

The TJX Companies Inc.

TICKER
NYS:TJX

MARKET CAPITALIZATION
US\$63 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: Yes

TARGETS
None

OVERALL RANKING

29 out of **37**

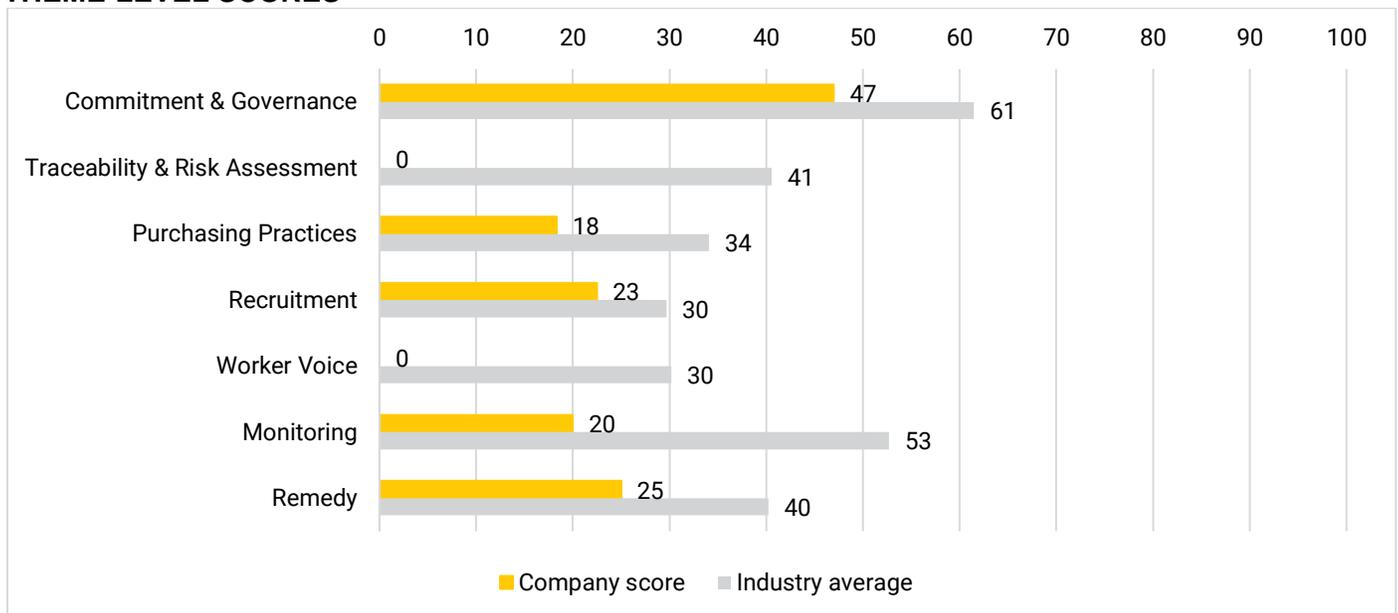
OVERALL SCORE

19 out of **100**

SUMMARY

The TJX Companies Inc. (TJX Companies), the leading apparel and footwear retail chain globally,¹ ranks 30th out of 37 companies and discloses significantly less information on its forced labor policies and practices than its peers. TJX Companies' score is based on its disclosure of a supplier code of conduct that prohibits forced labor and the retention of workers' documents and incorporates the [Employer Pays Principle](#). It requires that subcontractors comply with the code and incorporates it into supplier purchase orders. It discloses internal responsibility for suppliers' social compliance, training on forced labor and human trafficking for its own staff and its suppliers, and information on supplier monitoring and its corrective action process. TJX Companies does not disclose the steps it has taken to address the risks of alleged Uyghur forced labor across its supply chain tiers. It is encouraged to improve on the themes of Traceability & Risk Assessment, Purchasing Practices, and Worker Voice.

THEME-LEVEL SCORES



KEY DATA POINTS**SUPPLIER LIST**

■ No

IMPROVEMENTS OF FREEDOM OF ASSOCIATION

■ No

HIGH-RISK RAW MATERIALS²

■ Cotton

DATA ON PURCHASING PRACTICES

■ No

REMEDY FOR SUPPLY CHAIN WORKERS

■ No

LEADING PRACTICES

None.

NOTABLE FINDINGS

Commitment & Governance: TJX Companies requires its suppliers to comply with a code of conduct that prohibits forced labor, child labor, and discrimination in accordance with international standards. It discloses internal responsibility for its suppliers' social compliance, internal training on forced labor and human trafficking, and training for suppliers on its supplier code. It also discloses engaging with the Responsible Sourcing Network on the use of forced labor in cotton sourcing in Uzbekistan.

Recruitment: TJX Companies incorporates the [Employer Pays Principle](#) into its supplier code, which states that suppliers, not workers, are responsible for the payment of recruitment fees. It also prohibits the retention of workers' identity documents as a condition of employment.

Corrective Action Process: TJX Companies discloses a corrective action process for suppliers that includes verifying that the corrective action has been implemented.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: To demonstrate a strong understanding of its supply chains, TJX Companies may consider disclosing the names and addresses of at least its first-tier suppliers, information on its below-first-tier suppliers, the countries from which it sources raw materials at high risk of forced labor, and several data points on its suppliers' workforce. It is further encouraged to assess forced labor risks across its supply chains and disclose the risks identified.

Purchasing Practices: TJX Companies may consider taking steps to address forced labor risks in its raw materials sourcing. It is further encouraged to adopt responsible purchasing practices (such as improving planning and forecasting and prompt payment) and to provide procurement incentives (such as price premiums or increased orders) to suppliers to encourage or reward good labor practices. It is also encouraged to assess the risks of forced labor at potential suppliers before entering into contracts with them and to disclose the outcomes of this process.

Worker Voice: While TJX Companies provides generic contact details for external stakeholders, it is unclear whether this is intended to receive grievances relating to labor issues in its supply chains. The company may consider ensuring that a formal and effective mechanism to report grievances regarding labor conditions is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organizations or labor NGOs. Further, it is encouraged to take steps to ensure that workers in

its supply chains are aware of their rights and are able to exercise their rights to freedom of association and collective bargaining.

ENGAGED WITH KNOWTHECHAIN³

Informal (i.e., responsive to KnowTheChain but did not take part in the formal engagement/disclosure process).

¹ Statista (11 May 2021), "[TJX Companies - Statistics & Facts.](#)"

² For further details on high-risk raw materials, see [KnowTheChain's 2021 Apparel and Footwear Benchmark Report.](#)

³ Research conducted through November 2020 or through February 2021, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the [Business & Human Rights Resource Centre website](#).