

VENDOR CODE OF CONDUCT

For our vendors to understand our standards and expectations, TJX has an established Vendor Code of Conduct, which requires each of our vendors, at a minimum, to act in accordance with all applicable laws and regulations when manufacturing products to be sold to TJX. Acceptance of our Vendor Code of Conduct is part of our purchase order terms and conditions for all merchandise vendors. We encourage vendors and suppliers with questions or concerns to contact us at complianceofficer@tjx.com.

The Code reflects our own high standards, which embrace internationally recognized principles designed to protect the interests of the workers who manufacture products for sale in our businesses. These principles have been informed by, and in many instances incorporate, human rights, labor rights, and anti-corruption standards enunciated by the United Nations and other respected international bodies, such as the International Labour Organization and its core standards. We are committed to respecting the rights of all workers, in particular, the rights of women and children, who can be especially vulnerable in the retail manufacturing supply chain.

In 2019, we benchmarked our Vendor Code of Conduct against the codes of many industry peers. This benchmarking helped us to better understand the common practices in the industry and identify where our programs are aligned, as well as help us further evaluate amendments we may want to make in the future.

TJX VENDOR CODE OF CONDUCT

TJX requires that all products offered for sale in our stores be produced in facilities that meet specific criteria, as set forth below:

COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS

Our vendors and the factories in which the merchandise they sell us is manufactured (collectively, our "vendors") must comply with all applicable laws and regulations, including, but not limited to, animal protection laws and all laws, regulations, and internationally adopted restrictions concerning bribery and corruption.

HEALTH AND SAFETY

Our vendors must provide their workers with safe and healthy conditions, including in any living facilities that may be provided.

CHILD LABOR

Our vendors must not use child labor. The term "child" is defined as anyone younger than 15 years of age (or younger than 14 years of age where the law of the country of manufacture allows 14-year-olds to work). However, in countries where the legal age for completing compulsory education is higher than 15, then we define "child" as anyone younger than the age for completing compulsory education.

FORCED LABOR

Our vendors must not use voluntary or involuntary prison labor, indentured labor, bonded labor, labor