channels for real-time feedback on store experiences.

ENGAGING WITH OUR INVESTORS

We speak regularly with shareholders throughout the year via investor meetings, conferences, and phone calls. These interactions allow us to engage with the investment community regarding our Company's performance financially and, as requested, on environmental, social, and governance (ESG) matters. We listen to our shareholders' insights and perspectives thoughtfully, considering what is best for our many stakeholders and our Company overall.

RECOGNITION OF OUR EFFORTS

In 2019, we were pleased to be ranked #2 within the specialty retailer category on Fortune's Most Admired Companies list, which rates companies in their own industry on nine criteria. The list recognizes our efforts in areas of importance to stakeholders, and we were pleased to be given the highest score possible in the areas of innovation, social responsibility, quality of management, financial soundness, long-term investment value, and global competitiveness.

Our aim is to demonstrate accountability to our many stakeholders.

Governance



Our vision is to continue to grow TJX as a global, off-price, value retailer. We recognize that as we work to achieve this vision, we must remain grounded in the same principles on which our Company was founded – operating with the highest levels of honesty and integrity, and treating others with dignity and respect. We rely on the talent and efforts of our approximately 270,000 Associates, as well as the example set by our leaders, to help us live these principles every day and foster the continued success of our Company.

These principles inform our approach to corporate governance. As part of our governance practices, we have a suite of corporate governance materials that outline the standards to which we hold ourselves accountable. Our governance documents also guide us in our approach to business dealings and decisions and interactions with each other, and we seek to operate with the highest standards of ethical conduct and in compliance with laws and regulations. Additionally, our Board of Directors and management believe that responsibly considering the interests of all of our key stakeholders – our Associates, customers, communities, vendors, and investors – provides us with input so we may focus on what is best for our business overall.

Board of Directors



As a global company with approximately 249,000 Associates, we consider diversity and inclusion among our Associates, customers, vendors, and suppliers to be part of who we are and core to our culture. At the Board level and throughout the organization, we strive to promote the benefits of leveraging our differences and fostering inclusion, which we believe enhances our talented and diverse workforce. In that regard, we seek to have a highly engaged Board that represents diversity as to 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.

Board Diversity

While we do not have a formal policy with respect to Board diversity, we do take into account many factors when evaluating the suitability of prospective Board nominees. These factors include a prospective nominee's general understanding of disciplines relevant to the success of a large, global, and complex publicly traded company in today's business environment; understanding of our business and industry; professional background and leadership experience; experience on the boards of other large publicly traded companies; personal accomplishments; ethics, integrity, and values; independence; as well as geographic, gender, age, ethnic, and racial diversity. The Corporate Governance Committee evaluates each prospective nominee in the context of the Board as a whole, with the objective of recommending a group of nominees that the Committee believes can best continue the success of our business and represent shareholder interests through the exercise of sound judgment using its collective diversity of experience.

We value the many kinds of diversity reflected in our Board and are pleased to report:

- / Three of the four members of our Audit Committee are audit committee financial experts.
- / Nine of our 11 Board members are independent.

- / Five of our 11 Board members are women.
- / Seven of our 11 Board members reflect gender or ethnic/racial diversity.
- / Our Board represents a range of ethnicities, experiences, and backgrounds.
- / Board members are elected annually by majority vote.
- / In 2015, David Ching, a member of TJX's Board of Directors since 2007, received the U.S. Pan Asian American Chamber of Commerce (USPAACC) Asian American Corporate Director Award. This award honors Asian Americans who serve as members of the Board of Directors of Fortune 500 corporations.
- / In 2017, we celebrated our seventh consecutive year on 2020 Women on Boards' "Winning Company" list. The list recognized companies for having a gender-diverse board comprised of at least 20% women. We are considered an "Honor Roll" recipient, having appeared on the list for at least five consecutive years.



For more detail on our Board of Directors, Committees, and governance structure, we encourage you to visit the Governance section of our website at <http://www.tjx.com/investors/governance/>.

Board of Directors



CAROL MEYROWITZ

/ Director since 2006
/ Executive Chairman of the Board
/ Chairman of the Executive Committee

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ZEIN ABDALLA

/ Independent Director since 2012
/ Member of the Corporate Governance and Finance Committees

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ALAN M. BENNETT

/ Independent Director since 2007
/ Lead Director, Chairman of the Executive Compensation Committee, and member of the Executive Committee

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ROSEMARY T. BERKERY

/ Independent Director since 2018
/ Member of the Audit and Executive Compensation Committees

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DAVID T. CHING

/ Independent Director since 2007
/ Member of the Audit and Corporate Governance Committees

MORE ▾



ERNIE HERRMAN

/ Director since 2015
/ Chief Executive Officer and President

MORE ▾



MICHAEL F. HINES

/ Independent Director since 2007
/ Chairman of the Audit Committee and member of the Finance Committee

MORE ▾



AMY B. LANE

/ Independent Director since 2005
/ Chairman of the Finance Committee and member of the Audit and Executive Committees

MORE ▾



JACKWYN L. NEMEROV

/ Independent Director since 2016
/ Member of the Corporate Governance and Executive Compensation Committees

MORE ▾



JOHN F. O'BRIEN

/ Independent Director since 1996
/ Member of the Finance Committee

MORE ▾



WILLOW B. SHIRE

/ Independent Director since 1995
/ Chairman of the Corporate Governance Committee and member of the Executive Compensation Committee

MORE ▾

BOARD COMMITTEES

EXECUTIVE COMMITTEE

- / Carol Meyrowitz, Chair
- / Alan M. Bennett
- / Amy B. Lane

AUDIT COMMITTEE

- / Michael F. Hines, Chair
- / Rosemary T. Berkery
- / David T. Ching
- / Amy B. Lane

CORPORATE GOVERNANCE COMMITTEE

- / Willow B. Shire, Chair
- / Zein Abdalla
- / David T. Ching
- / Jackwyn Nemerov

EXECUTIVE COMPENSATION COMMITTEE

- / Alan M. Bennett, Chair
- / Rosemary T. Berkery
- / Jackwyn Nemerov
- / Willow B. Shire

FINANCE COMMITTEE

- / Amy B. Lane, Chair
- / Zein Abdalla
- / Michael F. Hines
- / John F. O'Brien

EXECUTIVE OFFICERS

CAROL MEYROWITZ

- / Executive Chairman of the Board

ERNIE HERRMAN

- / Chief Executive Officer and President

KEN CANESTRARI

- / Senior Executive Vice President
- / Group President

SCOTT GOLDENBERG

- / Senior Executive Vice President
- / Chief Financial Officer

DOUGLAS MIZZI

- / Senior Executive Vice President
- / Group President

RICHARD SHERR

- / Senior Executive Vice President
- / Group President

CORPORATE GOVERNANCE DOCUMENTS

TJX has a long history in practicing excellence in corporate governance. As part of our governance practices, we are committed to high standards of ethics, which are reflected in our Associate Global Code of Conduct, Code of Ethics for TJX Executives, Director Code of Business Conduct and Ethics, and Corporate Governance Principles. Specifically, our Associate Global Code of Conduct, which applies to all Associates worldwide, sets out basic principles of integrity, honesty, and fair dealing and serves as a guide for ethical business conduct. Our Code of Ethics for TJX Executives reinforces the significant expectations we have for ethical business practices from our executive officers, who are also subject to our Associate Global Code of Conduct. Our Director Code of Business Conduct and Ethics clarifies the expectations for our individual Board members, while our Corporate Governance Principles reflect basic governance guidelines and Board practices.

Many of the policies outlined in our Corporate Governance Principles, codes of conduct and ethics, and other governance documents create an important framework for our core values.

ORGANIZATIONAL DOCUMENTS

Certificate of Incorporation

Bylaws

COMMITTEE CHARTERS

Executive Committee

Audit Committee

Executive Compensation Committee

Finance Committee

Corporate Governance Committee

GUIDELINES, CODES, AND STANDARDS

Global Code of Conduct

Code of Ethics for TJX Executives

Director Code of Business Conduct and Ethics

Statement on Political Activity and Expenditures

CORPORATE GOVERNANCE GUIDELINES

Corporate Governance Principles

POLICIES FOR COMMUNICATING WITH THE BOARD OF DIRECTORS AND MANAGEMENT

Shareholder Policies

Reporting Policy Regarding Accounting Matters

Appendix

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.

GRI Standards Indicator	Disclosure title	TJX description	Link	Source(s)	Page	
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 considered their recommendations.	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	
			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, nelcc	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
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	72
		Seeking perspectives of our many stakeholders.	http://www.tjx.com/responsibility/responsible-business/stakeholder-engagement.html	Website, CR report	86
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
102-23	Chair of the highest governance body		http://www.tjx.com/investors/governance/board-of-directors.html	Website, CR report	89
			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
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	77-79
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	1,95
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	TJX provides an index of our corporate responsibility reporting mapped against the Global Reporting Initiative's (GRI) Sustainability Reporting Framework guidelines.	http://www.tjx.com/responsibility/responsible-business/global-reporting-initiative.html	Website, CR report	95
102-55	GRI content index		http://www.tjx.com/responsibility/responsible-business/global-reporting-initiative.html	Website, CR report	95

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
		Renewable Energy, U.S., Canada and Europe highlights	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	45-48
		CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145		N/A
302-4	Reduction of energy consumption	Electricity types and percent of energy use by facility type	http://www.tjx.com/responsibility/environment/energy-and-emissions.html	Website, CR report	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
		Green building	http://www.tjx.com/responsibility/environment/green-building.html	Website, CR report	52
		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
		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
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
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	61
		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
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	61
		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	44-45
		Measurement and reporting	http://www.tjx.com/responsibility/environment/measurement-and-reporting.html	Website, CR report	61
		Energy and Emissions	https://www.tjx.com/docs/default-source/default-document-library/tjx-ghg-inventory.pdf	TJX GHG Inventory	
305-5	Reduction of GHG emissions	CDP response	Sign in and search for "TJX": https://www.cdp.net/en/responses/19145	CDP response	
		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
		Logistics	http://www.tjx.com/responsibility/environment/logistics.html	Website, CR report	49
		Energy and Emissions	https://www.tjx.com/docs/default-source/default-document-library/tjx-ghg-inventory.pdf	TJX GHG Inventory	
		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
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 UK Gender Pay Gap Statement			
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/volunteerism.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

TJX / United Nations Sustainable Development Goals Content Index

October 2019

Our corporate responsibility program is based on four pillars: Our Workplace, Our Communities, Environmental Sustainability, and Responsible Business. We acknowledge the importance of the 17 United Nations Sustainable Development Goals (SDGs) and are providing below a reference of where our programs align with certain SDGs.

Sustainable Development Goals	Link on the website	CR Report Page(s)
 SDG1 No Poverty	https://www.tjx.com/responsibility/communities/	22, 30
 SDG2 Zero Hunger	https://www.tjx.com/responsibility/communities/	22, 30
 SDG3 Good Health and Well-Being	https://www.tjx.com/responsibility/communities/	22, 36
 SDG4 Quality Education	https://www.tjx.com/responsibility/communities/	22, 32
 SDG5 Gender Equality	https://www.tjx.com/responsibility/workplace/	4
 SDG7 Affordable and Clean Energy	https://www.tjx.com/responsibility/environment/	40, 44

TJX GLOBAL GREENHOUSE GAS EMISSIONS INVENTORY		Revised FY2017 ¹	FY2018	FY2019	Unit of Measure
Scope 1	Direct: Emissions to air	80,561	99,906	109,302	MT CO ₂ e
Scope 2	Indirect: Supplied electricity (location-based)	697,198	684,375	673,581	MT CO ₂ e
Scope 2	Indirect: Supplied electricity (market-based)	721,497	632,924	558,982	MT CO ₂ e
Scope 3	Indirect: Business travel	29,999	43,645	47,000	MT CO ₂ e
Scope 3	Indirect: Waste generated in operations	49,182	35,865	33,300	MT CO ₂ e
Total Gross Global Scope 1 Emissions by GHG Type	CO2	80,557	87,918	98,106	MT CO ₂ e
	CH4	37	50	107	MT CO ₂ e
	N2O	59	70	130	MT CO ₂ e
	Hydrofluorocarbons (HFCs)	7,259	11,868	10,960	MT CO ₂ e
Total Gross Global Scope 1 Emissions by Business Division - Location-Based	U.S. (TJ Maxx, Marshalls, HomeGoods, and Sierra)	48,629	65,851	72,487	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	12,458	15,676	16,482	MT CO ₂ e
	Europe (TK Maxx and HomeSense) and Australia (TK Maxx)	19,474	18,380	20,334	MT CO ₂ e
Total Gross Global Scope 2 Emissions by Business Division - Location-Based	U.S. (TJ Maxx, Marshalls, HomeGoods, and Sierra)	552,782	545,571	554,929	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	22,972	25,356	25,536	MT CO ₂ e
	Europe (TK Maxx and HomeSense) and Australia (TK Maxx)	121,443	113,448	93,115	MT CO ₂ e
Total Gross Global Scope 2 Emissions by Business Division - Market Based	U.S. (TJ Maxx, Marshalls, HomeGoods, and Sierra)	562,711	491,241	425,052	MT CO ₂ e
	Canada (Winners, Marshalls, and HomeSense)	4,241	5,996	3,513	MT CO ₂ e
	Europe (TK Maxx and HomeSense) and Australia (TK Maxx)	154,545	135,687	130,418	MT CO ₂ e
Waste	Recycled materials	189,092	211,489	233,411	MT
Energy	Electricity	1,755,867	1,755,477	1,759,105	MWh
	Steam	4,111	1,058	1,326	MWh
	Motor diesel	61,793	60,798	61,424	MWh
	Distillate fuel oil number 2	919	3,629	1,575	MWh
	Motor gasoline	21,378	19,740	18,127	MWh
	Natural gas	283,345	359,935	420,469	MWh
	Propane	4,793	5,862	5,633	MWh

TJX GLOBAL GREENHOUSE GAS EMISSIONS INVENTORY		Revised FY2017 ¹	FY2018	FY2019	Unit of Measure
Renewable Energy	Energy attribute certificates (renewable energy certificates)	25,595	26,000	142,521	MWh
	Direct procurement contract with a grid-connected generator of Power Purchase Agreement (PPA), supported by energy attribute certificates	1,248	169,906	264,069	MWh
Carbon Offsets	A reduction in emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere		4,000	26,140	MT CO ₂ e
GHG Emissions Reductions	GHG reductions from energy efficiency projects (location-based)	17,500	19,500	23,900	MT CO ₂ e
	GHG reductions from renewable energy (market-based)		58,100	150,900	MT CO ₂ e
Intensity Metrics	Gross global combined Scope 1 and 2 emissions in metric tons CO ₂ e per unit currency total revenue	0.0000234	0.0000219	0.0000201	MT CO ₂ e per US\$ (location-based Scope 2)
	Gross global combined Scope 1 and 2 emissions in metric tons CO ₂ e per full time equivalent (FTE) employee	3.31	3.15	2.90	MT CO ₂ e per FTE (location-based Scope 2)
Goal Performance (against FY2010 baseline)	Percent reduction per million U.S. dollar revenue	29.0%	36.6%	41.8%	Percent change MT CO ₂ e/US\$ vs. FY2010

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