

MODERN SLAVERY STATEMENT

(The Commonwealth Modern Slavery Act of 2018)

About Our Business. TJX is an off-price retailer of apparel and home fashions with over 4,500 stores across three continents in nine countries offering a rapidly changing assortment of merchandise. We source merchandise from a universe of more than 21,000 vendors and over 100 countries. Our strategies to acquire merchandise are intentionally flexible to allow our buying organization to react to frequently changing opportunities and trends in the market and to adjust how and what is acquired as well as when it is acquired.

Our Commitment. At TJX, we are committed to treating people with dignity, fairness, and respect. Both our TJX Global Code of Conduct, which applies to all of our employees (Associates) worldwide, and our Vendor Code of Conduct, which applies to our merchandise vendors, reflect these principles and prohibit involuntary or forced labor. We are aware that instances of modern slavery have been reported in merchandise supply chains. As described below, our Global Social Compliance program, which includes, among other things, our factory audit program, our Vendor Code of Conduct, our training efforts, and our grievance mechanisms for vendors, underscores our efforts to address and mitigate these risks with our merchandise vendors, and where appropriate, to take corrective action. We also regularly review factory audits performed, remediation efforts taken, and vendor training attendance, as part of these efforts.

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

While an overview of our efforts is provided here in response to the Commonwealth Modern Slavery Act of 2018, we invite you to explore a more comprehensive description of our Social Compliance Program within the Corporate Responsibility section of our website at <https://www.tjx.com/responsibility/responsible-business/social-compliance>.

Vendor Code of Conduct. As a condition of conducting business with TJX and as a means of self-certification, our merchandise vendors are required to agree to comply with our **Vendor Code of Conduct**, which prohibits involuntary or forced labor, including labor obtained through slavery or human trafficking. Our Vendor Code of Conduct further requires that the goods our merchandise vendors sell to us have been manufactured in accordance with all applicable laws and regulations, which include those pertaining to involuntary labor, forced labor or human trafficking. It also requires that merchandise vendors ensure that all subcontractors and any other third parties they use in the production or distribution of goods offered for sale in our stores comply with the principles described in the Vendor Code of Conduct. In May of 2020, we amended our Vendor Code of Conduct to expressly provide that our merchandise vendors must not require workers to surrender any identity papers as a condition of employment, and our merchandise vendors must reimburse their workers for any recruitment or hiring fees paid. Additionally,

we now require that merchandise vendors provide a written contract to their workers, with wage terms and terms of employment, prior to acceptance of employment.

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

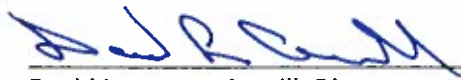
Third-Party Audits. We contract with both leading independent auditors (including UL, Intertek, and Omega) and other third parties (such as our buying agent) to conduct social compliance audits at factories that supply products that we have designed for sale in our stores and online. In addition, we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

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

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

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

This Statement relates to our fiscal year that commenced on February 3, 2019 and ended February 1, 2020. The publication of this statement has been delayed due to disruptions to our business caused by COVID-19. This statement encompasses The TJX Companies, Inc. and its consolidated subsidiaries because we take a global approach to modern slavery compliance. The following two entities are required to submit a statement under the Australian Commonwealth Modern Slavery Act of 2018: TJX Australia Holding Company Pty Limited and TJX Australia Pty Limited (the “reporting entities”). This Statement is a joint statement by these reporting entities. It has been approved by the Boards of Directors of both reporting entities. This Statement has been signed by a person who is a director of both reporting entities and who was authorized to sign the Statement on behalf of both reporting entities. This Statement was prepared after consultation between the reporting entities.



David Lawrence Averill, Director
TJX Australia Holding Company Pty Limited
TJX Australia Pty Limited