



TJX VALUE | 2016 CORPORATE RESPONSIBILITY REPORT  
**The TJX Companies, Inc.**

## Delivering Real Value

At TJX, VALUE lives at the heart of our business and for nearly 40 years, our divisions have been proud to deliver high quality and brand name fashion merchandise to our customers, all at amazing values. Our corporate responsibility mission focuses on delivering real value to our many important stakeholders – Associates, Customers, Neighbors, Vendors and Shareholders. We approach our role as a corporate citizen seriously, always striving to act with integrity, which affects every aspect of our business.

For Associates, we support and recognize the value that each individual brings to this Company and the critical role they play in our success. For our customers and the communities we serve, we take to heart the organizations we support and embrace programs that deliver services to families and children so they may lead healthier and happier lives. In environmental sustainability, we remain conscientious about reducing energy consumption and waste to help minimize our impact on the environment. At all times, we operate our business responsibly, remaining cognizant that returning value is an ongoing priority.

As our global corporate responsibility efforts continue to evolve, so does the way in which we report our progress. In 2016, we have consolidated our reporting under four strategic pillars:

### Our Workplace

Which reflects TJX's commitment to its Associates, including our commitment to diversity and inclusion

### Our Communities

Which captures the support our Company provides to many organizations around the world

### Environmental Sustainability

Which illustrates our progress in reducing our impact on the environment

### Responsible Business

Which provides an overview of our off-price business and reviews the corporate governance and social compliance practices we follow

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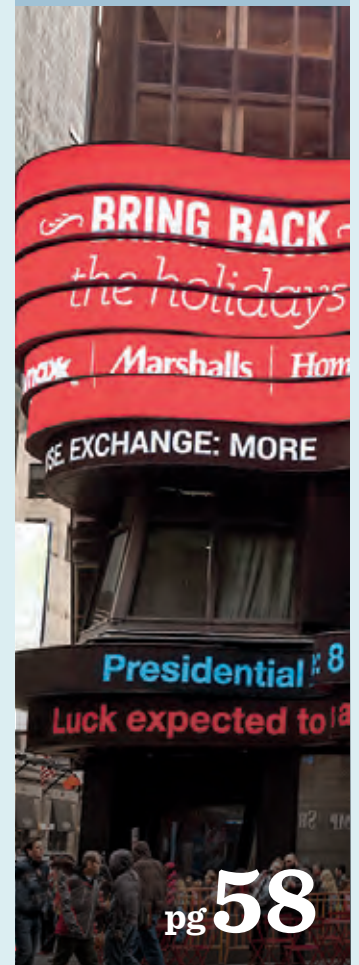
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**To our Associates, Customers, Neighbors, Vendors and Shareholders:**



At TJX, our stores and e-commerce websites are focused on delivering value to our customers every day. As a Company, we are also deeply committed to bringing value to our many diverse stakeholders. With a business of our breadth and scale, we recognize that the real value we bring to the world extends far beyond the merchandise we sell, and that we must operate responsibly, with our long-held principles of integrity, ethics, fairness and caring for one another serving as cornerstones to guide our efforts.

We take great pride in our global Corporate Responsibility program, TJX VALUE, which serves as a foundation from which we can grow and deliver meaningful benefits to our diverse stakeholders. As our Corporate Responsibility program has grown and evolved over the past several years, so has the way in which we report on our progress and successes. Our 2016 Corporate Responsibility website and Corporate Responsibility Report eBook celebrate programs and initiatives from the U.S., Canada, Europe and Australia centered around four strategic pillars that we believe are meaningful, both to you and our business.

**Our Workplace** reflects who we are as a Company, recognizing the value of our Associates and our commitment to our culture, which is honest, integrity-driven and focused on the development of our Associates around the world.

Supporting **Our Communities** is at the heart of who we are, and we aim to enrich the lives of our customers and neighbors through charitable giving, volunteering, establishing partnerships and leveraging our vast store network to raise funds for organizations important to our community-giving mission.

**Environmental Sustainability** is where we share our conscientious approach to reduce our impact on the environment. We remain focused on reducing our carbon footprint by increasing energy efficiency, improving our logistics practices and by managing our waste across our global operations.

**Responsible Business** practices are part of our DNA and help us deliver extreme value to our customers, build longstanding relationships with our vendors and deliver long-term value to our shareholders. In terms of social compliance, we hold ourselves to high ethical standards and expect the same of our vendors. As important, we believe in strong corporate governance practices and in listening to and maintaining an open dialogue with our key stakeholders to help inform our business decisions.

As a Company, we strive to do the right thing for our many stakeholders. I am very proud of what we have already accomplished and passionate about continuing to improve in the future. I encourage you to explore our 2016 Corporate Responsibility website and eBook report to learn more about the progress we are making.

Sincere regards,

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

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

## OUR COMPANY

The TJX Companies, Inc. is the leading off-price retailer of apparel and home fashions in the U.S. and worldwide, ranking No. 89 in the 2016 Fortune 500 listings, with \$30.9 billion in revenues in 2015, more than 3,600 stores in 9 countries, 3 e-commerce sites, and approximately 216,000 Associates. We operate T.J. Maxx and Marshalls (combined, Marmaxx), HomeGoods and Sierra Trading Post, as well as tjmaxx.com and sierratradingpost.com, in the United States; Winners, HomeSense, and Marshalls (combined, TJX Canada) in Canada; and T.K. Maxx in the United Kingdom, Ireland, Germany, Poland, Austria, and the Netherlands, as well as HomeSense and tkmaxx.com in the U.K., and Trade Secret in Australia (combined, TJX International).

We see ourselves as a global, off-price, value retailer and our mission is to deliver great value to our customers through the combination of brand, fashion, price, and quality. We offer a rapidly changing assortment of brand name and designer merchandise at prices generally 20%-60% below department and specialty store regular prices on comparable merchandise, every day. With our value proposition and exciting treasure-hunt shopping experience, we believe that our demographic reach is among the widest in retail. We attract a broad range of fashion and value conscious customers across many income levels and demographic groups.

In our nearly 40-year history, we have delivered steady sales and earnings growth and some of the highest returns on investment we have seen in retail. We have seen only one year with an annual comparable store sales decline. We believe that we operate one of the most flexible business models in the world and that year after year, our great flexibility has enabled us to succeed through various economic and retail environments. Our stores have no walls between departments, which enables us to expand and contract merchandise categories to respond to market trends and customers' changing tastes. Our inventories turn rapidly, which allows us to buy close to need, with visibility into current fashion and pricing trends. We source merchandise globally from a universe of over 18,000 vendors in more than 100 countries. We see ourselves as leaders in innovation, constantly testing new ideas, seeking the right categories, current fashions and top brands, and leveraging information from our worldwide buying presence. Further, our financial strength gives us the strong foundation and flexibility to balance growth with reinvesting in our business for the future. These are some of the key factors that give us great confidence in our ability to achieve our goals for global growth.



T.J. maxx®

Marshalls®

HomeGoods®

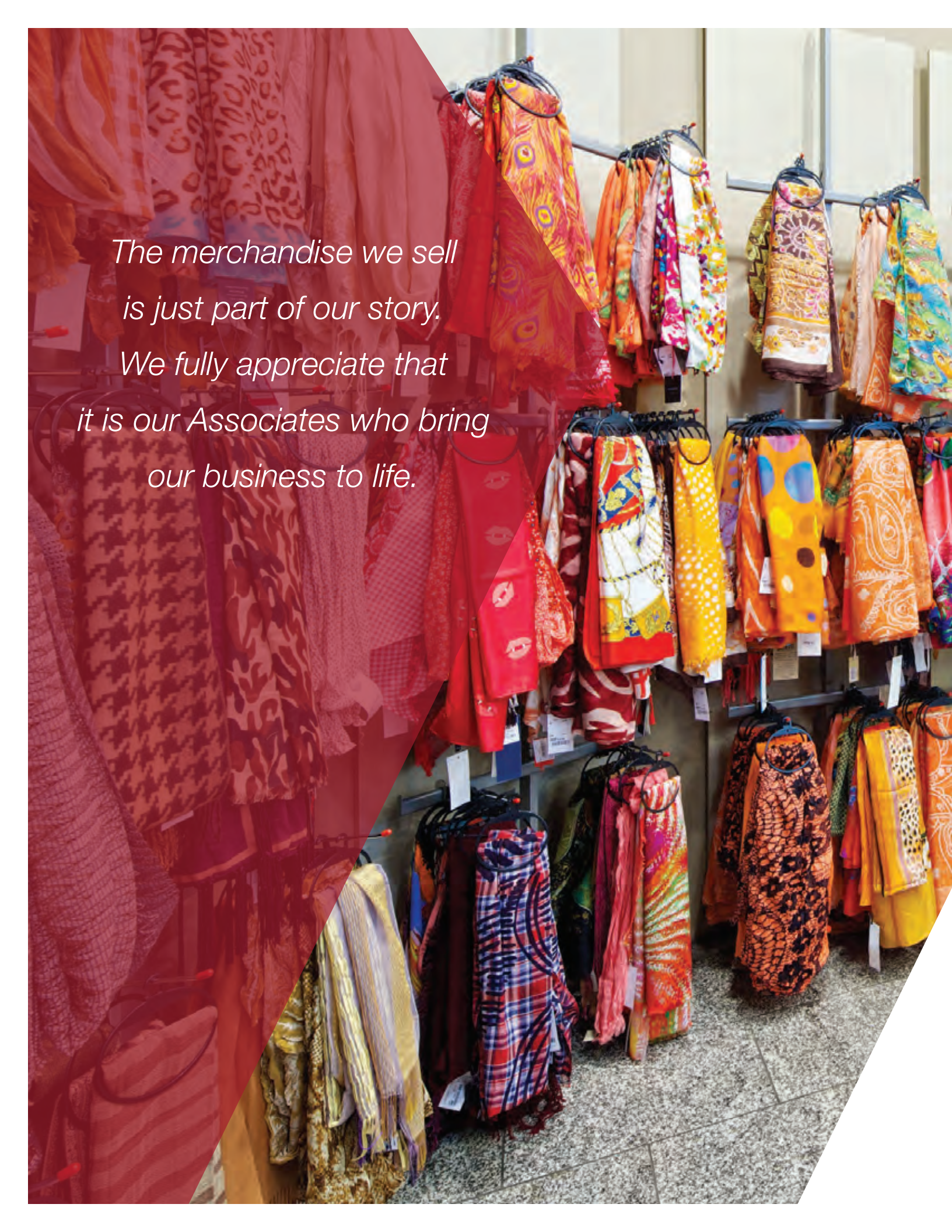
WINNERS®

T.K. maxx®

HOMESENSE®

SIERRA  
TRADING POST

TRADE  
SECRET



*The merchandise we sell  
is just part of our story.  
We fully appreciate that  
it is our Associates who bring  
our business to life.*

## OUR WORKPLACE



**TJX is a terrific place to work. For nearly 40 years, TJX has provided apparel and home fashions to our customers, all at amazing values. The merchandise we sell is just part of the story. We fully appreciate that it is our Associates who bring our business to life.**

Over the years, we have taken great care to continue expanding our global organization in a way that perpetuates the values upon which our culture is based.

Our Associates embody our core values of honesty, integrity and caring, and lead by example, thereby helping to maintain our special culture at the heart of the Company. While it's true that our flexible business model sets us apart, we believe it is our Company's culture that keeps us together. Just as our stores have no walls between departments, our Company culture functions in the same way. We foster open communication and collaboration as Associates work toward common goals, with an emphasis on creating and delivering value for our customers.

## Program Highlights

### United in Our Differences

We live and work in cities, suburbs and rural communities from Anaheim, California, U.S. to Warsaw, Poland to Sydney, Australia. We believe each one of our Associates brings something unique to our collective culture – a diversity of experience, gender, ethnicity, age, viewpoint and more. At TJX, diversity isn't something we mark off of a checklist; it's something we celebrate in many ways!



We are proud that globally, 77% of our total workforce – corporate, store, managerial and non-managerial – is female. And in the U.S., 55% of our total workforce and 32% of our U.S. managerial team are made up of people of color.<sup>1</sup>

### A Collaborative Environment

We expect our Associates to work hard, challenge themselves and be innovative in their thinking. But we also know that when our Associates feel connected, respected and included, it shows in their performance. That's why we strive to

create a supportive, stimulating environment, where sharing ideas is encouraged and a work/life balance is attainable.

We are pleased to have been recognized for our efforts by organizations like the Human Rights Campaign in the U.S., Great Place to Work in Canada, and Glassdoor in the U.K., among many other organizations.

### Lifelong Learning Takes Shape Here

We are proud that we get the opportunity to foster careers for so many people. Many of our Associates accept a job with us and then stay to build a meaningful career. We're fortunate to have Associates who have been with us for 20 to 30 years or more, and this expertise and experience is invaluable to us. Fresh ideas and different points of view are also invaluable. So, we foster both at TJX. We value our seasoned Associates, and we seek to attract new talent. We encourage both our long-term and new Associates to listen to, learn from and teach each other about our values and our off-price business.

An impressive 35% of our global managerial team<sup>1</sup> has worked here for more than 10 years. At the same time, we recruit hundreds of new Associates every year into our management development programs to support our future growth.

<sup>1</sup> Managerial is defined as Assistant Store Manager (or equivalent level) and above, across the Company.



## Employer of Choice

### The Key to Our Success: Recruiting, Developing and Keeping Top Talent

Our Fortune 100 company operates in 9 countries with approximately 216,000 Associates and more than 3,600 stores. In 2015 alone, we added almost 220 new stores and nearly 20,000 jobs across our global operations. Simply put, we're growing and that wouldn't be possible without the ability to attract, develop and keep strong talent.



Our Associates personify our core TJX values of integrity, honesty and caring. They take intelligent risks and feel empowered to test new ideas and innovations. As Associates learn the business, we accept



mistakes they may make as opportunities to learn and improve. We know it's very important for us to attract ambitious and talented individuals, teach them the fundamentals of our off-price model, offer challenging assignments and support career growth so that Associates join us for a job and stay to build a career. We believe we are on the right track.

## Fast Facts:

### SCORED 100 FOR LGBT COMMUNITY SUPPORT

TJX scored 100 on the 2016 Corporate Equality Index of the U.S.-based Human Rights Campaign for the third consecutive year

### TOP DIVERSITY EMPLOYER

TJX was listed as a Top Diversity Employer by Black EOE Journal, Hispanic Network Magazine and Professional Woman's Magazine in 2014 and 2015

### TOP EMPLOYER FOR PEOPLE WITH DISABILITIES

TJX was listed as a Top Employer by Careers and the disABLED magazine in 2014 and 2015

### TOP ENTRY LEVEL EMPLOYER

TJX was named a Top Entry-Level Employer by CollegeGrad.com in 2015

### #7 OF TOP 10 HAPPIEST RETAILERS

T.J. Maxx ranked #7 on the list of Top 10 Happiest Retailers to Work For by CareerBliss in 2014

### ONE OF THE BEST EMPLOYERS IN CANADA

TJX was named one of the Best Employers of 2016 in Canada by Forbes Magazine

### ONE OF THE BEST PLACES TO WORK

TJX Canada was named by Great Place to Work as one of the Best Workplaces in Canada for large and multi-national companies as well as for women in 2015

### FRIENDLIEST PLACE TO WORK

TJX Europe was named the Friendliest Place to Work in the U.K. by Glassdoor.com in 2015

### TOP GRADUATE EMPLOYER

TJX Europe was named Top Graduate Employer in Retail by TheJobCrowd in 2015

## Recruitment

### Attracting Tomorrow's Leaders, Today

To support our growth, we are continually looking for diverse, enthusiastic and committed people to join our team. We've seen firsthand that the talented individuals we hire today may transform into our global leaders of tomorrow.



We seek employees with a broad diversity of experiences, in addition to gender, ethnicity, age, viewpoint and more. We take a multi-faceted approach to recruiting. In addition to our traditional recruitment activities, we focus our efforts on students and recent college graduates, military personnel, local hiring and community talent networks.

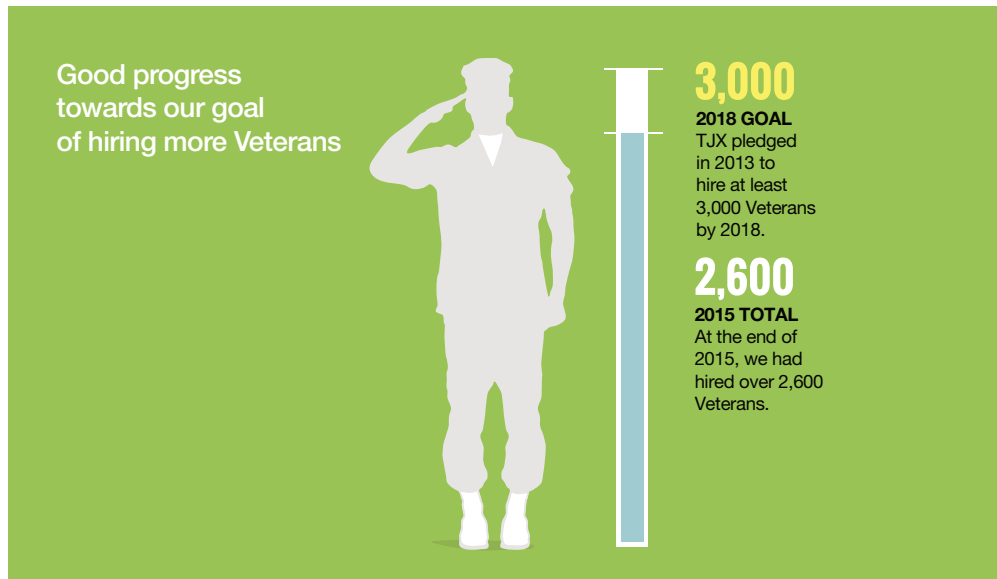
#### **On-Campus Recruiting: From Student to Senior Buyer**

Each year, several hundred students take part in our intern programs that operate across all of our divisions worldwide, in areas including corporate operations, store operations and distribution centers. We seek candidates who are curious about and have a passion for innovation, merchandising, customer excellence and global relations.

Our merchandising internships, in particular, are coveted amongst students who are majoring in fashion, retail and business administration. On average, 75% of interns from the merchandising program in the U.S. go on to join us full-time after completing college. In Canada, close to 30% of our merchandise student Co-ops transition to full-time positions.

## Proudly Serving 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, Veterans and military spouses. We've even created a special section on our Careers website that enables military candidates to identify job opportunities that match their talents and experience.



## Hiring Field Associates is a Top Priority

With approximately 216,000 Associates and 3,600 stores across the globe, our hourly store Associates are our largest source of talent. But more than that, they are the face of our brands, welcoming customers and providing a delightful shopping experience. Behind the scenes, the hourly Associates in our distribution centers ensure our stores continue to deliver a treasure hunt experience, distributing new products quickly and efficiently. Our Loss Prevention Associates ensure our merchandise is protected and our shoppers continue to experience a safe and secure shopping environment.

At TJX, we believe that our hourly Associates should reflect the people in the neighborhoods they serve, which is why we think globally and hire locally.

## Turning Employment Challenges into Opportunities

TJX has a long history of hiring people with barriers to employment. These could include people with physical conditions or personal situations that make it hard for them to find or keep a job, for example, a lack of experience or access to transportation. Additionally, as we look to grow our Associate population with trained people from diverse backgrounds, we have also expanded our talent pipeline program to

### FAST FACT:

Over the course of nearly 20 years, we have provided jobs to more than 250,000 people who have received some form of government assistance in the U.S.

include people with disabilities. According to the U.S. Department of Labor, in 2015, the unemployment rate for individuals with a disability was 10.7%, more than twice the rate of those with no disability.<sup>1</sup> That's a statistic that we want to help change. Our U.S. Talent Acquisition group is also creating awareness about our work-experience and pre-employment programs for youth and young adults with disabilities.

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

- Job seekers gain self-confidence and learn about retail career opportunities
- TJX hires enthusiastic Associates 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 this success

### **FAST FACT:**

TJX has received hundreds of awards over the years from community-based organizations, municipalities and other organizations for providing jobs and valuable work experience to people who may face barriers to employment.

In support of these efforts, teams in the U.S. and Europe oversee innovative youth programs – the Youth Business Institute (YBI) in the U.S. and Get into Retail in Europe – which offer professional and personal development for disadvantaged young people. YBI teaches job readiness skills to students in at-risk high schools and exposes them to the business of retail. Get into Retail partners with The Prince's Trust in the U.K. to provide vulnerable young people with training, development and eventually the opportunity for permanent employment for successful participants.

### **FAST FACT:**

In 2015, we hired over 50% of YBI-graduate students and 68% of Get Into Retail graduates for positions in our stores.

<sup>1</sup> U.S. Department of Labor, Bureau of Labor Statistics, Persons with a Disability: Labor Force Characteristics – 2015, press release dated June 21, 2016. <http://www.bls.gov/news.release/pdf/disabl.pdf>

## Career Development

### Developing People and Their Careers

Attracting talent is just the start. At TJX, we believe it's our responsibility to train and mentor our Associates for long-term success. From the top down, our senior leaders consider career development and teaching an absolute priority.



DEVELOPING  
OUR LEADERS  
OF  
TOMORROW  
IS A  
**TOP**  
PRIORITY

Our training happens throughout the organization in a variety of settings, including in our stores, distribution centers and corporate offices. No matter the location, a vital part of this training is communication and relationship-building among our Associates. We do business with integrity, ethics, caring and fairness serving as cornerstones to guide our efforts. Open, two-way communication helps the way we do business and is consistent with our culture.

#### Calling All Merchandisers: Training Starts Here

We are particularly proud of our global merchant training programs, which we believe are some of the best and most respected training programs in the retail industry. We call our programs different names around the globe: the Merchandising Development Program in the U.S., the Planning and Allocation School of Excellence (PASE) Program in Canada, and the Merchandising and Buying Graduate Program in Europe. Yet, all of these programs are designed to support Associates interested in pursuing careers as merchandisers 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 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 management.

### **FAST FACT:**

In 2015, we hired over 150 Associates into the U.S. buyer training program alone, many of them right out of college.



### **Merchants Attend TJX University**

At TJX University, we offer existing merchandising Associates advanced learning opportunities through formal coursework, significant one-on-one coaching and field exercises to prepare for the next step in their careers. The program teaches a consistent approach to business, teamwork and culture that has been a critical part of our success.

### **Talent Development Programs**

Along with our merchant training programs, we have many other talent development opportunities aimed at allowing Associates to enjoy long, fulfilling careers at TJX. Globally, although our programs may differ slightly, we offer formal leadership training and coaching and informal coaching and mentoring for all levels and disciplines. We are proud of two programs in particular.

“Leaders Developing Leaders” provides the opportunity for select management Associates to participate as a group in researching a business issue or opportunity. The team then develops and presents the strategic plan to Senior Management. Participants strengthen problem-solving and strategic planning skills as well as their understanding of the business and work collaboratively with Associates from a broad range of functions and regions.

The TJX Graduate Programs in Europe help broaden Associates' understanding of our business and prepare them for future leadership opportunities in their areas of distribution, finance and IT.



## Retaining Talent

At TJX, we believe our ability to retain our top talent is largely due to our long-term success in combination with our Company's culture, including our attention to work/life balance. To help support the development of our Associates, we have defined leadership and cultural competencies that are skills and behaviors that are key to long-term success. Personal character and integrity are at the core of who we are, and even though our Company is global, we invest the time to get to know one another.



In addition to culture, we know it's important for our Associates to be able to grow with us. Today, we are an Employer of Choice for an increasingly diverse and international talent base. We are able to leverage this talent across regions and geographies. Where it is appropriate for our business, some Associates may even have the opportunity to spend time working outside of their respective home countries. We offer various training and mentoring programs as we continue to develop the next generation of leaders who fully understand our off-price business.

Finally, we understand that a person must feel valued if they are to make a long-term commitment to any employer. We are proud that we have earned a score of 100 on the Corporate Equality Index of the U.S.-based Human Rights Campaign in 7 of the past 8 years. Across our regions, we have formal and informal initiatives underway to foster inclusion and a sense of family. In the U.S., we have Associate Resource Groups set up to provide Associates with the opportunity to meet and network with others who have similar interests. To date, we have groups focused on providing education and networking around cultural diversity, disability awareness, women and leadership, lesbian/gay/bisexual/transgender community and friends, and Veterans and Reservists. In Canada, we publish "Did You Know?" a monthly educational newsletter that focuses on diversity and inclusion.

Our Associates are our most valuable resource. While we expect hard work, dedication and innovative thinking, we also encourage Associates to balance work and home life.





### Associate Communications

We're a growing, global organization, and communicating with Associates 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. At the corporate level and at all of our divisions, we have many different ways to communicate and engage our Associates, including: TJX Today and TJXtra (publications available to all Associates worldwide), employee newsletters, weekly bulletins, CEO updates, virtual and live management Town Hall meetings and State

of the Company meetings. In 2014, we introduced a global intranet for Associates, an engaging internal resource that is easy-to-navigate, Associate-centric, up-to-date and accessible 24/7. Our intranet's moniker – The Thread – is a nod to our retail roots, chosen by Associates in a company-wide naming contest. It provides access to important Company news and empowers Associates to collaborate and share information as appropriate within TJX. In 2015, we launched The JOY Project in Canada, which is designed to inspire, motivate and build Associates' morale by addressing issues that matter to them most.

### Employee Longevity

**35%**  
of our global managerial\* team has been at the Company for more than 10 years.

**2%**  
30+ YEARS

**6%**  
20-30 YEARS

**9%**  
15-20 YEARS

**18%**  
10-15 YEARS

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

## Embracing Diversity and Inspiring Inclusion

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



We strive for diversity at all levels of our organization, including management, and continue to work on initiatives that further embed inclusion as one of our core values, as it impacts not only recruitment and retention of Associates, but is a key element of our culture. We believe it is important to help Associates understand, respect and effectively navigate differences among people, whether those differences relate to gender, ethnicity, race, age or other legally protected categories. As we grow our business, we believe we can be more successful long term if our workforce is inclusive and reflects the diversity of our customer population, whether we are operating in Los Angeles, Montreal, London, Puerto Rico or Sydney.

Across TJX, women fulfill many key roles in our stores and distribution centers and in corporate management. Overall, women make up approximately 77% of our global workforce, and approximately 66% of our managerial positions throughout the world are filled by women.<sup>1</sup>

In the U.S., approximately 55% of our total workforce and approximately 32% of our managerial positions are comprised of people of color.<sup>1,2</sup>

Inclusion-related learning varies among the countries in which we operate and is tailored to address the environment an Associate most often encounters. For example, store management in our U.S. stores may use a tool called “Culture Pulse” to gauge how store teams are performing in the areas of customer engagement and in their connections with each other. In 2015, in an effort to inspire, motivate and build Associate morale, TJX stores across Canada launched 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 management-level programs, such as “A Winning Balance,” to help managers better understand their teams and be more effective leaders.

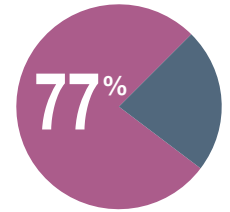
To supplement our internal training initiatives and continue to recruit a diverse population, we attend conferences and college job fairs and partner with several business networks that offer specialized development for various audiences. In the U.S., these partnerships include the National Urban League and the National Council of La Raza. We also belong to Conexion in Boston and on a national level, The Partnership. Conexion pairs Latino Associates with a seasoned mentor at other organizations in other industries and provides workshops in leadership. The Partnership offers year-long programs in leadership and cultural navigation for Associates and Fellows, as well as the Next Generation Executive Program, a five-month training course. To date, we have over 400 Associates of diverse ethnic and racial backgrounds who are alumni of The Partnership programs.

### U.S. Inclusion Policies

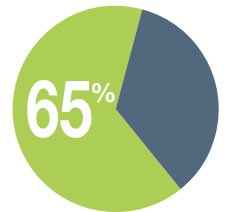
TJX has earned a score of 100 on the Corporate Equality Index of the U.S.-based Human Rights Campaign in 7 of the last 8 years and earned the highest ranking in the Human Rights Campaign’s “Buying for Workplace Equality” guide. We periodically review our policies against the guidelines set forth in the Index and are pleased to achieve a score of 100 this year.

In the U.S., prior to nationwide recognition of same-sex marriage, TJX was proud to provide benefits to same-sex domestic partners who did not have access to marriage. Today, we are pleased to provide benefits to our married Associates and their spouses. We also provide transgender-inclusive healthcare benefits and related healthcare services. We include language on “gender identity and expression” in the Company nondiscrimination policy.

### Representation of Women Globally<sup>1</sup>

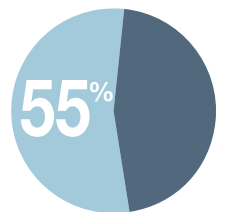


Globally, 77% of our total workforce — corporate, store, managerial and non-managerial — is female

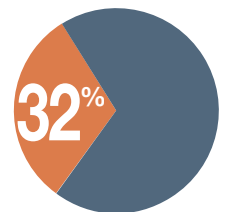


Globally, 65% of our managerial team is female

### Representation of People of Color in the U.S.<sup>1,2</sup>



In the U.S., 55% of our total workforce is people of color



32% of our U.S. managerial team is people of color

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

<sup>2</sup> Data on ethnic and racial diversity not available outside the U.S.

## Associate Groups

In our global headquarters, we have six active Associate Resource Groups organized for networking, development and support. These groups provide new and long-time Associates with a comfortable venue in which to meet people as well as encourage networking and career development. Our Associate Resource Groups sponsor educational, volunteer and social events and are open to anyone in the Company.



While informal and fun, these groups are also well organized with a dedicated focus on a business objective. Each Associate Resource Group develops an annual business plan describing how it will support our business, and each group has a voice in community relations initiatives. In addition, our Associate Resource Groups are provided an annual operating budget, a liaison from Human Resources and an executive sponsor.

Our Associate Resource Groups include: The Multicultural Coalition (MCC); Women Adding Value Everyday (WAVE and WAVE LP); a Resource Group for Lesbians, Gays, Bisexuals, Transgendered People and Friends (PRIDE); Supporting TJX Armed Forces Relations (STAR); and Leadership, Education and Adaptation for Disabilities (LEAD).

Here is just a sample of the programs hosted by our Associate Resource Groups in 2015:

### Education:

- Hosted lunch and learn on “The Other Tradition” through the National Center for Race Amity
- Provided educational information on the Veteran suicide epidemic in the U.S.
- Hosted women’s leadership events in four cities across the U.S. focused on career development and networking
- Acknowledge Autism Awareness Month with a presentation providing an overview of the autism spectrum disorder and the impact on families, employees and human services



### Volunteerism:

- Hosted students at global headquarters for a retail “career day”
- Conducted donation drives for organizations serving homeless Veterans and Veterans in need
- Worked at local food pantries
- Participated in a wide variety of walks to raise funds and awareness for mental illness, multiple sclerosis, suicide prevention, breast cancer research and more



### Fundraising for a number of initiatives, including:

- At-risk students
- Military personnel support
- Breast cancer research
- AIDS prevention and services
- Multiple sclerosis
- And more

We are proud to have been recognized for our support of our Associates. TJX scored 100 on the 2016 Corporate Equality Index of the U.S.-based Human Rights Campaign for the third consecutive year. In 2014 and 2015, we were recognized as a top employer by organizations like Black EOE Journal, Hispanic Network Magazine and Professional Woman’s Magazine for our work in incorporating diversity into our business practices. Over the past two years, we were also ranked as a “Top 50 Employer” by CAREERS and the disABLED magazine, where readers select companies they believe provide a positive work environment for people with disabilities.

## TJX's Commitment to Servicemen and Servicewomen

When it comes to supporting our military, TJX is dedicated to hiring members of the U.S. Armed Forces and Veterans; making contributions that assist service members, both on deployment and upon their return; and honoring members of the military for their service.



TJX signed the Five-Star Statement of Support with the federal agency, Employer Support of the Guard and Reserve (ESGR), back in 2007. Through this commitment, we made a pledge to hire U.S. Veterans and assist Associates active in the National Guard and Reserve. In September 2012, we reaffirmed our commitment to ESGR with a ceremony at our global headquarters in Massachusetts.

In 2013, we met on Capitol Hill with government officials and other U.S. companies and pledged to hire at least 3,000 additional Veterans by 2018. Since that time, we have welcomed over 2,600 Veterans into the TJX family, suggesting we may exceed our goal well before then. As part of our recruitment efforts, we launched a Military Recruitment section on our website to help Veterans and Reservists identify TJX job opportunities that match their talents and experience.

In addition to our commitment to hiring Veterans, The TJX Foundation has provided support to several organizations dedicated to Veterans' assistance, including the Home Base Program, which works with the Department of Veterans Affairs to treat those affected by combat-related stress and traumatic brain injury. We are also proud to support the Massachusetts Iraq and Afghanistan Fallen Heroes Memorial through financial contributions as well as in-kind donations.

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.

## Supplier Diversity

Similar to the diversity among our Associate population, we also aim to have a diverse supplier base. We proactively seek out relationships with domestic suppliers who represent many cultures, ethnicities and experiences.



Our U.S. supplier diversity program, which is managed by our Global Sourcing and Procurement group, is dedicated to sourcing services and goods not sold in our stores (not-for-resale) from a diverse supplier group. Since the program's inception in 1992, we have continued to be on the lookout for innovative ways to expand our supplier network. In recent years, we broadened the scope of our program to include businesses owned by persons with disabilities as well as Veteran-owned businesses. Currently, we are benchmarking ourselves against best practices set by the National Minority Supplier Development Council to determine areas in which we might further enhance our program.

TJX is an active Corporate Member of the following organizations:

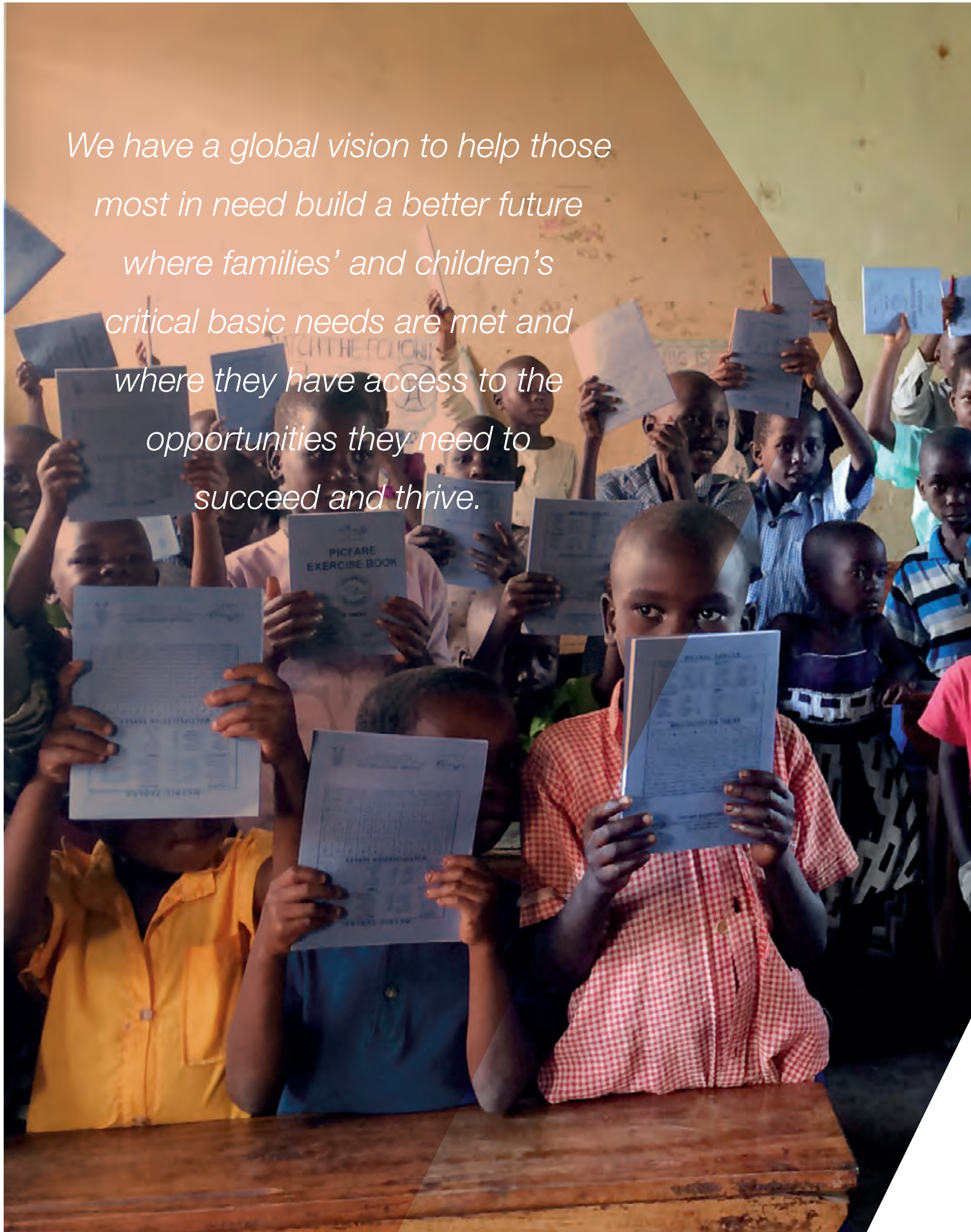
- National Minority Supplier Development Council (NMSDC)
- Greater New England Minority Supplier Development Council (GNEMSDC)
- Women's Business Enterprise National Council (WBENC)
- Center for Women and Enterprise (CWE)
- U.S. Business Leadership Network (USBLN)

### **Certification Requirements for Diverse Suppliers**

To participate in our supplier diversity program, TJX requires that a company be certified as a diverse supplier. We accept certification from the National Minority Supplier Development Council, the Women's Business Enterprise National Council, the U.S. Business Leadership Network and the U.S. Department of Veterans Affairs (VA).

For more information on our supplier diversity program, please visit the Corporate Responsibility/Our Workplace section of [tjx.com](http://tjx.com) or call our Office of Supplier Diversity at 774-308-3043.

*We have a global vision to help those most in need build a better future where families' and children's critical basic needs are met and where they have access to the opportunities they need to succeed and thrive.*







## OUR COMMUNITIES

As the leading off-price apparel and home fashions retailer in the U.S. and worldwide, we have been delivering value to people's homes for nearly 40 years. Operating over 3,600 stores in the U.S., Canada, Europe and Australia, we know that our business touches a lot of communities, from large cities to small towns. In that spirit, we take our support of the many communities we serve to heart and are committed to adding value to people's lives by supporting programs designed to benefit others.

Across our TJX communities, there are families and children in need. Some lack access to basic needs such as food, shelter, clothing, healthcare and freedom from abuse. Others lack access to opportunities that can be integral to future success – education, training and more. Regardless of the need, without these things, a happy home and changing your path in life may seem out of reach.

We have a global vision to help those most in need build a better future where families' and children's critical basic needs are met and where they have access to the opportunities they need to succeed and thrive. To achieve our vision, we provide support to organizations that help families and children. We do this through our charitable foundations, community partnerships, volunteer efforts and cause related in-store fundraising. Through these efforts, we strive to be a Neighbor of Choice – looking to enrich the lives of our Associates, customers and neighbors who live and work in our communities.

## Program Highlights

### **Strong Allegiance to Charities Supporting Healthy Families and Children**

All of our brands are committed to causes that, on a broad scale, help create and support healthy families and children. Our Company makes contributions to organizations with this mission as a guide and our Associates and customers passionately help to raise money for these causes through in-store fundraising, the sale of certain merchandise in support of charitable fundraising efforts and other community initiatives.



### **Community Partnerships Tie Us to Our Communities**

TJX has developed community programs with many organizations to further strengthen our ties to local communities. These relationships can take on many forms and often include a combination of sponsorships, product donations, Associate volunteerism and other support.

### **Focus on Opportunities for Youth and Young Adults Shows Success**

Many of our Community Relations programs focus on youth and young adults, where we foster affiliations with schools, universities and other groups to help prepare young adults as they transition into college or the workforce. Two of our larger initiatives are the Youth Business Institute (YBI) in the U.S. and the Get Into Retail program in Europe.

## Corporate Philanthropy

Caring for others is an important part of the culture at TJX, and throughout our nearly 40-year history, we have worked to be a good corporate citizen and bring value to people's lives – not just by providing value in stores, but by being a good neighbor in our communities and working to enrich the lives of others. Our corporate giving is focused on supporting organizations that help families and children by providing for basic needs and access to opportunities they need to be successful and thrive. One way in which we support these important causes is through our charitable entities in our different regions.



In the U.S., The TJX Foundation proudly supports a wide variety of organizations from our retail chains' national charitable partners to local giving, including when we make a donation to a local charity with each new store opening.



In 2014, we took steps to begin to formalize our charitable giving efforts outside the U.S. under regional Foundations in Canada and the U.K. Over time, we envision these new entities will help us to manage our commitments in each geographic area, and we may consider new partnership opportunities in the future.

We will also continue our charitable giving initiatives across Europe through our existing Community Fund, which encourages sponsorship of local organizations near and dear to our Associates and which distributed over 250 grants to support charities in 2015.



In addition to our Foundations, since 1991, U.S. Associates have been supporters of the United Way's annual fundraising campaign. Similar to our mission, the United Way's goal is to "advance the common good by creating opportunities for all" with a focus on education, income opportunities and health. In 2015, more than 31,000 Associates participated in the annual workplace campaign, donating substantial funds to innovative programs that create opportunities for a better life for families and children. Associate giving to the United Way is bolstered by contributions from The TJX Foundation.

### Support of Our Communities

In addition to supporting healthy families and children, our giving extends to our communities. As such, TJX has made significant donations to the U.S. Red Cross Disaster Relief Fund, which assists individuals and families whose lives have been struck by disaster. Through TJX Canada, we

also contribute to the Canadian Red Cross for its disaster relief services. We believe that by supporting these programs, we have a plan in place to immediately support those affected when disaster strikes and communities need to be rebuilt.

Another important partnership in the U.S. is with the Alzheimer's Association. Since 2010, TJX has pledged \$2 million to support the Alzheimer's Association as it strives to fulfill its vision of a world without this disease. We are also a Champion of the Alzheimer's Early Detection Alliance, which helps to foster awareness about the disease and provides education regarding early warning signs and symptoms, and we're a National Team Member of the Walk to End Alzheimer's in the U.S. We are proud that Associates, relatives and friends from across the business... distribution centers, stores, buying offices and corporate offices... participate in walks around the U.S. each year, collectively raising significant monies to support this meaningful cause. This is in addition to Associate donations and our Marshalls in-store fundraising campaign. We believe our support can help the Alzheimer's Association in its goals to eliminate Alzheimer's disease through the advancement of research, to provide care and support for those affected, including caregivers, and to reduce the risk of dementia through the promotion of brain health.



## The TJX Foundation in the U.S.

In the U.S., the mission of The TJX Foundation is to help families who need it most build a valuable future – a future where families’ and children’s critical basic needs are met and where they have access to the opportunities they need to succeed and thrive.



### LEARN MORE

To learn more about The TJX Foundation please visit the Corporate Responsibility / Our Communities section of our website, [tjx.com](http://tjx.com).

We are committed to serving this mission in the communities in which we do business, so in addition to supporting our retail chains’ cause-related marketing and fundraising efforts, we provide grants to non-profit organizations that focus on:

#### Basic critical needs for families and children in need:

- Access to food, shelter, clothing
- Lives free from domestic abuse

#### Access to opportunities for youth in need:

- Programs outside school that enable school success in preK-12
- Workforce readiness for youth (16-24 year olds)

### Giving Guidelines

#### In order to be considered for a grant, organizations must:

- Be aligned with our mission
- Be located 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

#### TJX does not support:

- Capital campaigns
- Staff salaries
- Third-party giving/foundations
- Scholarships
- Political groups/parties or lobbying
- Municipalities
- Schools
- Organizations requiring recipients to accept a specific belief or doctrine to receive services

## Supporting Healthy Families and Children

### Ensuring Basic Needs and Good Health

In our communities around the world, there are families in poverty who are struggling to overcome the challenges of everyday life and meet their basic needs.



We believe that by supporting organizations that work to improve access to food, clothing, shelter and healthcare and protecting children and families from domestic abuse, we can help more people meet their basic needs. We help fund and support non-profit organizations that are connected to their communities and committed to creating change in these areas. We have strong relationships with many charitable organizations across our geographies, including Save the Children, JDRF (formerly the Juvenile Diabetes Research Foundation) and St. Jude Children's Research Hospital in the U.S., the Canadian Women's Foundation, the Sunshine Foundation and the Kids Help Phone in Canada, and Cancer Research U.K., Enable Ireland, Comic Relief, the Academy for the Future and Children For A Better World in Europe. With the addition of our newest brand, Trade Secret, we are pleased to welcome the Starlight Children's Foundation as a community partner in Australia.



In addition to these organizations, a key focus for us is hunger relief. We are committed to the fight against hunger and believe that access to healthy food is essential for a comfortable life. In the U.S., we have been long-time supporters of local food banks. Throughout the year, Associates from our home offices, distribution centers and stores donate supplies to food drives and volunteer their personal time to hunger-relief organizations in communities across the U.S. For example, Associates from 16

Marshalls stores in the Dallas, Texas area volunteered at the North Texas Food Bank. The Food Bank had received a grant from The TJX Foundation and our Associates were able to make an even greater impact on the organization by volunteering to prepare 23 pallets of food — the equivalent of over 24,000 meals — which were delivered to hunger-relief organizations throughout Northern Texas.

In 2015, we are very pleased to report that in addition to our ongoing efforts, T.J. Maxx, Marshalls and HomeGoods teamed up to help combat hunger by raising money for food bank organizations across the U.S. Thanks to the generosity of our customers who made in-store donations, together with a donation from The TJX Foundation, \$2 million was donated to more than 300 food organizations throughout the country. As a result, almost 12 million meals were served to nearly 4 million people in communities around the country.



Our focus on fighting hunger extends beyond the U.S. In Canada, through our support of the Canadian Women's Foundation and our Shop for Hope decal program and product sales, we raise funds to help support approximately 450 shelters which provide food and shelter to more than 30,000 women and children in Canada. In Germany, we support Children for a Better World, a charity that provides children with healthy food and school lunches so that they can focus on their school work, thereby helping them to achieve their full potential. Since 2010, our fundraising efforts and sales of Bags for Life, Christmas products and Christmas cards have provided funding through Children for a Better World for approximately 250,000 meals for disadvantaged children.

Our Associates are actively engaged in supporting other causes as well. Activities that may have started as smaller, localized efforts have now grown into more substantial campaigns that occur in many locations across the country. For example, our U.S. Loss Prevention group leads Associate participation in the Making Strides Against Breast Cancer walks that occur throughout the country each fall. In 2015, this group rallied together 135 teams in 29 states, with approximately 2,500 Associates, family members and friends. Cumulatively, the teams have raised over \$1 million in funding for breast cancer research and support over the past six years!

Across the U.S. and Canada, we support organizations that help provide a safe haven for those fleeing domestic violence and the tools needed to begin to rebuild their lives. In the U.S., close to 50,000 people were helped by programs we supported in 2015. We are a proud supporter of the National Domestic Violence Hotline, a free helpline that supports victims and family members throughout the country. We also partner with the National Domestic Violence Hotline to create a domestic violence awareness campaign to support our Associates and customers in stores and offices.

In Canada, Covenant House Toronto is an organization that advocates for homeless youth, providing a comprehensive range of housing and support services to meet their needs. In addition to their monetary contributions, our Associates enthusiastically volunteer their personal time throughout the year at Canada's largest youth shelter to help serve food, stock supplies and participate in programs.

## Creating Opportunities

Just as we believe it's important to provide for the basic needs of our families and children, we also believe that by supporting organizations that provide the right opportunities for our neighbors, we can have a positive impact on individuals' lives.



TJX is committed to supporting organizations that help youth by focusing our resources on enrichment programs that ensure greater success in school as well as workforce readiness. In fact, we have always been passionate about helping children reach their full potential. Since 1984, we have been a sponsor of Save the Children, a non-profit organization that provides programs to children in low-income, rural communities in America. For more than 30 years, TJX's support of Save the Children has contributed to the organization's ability to provide access to early education, literacy, nutrition and physical fitness programs for thousands of children in areas where resources are lacking.

We are equally proud of our 10-plus year relationship with Comic Relief in the U.K. As the official t-shirt retailer for the campaign, we have raised significant funds to support Comic Relief's efforts to bring about "real and lasting change by tackling the root causes of poverty and social injustice," and award grants "to give people a leg up, not a hand out."



We also founded the Youth Business Institute (YBI) in 1999 to serve youth in the Boston, Massachusetts area. The idea was simple: provide basic skills and training for success in school and in the workplace.

Today, YBI is an 11-week, innovative, personal and professional development program that operates in several under-performing high schools around the U.S. TJX Associates volunteer their personal time to teach high school students job readiness skills and expose them to career pathways relevant for entry into the



retail workforce. The YBI program includes workshops on time management, budgeting, resume building and interview preparation. We also foster students' career exploration through job shadowing of TJX Associates. Since 2012, YBI has graduated more than 1,100 students. TJX awarded over \$730,000 in scholarships to YBI students and hired nearly 600 program graduates into full- and part-time positions within the Company.

In Europe, we work 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. The Trust's programs are designed to give vulnerable young people the practical and financial support needed to stabilize their lives and develop self-esteem and skills for work. We have developed a program with The Prince's Trust called Get Into Retail, which recruits young people from The Prince's Trust program and teaches them about career paths and working in retail as well as skills for



interviewing and getting a job. Our program combines classroom-based training with a TJX store-based mentor, with the aim of offering successful participants a job in a T.K. Maxx store. After a successful pilot in London in 2012, we have expanded to 15 U.K. cities, including Manchester, Liverpool and Nottingham. In 2015, 27 programs ran in the U.K., educating over 220 young people. We hired 68% of the program participants following course completion and expect to expand this program again next year.

Many of the community programs we support emphasize empowerment and self-sufficiency for people who may face barriers to employment, such as a lack of job skills. It's our hope that if the programs we support can help people get jobs, then families will be on the path to stronger financial footing. One of the many organizations we support in the U.S. is Women in Need, an organization that we have partnered with for the past 10 years. Women in Need helps homeless women and children in New York City improve their lives, using an approach that doesn't simply provide a hand out, but helps provide a way out. Women in Need's process starts with safe housing and includes vital programs so that women who are caught in the cycle of poverty can look forward to a brighter future. Women in Need focuses on education – developing and improving skills in computers, resume writing and interviewing – so participants can elevate their job potential.

For many of our programs, Associate volunteers contribute to our enrichment efforts. Associates at our corporate headquarters volunteer at events ranging from our one-day educational forum for high school students in the Girls Inc. program to weekly participation as Big Brothers/Big Sisters. These volunteer efforts are strengthened even more by donations from The TJX Foundation.

Sometimes we combine Associate volunteerism with what we refer to as our regional philanthropic targeting programs. These programs invite Associates in our stores, regional offices and distribution centers to identify and recommend organizations within their communities that they would like to support. An application for charitable grants through The TJX Foundation is made, and if selected, these grassroots efforts are supported. Regional targeting of charities makes our philanthropic efforts meaningful for both our Associates and customers and adds value in the communities where we live and work.

## Cause Marketing and Fundraising

We take our support of the communities we serve to heart. In addition to the great work coordinated through our Foundations and at our offices and distribution centers, our retail chains support community and charitable initiatives that are important to store Associates and customers alike through cause marketing and in-store fundraising programs.



Our stores focus their fundraising and awareness campaigns on philanthropic organizations that help ensure that basic needs of families and children are met, including providing food, shelter and clothing, access to healthcare and freedom from abuse. Thanks to the dedication and passion of our Associates, the generosity of our customers and corporate contributions, together we have raised millions of dollars for these organizations and helped more families and children gain access to the basics they need to succeed and thrive. Throughout the Company, we are continually searching for ways to give back and are proud of our collective efforts.

### **Cause Marketing and Fundraising in the U.S.**

**T.J. Maxx** helps to create lasting change in children's lives by supporting nutritional, health, developmental and educational programs for youngsters in need. T.J. Maxx supports many organizations across the U.S. However, one of our most expansive charitable relationships is with Save the Children.

Today, one in five American children lives in poverty<sup>1</sup>, having to go without simple, yet critical necessities like healthy food, books, and safe places to play and exercise. For over 30 years we have partnered with Save the Children U.S. to help these children find a future outside of poverty, and in 2014, we were proud

<sup>1</sup>United States Census Bureau, 2014 Current Population Survey (CPS) Annual Social and Economic Supplement (ASEC)



to have received the Save the Children's Corporate Champion for Children Award in recognition of our longstanding efforts. Through in-store fundraising, Associate fundraising, corporate sponsorships and volunteer leadership efforts, we're proud to help children in need get a successful start to life.

In addition, T.J. Maxx stores nationwide sell merchandise

featuring children's artwork, with a portion of the proceeds going directly to Save the Children. To further expand on merchandise initiatives, T.J. Maxx stores hosted the "Maxx Kids Art Contest," where children across the country submitted artwork for the chance to have it featured on future fundraising products.

Historically, our partnership with Save the Children has included sponsorship of children living in some of the poorest rural communities in the U.S. Our program began with sponsorship of 113 children in 1985 and, in 2015, reached over 1,000 children in poor communities. As our partnership grows, we continue to consider ways to evolve our program to have the biggest impact and deliver measurable outcomes for children. T.J. Maxx also supports organizations committed to care and research for prevalent health disorders affecting children, including diabetes and autism.

At **Marshalls**, our primary goal is to support the communities in which we do business through our commitment to organizations that support the health of families and children. For more than 25 years, Marshalls has been particularly committed to our partnership with JDRF (formerly Juvenile Diabetes Research Foundation) to improve the lives of children and adults living with type 1 diabetes and to support JDRF's search for a cure for diabetes. Through in-store fundraising and awareness campaigns, fundraising walk teams nationwide and support of JDRF events, we're helping to fund exciting new research and support programs. We are proud to have been named an Elite Corporate Partner for the past 6 years, helping to fund breakthroughs that may one day eliminate this devastating disease. Marshalls has also raised funds and awareness through an in-store fundraising program to benefit the Alzheimer's Association and its efforts to advance Alzheimer's-related care, provide support to families and continue research to help end Alzheimer's disease. In addition, through an in-store fundraising program, Marshalls supports St. Jude Children's Research Hospital in its mission to help cure childhood cancer.



At **HomeGoods**, we focus our charitable efforts in an area that impacts the lives of so many of our Associates and customers – helping families fight cancer. HomeGoods Associates throughout our organization have championed this mission for many years, and we take immense pride in actively directing our fundraising efforts toward this common goal. HomeGoods has proudly partnered with St. Jude Children’s Research Hospital since 2010 and Dana-Farber Cancer Institute since 2001, both leading cancer research and treatment centers.

Each year, various HomeGoods field and home office Associates travel to both organizations to learn more about their lifesaving work and to bring some “HomeGoods Happy” cheer to patients and their families. We participate in St. Jude’s annual Thanks and Giving campaign, raising funds and awareness that support St. Jude’s mission to advance cures for pediatric cancer. For several years, we have sold exclusively designed, holiday water globes, with a portion of the retail price from the sale of the globes being donated to St. Jude. During 2015, we invited representatives from St. Jude to visit our HomeGoods distribution centers to help raise even more awareness about their important work. We were honored to receive the St. Jude 2015 Partner of the Year award.



Likewise, in support of Dana-Farber Cancer Institute, HomeGoods also holds an annual in-store fundraising campaign and sells reusable bags featuring artwork designed by a Jimmy Fund Clinic patient. At our home office, HomeGoods Associates held a wrapping party this year, providing toys for Dana-Farber’s holiday party. In appreciation of our many years of fundraising support, we are honored that Dana-Farber recognized HomeGoods with a commemorative plaque and framed installation in the newly renovated and expanded Jimmy Fund Clinic in Boston, Massachusetts.



At **Sierra Trading Post**, we want the outdoors to be accessible to everyone, particularly low income children, and therefore, we focus our charitable giving at the local level, aligning ourselves with organizations that support our goal. As part of our recent store grand openings, we have made contributions to organizations like Vermont Adaptive Ski and Sports, whose mission is to instill confidence and independence in youth and adults with disabilities by participating in adaptive sports

programs and activities, and to Let the Kids Play, whose mission is to provide beginner youth sports equipment and access to youth sports programs to qualified needy children. Given the size of our small store base, our charitable giving is provided directly from the Company, rather than derived from in-store fundraising. Additionally, we have a structured in-kind donation program whereby we donate some returned items that are in excellent condition to local community shelters. Some of our merchandise donations are sold in thrift shops to support community programs and others are given to families in need through charities that we support.

## Cause Marketing and Fundraising in Canada

At TJX Canada, our **Winners** and **HomeSense** brands have long partnered with organizations to help enrich the lives of women and children.

We proudly support the Canadian Women's Foundation, an organization committed to ending violence against women, moving low-income women out of poverty and empowering girls to gain confidence. For over 10 years, through our Shop for Hope decal program and product sales initiatives, our Associates' and customers' efforts have raised funds to support approximately 450 shelters and over 30,000 women and children in Canada.



Winners and HomeSense are also proud supporters of the Sunshine Foundation of Canada. This national charity grants wishes in response to the individual dreams of children with severe physical disabilities and life-threatening illnesses. For over a decade, Winners and HomeSense customers and Associates have helped to raise millions of dollars through the annual "Spread a Little Sunshine" campaign to make these children's dreams a reality.

**Marshalls**, in Canada, believes in supporting the family unit, so that happy and healthy kids may thrive in our communities. We support Kids Help Phone, a phone and online counseling service for Canadian youth, where professional counselors are available 24 hours a day, 365 days a year, to help young people deal with concerns, large or small. Marshalls is also a proud sponsor of CTV television network's Toy Mountain, an annual toy drive in support of the Salvation Army. In addition to making a cash donation to the Salvation Army, Marshalls stores in the Greater Toronto area serve as official toy drop-off locations.

TJX Canada has also been a long-time supporter of Pride, and in 2014, we were an official sponsor of World Pride, a 10-day celebration of lesbian, gay, bisexual and transgendered (LGBT) communities, which was held in Toronto. In 2015, we sponsored Pride parades in 7 major cities across Canada, including Vancouver, Halifax and Montreal.



## Cause Marketing and Fundraising in Europe

TJX Europe's community programs aim to create a lasting, positive impact in the communities we serve by helping vulnerable children and young people achieve their potential.

Since 2004, **T.K. Maxx** in the U.K., together with our customers, has raised millions for Cancer Research U.K., which is dedicated to the research, prevention and treatment of children's cancers. Our support includes our "Give Up Clothes for Good" campaign, the U.K.'s biggest clothing donation program. 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. With Associates and customers donating enough bags of clothing to fill London's Royal Albert Hall in 2015, together we've been able to support Cancer Research U.K. in such a significant way that T.K. Maxx is now the largest corporate funder of children's cancer research in the U.K.

We are equally proud of our partnership with Comic Relief, a charity that helps children and families impacted by poverty and social injustice in the U.K. and Africa. Since 2005, our Associates and customers have raised significant funds for Comic Relief U.K.'s much-loved fundraising campaign, Red Nose Day. As the official t-shirt retailer for the campaign, T.K. Maxx U.K. is proud to work with well-known designers and celebrities to develop and market cotton t-shirts currently being made of 100% African Fair Trade cotton. Through our combined efforts, we have raised significant funds for Comic Relief over the years.

Our T.K. Maxx stores in other geographies support organizations about which they are passionate. In Ireland, through a local "Give Up Clothes for Good" program, we've raised significant funds for our partner, Enable Ireland, which helps empower children, adults and families living with disabilities. In Germany, we support Children for a Better World, a charity that provides children with healthy food and school lunches so that they can focus on their school work, thereby helping them to achieve their full potential. Since 2010, our fundraising efforts and sales of Bags for Life and Christmas products and cards have provided funding through this organization for approximately 250,000 meals for disadvantaged children. In 2014, T.K. Maxx in Poland began supporting the Academy of the Future, a program run by Stowarzyszenie Wiosna, a national children's education charity that provides one-on-one mentoring and educational support to over 1,800 disadvantaged children. The first year of this partnership was a big success, with sales from Christmas merchandise and our Bags for Life benefitting the Academy of the Future.

Our **HomeSense** stores in the U.K. partner with local Action for Children projects, which work to help disadvantaged and vulnerable children and young people through approximately 50 local programs in our stores' communities. HomeSense and its customers have raised significant funds since 2010 through in-store fundraising and our "Hang a Bauble" campaign at Christmas.



At the corporate level, TJX Europe has been working in 12 communities in the Rwenzori region of western Uganda to help send children to school since 2008. Initially, TJX Europe worked with Save the Children to build classrooms and teachers' houses, and supply educational materials and clean water and toilets. We are pleased to report that to date we have funded approximately 20 new classrooms, 500 desks, 3,000 textbooks, box loads of solar lamps and other materials, fresh safe water and latrines. We have also invested in teacher training. At the time our program began, 53% of the children in the Rwenzori region

were able to attend school. Enrollment has risen to 94%, with over 10,000 children in 12 communities now able to attend primary school.



In 2011, we furthered our commitment in western Uganda by developing a sustainable trade program, working with 6,000 families, to help enable parents to increase their family 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 help parent producers to form co-operatives and to build relationships with commercial and development partners, which has led to better and higher-quality yields. These, combined with trading regularly, give parents a more reliable and increased income stream, allowing them to save for school fees and materials.

Cotton and cocoa co-operatives have been Fairtrade certified, helping the co-operatives achieve fairer pricing and access to international markets. Farmers now earn approximately 20% more for their coffee crop. 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.

### Cause Marketing and Fundraising in Australia

At **Trade Secret**, we aim to partner with charities, schools and sporting teams in our store communities to support these valuable organizations in a range of ways. Nationally, we have partnered with the Starlight Children's Foundation, an organization that brightens the lives of seriously ill children and their families. While health professionals focus on treating the illness, Starlight provides programs integral to the



total wellbeing of seriously ill children, lifting their spirits and giving them the opportunity to laugh, play and focus on being children. Trade Secret has partnered with the Starlight Foundation for the last 5 years and, together with our customers, we have raised significant funds through a range of activities including our twice-yearly Round Up Your Sale campaigns, sample sales, the sale of Starlight merchandise and other initiatives.



*We will continue to focus  
on meaningful initiatives  
that help reduce our  
environmental impacts and  
actively demonstrate our  
ongoing commitment to  
environmental sustainability.*





## ENVIRONMENTAL SUSTAINABILITY

**TJX has long been committed to pursuing initiatives that are smart for our business and good for the environment, while simultaneously supporting our mission to deliver value.**

We understand that our growth may result in annual increases in our environmental footprint, including our absolute greenhouse gas (GHG) emissions. We will continue to focus on meaningful initiatives that help reduce our environmental impacts and actively demonstrate our ongoing commitment to environmental sustainability.

Balancing efficiency with the needs of our business is critical as we work together on the following initiatives:

- **Energy Efficiency:** reducing the use of electricity and natural gas
- **Business Operations:** reducing our logistics' fuel consumption where possible and evaluating best practices for new construction, building operations and maintenance
- **Waste Management:** reducing the amount of waste we generate, reusing items when we can and recycling items that we can't reuse
- **Disclosure:** improving our disclosure of environmental data through our CDP response and mapping of our corporate responsibility website to the Global Reporting Initiative index

We remain focused on ways to further engage our Associates on environmental issues, as we believe that environmental sustainability initiatives are increasingly important to both current and prospective Associates and that the more we collaborate across the organization, the better our program will be. As we continue to evolve our program, we are focused on integrating best practices across our global organization and improving our measurement and reporting activities.<sup>1</sup>

## Program Highlights

### Global Recognition

TJX scored a 96 out of 100 for disclosure in the CDP 2015 Climate Change Information Request.<sup>2</sup> In 2016, for the 15th consecutive year, we were included on the FTSE4Good Index. Additionally, in 2015, we earned recertification by the Carbon Trust Standard<sup>3</sup> for our greenhouse gas (GHG) emissions footprint management and reduction efforts throughout our European operations.



### Establishing a Second GHG Emissions Reduction Goal

In 2014, we established our second GHG reduction target. Our goal is to reduce our global GHG emissions per dollar of revenue by 30% by 2020, against a 2010 baseline. We are pleased to report that we are on track with our 2020 goal.

### Reducing Our Energy Use

We implemented energy efficiency initiatives in our stores, distribution centers and corporate offices that reduced our GHG emissions footprint by more than 10,700 metric tons of CO<sub>2</sub>e in 2015.

## 2015 GLOBAL RESULTS

Combined emissions reduction initiatives in the U.S., Canada and Europe reduced our carbon footprint by

**10,700**

metric tons of CO<sub>2</sub>e

That's the annual GHG emissions given off by about

**2,250**



cars

or the amount of GHG emissions stored by

**8,770**

acres of trees



<sup>1</sup> 2015 environmental information does not include data from Trade Secret in Australia.

<sup>2</sup> The CDP is a nonprofit organization, supported by institutional investors, which solicits information from the largest global, publicly held companies on their climate change governance, risk management, carbon emissions and communications.

<sup>3</sup> The Carbon Trust Standard is a voluntary certification that provides independent verification and recognition that an organization is measuring, managing and reducing its carbon footprint.

# 2015 Environmental Sustainability Achievements

## ON TRACK WITH OUR 2020 GOAL

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

## BUILDING MORE EFFICIENTLY

Integrated environmentally sustainable features into our new buildings and construction and received two additional LEED certifications

Implemented emissions reduction initiatives that, on a global basis, reduced our carbon footprint by more than 10,700 metric tons of CO<sub>2</sub>e



## REDUCING CARBON FOOTPRINT

## GLOBAL RECOGNITION

- CDP score of 96 for disclosure and C for performance
- Celebrating 15 years on FTSE4Good Index
- Certified by Carbon Trust Standard for 6 years

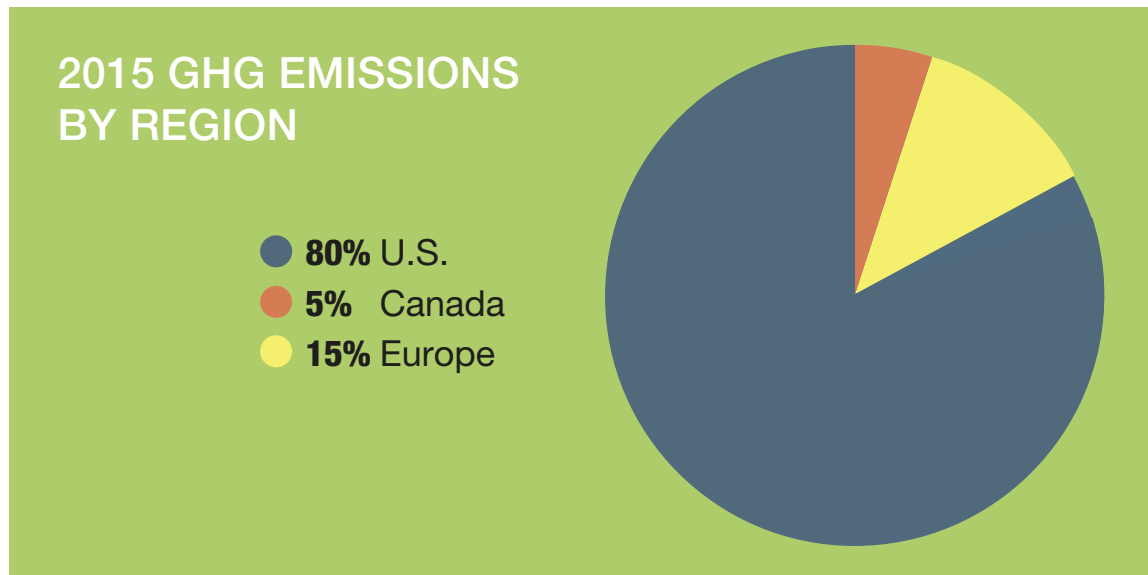
## IMPROVING REPORTING AND ANALYTICS

Calculated our third global waste, greenhouse gas emissions footprint and diversion rate

## Program Oversight

### A Global View of Environmental Sustainability with Regional Responsibility

Our Executive Environmental Steering Committee has responsibility for guiding the development of TJX's environmental sustainability strategy and aligning it with the overall business strategy. The Committee provides guidance, advocacy, support and oversight for global environmental initiatives, including guidance in managing the risks and opportunities associated with climate change and reviewing 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, and Legal.

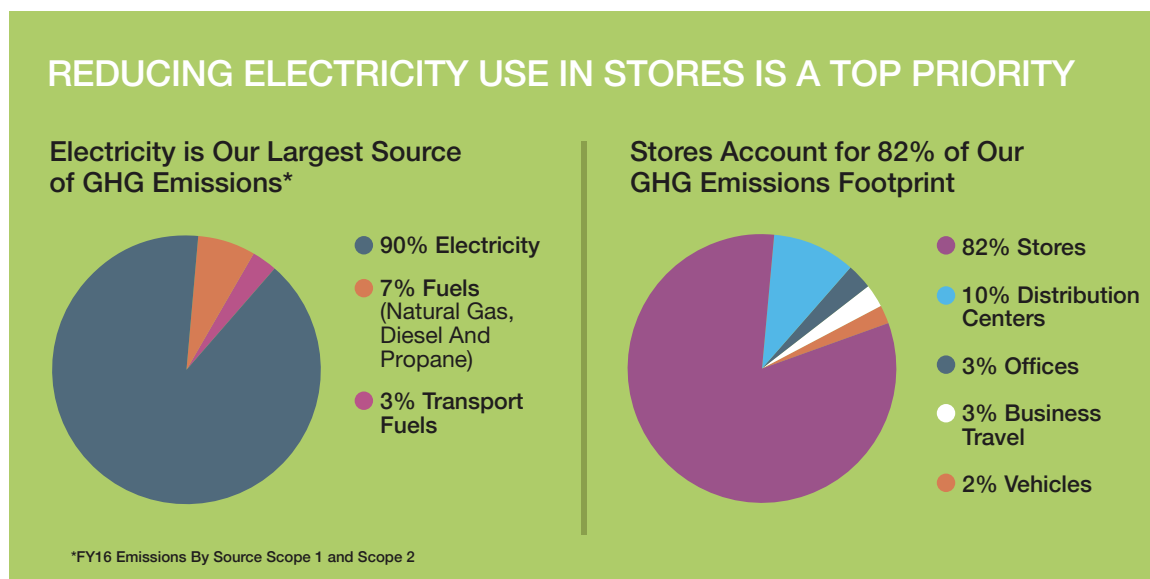


In addition to our Executive Environmental Steering Committee's efforts, environmental sustainability practitioners throughout TJX come together regularly as a Global Environmental Sustainability Committee to explore environmental issues that impact our Company globally and to facilitate increased collaboration across our geographies. Focus areas include energy, operations, waste management and regulatory compliance. This committee seeks to understand the environmental impacts of TJX's business operations and provide guidance on how to best conserve resources, minimize waste and use energy efficiently while also supporting our growing and expanding businesses. Members of the committee help shape the high-level environmental sustainability priorities for the business, which can also influence the strategies of regional operational teams. For example, in 2015, we developed a database of environmental data and metrics that allowed each region to track progress against our global greenhouse gas reduction target.

Even as we strive for more global collaboration, as a multi-national company, our business units in the U.S., Canada and Europe have historically pursued environmental initiatives based on strategies and goals most relevant to their geographies. We believe it is important to preserve this regional focus so as to address business and regulatory demands that vary by geography. For this reason, we have established teams of experts in each of our geographies who are responsible for managing our "green" initiatives.

## Energy Efficiency

Electricity and fuels used to operate our stores generate the majority of the greenhouse gas (GHG) emissions we can control directly. For this reason, we have a long history of focusing on increasing energy efficiency and finding ways to reduce energy consumption and waste in our stores. As our business continues to grow and expand, we believe that it is important to continue to improve the efficiency of the lighting and heating, ventilating and air conditioning (HVAC) technologies within our stores, home offices and distribution centers.



A team of global energy subject matter experts meets periodically throughout the year to collaborate and share best practices for reducing energy consumption and waste across our stores, home offices and distribution centers. This group supports the energy data collection efforts for our over 3,600 sites as part of our global corporate GHG inventory. They also review progress against TJX's corporate GHG target and identify key topics to be considered by our global Executive Environmental Steering Committee.

Additionally, we have regional Energy Management groups. These were initially established more than 25 years ago in the U.S. As our operations have expanded geographically, we also have groups across our global operations that are responsible for managing our energy consumption and costs. These groups are tasked with analyzing and improving current operational performance and with testing, prioritizing and implementing energy efficiency technologies and products.

Some of our energy efficiency programs include:

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

Members of our Energy Management groups also work with our store design teams to increase the energy efficiency of our new and re-modeled stores. Our geographical energy reduction initiatives and programs are key contributors to reaching our global emissions reduction goal.

### Renewable Energy

Renewable energy is an increasingly important part of TJX's environmental sustainability strategy. Internally, we have convened subject matter experts from across our operations to further explore our approaches to renewable energy and to review the opportunities that are currently available in their local marketplaces. As part of our exploration of renewable energy, we intend to benchmark against other companies' goals and activities, as well as research global initiatives and guidance. We continue to actively evaluate alternative energy solutions and purchasing opportunities that are appropriate for our facilities, taking into account the economic and operational feasibility. For TJX, onsite renewable electricity generation opportunities are limited as typically, we do not build or own our store locations. For this reason, we are generally pursuing offsite renewable energy alternatives opportunistically.



In the U.S., in some regions, we enter into Purchase Power Agreements (PPA) with renewable energy providers. We do not typically purchase the unbundled energy certificates. We have solar panels on the roofs of select stores in New Jersey and California and on our Connecticut distribution center. We also ensure that roofs on our newly constructed distribution centers are designed to accommodate solar panels should we choose to install them in the future.

In Canada in 2015, we applied for Leadership in Energy and Environmental Design (LEED) certification of our new Canadian home office building. As part of this process, we purchased Green-e certified renewable energy credits equal to 100% of the electricity usage of the building for one year. In Europe, we contracted for renewable energy (Guarantees of Origin Certificates) for a significant portion of the electricity used in our stores, processing centers and offices in Germany. Our processing centers in Germany and Poland have incorporated both solar and geothermal technologies. We are also considering options relating to energy generated from renewable sources in our U.K. operations.

## Energy Efficiency Highlights by Geography

### U.S.

In 2015, our U.S. Energy Management group worked to reduce energy and emissions in these key ways:

#### 1. Increasing the efficiency of lighting systems in our newly constructed stores:

We continued to work closely with our vendors and internal Store Design groups to develop and implement new solutions for light-emitting diode (LED) technologies that meet our evolving criteria for lighting in our stores. As a result of these collaborations, the majority of newly constructed T.J. Maxx, Marshalls and HomeGoods stores now include LED light fixtures in most areas, such as jewelry cases, fitting rooms and most recently, the sales floor. In fact, the LED solutions used on the sales floor of new HomeGoods' stores have continuously improved and now include next-generation versions that are even more efficient.

#### 2. Retrofitting existing lighting and HVAC systems:

**In Stores:** We continue to focus on projects to make our existing stores more efficient, and, in 2015, our U.S. Energy Management group completed lighting retrofit projects in 244 stores, resulting in estimated savings of over 16.5 million kilowatt hours (kWh) each year. Additionally, they completed 590 HVAC retrofits, which we expect will save about 1.6 million kWh annually. Combined, these efforts saved more than 9,700 metric tons of CO<sub>2</sub>e in 2015.

**In Distribution Centers:** Our distribution and processing centers also install energy efficient technologies. Distribution Services in the U.S. has invested in lighting and HVAC upgrades in many buildings. In some locations, we have partnered with third-party energy experts to audit the efficiency of our buildings, and we are currently evaluating the feasibility of many new initiatives, including installing LED fixtures. For example, in 2015, we installed LED lighting fixtures in three of our U.S. distribution centers with applications in both the interior and exterior of the buildings. Also, our distribution centers are looking for solutions to increase the energy efficiency of our material handling and maintenance operations equipment. For example, our engineering maintenance staff is in the process of improving our storage rack system designs and layouts, and eliminating aging and inefficient pneumatically powered equipment.

#### 3. Optimizing lighting controls:

Through a process called retro-commissioning, we seek to identify operational improvements in our building that will increase occupant comfort and save energy. For example, our Energy Management group identifies incorrect or inoperable lighting controls and works to repair or restore the control system so that it is operating to the specifications to which it was designed. In some instances, we may engage with our field Associates to refresh training around proper use of set points and controls.



## Canada

In Canada, we have an Energy Optimization group, which is comprised of representatives from Store Design and Construction, Maintenance, Finance and Environmental Sustainability. The team takes a similar approach as its U.S. counterpart, capturing and analyzing electric and gas usage to identify ways to conserve energy in our stores. The team focuses on:

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

In 2015, our Canadian team tested variable frequency drive HVAC retrofits in 11 stores. The test is on track to yield an annual savings of more than 605,000 kWh – the equivalent of powering over 50 homes for 1 year!

## Europe

In Europe, our focus on energy efficiency and conservation is deeply embedded into our business processes. Our Energy and Environment Committee is comprised of senior individuals from across the



business, including Store Operations, Property, Distribution, Facilities, Finance, Store Design, Procurement and Corporate Responsibility as well as external expert consultants. The Committee is responsible for environmental sustainability goals. At the operations level, we also have an Energy Management Committee, comprised of

internal Associates and an energy management specialist company, which has helped us to continue to improve our energy performance.

Recent key TJX Europe initiatives include:

- Piloting LED lighting in a select number of U.K. store and processing centers
- Implementing new building monitoring systems to further reduce our energy consumption
- Working to increase the amount of data coming in from the stores, enabling swifter resolution of maintenance or other issues
- Implementing a temperature policy to communicate recommended temperature settings for stores in the U.K. and other parts of Europe
- Upgrading some European systems to allow for faster and better quality of information on issues
- Testing new energy saving products on older escalators



## Business Operations

As we strive to reduce our environmental footprint, we look across our operations to determine where our efforts to improve efficiency can have the biggest impact. Two areas of particular focus for us are transportation logistics and new construction and building operations.



### Transportation Logistics Initiatives to Reduce Fuel Consumption

To support our growing business, our logistics groups worldwide leverage innovation and collaboration to help support the needs of our growing and expanding business. Whether we are using modeling software to improve the efficiency of our store delivery network, working to better utilize trailer space or testing new alternative fuel vehicles, we are constantly striving to improve the ways that we move merchandise through our logistics network.

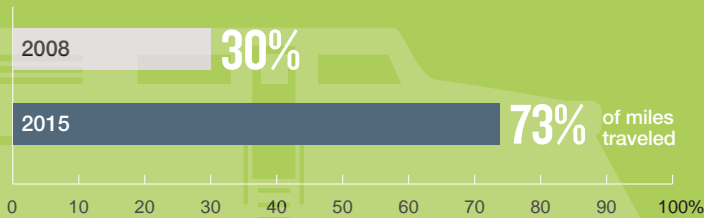
### Highlights by Geography

#### U.S. and Canada

In the U.S., an important way in which we are reducing greenhouse gas emissions (GHG) is through expanded use of intermodal<sup>1</sup> for shipping merchandise. This is a more fuel efficient alternative that produces fewer emissions than trucking alone. Our use of inbound intermodal to distribution centers has increased from 30% of miles traveled in fiscal year 2008 to 73% of miles traveled in 2015, down slightly from 2014. Additionally, about 23% of our inbound shipment miles between our distribution and shipping centers (i.e., crossdock) were intermodal in 2015, 28% more miles than 2014. In addition to these initiatives, we have opened new service centers that are smaller than distribution centers, located closer to store “clusters” and designed to improve the efficiency of our store delivery process and better serve the needs of our business.

<sup>1</sup>Intermodal: Transportation involving more than one form of carrier during a single journey.

### OUR USE OF INBOUND INTERMODAL IN THE U.S. HAS INCREASED



With the growth in our business over the past five years, our shipping miles have increased significantly. Even with an increase in miles shipped, based on our focus on fuel and network efficiencies, we have reduced our CO<sub>2</sub> emissions per shipment in that same period. For inbound logistics, we have reduced our CO<sub>2</sub> emissions per shipment by 35% since 2010. For

outbound logistics, by switching to more efficient modes of transportation and increasing the efficiency of our network through opening service centers, our logistics teams in North America have reduced CO<sub>2</sub> emissions per shipment over 21% since 2010.

We are also increasing the use of intermodal for our outbound transportation for store deliveries and in 2015, we significantly increased our outbound intermodal mileage compared to 2014. We intend to use this greener transportation alternative where possible as it reduces both our costs and logistics-related GHG emissions.

Since 2013, we have been working with one of our transport carriers to operate compressed natural gas (CNG) trucks in two major metropolitan markets in the U.S. We have increased the number of trucks used in each of the past three years. We estimate that these trucks produce about 22% less CO<sub>2</sub> emissions per mile than diesel trucks and that our initiative is helping to reduce CO<sub>2</sub> emissions by over 250 tons annually. That is the equivalent of the annual GHG emissions of 49 cars. We are pleased with the success of this program and continue to test other efficient methods of delivering merchandise to our stores.

In the U.S., we are a member of the U.S. Environmental Protection Agency's (EPA) 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 all new U.S. carriers are SmartWay certified. In 2014, the most recent year for which we have data available, about 98% of TJX's U.S. land transportation mileage was with SmartWay-certified carriers. To achieve this result, TJX collaborated with carriers to encourage their participation in this program. SmartWay scores are now included in our TJX Logistics Service Provider Questionnaire, which goes out to all prospective U.S. carriers. In Canada, the majority of our carriers are Fleet Smart or SmartWay approved. (Fleet Smart is the Canadian equivalent of the SmartWay program.) In 2014, 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 starting to engage in discussions with our partners during business review meetings.

Our initiatives to reduce fuel consumption extend beyond our transport partners. For example, at our distribution centers in North America, we work to optimize store delivery runs by using logistics software to design more efficient routes. We also utilize various co-loading methods to encourage use of fully loaded trucks as well as alternative methods to load and unload trucks. We now have a variety of delivery techniques, including traditional deliveries, floor-loaded trailers, pallet drops and trailer drops. In Canada, where we have a Drop Trailer program, we have introduced a night time drop program that reduces drive times to stores and maximizes the space used on the truck. This program is another way in which we conserve fuel costs and travel time and decrease the number of trucks on the road. In 2015, an additional 24 stores were added to the night drop program.

## Europe

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 have a long history of collaborating with our transport providers and incorporate a “green” clause in our agreements with them. The clause 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. Through these logistics partners, we also continue to work with trailer manufacturers to develop innovative designs for our vehicles. The newer lifting deck trailers built for T.K. Maxx represent the latest in trailer solutions and offer better durability, more cubic space, aerodynamic profiling and a host of safety features. We also encourage our logistics partners to pilot hybrid vehicles.

In addition, we use technology and design to improve logistics efficiency. For example, we are using low-rolling resistance tires on new double deck trailers and introducing driving-style management applications to provide fuel savings. We move a significant amount of our European freight using a large fleet of zero-emission, large electric trucks. We also utilize dual-fueled vehicles (liquefied petroleum gas and diesel) within our fleet to reduce our carbon emissions. We take steps to increase the utilization of our vehicles, and to help manage delivery routes more efficiently, we offer driver education and invest in technologies like vehicle tracking.

We are also proud of our collaboration with other retailers in the U.K. and Ireland for load and trailer sharing, as we 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 carbon emissions. In fact, we estimate that this initiative saved us a significant amount of shipping miles in 2015.

Outside of the U.K. and Ireland we are working with a trailer manufacturer to help design a new double deck trailer for use across other parts of Europe. The new trailer is designed to increase cubic capacity and deliver improved aerodynamics. Our goal is to begin testing the trailer in 2016 and 2017.

## New Construction and Building Operations

As we develop new buildings, we keep the focus on environmental sustainability at the forefront.

### Home Offices

When we expanded our TJX corporate headquarters in Massachusetts, we integrated sustainability into our design plans for building renovations and new construction. Our two renovated office buildings in Marlborough, Massachusetts, feature LED lighting and occupancy sensors in offices and conference rooms along with many other sustainability features. In 2014, we were honored to receive Leadership in Energy and Environmental Design (LEED) Gold certification from the Green Building Council for both of these buildings. We have also brought additional sustainable design elements to the workplace including 100% compostable utensils, plates and napkins in the cafeterias. As Associates transitioned into these new buildings, we conducted orientation events that highlighted our environmental design features and provided education and training on our new programs.

TJX Canada's newly built regional headquarters incorporated environmental sustainability features into its construction plan with the goal of achieving LEED certification. In addition to energy and water conservation measures, environmentally sustainable features have been incorporated throughout the building, including responsible interior finishes, workstations, outdoor areas and the cafeteria. The building and grounds also feature special hybrid and electric vehicle charging stations, interior landscaping and a milkweed garden to support the monarch butterfly migration.



### Distribution Network

As we build new distribution and shipping centers, we are incorporating environmentally sustainable features whenever feasible. In 2015, we received LEED certification for our Jefferson, Georgia, distribution center and for our office space in our Phoenix, Arizona, distribution center. In 2012, TJX received LEED Silver certification for renovations to our Las Vegas, Nevada, distribution center and has recently applied for recertification of this building. Our optimization of energy usage in lighting and HVAC and Energy Star certification were key to receipt of this certification.

Our processing center in Bergheim, Germany, was recognized for its environmental design with a Silver award for Best Sustainable Design by the German Sustainable Building Association. Some of the highlights of our Bergheim facility include increased insulation to walls, roof and floor, energy efficient lighting, rainwater harvesting, solar pre-heated water, and geothermal heating and cooling to the office area. Our processing center in Wroclaw, Poland, also has innovative environmental features.

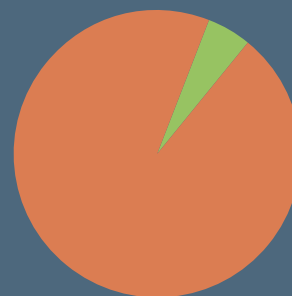
## Waste Management: Reduce-Reuse-Recycle

Waste management is a key priority of TJX's environmental sustainability strategy. As with energy and operations logistics, we have a diverse group of waste management experts dedicated to improving our performance. We have implemented initiatives in our stores, distribution centers and home offices to reduce, reuse and recycle so we may continue to reduce the amount of waste going to landfill.



One of our key focus areas is collaboration across geographies to understand and share best practices in waste operations, data collection and strategy. In 2015, our global waste management team continued to work together to provide key updates on accomplishments in each region, and we collected data to calculate our third global waste, greenhouse gas (GHG) emissions footprint and diversion rate (that is, how much waste is being diverted from landfill<sup>1</sup>). We worked to improve the completeness and accuracy of our waste data and better understand the business decisions that have impacted our waste volume footprint. For example, in 2014, with two years of data available, we had estimated that we recycle over 185,000 metric tons of material each year. When we completed our 2015 research, we found that we recycled approximately 169,000 metric tons of materials globally last year, which was lower than our previous estimate. Going forward, with access to increasing years of consistently calculated data, we strive to gain better understanding of our regional waste trends so we may determine where we can increase our efforts to improve the results of our recycling and waste minimization efforts.

### 2015 GHG EMISSIONS FROM WASTE



● **5%** of our total GHG emissions comes from waste, a small portion of our overall footprint

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

Through our data collection, in 2015 we found:

- Our diversion rates include combined results from efforts in our stores, distribution centers and corporate offices and vary by geography: 63% in the U.S., 81% in Canada and 92% in Europe.
- Waste-related GHG emissions are comparable to business travel and significantly less than electricity and product transport.
- In some regions, our programs are resulting in improved diversion rates. For example, in Canada, we have increased our diversion rate 6 percentage points in 3 years, from 75% in 2012 to about 81% in 2015.
- Our European division has the highest diversion rate of all of our geographies at 92%.
- While recycled materials make up the majority of our total tonnage of waste, they only constitute a small fraction of our GHG emissions.

Like many retailers, cardboard and other materials used to package our merchandise for shipping to our stores constitute the most significant volume in our calculated waste stream. Throughout our geographies, we have many initiatives that address reduction, reuse and recycling of many of these materials beginning with suppliers, through to our distribution centers and on to the stores.

### **Packaging**

We continue to consider ways to improve recycling of certain types of packaging materials received from our vendors and also reduce the amount of packaging needed to move merchandise from our distribution centers to our stores. Specifically, we have analyzed the lifecycle impacts of our internal-packaging and fragile-packing materials in our T.J. Maxx and Marshalls distribution centers as well as using plastic totes versus cardboard boxes in the U.S. We are beginning to include these types of analyses in our conversations internally about the environmental impacts of using different types of materials.

In Canada, we collaborate and communicate with our merchandise suppliers on preferred packaging materials and practices. A sub-committee within Canada's green team called the smart packaging team has worked to develop vendor guidelines and internal processes to identify opportunities for more appropriate packaging.

### **In Our Stores**

Across geographies, we have introduced recycling programs to the majority of stores to recycle common items like cardboard, plastic, paper, aluminum and glass. To reduce the creation of waste, the majority of our store reports, training material and policies are available electronically. For customers, we offer reusable bags for sale in our stores, and in Europe, in particular, as an alternative to single use carrier bags, we offer "Bags for Life." The donation for each bag is given to support our national charity partners across Europe.

We have learned that waste disposal programs work better when they are flexible and can adapt to the many different, unique store configurations, as well as to the 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 and are constantly working to pilot new solutions to avoid sending materials to landfills.

## In Our Distribution and Servicing Centers

Virtually all of our distribution centers include designs to simplify the reuse and recycling of the corrugated cardboard we receive from our vendors. Much of our vendor corrugated cardboard is recycled or reused at these distribution centers. In some cases, the processes and systems required to maximize reuse and removal of corrugated cardboard were integrated into the initial designs for the distribution center. 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.

While many of our recycling programs are in effect across most distribution center locations, our regions also have differing programs to supplement our regular recycling initiatives. In the U.S., we have Asset Recovery and Recycling Centers (ARRC) located within many service centers that serve as a central destination for regional store waste. 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 or recycling.

In 2015, our two distribution centers in Canada were awarded the Recycling Council of Ontario's 3RCertified silver certification for outstanding policies and performance in responsible waste management. The distribution centers achieved a combined 95% diversion rate in 2015. 3RCertified is a points-based certification program that reviews how organizations manage solid waste reduction and diversion operations. Participating organizations achieve certification levels based on established criteria and third-party evaluation. Our Canadian operation also has a smart packaging team that empowers buyers to work with vendors to reduce packaging on merchandise being shipped into our distribution centers or to choose packaging materials that are easily recycled.



In Europe, our processing centers are recycling waste streams that include plastic, wooden pallets and cardboard, and we now backhaul cardboard and plastics from approximately 50 stores in the U.K. to processing centers. We continue to look for closed loop initiatives to support our environmental performance.

## In Our Offices

In many of our offices, we recycle close to 100% of white paper from our waste stream. Associates can take the initiative to turn off reports that they are no longer using in order to save paper, and we have "reduction in print" teams, which collaborate with Associates to implement suggestions and technologies to further reduce printing. Some of our offices have additional recycling programs, including the recycling of compostable waste, cans, bottles, batteries, CDs, plastic wrap, plastic items and printed materials.

In our Global Headquarters "west campus," as well as our Canadian and European corporate offices, we have removed waste bins from Associates' workspaces and installed centrally located tri-sorter bins

for Associates to use. Also in our Global Headquarters “west campus” and Canadian corporate offices, we use cups, plates, napkins and utensils that are made from 100% compostable materials, and we have organic waste programs. We monitor the success of these programs with our janitorial and Office Services staff and make adjustments to improve where necessary.

### **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 in our operations. For instance, our Energy Management group in the U.S. collects water usage data as a means of identifying potential 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 at stores with high water usage. In the U.K., 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 supplier training materials as well. Within these materials, we introduce high-level concepts of environmental sustainability, which include water conservation, as the management of fresh water as a sustainable resource is very important globally. 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.



## Engagement

We know that corporate responsibility, including environmental sustainability, continues to grow in importance for many of our stakeholder groups, including our Associates. At TJX, our Associates are encouraged to minimize environmental impacts associated with operational decisions, and this is communicated in our Associate Code of Conduct.



While developing our second greenhouse gas (GHG) emissions reduction target, we engaged cross-functional subject matter experts to identify and measure emissions impacts to our business. This process required participation from Associates across our Store Operations, Facilities, Procurement, IT, Construction and Energy Management groups and resulted in better understanding of which initiatives could potentially affect future energy use. This process has helped create greater awareness across the Company about how new projects may impact our energy costs and GHG emissions footprint.

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 to improve the effectiveness of our overall approach. Our global environmental sustainability managers engage with these functional teams and other global managers to identify 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 opportunities for our business.

### **Encouraging Our Associates to “Go Green”**

Globally, we use our corporate newsletter, TJX Today, and our intranet, The Thread, to communicate to 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 in which local vendors and TJX experts educate Associates on what the Company is doing in the area of environmental sustainability, as well as what they personally could do to help the environment. We have also engaged with our store leaders, typically during

their annual conferences, to educate them on best practices for energy conservation and waste reduction in an effort to build awareness around our programs and communicate our corporate greenhouse gas target. In Europe, our internal communications channels share environmental achievements through regular articles.

In Canada, our regional Go Green Committee has a strong commitment and robust strategy around Associate engagement on environmental sustainability issues. Each year, the team produces events and educational materials that help demonstrate how Associates can incorporate sustainable values into their lives. We are proud to share just a few of our Canadian accomplishments from 2015:

- The “Turn Over a New Leaf” program 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 52,000 pledges from Associates to implement environmentally friendly practices. In 2015 Associates pledged to implement changes that could net a savings of more than 31,700 gallons of oil and divert more than 1.2 million pounds of waste. As part of the program this year, we also ran a “Big Green Ideas” contest to encourage Associates to share their ideas about how we can be more environmentally conscious in our operations.
- EcoFest is our annual sustainable celebration that features special guests, eco-friendly vendors and food offerings. At the 2015 EcoFest celebration, 700 Associates joined in the fun, enjoying samples and eco-friendly products from 34 vendors. 73% of these Associates said that the event inspired them to be more environmentally friendly at home or at work.
- Plastic water bottle reduction is another significant initiative in the Canada Home Office. Following a “Water Taste Test Challenge” in 2014, we installed water fill stations. We estimate that as a result of these efforts about 14,000 water bottles were saved from landfill.
- We hosted a Goodwill clothing drive that resulted in about 1,000 pounds of clothes and other goods being diverted from landfill.

## External Reporting and Certifications

### GRI Index

TJX's corporate responsibility information has been indexed against GRI's G4 Guidelines, its fourth generation guidelines that were launched in May 2013. The TJX index, available on our website, is intended to help readers more easily navigate our website to the topic of interest.



### CDP's Climate Change Information Request

In 2015, we participated in the CDP Climate Change Information Request for the sixth consecutive year, and we again delivered strong results. We performed well on disclosure, earning a score of 96 out of 100, and our performance score was a "C."



### Carbon Trust Standard Certification

In Europe, since 2006, we have been working with the Carbon Trust to develop a strong environmental program with a focus on greenhouse gas (GHG) emissions reduction. In 2015, we were reaccredited with the Carbon Trust Standard certification, a certificate that is awarded biennially. While historically our Carbon Trust Standard certification was issued for our U.K. operations, in 2013 and 2015, the certification recognized our efforts throughout our entire European operations. As of 2015, we had reduced our European GHG emissions footprint by 6.5% relative to sales since 2013.



### FTSE4Good Index

In addition to the recognition of our efforts by CDP and Carbon Trust, in 2016, 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 company FTSE Group, FTSE4Good is an equity index series that is designed to facilitate investment in companies that meet globally recognized corporate responsibility standards, including stringent environmental criteria.

*At all times, we must  
operate our business  
responsibly, with our long-held  
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## RESPONSIBLE BUSINESS

**TJX is a global, off price retailer and our business in the U.S., Canada, Europe and Australia are unified around delivering extreme value to our customers.**

For us, value is a combination of brand, fashion, price and quality, and we strive to deliver amazing value every time customers visit our stores or shop us online. At the end of 2015, TJX operated 3,614 stores, located in 9 countries and spanning 3 continents.

With a business of TJX's breadth and scale, we recognize that we also have an opportunity to bring real value to the world in ways that extend far beyond the merchandise we sell. At all times, we must operate our business responsibly, with our long-held principles of integrity, ethics, caring and fairness serving as cornerstones to guide our efforts.

In this section, we share information about our business and delivering value to our customers. We cover in depth how we manage our global social compliance program and the importance of our Vendor Code of Conduct, with which all TJX vendors around the world must comply. We are a publicly held company, and as such, we are strongly guided by good corporate governance practices, which are also covered in this section.

## Program Highlights

### Board Diversity and Independence

Our Board of Directors represents diversity of experience, gender, race and ethnicity and reflects a range of talents, ages, skills, viewpoints, educational backgrounds and expertise to provide sound and prudent guidance with respect to our operations and interests. Additionally, 8 out of our 10 Board members are independent.



### Global Reporting Initiative

We're proud of our achievements in many areas of corporate responsibility. At the same time, we recognize that we are on an ongoing journey. In 2014, we compared our reporting and initiatives against the Global Reporting Initiative G4 guidelines and have implemented some

changes to our corporate responsibility reporting program as a result. We are pleased to make available our CR reporting mapped to GRI.

### Stakeholder Engagement

Much of our business success is due in large part to the value we place on relationships. To foster relationships with key stakeholders and achieve our goals, we maintain an open dialogue with our Associates, customers, neighbors, vendors, and shareholders through a variety of channels.

## TJX | A Company of Choice

We challenge ourselves every day to improve the ways in which we embrace and leverage differences among our Associates, customers, vendors and members of the communities where we work and live. We are inclusive and committed to cultivating an environment that enables us to continually strengthen our position in the marketplace.

We use the term “Company of Choice” to refer to our Company, and we bring this concept to life in three primary ways:

### Retailer of Choice

TJX is the leading off-price retailer of apparel and home fashions in the U.S. and worldwide, delivering great value on ever-changing merchandise selections at prices generally 20%-60% below department and specialty store regular prices, on comparable merchandise, every day. We have a very wide customer demographic reach. It's important that we challenge ourselves to find new and innovative ways to improve the shopping experience so that we may better serve the diverse needs of our customers.

### Employer of Choice

We believe that our continued success depends on the diverse skills, experiences and backgrounds that our Associates bring into the organization. With approximately 216,000 Associates worldwide at the end of 2015, we employ a significant pool of talented Associates from diverse backgrounds. As we continue to grow our store base and expand into new geographies, our efforts to understand, value and incorporate differences are increasingly important to further leverage our Company culture.



As an Employer of Choice, we work on many fronts to:

1. Foster inclusiveness and leverage the differences among our people
2. Train and develop our Associates
3. Inspire innovation
4. Encourage work / life balance

Our goal is to recruit talented individuals, help them learn the fundamentals of our off-price business and give them opportunities to develop their careers with us.

### Neighbor of Choice

As a Neighbor of Choice, we are focused on enriching the communities in which our customers and Associates live and work through charitable giving, corporate partnerships, community programs, volunteerism and more. Information on these programs is available in the Corporate Responsibility/Our Communities section of [tjx.com](http://tjx.com).



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As we strive to be a Retailer of Choice, customer engagement and customer service are important to us. We know that an engaged customer visits our stores more often, and a well-served customer is likely to shop more than one of our many retail brands.

### Listening to Our Customers

We have implemented a number of “voice of the customer” initiatives in the U.S., including free-form customer surveys to complete via a mobile device, which allow customers to tell us how they rate their shopping experience. We review thousands of responses each month and regularly provide detailed reports to stores and store operations management.

These reports provide the stores with specific, detailed feedback regarding performance so they may identify and resolve issues quickly – and ultimately improve their individual store performance. Having tangible input also allows us to develop clear customer service training for store managers, team leaders and Associates. This data has helped us to make broad improvements across our brands. For example, as a result of the feedback we received from T.J. Maxx and Marshalls customers, we implemented improved signs to differentiate our departments. Other store improvements include department-specific fixtures that allow us to transform product categories into small “shops” for flexible periods of time, multilingual signs that make it easier for customers to find what they are looking for and “pop up” cart stations for easy browsing.



In addition to survey data, we also work to have sincere and friendly conversations with our customers when they are in the store. Over the past few years, we've been particularly focused on engagement with our customers, and we have provided training to our store Associates on how to improve the customer experience while shopping in our stores.

Each brand 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.

Beyond brick and mortar, tjmaxx.com, sierratradingpost.com and tkmaxx.com also offer customers the ability to shop online 24/7, every day of the year.



### Serving Our Customers

We are always looking for ways to enhance the “treasure hunt” shopping experience to encourage customers to shop us again and again.

We have dedicated Store Planning groups within each brand that are responsible for understanding the customer base across different geographic locations. This helps us to offer our customers the products they want, when they want them. Additionally, we give our store managers the flexibility to create their own floor displays and feature locally popular items. Over the last several years, we have reduced our store inventory, which has helped enhance the “treasure hunt” experience that our customers love and expect when they shop us.



We continue to grow our customer loyalty programs. In the U.S., we have expanded TJX Rewards beyond our credit card program to include TJX Rewards Access. It is similar to our TJX STYLE+ program in Canada, as both are a non-credit card option that offer customers special contests and sweepstakes, early access shopping, extended return policies and tips on new arrivals (specific benefits may vary by card and by region). We also are piloting a new loyalty program, Treasure, in the U.K. and Ireland. Members of the pilot program have access to exclusive shopping news, receive invitations to VIP evenings and may be entered into drawings for prizes.

Finally, we have a number of in-store programs designed to motivate and reward individual Associates, stores and store districts, as well as programs for Associates to share ideas among themselves, including thoughts on how to further improve customer service. The overarching goal of all of our programs is to teach, model and motivate excellence in customer service so that our customers have a wonderful shopping experience across all of our retail brands.

## TJX Social Compliance

At TJX, we have a long history of treating people with dignity, fairness and respect, and we are committed to operating our business with high standards of ethics. Our commitment to these principles is reflected in our responsible sourcing initiatives through our social compliance program.



We strongly value the relationships that we have developed with our vendors. These relationships have been built on a foundation of honesty and trust and a commitment to ethical business practices. Therefore, it is critical that our vendors respect the laws and the cultures of the communities in which they operate and

respect the rights of the workers who manufacture products for sale in our stores. In short, we expect our vendors to uphold the high ethical standards embodied in our Vendor Code of Conduct and social compliance program.

### Program Highlights

#### Supplier Engagement and Education

Since 2005, we have conducted over 110 training sessions for buying agents, vendors and factory management in 10 countries to educate them on our Vendor Code of Conduct and our expectations with respect to our social compliance program, particularly local labor laws and ethical business practices. TJX Associates involved in the development and buying of our merchandise are also trained on our social compliance program on a biennial basis.

#### Global Program Coordination

Our social compliance program is global, and attention to ethical sourcing spans across many departments. We have a global Social Compliance Committee that guides corporate management in strategy and execution of the program, with our international buying offices and merchants all playing a key role in achieving our goals.

#### Leveraging Best-In-Class Expertise

We have retained UL LLC (UL), Intertek Group PLC (Intertek) and Omega Compliance (Omega), organizations that have extensive experience and knowledge in the field of ethical sourcing, to assist us with program development, education and training, and compliance monitoring.

## Product Sourcing

We strongly value the relationships that we have developed with our vendors – relationships that we believe have been a key factor in our long-term success. These relationships have been built on a foundation of honesty and trust and a commitment to ethical business practices.



On a worldwide basis, over 1,000 Associates in our buying organization source from a universe of more than 18,000 vendors in over 100 countries, and as part of TJX's purchase order terms, 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.

**1,000**  
BUYERS  
**18,000**  
VENDORS  
**100**  
COUNTRIES

### **Our Off-Price Business Model**

We are an off-price retailer, and for us, value is a combination of brand, fashion, price and quality. We deliver great value on an ever changing selection of brand name and designer fashion at prices that are generally 20%-60% below department and specialty store 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 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. Additionally, 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 isn't the right value for our customers.

### **Our Social Compliance Efforts**

Historically, we have focused our factory monitoring and supplier training program on suppliers of products that we have designed, as this is where we are most likely to have a meaningful impact. We collaborate closely with our buying agents because they have strong relationships with local production facilities and are well positioned to reinforce our expectations on social compliance issues. TJX believes deeply in ethical sourcing in our supply chain and is ever committed to continuous improvement. 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.

## Vendor Code of Conduct

In order 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.



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 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.

### **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, all environmental laws and regulations, and all laws, regulations and internationally adopted restrictions concerning bribery and corruption.

#### **Health and Safety**

Our vendors must provide their workers with a safe and healthy workplace and safe working conditions.

#### **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 involuntary or forced labor, whether in the form of prison labor, indentured labor, bonded labor, labor acquired through slavery or human trafficking, or otherwise.

**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. 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

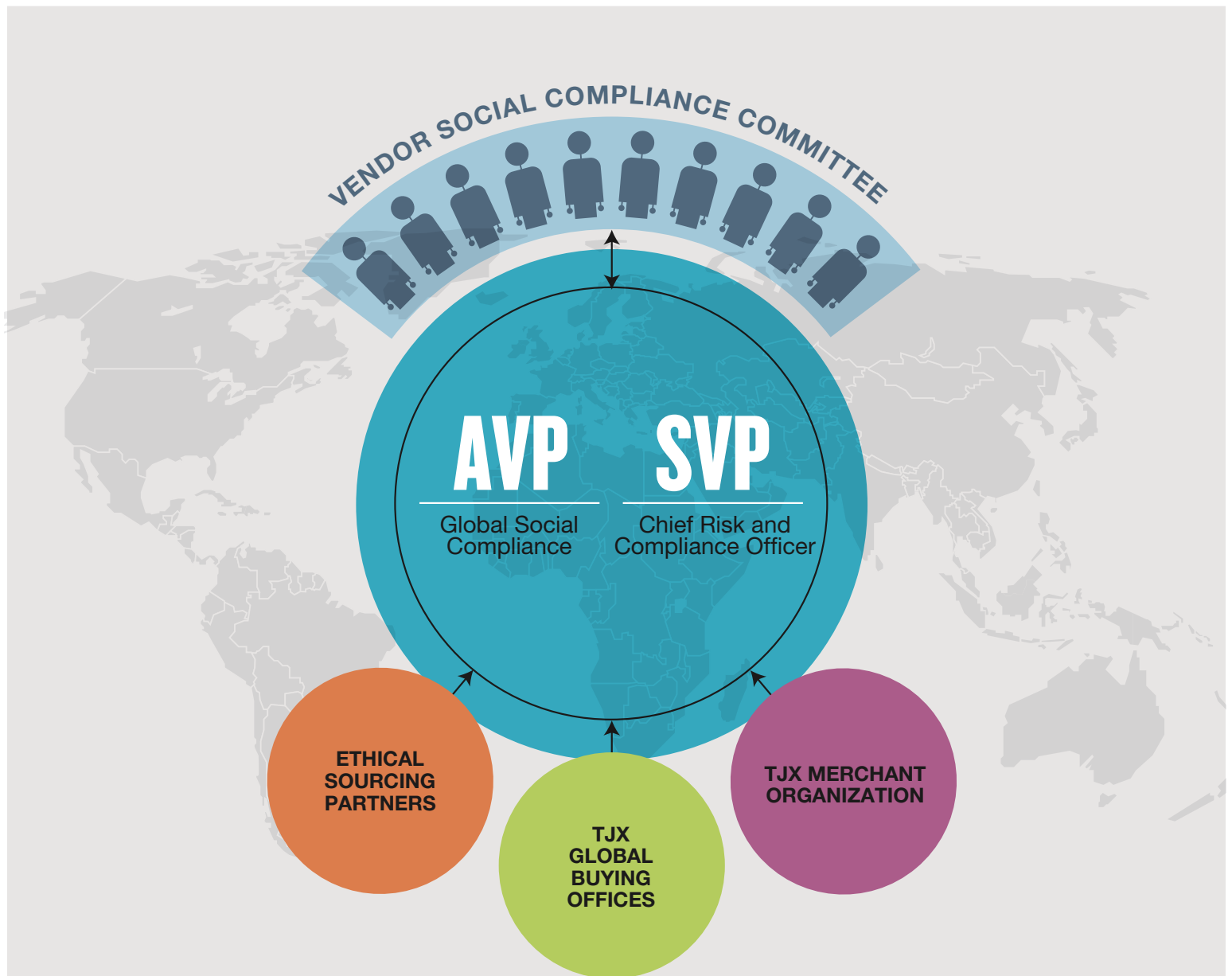
Our social compliance program is global and attention to ethical sourcing spans across many departments. We have a global Social Compliance Committee that guides corporate management in strategy and execution of the program, with our international buying offices and merchants all playing a key role in achieving our goals.



Our Social Compliance Committee is overseen by TJX management. The 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. The Committee meets on a regular basis and oversees compliance of TJX's ethical sourcing initiative, which is coordinated by our Assistant Vice President (AVP), Global Social Compliance, who has specific responsibility for managing and overseeing our ethical sourcing program. This global social compliance position reports to the Senior Vice President, Chief Risk and Compliance Officer, and works closely with representatives of the different purchasing functions across all of TJX's businesses and with the Social Compliance Committee.

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 Labor Organization and received and incorporated valuable insights and suggestions from socially responsible investors. We have retained several organizations that have extensive experience and knowledge in the field of ethical sourcing – UL, Intertek and Omega – to assist us with program development, education and training, and compliance monitoring. We are members of the National Retail Federation, the Retail Industry Leaders Association, Ethisphere's Business Ethics Leadership Alliance 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 review and benchmark ourselves against the programs of companies comparable to ours.

# Vendor Social Compliance at **TJX**<sup>®</sup>



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.



## Factory Monitoring Program

Some of our merchandise is manufactured for us and some is designed by our own fashion and style experts, particularly when what we are seeing in the marketplace isn't the right value for our customers, meaning the right combination of brand, fashion, price and quality. We believe our responsible sourcing efforts are best devoted to products we have designed because this is where we are most likely to be able to have a meaningful impact.

When we source product we have designed, 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.

We and our representatives work closely with our agents and vendors so that they understand our social compliance program and our Vendor Code of Conduct. 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. 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 six 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 the monitoring and corrective action processes. We require our buying agents to disseminate this manual to their entire TJX vendor base.

Factories manufacturing the products we design are required to undergo periodic audits to ensure adherence to our Vendor Code of Conduct. Our goal is to conduct biennial audits of factories in good standing. Factories requiring additional monitoring are targeted to be revisited within six months of the prior audit.

FOR US,  
VALUE IS A  
COMBINATION OF  
**BRAND,  
FASHION,  
PRICE  
AND  
QUALITY.**

## Auditing Program

Factories manufacturing the products we design 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, as appropriate, modify these guidelines to try to ensure that they are consistent with evolving social compliance issues and trends.

On-site audits conducted by our independent monitors and principal buying agents 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
- Factory walk through
- Health and safety inspection
- Confidential worker interviews
- Debrief with factory management (closing meeting)



Our AVP, Global Social Compliance, and International Buying Office Associates participate in shadow audits with TJX's independent auditors and with our buying agents' in-house compliance auditors. Shadowing is practiced in order 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.

At the conclusion of an audit, if necessary, a Corrective Action Plan (CAP) is created and concerns are discussed by the auditors with factory management. Factory management is requested to sign the CAP to verify their understanding of the findings. In certain cases, we may require our third-party monitors to re-audit the factory. Our goal is to have re-audits complete within six months of the prior audit, and we strive to work with factories to continuously improve their operations.

## Corrective Action and Remediation

At the conclusion of an audit, a copy of the CAP is left with management to assist them in resolving the 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 a third-party audit. TJX receives a copy as well.

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 monitors re-audit the factory. Problems are tracked and factories are notified of the expectation of remedial action. There are several issues that we consider "zero tolerance" issues. That is, we would immediately terminate the relationship if a factory is found to be in violation of this aspect of our program, including for example, issues like bribery/corruption; child, prison, slave or forced labor; human trafficking; maintaining a facility with all doors and/or exits locked; and failure to pay any wages.

When a problem requires remediation, 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 must conclude that we can no longer do business with 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 of their facilities because the reality is that improving working conditions in factories in underdeveloped countries is an ongoing effort. TJX, like other retailers, is facing this challenge. Our goal, when possible and reasonable, is continuous improvement of conditions at factories. This is preferable to ceasing business with these factories and 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, UL, Intertek, Omega, our buying agents and vendors to address shortcomings identified in audits and to work toward improvement.

### **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 all 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 considerable coverage of the protection and conservation of water.

### **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 work with vendors responsible for producing product specifically for us to build corrective action plans when necessary, and, of equal importance, to encourage them to make continuous improvements throughout their operations. In order 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.

## Social Compliance Training

Since 2005, we have conducted over 110 training sessions for our buying agents, vendors and factory management. Sessions have been held in China, Korea, Taiwan, Turkey, India, Indonesia, the Philippines, Thailand, Vietnam and the United States.



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 that the presence of our management at each of these 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:

- Review of TJX's Vendor Code of Conduct and the expectations contained in this Code
- Review of local labor laws
- Review of anti-bribery laws (including the Foreign Corrupt Practices Act and the U.K. Bribery Act)
- Review of product compliance requirements
- Business ethics
- Discussion on TJX's policy against forced and involuntary labor, including slavery and human trafficking
- Fire safety training
- Water conservation recommendations
- 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

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 update our buying personnel on the requirements of TJX's social compliance program.

## Responses to Evolving Issues

### Including Bangladesh, Uzbekistan, California's SB 657 and Conflict Minerals

Since 1999, we, our buying agents, and our third-party auditors have conducted thousands of audits of factories producing goods for TJX. Based on the knowledge learned from these audits and the program in general, we continue to revise and enhance our program.



#### **Bangladesh**

The tragedies that took place in Bangladesh in 2012 and 2013 clearly focused retailers' and manufacturers' attention on remaining vigilant and monitoring whether their 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 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. Going forward, we plan to continue to follow the various Bangladesh-focused initiatives of the retail industry in order to glean any insights that might enhance our own global social compliance program.

#### **Uzbekistan**

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 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. Our vendors are also reminded of our policy regarding Uzbekistan cotton during our vendor training sessions.

On three separate occasions, TJX was a signatory among many other companies, civil society organizations and investors on letters urging the Government of Uzbekistan to ensure there is an immediate cessation to forced child labor in the cotton fields. In the past, we have participated in multi-stakeholder meetings to address this issue in Washington, D.C., New York and Brussels. TJX continues to participate, along with over 200 other brands and retailers, as a signatory on a pledge, sponsored by the Responsible Sourcing Network, to not knowingly source Uzbek cotton until the Government of Uzbekistan eliminates the practice of forced child and adult labor. We also continue to participate in periodic multi-stakeholder calls to stay current on this matter.

### **TJX's Position Against Involuntary or Forced Labor, as well as Our Statement for California's Transparency in Supply Chains Act (SB 657)**

TJX's vendor relationships are based on a mutual commitment to uphold the high ethical standards embodied in our Vendor Code of Conduct and social compliance program. As a condition of conducting business with TJX and as a means of self-certification, all merchandise vendors agree to comply with our Vendor Code of Conduct, which prohibits the use of any form of involuntary or forced labor, including labor obtained through slavery or human trafficking. Our Vendor Code of Conduct further requires that the goods our vendors sell to us have been manufactured in accordance with all applicable laws and regulations.



We contract with both independent auditors (including UL, Intertek and Omega) and other third parties (such as our buying agents) to conduct social compliance audits at factories for suppliers of products that we have designed, and to evaluate and address risks of forced labor, including slavery and human trafficking. We created the TJX Global Social Compliance Manual, which is available in six languages and contains an audit procedure outline and factory evaluation checklist, to help the affected factories better understand our Code 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 Code, including our prohibition of involuntary or forced labor. Vendors are expected to cooperate fully with the audits and to provide the auditors with full access to their facilities, employees and documentation. 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. TJX has procedures to take appropriate steps should we learn that a vendor is failing to meet our standards, including remediation, cancellation of purchase orders and termination of our business relationship.

With respect to internal accountability, our TJX Global Code of Conduct prohibits behavior that creates an intimidating or hostile work environment, and it requires 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 obligated to select vendors who act with integrity and in a manner

consistent with the ethical principles stated in our Code. TJX reviews reported concerns and takes appropriate action depending on the nature and severity of the violation.

TJX provides biennial training for Associates and 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 managers around the world. Among other things, this training provides guidance on recognizing and mitigating the risks of forced labor, slavery and human trafficking.

We believe that these efforts underscore to our vendors, buying agents and Associates our commitment and seriousness of purpose with respect to the ethical sourcing of our products. For many more details, particularly concerning our audit and training processes, we invite you to explore more fully this section of our website, which is dedicated to our Social Compliance Program.

### **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 – 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 our affected vendors not to knowingly supply us with products that include conflict minerals that directly or indirectly benefit armed groups in the DRC or adjoining countries. 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.

To raise questions or concerns about these issues, please contact us at [complianceofficer@tjx.com](mailto:complianceofficer@tjx.com).

### **Continuing Our Commitment**

Social compliance is a tremendously challenging undertaking, and we know that we do not have all of the answers. Indeed, no company does. 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 reporting on our efforts.



## Attention to Governance

Our vision is to continue to grow TJX as a global, off-price retailer, and we recognize that to achieve this vision, we must remain grounded in the same principles on which our Company was founded – operating with the highest levels of integrity, ethics and fairness. We rely on the talent and efforts of our approximately 216,000 Associates to help us live these principles every day to help ensure the continued success of our Company.



We have practiced excellence in corporate governance since our founding nearly 40 years ago. As part of our governance practices, we have a suite of corporate governance material that outlines 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 are committed to high standards of ethics.

In 2016, we were pleased to be ranked in the #1 position within the specialty retailer category on Fortune's Most Admired Companies list. This list recognizes the Company's efforts in areas of importance to stakeholders: quality of products and services, financial soundness, long-term investment, social responsibility and more.

## Board of Directors

As a global company with approximately 216,000 Associates at the end of 2015, we consider diversity 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 promoting a talented and diverse workforce. In that regard, we seek to have a diverse Board that can provide sound and prudent guidance with respect to our operations and interests.



While we do not have a formal policy with respect to Board diversity, we do take into account many factors when evaluating our Board and considering new members. These factors include geographic, gender, age, ethnic and racial diversity as well as diversity of experience – e.g., general understanding of disciplines relevant to the success of a large, 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; and independence. Our Corporate Governance Committee evaluates each individual member in the context of the Board as a whole, with the objective of recommending a group that the Committee believes can best support the success of our business. The TJX Board of Directors represents stockholder interests by exercising sound judgment using its collective diversity of experience.

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

- All of our directors are financially literate.
- 2 of the 4 members of our Audit Committee are audit committee financial experts.
- 8 of our 10 Board members are independent.
- 3 of our 10 Board members are women.
- Our Board represents a range of ethnicities, experiences and backgrounds.
- Board members are re-elected annually through a majority voting of shareholders.



**Carol Meyrowitz, 62**  
DIRECTOR SINCE 2006  
EXECUTIVE CHAIRMAN OF THE BOARD  
CHAIRMAN OF THE EXECUTIVE COMMITTEE



**Ernie Herrman, 55**  
DIRECTOR SINCE 2015  
CHIEF EXECUTIVE OFFICER AND PRESIDENT



**Zein Abdalla, 57**  
INDEPENDENT DIRECTOR SINCE 2012  
MEMBER OF THE CORPORATE GOVERNANCE  
AND FINANCE COMMITTEES



**Michael F. Hines, 60**  
INDEPENDENT DIRECTOR SINCE 2007  
CHAIRMAN OF THE AUDIT COMMITTEE AND  
MEMBER OF THE FINANCE COMMITTEE



**José B. Alvarez, 53**  
INDEPENDENT DIRECTOR SINCE 2007  
MEMBER OF THE AUDIT AND EXECUTIVE  
COMPENSATION COMMITTEES



**Amy B. Lane, 63**  
INDEPENDENT DIRECTOR SINCE 2005  
CHAIRMAN OF THE FINANCE COMMITTEE  
AND MEMBER OF THE AUDIT AND  
EXECUTIVE COMMITTEES



**Alan M. Bennett, 65**  
INDEPENDENT DIRECTOR SINCE 2007  
CHAIRMAN OF THE EXECUTIVE  
COMPENSATION COMMITTEE AND MEMBER  
OF THE FINANCE COMMITTEE



**John F. O'Brien, 73**  
INDEPENDENT DIRECTOR SINCE 1996  
LEAD DIRECTOR AND MEMBER OF THE  
EXECUTIVE COMMITTEE



**David T. Ching, 63**  
INDEPENDENT DIRECTOR SINCE 2007  
MEMBER OF THE AUDIT AND CORPORATE  
GOVERNANCE COMMITTEES



**Willow B. Shire, 68**  
INDEPENDENT DIRECTOR SINCE 1995  
CHAIRMAN OF THE CORPORATE  
GOVERNANCE COMMITTEE AND MEMBER  
OF THE EXECUTIVE COMPENSATION  
COMMITTEE

For more detail on our Board of Directors, please visit the Corporate Responsibility/Responsible Business section of [tjx.com](http://tjx.com).

## Committees of the Board

### **Executive Committee**

Carol Meyrowitz, Chair  
Amy B. Lane  
John F. O'Brien

### **Audit Committee**

Michael F. Hines, Chair  
José B. Alvarez  
David T. Ching  
Amy B. Lane

### **Executive Compensation Committee**

Alan M. Bennett, Chair  
José B. Alvarez  
Willow B. Shire

### **Finance Committee**

Amy B. Lane, Chair  
Zein Abdalla  
Alan M. Bennett  
Michael F. Hines

### **Corporate Governance Committee**

Willow B. Shire, Chair  
Zein Abdalla  
David T. Ching

## 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

### **Michael MacMillan**

Senior Executive Vice President  
Group President

### **Richard Sherr**

Senior Executive Vice President  
Group President

## Corporate Governance Documents

TJX has practiced excellence in corporate governance for 38 years. As part of our governance practices, we are committed to high standards of ethics, which are reflected in our Associate Code of Conduct, Code of Ethics for TJX Executives and Director Code of Business Conduct and Ethics.



### Governance Documents

Our global Associate 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 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 of integrity, openness and treating others with dignity and fairness. Many of our corporate governance documents are available on [tjx.com](http://tjx.com) under Corporate Responsibility/Responsible Business.

## Stakeholder Engagement

We strongly believe that effective corporate governance must evolve and change with the needs of our many stakeholders. To achieve our goals, we strive to maintain an open dialogue with our Associates, customers, neighbors, vendors, and shareholders.



At the corporate level and across our divisions, we have many different ways to communicate with and engage our Associates, including our TJX Today newsletter for Associates worldwide, virtual and live Town Hall meetings with management, State of the Company meetings and The Thread, our Associate intranet.

Additionally, as the leading off-price apparel and home fashions retailer in the United States and worldwide, our customers reflect our broad demographic reach. Engaging with our customers allows us to address their changing preferences, tastes and concerns. We have implemented a number of “voice of the customer” initiatives to identify ways that we might improve the customer experience.

We speak regularly with shareholders throughout the year, including investor meetings, conferences and phone calls, to engage with the investment community and share near- and long-term strategies. The Chairman of our Corporate Governance Committee, members of TJX management and TJX subject matter experts have also met periodically with socially conscious investors to discuss and work to address important issues.

In 2016, we were pleased to be ranked in the #1 position within the specialty retailer category on Fortune’s Most Admired Companies list. For this survey, Fortune asked company executives and directors and Wall Street analysts to rate companies in their own industry on nine criteria. The list recognizes the Company’s efforts in areas of importance to stakeholders: quality of products and services, financial soundness, long-term investment, social responsibility and more.

Our aim is to consider the best interests of our stakeholders. We listen carefully and consider their valuable input in the context of our current policies and practices.

## Global Reporting Initiative

TJX provides an index of our corporate responsibility reporting based on the Global Reporting Initiative's (GRI) Sustainability Reporting Framework guidelines. GRI is an international not-for-profit organization that seeks to promote a sustainable global economy through responsible management and transparent reporting of economic, environmental, social and governance performance.



The GRI guidelines offer organizations a way to communicate reliable, relevant and standard information, highlighting the connections between their respective business and sustainability. The guidelines have been available since 1999 and are used by thousands of organizations across the globe, including many of TJX's peers and other companies of similar size.

TJX's corporate responsibility information has been indexed against GRI's G4 Guidelines, its fourth generation guidelines that were launched in May 2013. The TJX index is intended to help readers quickly navigate our website to the topic of interest. To view the index, please visit the Corporate Responsibility/Responsible Business section of [tjx.com](http://tjx.com).

For more information on our corporate responsibility reporting, please contact Global Communications at 1-508-390-2323.



The TJX Companies, Inc., the leading off-price apparel and home fashions retailer in the U.S. and worldwide, is ranked 103 among Fortune 500 companies and operates 4 major divisions: The Marmaxx Group, HomeGoods, TJX Canada, and TJX International (comprised of Europe and Australia). With more than 3,600 stores, 3 e-commerce sites and approximately 216,000 Associates, we see ourselves as a global, off-price, value retailer, and our mission is to deliver great value to our customers through the combination of brand, fashion, price, and quality. We offer a rapidly changing assortment of brand name and designer merchandise at prices generally 20% to 60% below department and specialty store regular prices on comparable merchandise, every day. With our value proposition, we reach a broad range of fashion and value conscious customers across many income levels and demographic groups.

## United States



T.J. Maxx was founded in 1976, and together with Marshalls, forms The Marmaxx Group, the largest off-price retailer of apparel and home fashions in the U.S. T.J. Maxx launched its e-commerce site, tjmaxx.com, in 2013. T.J. Maxx operated 1,156 stores in 49 states and Puerto Rico at 2015's year end. T.J. Maxx offers family apparel, home fashions and expanded fine jewelry and accessories departments, as well as The Runway, a high-end designer department, in some stores.



Marshalls was acquired by TJX in 1995, and with T.J. Maxx, forms The Marmaxx Group, the largest off-price retailer of apparel and home fashions in the U.S. Marshalls operated 1,007 stores in 46 states and Puerto Rico at 2015's year end. Marshalls offers family apparel and home fashions, including expanded footwear and men's departments, and The CUBE, a department specifically for juniors.



HomeGoods, introduced in 1992, is a destination for off-price home fashions, including giftware, home basics, accent furniture, lamps, rugs, and wall décor. HomeGoods operates in a standalone and superstore format, which couples HomeGoods with T.J. Maxx or Marshalls. At 2015's year end, HomeGoods operated 526 stores in 45 states and Puerto Rico.



Sierra Trading Post, acquired by TJX in 2012, is a leading off-price Internet retailer of brand name outdoor gear, family apparel and footwear, sporting goods, and home fashions. Sierra Trading Post launched its e-commerce site, sierratradingpost.com, in 1998. As of 2015's year end, it also operated 8 stores in the U.S.

## Canada

### WINNERS®

Winners is the leading off-price family apparel and home fashions retailer in Canada and was acquired by TJX in 1990. Select Winners stores offer fine jewelry and some feature The Runway, a high-end designer department. Winners operated 245 stores at 2015's year end.

### HOMESENSE®

HomeSense introduced the off-price home fashions concept to Canada in 2001. This chain offers a broad array of home basics and home décor merchandise. It operates in a standalone and superstore format, which pairs HomeSense with Winners. At 2015's year end, HomeSense operated 101 stores in Canada.



Marshalls launched in Canada in 2011. In Canada, Marshalls offers great, off-price values on family apparel, with an expanded footwear department, and The CUBE, an exciting juniors department. Marshalls operated 41 stores in Canada at 2015's year end.

## Europe



Launched in 1994, T.K. Maxx introduced off-price retailing to the U.K. and Ireland and is the only brick-and-mortar, off-price retailer of significant size in Europe. T.K. Maxx expanded into Germany in 2007, Poland in 2009 and Austria and the Netherlands in 2015. T.K. Maxx offers top-brand family apparel as well as home fashions, and in some stores, the Mod Box, a department specifically for younger customers, and Gold Label, which features high-end designer labels. T.K. Maxx ended 2015 with 456 stores. It also operates tkmaxx.com in the U.K.

### HOMESENSE®

HomeSense introduced the off-price home fashions concept to the U.K. in 2008. This business offers our U.K. customers great values on top-quality home fashions, including home basics and home décor merchandise. At 2015's year end, HomeSense operated 39 stores.

## Australia



Acquired by TJX in 2015, Trade Secret is an Australian off-price retailer, offering branded apparel for the family, as well as footwear, accessories and home fashions, all at great values. Trade Secret opened its first store in 1992 and is now a 35-store chain with locations in New South Wales, Victoria, Queensland, and the Australian Capital Territory.





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