



# TJX

Subsidiaries: TJ Maxx, Marshalls, HomeGoods, Sierra, Winners, HomeSense

Locations: Massachusetts (HQ)

Industries: Retailing

RISK LEVEL:



Medium Risk

## DESCRIPTION:

TJX Companies is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. TJX occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

## Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

*TJX received a score of 45 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk**

*TJX's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (3).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*TJX appears to prioritize diversity over merit in its leadership composition. From its 2023 Corporate Social Responsibility Report: "We are also committed to working toward increasing the representation of diverse candidates in management-level positions, including people of color, LGBTQ+ individuals, people with disabilities, and women." TJX offers unconscious bias training to its recruitment teams (1). The company appears to prioritize diversity over merit in its supply chain as well. From its 2023 Corporate Social Responsibility Report: "Our Supplier Diversity Program... has expanded to help provide additional opportunities to businesses owned by minorities, women, veterans, LGBTQ+ individuals, and persons with disabilities" (2). The company does not provide viewpoint protections for its employees (3)(4).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

After then-President Donald Trump's inauguration, T.J. Maxx and Marshalls both stopped promoting Ivanka Trump-brand products in-store, though both stores continued to sell those products (1). The company is committed to net zero greenhouse gas emissions by 2040 (2).

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk**

TJX provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). The company's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (4)(5). TJX is a Silver Tier corporate sponsor of the Trevor Project, an organization that advocates for controversial sex and gender ideology, including "gender transition" drugs and surgeries for minors, through legislation, litigation, advertising, and PR campaigns. The organization also hosts online chatrooms that allow adults to communicate with minors as young as 13 about sexually explicit topics. Adults in these chatrooms have encouraged minors to adopt transgender identities and withhold this information from their parents (6)(7)(8)(9)(10). TJX has pledged \$10 million to various racial justice organizations, including the National Urban League and the Boston University Center for Antiracist Research, which was founded by Ibram X. Kendi (11)(12). The company also supported the YWCA of Central Massachusetts and the YWCA USA (13). TJX is a Gold partner of PFLAG, an LGBTQ+ activist group that promotes books for children with sexually explicit and gender fluid content and advocates against laws that inform parents of their child's gender dysphoria or prevent unapproved transgender medical treatments for minors (14)(15)(16). The company is a partner of the HRC's Foundation (17). TJX sponsored the 2025 Pride "Bigger Than" Texas Festival (18). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (19).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

TJX does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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