



## TJX Companies

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

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

TJX Companies, the parent company of TJ Maxx, Marshalls, HomeGoods, and more, has religious and viewpoint discrimination protections for its employees. TJX has funded the Ibram X. Kendi-led Boston University Center for Antiracist Research, and the company provides abortion-related health benefits to its employees. Though TJX has kept its name generally out of political discourse with regard to specific issues, the company has stopped promoting Trump-brand products and reiterated its commitments to ESG practices. It also does not discriminate against religious groups in its charitable giving. There are no known cases of employees being fired for religious or political beliefs. 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 Companies has not publicly terminated business relationships due to religious beliefs or political views. The company received a score of 90 on the Corporate Equality Index. Among other requirements, this means TJX has pledged to vet vendors based on LGBTQ policies (1).*

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

*TJX and its foundation do not discriminate against religious organizations in their charitable giving (1). However, TJX requires nonprofits it works with to have nondiscrimination policies, including protections for "gender identity and expression" (2).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk**

*TJX does not protect its employees from viewpoint discrimination (1).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk**

TJX and its subsidiaries regularly sponsor local LGBTQ Pride Month parades and events during Pride Month (1). 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 (2). TJX has begun to release ESG-focused reports and initiatives, including providing unconscious bias training for employees and pledging to further emphasize racial background in hiring (3).

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

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 (1)(2). In a proxy statement after the overturning of Roe v. Wade, TJX reiterated that the company provides "comprehensive" abortion-related benefits to employees (3).

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

TJX does not operate a PAC at this time.

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