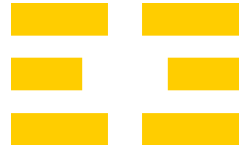




## TJX Companies

Subsidiaries: TJ Maxx, Marshalls, HomeGoods, Sierra, Winners, HomeSense  
Locations: Massachusetts (HQ)  
Industries: Retailing

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

TJX Companies vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. TJX provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. It also uses sex and gender ideology criteria in philanthropic support. The company has funded the Boston University Center for Antiracist Research. TJX has partnered with many ideological organizations, including PFLAG, the National Urban League, and the YWCA. The company appears to prioritize diversity over merit in its recruitment, supply chain, and leadership composition. For these reasons, TJX Companies receives a Medium Risk rating.

### Corporate Weaponization

**Has denied service to 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(1)(2). However, it has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*TJXRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.** **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 (12). TJX appears to prioritize diversity over merit in its recruitment efforts (3). TJX does not provide viewpoint protections for its employees (4).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium 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). TJX scored a 45 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (2)(3). TJX is committed to net zero greenhouse gas emissions by 2040 (4).

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

TJX provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). The company 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 (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. 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 (6)(7). TJX also supported the YWCA of Central Massachusetts and the YWCA USA (89)(10)(11).

**Uses corporate political 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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