

TJX UK 2023 GENDER PAY STATEMENT

TJX[®]
EUROPE



INTRODUCTION

At TJX, inclusion and diversity have been an important part of who we are for many years. 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, experience, and scope of responsibilities. At TJX in the UK 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, as in previous years, we believe the difference in gender representation across different job functions continues to impact our gender pay calculations. The majority of our associates employed in the UK 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 UK, 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 wellbeing resources, flexible working practices, and we have a variety of initiatives, which include menopause and baby loss policies, as well as a company-wide focus on inclusion-based values and behaviours. We know that this work is a journey, and we have continued to expand our programmes each year with the aim of fostering an inclusive workplace for our associates.

Sarah Lawrence

Group Director of HR, TJX Europe



WHAT IS THE GENDER PAY GAP?

In line with the UK Government's gender pay regulations, employers in the UK 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.

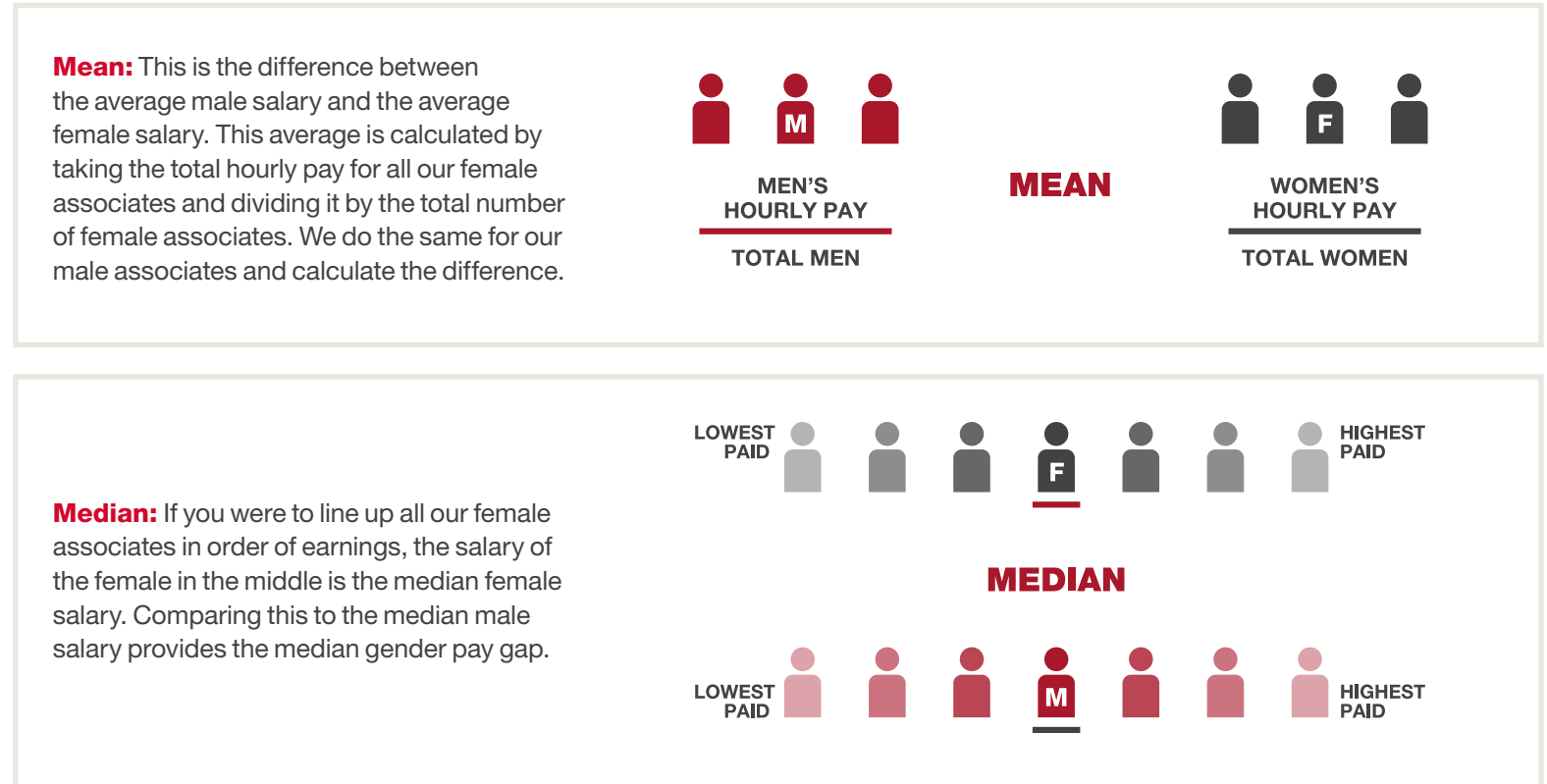
The principle of equal pay has been part of UK law for many years and generally means that men and women in comparable positions receive the same pay for doing the same work. At TJX, we value and uphold this principle and are committed to the belief that individuals should be compensated competitively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

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.



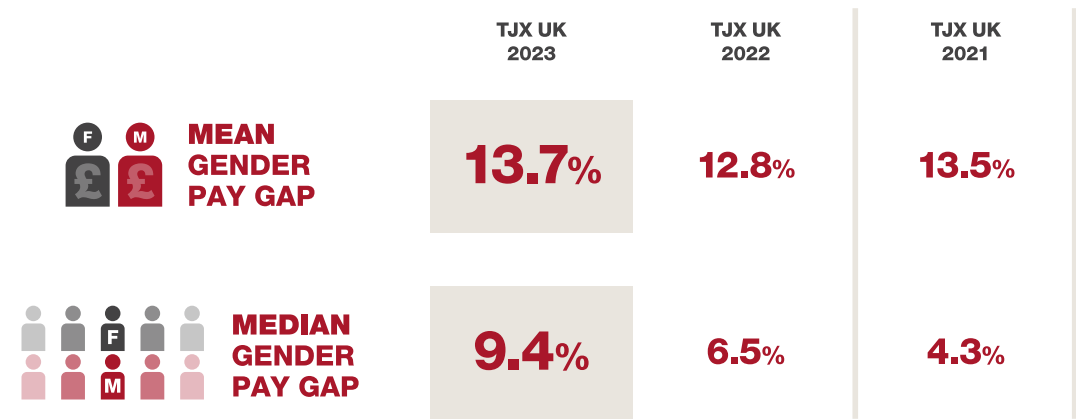
The same methodology is used to calculate the bonus gap between males and females.

This gender pay gap report is a snapshot of our associate population and their pay rates on **5 April 2023**.

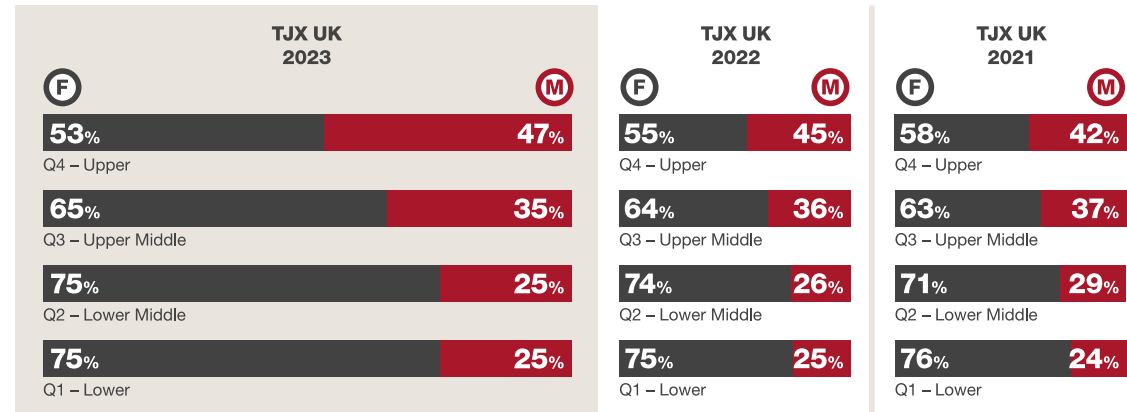
WHAT IS THE TJX UK GENDER PAY GAP?

On the snapshot date, our mean gender pay gap in the UK was **13.7%** while our median gap was **9.4%**. Like many other retailers, we believe our **mean gender pay gap** is largely due to the greater representation of female associates in our lower and middle paid roles. There are more women than men in our UK organisation across all four of our pay quartiles. In quartiles one to three, which represent the lower to middle paid roles in our business, the representation of women is much higher than men, while in quartile four, which comprises a broad range of roles including the higher paid managerial roles, there is a more even distribution.

The mean gender pay gap within quartiles one to four varies per quartile between 0.8% and a negative gap in favour of women, which continues to support the belief that our overall pay gap is significantly influenced by the greater number of women than men in our lower and middle paid roles.



QUARTILE PAY BANDS BY GENDER

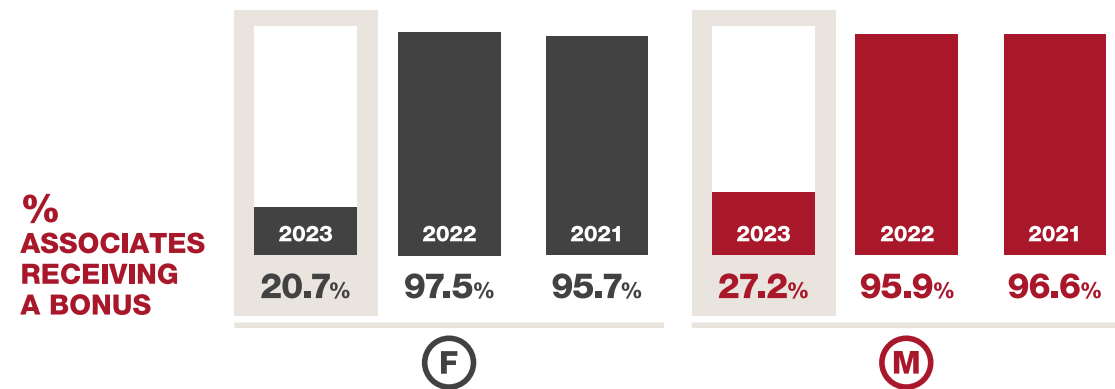
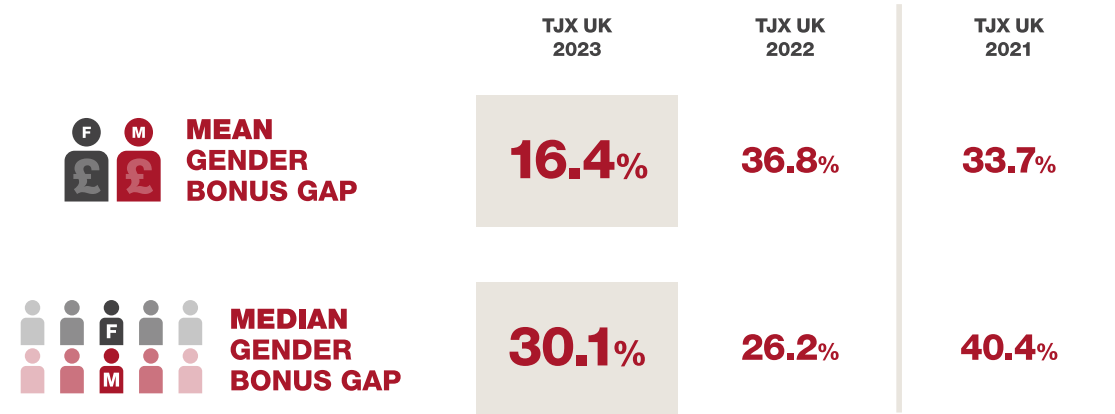


UK GENDER BONUS GAP

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, can make meaningful year-on-year comparisons challenging.

Among associates who received bonuses during this 12-month period, the mean bonus gap was **16.4%** and the median gap was **30.1%**.

The reported amounts for the previous two years reflected appreciation bonuses that were paid in connection with the COVID-19 pandemic that differed from our typical bonus programmes.



The gender bonus gap for 2023, 2022, and 2021 is calculated based on bonuses paid during the 12-month period ending 5 April 2023, 5 April 2022, and 5 April 2021, respectively.

INCLUSION AND DIVERSITY AT TJX

TJX in the UK is part of a global business that values inclusion and diversity. As a large, complex and global business, The TJX Companies, Inc. believes that the diversity of our workforce helps us better serve our broad and diverse customer base around the world. 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 77% of the total workforce and they hold 68% of our managerial positions, defined as Assistant Store Manager (or equivalent) and above. Furthermore, women are strongly represented in our more senior positions across the global company, with women comprising 52% of Vice President and above positions. Additionally, in Fiscal Year 2024, 79% of promotions globally were earned by women¹.

¹Statistics cited in this section are for TJX's Fiscal Year 2024, which ended 3 February 2024



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.
- / We have increased our European **Associate Resource Groups (ARGs)** from seven to ten. These are voluntary, associate-driven groups that work closely with the I&D team to help foster a diverse and inclusive workplace.
- / The increase has created two more women's ARGs, bringing the total to four across our European operations. Our **Women's ARGs** are structured to offer a safe space for women to share their experiences, normalise and promote discussions around women's issues, raise awareness, and provide support and opportunities. We also have 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.

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.
- / In the UK, we've introduced a range of new attraction materials which represent our inclusive culture and share real journeys of our associates, and we are presenting them across a range of media to appeal to a wide demographic.
- / We've recently updated our **internal recruitment** process with the intent of increasing accessibility for associates within our business to job opportunities at TJX. Associates now have access to comprehensive information about internal roles across various business areas, direct links to job adverts, and clear guidance on how to navigate the application process. We've also made the process more transparent and user-friendly by including

job levels and hiring manager details. These updates not only empower associates to explore diverse career paths within TJX, but also help hiring managers to reach a wider audience of potential candidates. Overall, these enhancements underscore our commitment to building our talent pipeline and fostering inclusion across the organisation.

- / We run training programmes across the business in **inclusive leadership behaviours**, including understanding and overcoming unconscious bias, and fostering inclusive and transparent talent feedback.
- / In our processing centres, we have continued our partnership with **Everywoman**, a network specialising in career development for women in business. They offer accessible learning resources and tools designed to help associates develop key skills or behaviours, such as leadership, resilience and allyship.

- / We continue to offer opportunities for our UK store associates (a high proportion of whom are female) to access **development opportunities** in our head office, including apprenticeships; the one-year 'Dream Big' placement scheme in Brand & Marketing; and 'Insight', a six-week placement in Merchandising & Buying.



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.

Our **menopause policy** in the UK sets 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.

Our **baby loss policy** in the UK formalises the support available to associates who have experienced any type of baby loss. We have also signed the Miscarriage Association's Pregnancy Loss Pledge which signals our commitment to raising awareness and providing support for associates.

In the UK, our associates have access to **Peppy**, a health app that provides free and confidential support to our associates, including personalised video and phone consultations with expert practitioners, as well as emotional wellbeing support and free and trusted information on men's and women's health topics.

We also make wellbeing support resources available through **Unmind** and the **Retail Trust** on a wide variety of topics, including relationships, stress management, and confidence. 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

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.

In select stores in the UK, we have technology that enables **dynamic shift swapping**, designed to offer more transparency and flexibility in scheduling.

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





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 the UK 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 UK.

Sarah Lawrence
TJX Europe, Group Director of HR

David L. Averill
Company Director of TJX UK

