

The TJX Companies Inc. (TJX)

TICKER
NYS:TJX

MARKET CAPITALISATION
US\$78.85 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: [Yes](#)

California Transparency in Supply Chains Act: [Yes](#)

Australia Modern Slavery Act: [Yes \(Disclosure of Subsidiary\)](#)

OVERALL RANKING

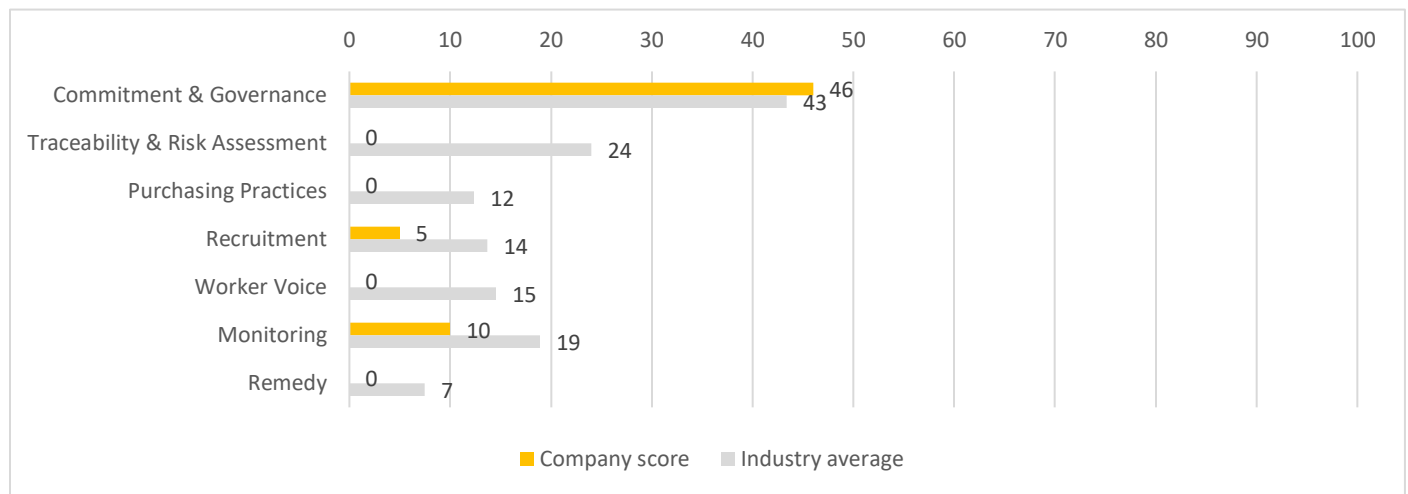
44 out of 65

[2021 Rank](#): 29 out of 37

OVERALL SCORE

9 out of 100

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST

No

RISK ASSESSMENT

No

DATA ON PURCHASING PRACTICES

No

ENGAGED WITH KNOWTHECHAIN²

No

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK RAW MATERIALS¹

Cotton

SUMMARY

The TJX Companies Inc. (TJX), a leading apparel and footwear retailer worldwide,³ ranks joint 44th out of 65 companies. Since 2021, the company has improved by disclosing more detail on the internal managerial responsibility for the implementation of its supply chain standards on forced labour and disclosing, for the first time, board oversight over these standards. The company's score is based on its slightly above-average score on the theme of Commitment & Governance. However, the company did not improve across other themes and performed particularly poorly on the themes of Traceability & Risk Assessment, Purchasing Practices, Worker Voice, and Remedy, scoring 0. As such, it was overtaken by other companies in the benchmark that presented stronger disclosure, and its rank has dropped by 15 places.⁴

The company has an opportunity to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Worker Voice, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its merchandise vendors (either across high-risk contexts or across all first-tier suppliers), the names and locations of below-first-tier suppliers, and data on its supply chain workforce, such as the percentage of women and migrant workers and the percentage of workers being paid a living wage. The company is further encouraged to conduct a human rights risk assessment on its supply chains, including risks of forced labour, and disclose the risks identified.

Worker Voice: The company is encouraged to clearly signpost a formal grievance mechanism open to supply chain workers and their labour representatives to report grievances regarding labour conditions in its supply chains, and to communicate it to suppliers' workers and other relevant stakeholders (e.g. worker organisations or labour NGOs). Further, the company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved. To evidence its commitment to improving working conditions, the company is further encouraged to work with local or global trade unions to support freedom of association in its supply chains. To guarantee such protections, it may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

¹ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 apparel & footwear benchmark [findings report](#).

² Research conducted through June 2023 or through September 2023, 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](#).

³ Statista (14 June 2022), "[TJX Companies](#)". Accessed 7 December 2023.

⁴ KnowTheChain's 2022-23 benchmarks use a revised methodology which prioritises a focus on the implementation of policies and processes and the outcomes they result in, as well as integrating a stronger focus on stakeholder engagement. In addition, the number of companies assessed in the ranking has increased from 37 in 2021 to 65 in 2023. See [here](#) for more information.