Business and Human Rights Centre

US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

TJX

Indicator	Finding - 2026	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	At TJX, our business dealings and interactions are grounded in our long-held core values of honesty, integrity, and treating others with dignity and respect. This includes respect for the human rights of the workers producing the products that we offer for sale to our customers. We hold ourselves to high ethical standards, and we expect respect for human rights to be taken seriously by stakeholders throughout our global operations and supply chain.... ...Our Vendor Code of Conduct serves as the foundation for our Global Social Compliance Program. Our Vendor Code of Conduct reinforces our expectations on child and forced labor, ethical business standards, wages and benefits, environmental expectations, and more. As the Vendor Code of Conduct has evolved over the years, we have reviewed and taken inspiration from the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's Declaration on Fundamental	Human Rights	https://www.tjx.com/corporate-responsibility/governance-integrity/human-rights	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	Our vendors must not use voluntary or involuntary prison labor, indentured labor, bonded labor, labor acquired through slavery or human trafficking, or any forms of involuntary or forced labor. All work must be voluntary, and workers must be free to terminate their employment.	Vendor Code of Conduct	https://www.tjx.com/corporate-responsibility/responsible-sourcing/global-social-compliance#vendor-coc	No change	
Human rights defenders & civic space	No evidence			No change	
Gender equality and women's empowerment	It is against TJX policy to base employment-related decisions on an individual's race, color, religion, sex, age, national origin, ancestry, sexual orientation, disability, medical condition, genetic information, protected leave status, gender, gender identity or expression, pregnancy, marital or parental status, military or veteran status, political beliefs, or any other status protected under applicable law. We are committed to providing equal employment opportunity and equal access to workplace benefits to qualified individuals with disabilities.'	Global Code of Conduct 2021	https://www.tjx.com/docs/default-source/default-document-library/TJX-Code-of-Conduct.pdf	No change	
Indigenous Peoples	... our Supplier Diversity Program has been dedicated to broadening our potential supplier base for acquiring not-for-resale goods and services. Over the years our program has expanded to new regions and helps to provide additional opportunities to businesses owned by minorities, women, veterans, LGBTQ+ individuals, Aboriginal or Indigenous peoples, people with disabilities, and more. Through our work, we aim to create meaningful partnerships, increase opportunities for growth and development for diverse businesses, and help contribute to the economic well-being of our communities.	Supplier Diversity	https://www.tjx.com/corporate-responsibility/responsible-sourcing/supplier-diversity	No change	
Living wage					
Living wage, own operations	No evidence			No change	
Living wage in supply chain	No evidence			No change	
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	As part of our Global Social Compliance Program, we regularly monitor a portion of our merchandise supply chain through our factory auditing program. The program is generally focused where we have more influence in bringing the products to market. We take this approach because it is where we believe we are most likely to have a meaningful impact. Factories in our auditing program are required to undergo periodic audits to evaluate adherence to our Vendor Code of Conduct and local laws. In Fiscal 2025, we audited, or received audit reports from, more than 3,300 factories in almost 30 countries. Working hour violations, health and safety violations, and various benefits-related violations were among the most common violations identified	Global Social Compliance	https://www.tjx.com/corporate-responsibility/responsible-sourcing/global-social-compliance#factory-auditing	No change	
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	We expect that our affected vendors will not knowingly supply us with products that include conflict minerals that directly or indirectly benefit armed groups in the DRC or adjoining countries, although we do not discourage responsible sourcing from that region. We further expect our vendors and buying agent(s) to comply with our requests to provide us with information and perform due diligence regarding their sourcing of the minerals at issue. Our practice is to consider appropriate remediation steps if we find that a	Conflict Minerals report	https://www.tjx.com/docs/default-source/corporate-responsibility/tjx-conflict-minerals.pdf?sfvrsn=9bf2b749_2	No change	
Affected stakeholder engagement	We strongly believe that for our efforts to be effective, they must evolve and be informed by the perspectives of our many stakeholders, including our Associates, customers, investors, and others. Therefore, we strive to maintain an open dialogue with these important groups as we strive for continuous	Human Rights	https://www.tjx.com/corporate-responsibility/governance-integrity/human-rights	No change	

Human rights requirements in supplier code/requirements	As with all our corporate responsibility programs, we are committed to continuous improvement. As the Code has evolved over the years, we have reviewed and taken inspiration from the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, as well as the results of benchmarking our Code against those of industry peers and feedback from other stakeholders. In recent years, we have made changes to our Code that provided more specificity around our expectations on important issues like child labor and forced labor, wages and benefits, freedom of association, and ethical business standards. We also made additional enhancements to our Code that focused on employee safety, among other things, and added grievance mechanism details, including a website and phone number for anyone wanting to report concerns. Our most recent review and update to our Code occurred in Fiscal 2026, and we plan to continue to evaluate	Vendor Code of Conduct	https://www.tjx.com/corporate-responsibility/responsible-sourcing/global-social-compliance#vendor-coc	No change
Global Framework Agreement	No evidence	Industriall Union	https://www.industriall-union.org/global-framework-agreements	No change
Access to remedy				
Grievance mechanism for own employees	Our decades-long, open door philosophy supports our efforts to foster an inclusive workplace where Associates feel welcome when they walk in the door; valued for their diversity of thought, background, and experience; and engaged with our mission to deliver great value to our customers every day. Associates are encouraged to bring ideas forward, ask questions, voice concerns, and report any possible violations. In addition to encouraging our open door philosophy, Associates around the world can report concerns or violations of the Global Code of Conduct 24/7 through the TJX Helpline, either online or by phone, anonymously. Associates are made aware of the TJX Helpline, which is available in multiple languages, as part of their orientation and through trainings during their career with us. TJX will not tolerate retaliation or victimization for making good-faith reports or for participating in an investigation or proceeding relating to a complaint.	Human Rights	https://www.tjx.com/corporate-responsibility/governance-integrity/human-rights	No change
Grievane mechanism for workers - supply chain	In addition to the program components outlined above, we are committed to providing stakeholders access to a grievance mechanism, The TJX Helpline. Our Associates, merchandise vendors, factory workers in our supply chain, and others can report suspected violations of our policies and standards through an online submission or via a dedicated phone line. The TJX Helpline is available 24/7 in 11 languages, and suspected violations and concerns can be reported anonymously. We publish information about the Helpline in a variety of places, including the Vendor Code of Conduct, which is available below and on our vendor website, as well as our TJX Global Code of Conduct for Associates. In addition, we expect our merchandise vendors to provide a fair and accessible grievance mechanism for their workers, as described in our Vendor Code of Conduct.	Global Social Compliance	https://www.tjx.com/corporate-responsibility/responsible-sourcing/global-social-compliance	No change
Grievance mechanism for external individuals & communities	See above			No change
Governance and staffing				
Board and/or C-Suite-level oversight	Our Board has oversight responsibility of our global corporate responsibility strategies, which are supported by cross functional committees and teams.	Global Corporate Responsibiltiy Report 2025	https://www.tjx.com/docs/default-source/corporate-responsibility/tjx-2025-global-corporate-responsibility-report.pdf?sfvrsn=fb161861_1	No change
Senior level responsibility for human rights	An executive steering committee, chaired by a senior executive vice president (SEVP) who reports to the CEO and consisting of other senior executive leaders from functions including Finance, Legal, Human Resources, Marketing, and Operations, is responsible for providing strategic management oversight, guidance, and support related to corporate responsibility priorities in alignment with our business priorities. The scope of the executive steering committee's work extends across business functions and geographies, and the executive steering committee also is responsible for providing periodic updates to the Board...	Global Corporate Responsibiltiy Report 2025	https://www.tjx.com/docs/default-source/corporate-responsibility/tjx-2025-global-corporate-responsibility-report.pdf?sfvrsn=fb161861_1	No change
Reporting and transparency				
Human rights reporting (integrated or stand-alone)	Integrated in 2025 Annual Corporate Responsibility Report	Global Corporate Responsibiltiy Report 2025	https://www.tjx.com/docs/default-source/corporate-responsibility/tjx-2025-global-corporate-responsibility-report.pdf?sfvrsn=fb161861_1	No change
Transparency Pledge	No	Transparency Pledge	https://transparencypledge.org/aligned/	No change
Global Apparel Facilities in Open Supply Hub	0	Open Supply Hub	https://opensupplyhub.org/	No change
Memberships				

RBA	No [RBA] In addition: To help support us in our global social compliance efforts, we collaborate with various industry groups such as . . . the Responsible Business Alliance (RBA) Responsible Labor Initiative. [Global Corporate Responsibility Report 2025]	RBA Global Corporate Responsibility Report 2025	https://www.responsiblebusiness.org/about/members/ https://www.tjx.com/docs/default-source/corporate-responsibility/tjx-2025-global-corporate-responsibility-report.pdf?sfvrsn=fb161861_1	No change
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change
Lobbying & Ethics				
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change
Anti-bribery and anti-corruption policy	We do not engage in, tolerate, or permit bribery, corruption, or similar unethical business practices. This means that, among other things, we all must follow global anti-corruption laws— including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act—in all of our business dealings worldwide (regardless of where we each are located). No Associate or third party working on TJX's behalf may offer, authorize, give, request, or accept any bribe or, with improper intent, any other thing of value, to or from any person—whether the other party is a government official or otherwise.	Global Code of Conduct	https://www.tjx.com/docs/default-source/default-document-library/TJX-Code-of-Conduct.pdf	No change

//END//