

TJX IRELAND 2023 GENDER PAY GAP STATEMENT



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INTRODUCTION



“At TJX, we’re proud of our culture of valuing difference and consider inclusion and diversity to be an important part of who we are. We’re passionate about creating a supportive and inclusive workplace where our associates feel **welcome** in the company, **valued** for their perspectives and contributions, and **engaged** with our business mission to deliver great value to our customers every day.

We are firmly committed to pay equity and to creating a great place to work that provides attractive and accessible opportunities for our associates to develop and thrive. Our compensation structures are designed to pay our associates competitively and equitably, based on their skills, qualifications, role, and abilities. At TJX in Ireland and our global parent company, The TJX Companies, Inc., we are proud to be an organisation in which women fulfil key roles across all job levels, in our stores, processing centres and in our offices.

In 2023, and in line with our previous report, we believe that differences in gender representation across different job functions continue to impact our gender pay calculations. The majority of our almost 1400 associates¹ in Ireland work in our stores. Many of these roles are part-time and flexible, and they are generally our lower and middle paid roles. At TJX Ireland, as in many other retailers, women significantly outnumber men in these roles and this role distribution has an impact on the calculation of our gender pay gap.

We strive to support an environment where associates can be their best selves. In addition to career development opportunities, we offer associates a variety of initiatives, which include our women’s health strategy, wellbeing resources, flexible working practices and a company-wide focus on inclusion-based values and behaviours. We know that this work is a journey, and we continue to expand our programmes each year with the aim of fostering a fantastic workplace for our associates.”

Sarah Lawrence
Group Director of HR, TJX Europe

WHAT IS THE GENDER PAY GAP?

In line with the Irish Government's gender pay regulations, employers in Ireland with more than 250 employees must report their gender pay gap. It is important at the outset to clarify the difference between equal pay and the gender pay gap.

The principle of equal pay has been part of Irish law for many years and generally means that men and women in comparable positions receive the same pay for doing the same work. At TJX, we value and uphold this principle and are committed to the belief that individuals should be compensated competitively and equitably based on their skills, qualifications, role, and abilities.

Equal pay means that men and women in comparable positions receive the same pay for doing the same work.

A gender pay gap measures the difference in the average hourly pay of men and women across all roles regardless of the nature of their work.

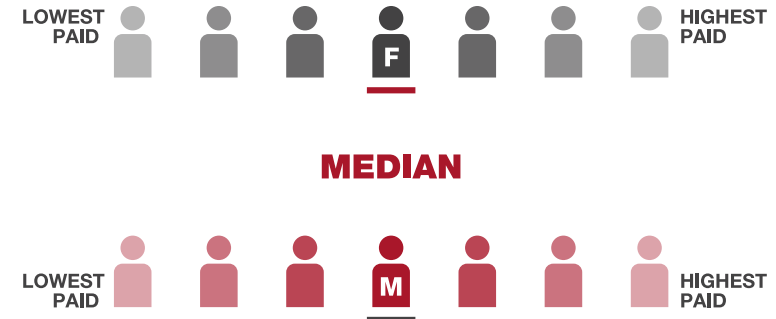
HOW DO WE CALCULATE THE GENDER PAY GAP?

As required by the reporting regulations, we report on the mean and median gender pay gap.

Mean: This is the difference between the average male salary and the average female salary. This average is calculated by taking the total hourly pay for all our female associates and dividing it by the total number of female associates. We do the same for our male associates and calculate the difference.



Median: If you were to line up all our female associates in order of earnings, the salary of the female in the middle is the median female salary. Comparing this to the median male salary provides the median gender pay gap.



The same methodology is used to calculate the bonus gap between males and females.

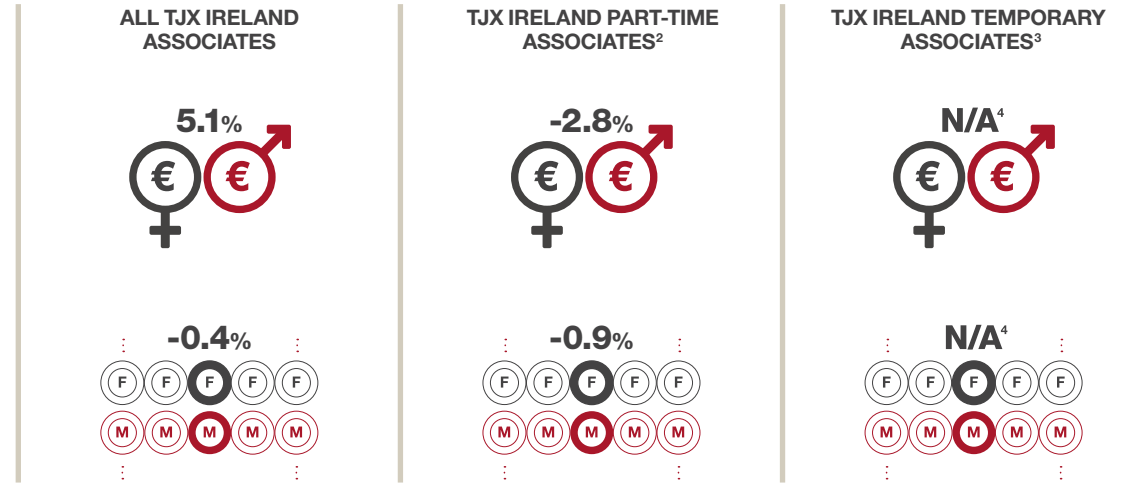
This gender pay gap report is a snapshot of our associate population and their pay rates on **23 June 2023**.

WHAT IS THE GENDER PAY GAP FOR TJX IRELAND?

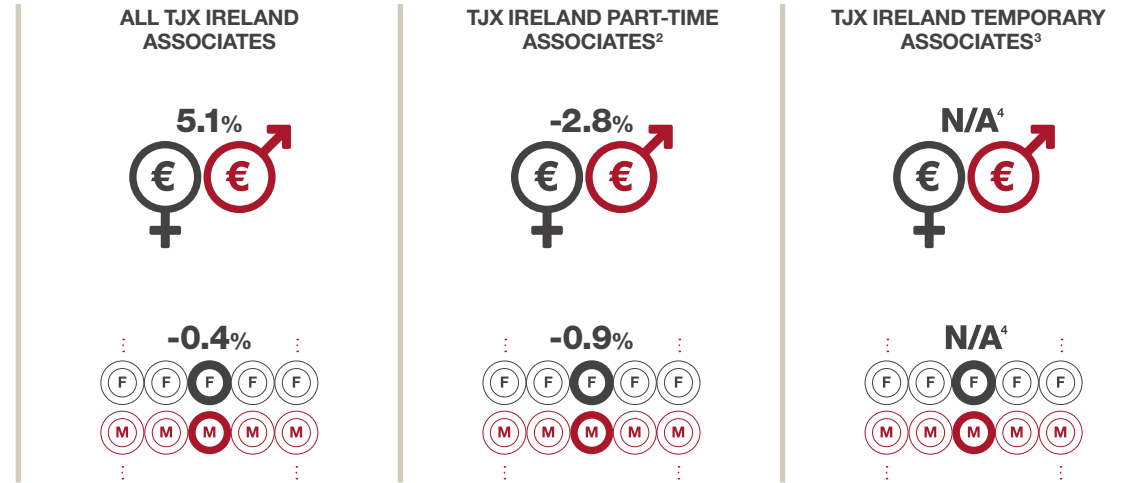
On the snapshot date, our mean gender pay gap in Ireland was **5.1%** while our median gap was **-0.4%** in favour of women.

Like many other retailers, we believe our **mean gender pay gap** is largely due to the greater representation of female associates in roles in our stores which make up the majority of roles in Ireland. We believe that the difference in the proportion of males and females within certain job functions influences our gender pay calculations.

MEAN GENDER PAY GAP



MEDIAN GENDER PAY GAP



QUARTILE PAY BANDS BY GENDER



² Under the gender pay gap reporting regulations in Ireland, a part-time associate is considered to be any associate who is contracted to work less than “normal working hours”, which for TJX Ireland is 37.5 hours per week.

³ A temporary associate is considered to be any associate with a contract that contains a specific end date.

⁴ On the snapshot date of 23 June 23, all of our temporary contracts were held by women.



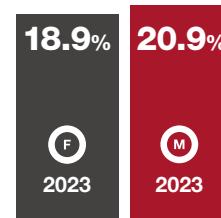
IRELAND GENDER BONUS GAP

Our bonus and reward programmes are multi-faceted and founded on the principles of teamwork and achievement of our overall business goals rather than individual performance or manager discretion. This, in addition to other factors including bonus programme eligibility, stock option activity and discretionary bonuses impacts our bonus calculation year on year.

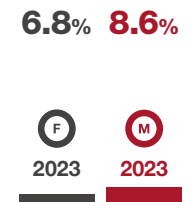
In the 12 months ending on 23 June 2023, no discretionary bonuses were paid to our store associates who represent the majority of our associates in Ireland. In the previous year we included a discretionary appreciation bonus for associates who did not have the opportunity to work from home during the COVID-19 pandemic and whose jobs required them to physically go into a work location.

On the snapshot date, the mean bonus gap was **4.5%** and the median gap was **8.1%**.

% OF ASSOCIATES, BY GENDER, RECEIVING A BONUS IN 2023



% OF ASSOCIATES, BY GENDER, RECEIVING BENEFITS IN KIND IN 2023⁵



MEAN GENDER BONUS GAP IN 2023



2023
4.5%

MEDIAN GENDER BONUS GAP IN 2023



2023
8.1%

⁵ Under the gender pay gap regulations in Ireland, a benefit in kind includes any non-cash benefit of monetary value provided to an employee. For TJX Ireland, this includes the provision of a company car, voluntary health insurance and stock options.

INCLUSION AND DIVERSITY AT TJX

TJX in Ireland is part of a global business that values inclusion and diversity. As a large, complex, and global business, The TJX Companies, Inc. believes it is important that our workforce reflects the diversity of our customers and the communities we serve. We know it is important to attract and retain talent within our organisation and believe that a diverse associate base can help make us a stronger company.

Women are an important part of our workplace diversity, and we are proud of the strong representation of women across our organisation, and throughout management and senior management levels.

Globally in The TJX Companies, Inc., women make up 78% of the total workforce and they hold 68% of our managerial positions, defined as Assistant Store Manager (or equivalent) and above. Further, women are strongly represented in our more senior positions across the company, with women comprising 49% of Vice President and above positions. Additionally, in Fiscal Year 2023, 80% of promotions globally were earned by women⁶.

⁶Statistics cited in this section are for TJX's Fiscal Year 2023, which ended 28 January 2023



Staynton,
European I&D Director
at TJX Europe

“We strive to create a great place to work at TJX Europe, where associates feel welcome, valued, and engaged. Our work on inclusion and diversity aims to foster an environment where associates can thrive and have an opportunity to reach their full potential.”

I’m really proud of the structures we have put in place across TJX Europe that are designed to enable us to listen to and learn from a diverse range of associates, and where senior leaders can play an active role in sponsoring initiatives that help drive our I&D agenda.

We plan to build on the success of our Associate Resource Groups and I&D Council, to help ensure we focus on meaningful priorities and continue to work to foster a more equitable and inclusive environment for our associates.”

KEY ACTIONS

Inclusion and diversity have long been a priority at TJX, and we endeavour to listen to our associates and identify actions and initiatives that we believe may create positive change. This section provides a few recent examples of these ongoing actions.



EMPOWERING OUR ASSOCIATES

Our dedicated inclusion and diversity (I&D) team continues to inform and provide input on the vision and direction for I&D within TJX Europe. An **I&D Council**, made up of associates from across the European business, has also been formed to facilitate associate feedback and provide insights which can be used to inform our people strategies.

Our **Associate Resource Groups (ARGs)** are voluntary, associate-driven groups that work closely with the I&D team to help foster a diverse and inclusive workplace. Across TJX Europe we have launched six ARG topics across 10 of our locations. These include two women's ARGs, as well as groups dedicated to wellbeing, disability and the experiences of the Black, Asian, and LGBTQ+ communities.



RECRUITMENT AND TALENT DEVELOPMENT

Inclusion and diversity are areas of continued focus in both our recruitment and talent development processes at The TJX Companies, Inc. and within our TJX Europe operations.

TALENT DEVELOPMENT

We aim to equip our associates with the tools and support, both formal and informal, to further enhance a culture of inclusion. We have expanded our global **‘Leadership Competencies and Cultural Factors’**, which help express TJX’s values and promote consistency in leadership development, to include a new leadership competency and cultural factor focused on inclusion-based values and behaviours. By adding this focus, we aim to formalise inclusion as a foundational value that represents who we are as a company and how we expect our leaders and associates to show up every day.

We run training programmes across the business in **inclusive leadership behaviours**, including understanding and overcoming unconscious bias and fostering inclusive and transparent talent feedback.

RECRUITMENT

Globally, we use a **text-analytics tool** to review the language used across our recruitment content and performance management systems from an inclusion perspective.

HEALTH AND WELLBEING

We have developed a dedicated **women's health strategy** at TJX Europe, focused on providing support for women's health issues. The programme is designed to increase awareness, provide supporting policies and resources, upskill our managers, and further promote gender equality within our business.

As part of this strategy, we launched a new **menopause policy** in Ireland and the UK, setting out the support available to associates experiencing menopause symptoms, as well as information and resources for managers and colleagues. We have also signed Wellbeing of Women's Menopause Workplace Pledge and make dedicated resources and expertise available to our associates through **Henpicked** and **Menopause in the Workplace**.

We have also rolled out a new **baby loss policy** in the UK and Ireland, formalising the support available to associates who have experienced any type of baby loss. An internal awareness campaign around the launch was designed to normalise discussions around loss and create a safe space where associates can, if they wish,

be open about their intentions to start a family, feel able to disclose loss, and access the support they need, when they need it. We have also signed the Miscarriage Association's Pregnancy Loss Pledge which signals our commitment to raising awareness and providing support for associates.

In Ireland we also make wellbeing support resources available through **Unmind** and the **Retail Trust** on a wide variety of topics, including women's health, relationships, stress management, building confidence and positive parenting. We offer regular webinars to promote health and wellbeing amongst our associates, featuring guest speakers and covering topics including gut health, sleep and more.

FLEXIBLE WORKING

In our stores in Ireland, we have rolled out new technology that enables **dynamic shift swapping**, designed to offer more transparency and flexibility in scheduling.

Our **stores** operate a variety of flexible working and shift patterns, including contracts that allow for job share opportunities, part-time and weekend working.

Throughout our offices in Europe, we promote a **flexible working model** to support the balance of work and personal needs. Our flexible working principles, including core hours and agile working, allow the majority of our office-based associates to flex their working hours and location in a way that balances their personal and work needs.





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OUR CONTINUED COMMITMENT

A passion for inclusion and diversity remains at the heart of our business. We are firmly committed to continuing to provide attractive and accessible opportunities throughout our organisation to help our associates in Ireland to fulfil their potential and plan to continue to explore initiatives which further this aim.

This statement confirms that the published information is accurate at the time of publishing as of the date referenced where applicable, and is signed by Sarah Lawrence, Group Director of HR, TJX Europe and David L. Averill, Company Director of TJX Ireland Unlimited Company.

Sarah Lawrence
Group Director of HR, TJX Europe

David L. Averill
Company Director of TJX Ireland Unlimited Company