

Paid Sick Time Policies at TJX

We aim to support our large, global, and complex workforce in a variety of ways, including through global well-being programs focused on physical, financial, and emotional wellness. We seek to provide a range of benefits that are competitive in the markets where we operate and aligned with the talent needs of our business. Within the U.S. we offer eligible Associates various types of paid time off, including paid sick time, paid vacation time, paid personal days, paid holidays and more. For our part-time store Associates in the U.S., this includes three paid personal days and three paid holidays after two years of service.

Our approach to paid sick time reflects the complexities of employing our large, global workforce. At the end of Fiscal 2024, we operated over 4,900 retail stores and employed hundreds of thousands of Associates across the globe, including full-time, part-time, seasonal, and temporary employees. Within the U.S., we have stores located in 49 states, as well as the District of Columbia and Puerto Rico, and we maintain a variety of paid time off policies to support Associates in our stores, distribution and fulfillment centers, and offices. This includes over 30 paid sick time policies that address various local requirements, including applicable city-, county-, or state-level requirements.

Paid sick time under TJX's U.S. policies can be used when an Associate is sick, to care for the health of a loved one, or for medical appointments, and paid vacation and paid personal days can be used for any reason. At many locations across the U.S., our Associates are eligible for paid sick leave with no minimum average hours requirement under one of our location-specific policies. We also maintain a standard U.S. paid sick time policy that covers eligible Associates in our U.S. stores and offices, including hourly Associates who are not covered by a location-specific policy and who work an average of at least 30 hours per week. Eligibility terms, sick time accrual rates, and other policy details vary based on location, position, and applicable local requirements. As of the end of Fiscal 2024, a majority of our U.S. store, distribution center and fulfillment center Associates have access to paid time off under various sick leave policies at TJX.

Updated March 2024

