

Growing with Care

Burlington Corporate
Social Responsibility
Report 2021



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About This Report

This report highlights our Corporate Social Responsibility (CSR) efforts and focuses on the Environmental, Social and Governance (ESG) issues of greatest importance to our stakeholders. It has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option, and it also aligns with several broader frameworks, including the Sustainability Accounting Standards Board (SASB) Standards, CDP and the Task Force on Climate-related Financial Disclosures (TCFD). We incorporate feedback from stakeholders, including investors, to disclose priority issues, with reporting reviewed with our Board of Directors. Information in this report principally covers our 2021 fiscal year (FY 2021), which ended on January 29, 2022. Where “2021” is referred to, it means FY 2021, and all data refers to FY 2021 unless otherwise stated. Please note that environmental sustainability data points (GHG Emissions, Energy, Waste) are based on activity between February 1, 2021 and January 31 2022. If you would like further information or to provide any feedback, email us at Info@BurlingtonInvestors.com

🔗 [Jump to Data and disclosures](#)

Key:

P Priority Issue per ESG Priority Topics, [See page 8.](#)

Year at a Glance



Associates

6,400+

jobs created¹

74%

women in the workforce

100

Best Companies to Work For[®]



Communities

~\$7.3m

raised at customer point of sale

20 years

Honored Friend of The Leukemia and Lymphoma Society

New

Burlington Stores Foundation launched



Environment

New

Sustainability 2.0 Strategy

44%

reduction in Scope 1&2 GHG emissions⁴

9%

renewable energy consumption



Supply Chain

100%

of new import suppliers were screened against social criteria²

~2,000

import supplier audits conducted

4,100+

product test reports issued



Governance & Ethics

40%

Board diversity³

ESG/CSR

Executive Steering Committee established

1st

ESG-focused multi-investor meeting

1. Net figure compared to employee count at the same time as of the end of FY2020.
 2. Social risk criteria cover child labor, anti-slavery, human trafficking, forced and indentured labor risks.
 3. Diversity includes board members who disclosed identities of race, ethnicity and gender.
 4. Square foot intensity compared to 2016 baseline.

Chief Executive Statement

Why **Growing with Care** has never been more important



In the last year, we have seen just how critical off-price retail – and caring service – have been to millions of U.S. families. Not long after the worst of the COVID-19 pandemic was over, food and gas prices soared, making every dollar count for so many. Doing business the right way, demonstrating our values, and flexing our offer to meet customer needs have been fundamental to our success.

We've not only grown as a business (making solid progress against the Burlington 2.0 strategy), but we've grown with care – our corporate social responsibility (CSR) program delivered on multiple metrics, from diversity, equity, and inclusion (DEI) to climate action and community giving. To drive further momentum, we added an ESG/CSR Executive Steering Committee in 2021, and hosted our first broker-sponsored, ESG-focused investor meeting.

Looking at our main focus – our Associates – we've launched our most ambitious DEI strategy yet, steered by our new Chief DEI Officer. I'm personally committed to this issue, joining other CEOs in signing the [CEO Action for Diversity and Inclusion Pledge](#) to advance DEI across Burlington workplaces.

All of us at Burlington can be proud of how we're doing – Champion of Board Diversity for the third year in a row, Forbes Best Employer for Diversity, and 100 Best Companies to Work For® – to name just a few accolades in 2021. While working to create welcoming and inclusive places to work, we also invest in making sure Associates grow with us – delivering approximately 2 million eCourses and 400,000 hours of eLearning in the last year alone.

We also focus on the communities where we operate and live. Tough times make it even more imperative to double down on our commitment to unlock our full potential, and make a positive difference in society. We gave nearly \$7.3 million to non-profits through customer point of sale donations – bringing our 20-year giving total to more than \$73 million. And we launched the Burlington Stores Foundation, a 501(c)(3) non-operating private foundation, with a mission of supporting non-profits nominated by Associates that support education, health, and poverty relief in communities across the U.S. and Puerto Rico.

Launching Sustainability 2.0, our environmental strategy and third focus in this report, marked a milestone in our journey to grow with care.

In addition to actions we have taken in our stores, distribution centers (DCs) and corporate offices to reduce waste and energy consumption, we're scaling our ambitions with a new climate target to reduce Scope 1 and 2 greenhouse gas emissions 60% by 2030⁴ and achieve 20% renewable energy consumption by 2030. CSR extends into our supply chains too – you will see on page 35 just how many checks we carry out to confirm that our products are safe and responsibly sourced.

These are indeed exciting times, and I know my fellow Board members will echo my optimism about what we can accomplish in the years ahead. For this, on behalf of the Board of Directors, I thank all our Associates and shareholders, and present to you our 2021 CSR Report.

A handwritten signature in black ink, appearing to read "M O'Sullivan".

Michael O'Sullivan
Chief Executive Officer (CEO),
Burlington Stores

⁴Intensity metric per square foot compared to our 2016 baseline.

Our Burlington

At Burlington, we recognize that our long-term success is supported by our commitment to act in sustainable ways. Our CSR programs strive to address impacts inside and outside our walls, allowing us to grow in harmony within the communities where we operate.

With headquarters in New Jersey and operations in 45 states and Puerto Rico, Burlington Stores, Inc. (Burlington), is a nationally recognized off-price retailer with 2021 net revenue of \$9.3 billion. We are a Fortune 500 company, and our common stock is traded on the New York Stock Exchange under the ticker symbol BURL. As of January 29, 2022, we employed 62,395 Associates, including 47,592 part-time and seasonal Associates. Of those, 86% worked in our 840 stores, 10% in DCs and 4% in corporate offices.

In 2021, we capitalized on a strong consumer demand environment, posting a 15% comparable sales increase⁶ – a record result for the company. Certainly we benefited from the COVID-19 vaccine rollout and substantial federal stimulus payments to our consumer base in 2021. These factors, combined with pent-up demand, helped drive a strong sales trend across all our markets.

While external factors drove a favorable demand in the environment, we were able to increase our market share by successfully implementing and executing on our Burlington 2.0 strategy. We increased sales by 28%⁶, a result that surpassed most retailers. Overall, we were MUCH MORE off-price in how we operated our business, which is the foundation of our Burlington 2.0 strategy.

6,400+
jobs created⁵

5. Net figure compared to employee count at the same time in 2020.
6. Baseline of fiscal year 2019 (FY 2019).

- We Are an Off-Price Retailer
- We Live by Our Core Values:
 - Drive Results
 - Trust and Respect Each Other
 - Build Teams and Partnerships
- We Believe Everyone Matters
- We Win Together
- We Are a Caring Company



Our Burlington

continued

Pillars of Burlington Corporate Social Responsibility

CSR goes hand-in-hand with a responsible execution of the Burlington 2.0 Strategy – our blueprint to become an even stronger off-price retailer.

Our CSR efforts are reflected across these five pillars:



Associates

Attracting, developing, and retaining top talent is key to our growth. Success for us depends on an engaged and motivated workforce, and we work to create a welcoming, diverse, and inclusive environment where Associates build careers for life.

1



Communities

We are proud of our tradition of giving back to our communities nationwide. As a caring company, we focus on causes that resonate with customers and Associates.

2



3

Environment

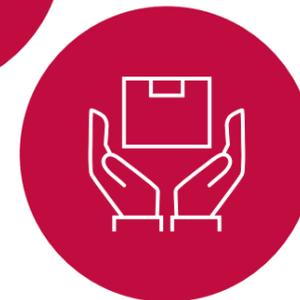
Being a successful company means also being a responsible steward of the natural environment. We are doing our part to tackle environmental challenges – from energy and climate change, to chemical pollution and waste.



4

Supply Chain

Managing our Supply Chain to reduce our environmental impact and integrate diversity in procurement, while ensuring our suppliers respect human rights, operate safely, and deliver high quality products is essential to our long-term success.



5

Governance And Ethics

Upholding integrity and ethical conduct requires transparent governance, robust risk management, and systematic stakeholder engagement. We are continually monitoring and refining our responsible business practices.



ESG Prioritization



Within our CSR work, we have launched a strategy dedicated to environmental sustainability – find out more on page 27.

With transparent disclosure, meaningful stakeholder dialogue and good governance, we’re continually improving and doing our part to support the United Nations Sustainable Development Goals. As a first step, we have identified six out of the 17 Sustainable Development Goals where we believe we can have the most positive impact. We plan to report on our progress against these goals in the future.



Priority Topics and Stakeholder Engagement

In order to understand the ESG issues to prioritize and drive action on, we engage with stakeholder groups on a meaningful and regular basis. Strategic engagement centered around our first formal materiality assessment – a rigorous process involving a landscape assessment of global frameworks and investor reports⁷; surveying Associates and customers; and in-depth internal and external interviews⁸ to narrow the issues identified

7. Including GRI, SASB, MSCI and Vigeo Eiris.

8. With Burlington Associates from all levels and divisions of the business, as well as external stakeholders (including a vendor, landlord, investor, and Board member).

down to a shortlist which was reviewed by Burlington’s Executive Leadership Team and Board.

At Burlington, we strive to prevent or mitigate potential negative impacts on the environmental and social issues identified.

Though Burlington plans to focus on all 21 issues, in this report, you will see the nine priorities shown as **P**.

We continue to monitor all issues, including those not shown above but emerging as increasingly important. Going forward, we will formally review the materiality exercise every 2-3 years.

Ongoing dialogue with stakeholders

Alongside engaging formally on ESG materiality periodically, we are in ongoing dialogue with all key stakeholder groups. This takes place in the form of workshops, training, meetings, surveys, social media, and more. In 2021, we hosted our first ever ESG-focused group investor meeting, covering ESG strategy and reporting highlights.

ESG Prioritization

continued

ESG materiality matrix

The table shows the 21 issues deemed to be most important to our stakeholders. Of these, nine are identified as very high priority, shown in the top right corner.

Key Burlington Stakeholders

Internal

Corporate Associates; Store Associates; DC/Warehouse Associates; Field Associates; Executive Leadership; Board of Directors

External

General Stakeholders; Communities where we operate; Suppliers; Vendors; Customers; Investors; Trade Organizations

• Jump to Material Topics Definitions

• Jump to ESG Data Disclosures

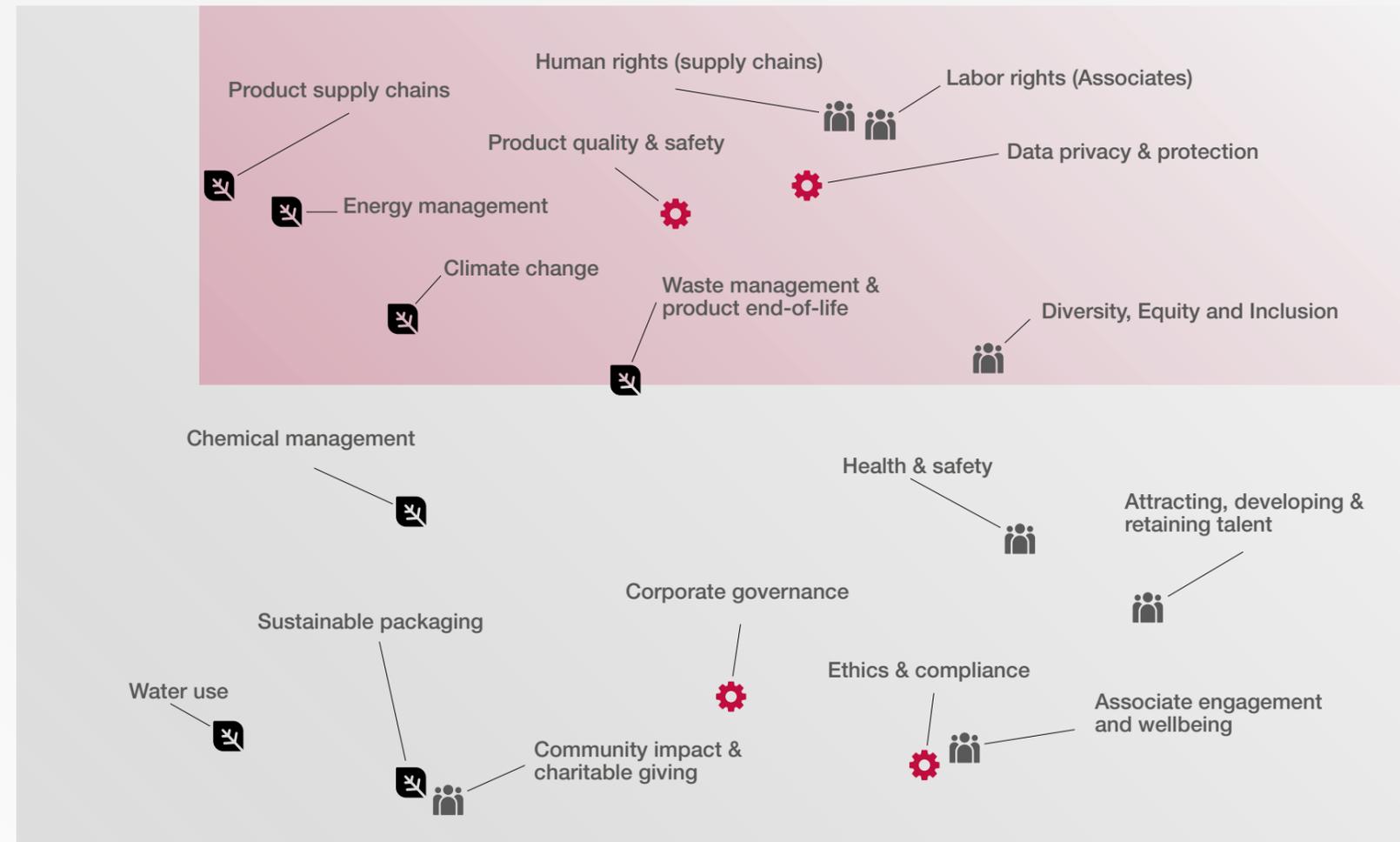
Key:

Environmental

Social

Governance

Importance to Burlington's external stakeholders



Importance to Burlington's Business (Internal Stakeholders)

Associates



62,395

Associates across our
organization

Attracting, developing, and retaining top talent is key to our growth. Our success is dependent on an engaged and motivated workforce, and we work to create a welcoming, diverse, and inclusive environment where Associates build careers for life.

In this section:

- P** Diversity, Equity and Inclusion 10
- Great Place to Work 16
- Growing with Burlington 18
- Safety and Wellbeing 20

Diversity, Equity & Inclusion^P

74%

of all Associates are female

77%

of all Associates
are Persons of Color

At the end of 2021, more than 62,000 Burlington Associates⁹ came to work in our stores, DCs, and offices, with over 6,400¹⁰ new Associates joining us last year alone.

As one diverse team, we remain committed to leveraging the benefits of a diverse organization, motivated by the unique contributions of each of our Associates, and fostering supportive environments where everyone can thrive. As a growing retailer, we require a variety of perspectives, experiences, and backgrounds to innovate and to ensure that we reflect the diverse customer base we serve. Our Winning Together culture is about celebrating the differences each of us bring to the table.

A tenet of our Inclusion & Diversity 2.0 Action Plan included providing regular progress updates to the organization. Notable outcomes included creating a new executive role, SVP & Chief DEI Officer that reports into our Executive VP (EVP) and Chief Administrative Officer (CAO). We also completed a pay equity assessment showing 99.9%¹¹ pay equity, while enhancing merchandise offerings due to expanded outreach into multicultural markets and marking a \$1 million commitment toward non-profit organizations advancing social and racial equality.

In 2021, we evolved our Inclusion and Diversity 2.0 Action Plan into a comprehensive DEI Strategic Plan, along with its own enhanced governance structure. Spearheaded by our Chief DEI Officer, the Plan incorporates Associate feedback and input from our DEI Councils gathered during a nationwide DEI Roadshow. It consists of 5 strategic pillars:

- 1 Leadership and Workforce Diversity:** leveraging data to target underrepresentation in leadership and other critical areas.
- 2 Inclusive and Equitable Environments for Associates and Customers:** ensuring that we foster inclusive and welcoming environments for all.
- 3 Enhanced Education and Awareness:** raising cultural competence and increasing inclusive behaviors through education, awareness, and experiential learning.
- 4 Product, Vendor, and Supplier Diversity:** increasing engagement with diverse vendors and expanding and diversifying our product assortment to foster more inclusive shopping experiences for our customers.
- 5 Community Advocacy:** fostering strategic partnerships with organizations focused on community vitality and empowerment.

9. 62,395 as of January 29, 2022.

10. Based on net add compared to count of employees in 2020 at the same time.

11. See page 15 to learn more about our third-party pay equity assessment.

Diversity, Equity & Inclusion

continued

With our CEO leading from the top with a public commitment to the [CEO Action for Diversity and Inclusion Pledge](#), in 2021 we welcomed our Chief DEI Officer and two additional DEI leaders. In addition to the new DEI team members, the DEI Strategic Plan calls for the creation of new DEI Councils at both executive and mid-career levels to specifically support our merchandising and DC Associates. These councils will work with our existing corporate and field/store DEI Councils that were reimagined with a clearer mandate and expanded responsibilities aligned with organizational priorities. The plan's new DEI governance structure also incorporates enhanced Associate Resource Groups as self-managed inclusive networks of Associates supported by a senior leader sponsor, to further advance DEI throughout the organization. These groups will supplement a corporate pilot program formed in spring 2021, focused on Black and African-American Associates and allies.

Best
Employers for Diversity

90/100
Corporate Equality Index¹²

Champion
of Board Diversity for the third year in a row (Forum of Executive Women)



Growing With Care

Our DEI Statement of Commitment from our Executive Leaders

At Burlington, we stand for equality and the dignity of each person. We specifically condemn racism, discrimination, and bigotry in all forms. We embrace the many facets of diversity that strengthen our communities and Our Burlington. We believe that everyone deserves to be treated with respect and understanding. To demonstrate our commitment to the values of DEI, and to reinforce our dedication to creating sustainable change, we are unwaveringly committed to:

- ensuring that we continue to provide an inclusive workplace where everyone feels safe, respected, and valued, so that all feel comfortable bringing their true selves to work each day;
- providing a culture where everyone, no matter their tenure or position, is empowered to speak up regarding issues of bias, discrimination, and/or injustice;
- allocating dedicated resources to implement Burlington's organization-wide DEI Strategic Plan;
- growing our pool of diverse talent in leadership roles through recruitment, development, and internal promotion of Associates;
- demonstrating our commitment to DEI to our customers, vendors, and partners, as well as within the diverse communities we serve; and
- modeling inclusive behaviors and holding ourselves and others accountable for advancing DEI efforts.

12. Published by the Human Rights Campaign (HRC) Foundation, the CEI is an annual report that rates US and international businesses on their inclusive policies and practices related to employees, consumers, and investors in the LGBTQ+ community. The CEI is the nation's foremost LGBTQ+ workplace equality benchmarking survey and report.

Diversity, Equity & Inclusion

continued

DEI Data 2021



Notes:
 For gender diversity, less than 0.5% did not disclose. This is addressed in figure roundings.
 For racial diversity, percentages are based on how Associates identified race/ethnicity in our system of records.

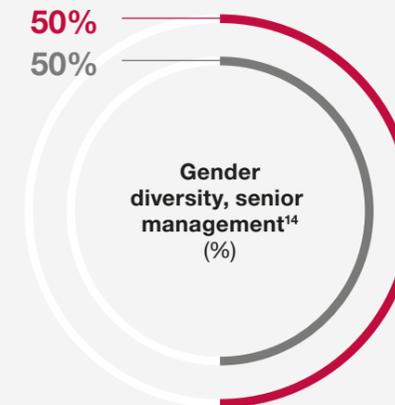
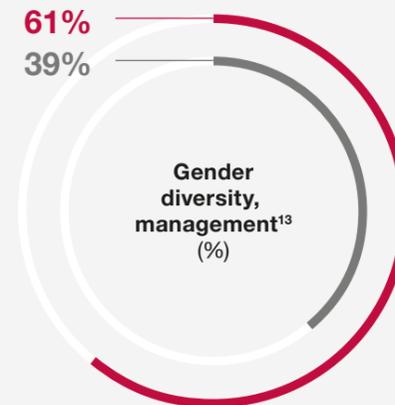
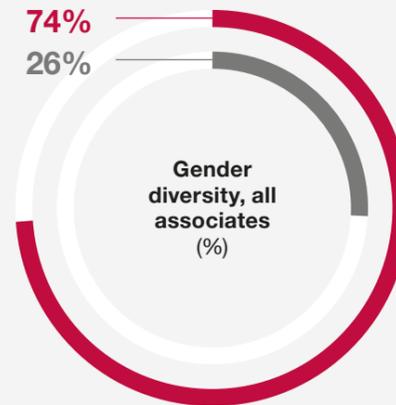
❖ [Jump to ESG Data section for more granularity](#)

13. Management is defined as manager in title and above.

14. Senior management is defined as VP in title and above.

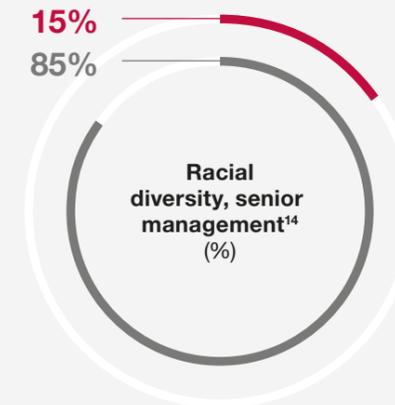
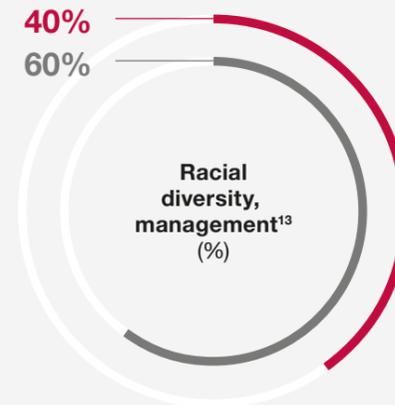
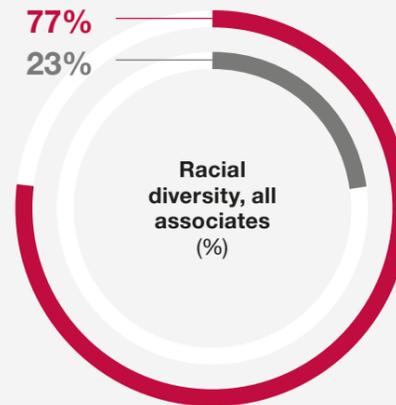
15. People of Color includes, consistent with definitions used by the Equal Employment Opportunity Commission (“EEOC”), the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Other Pacific Islander; American Indian or Alaskan Native; and Two or More Races.

Gender



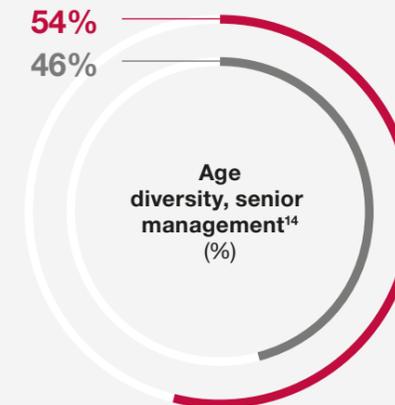
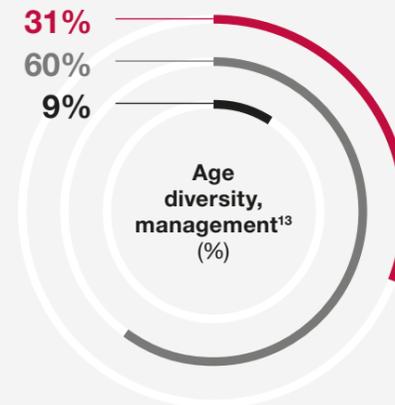
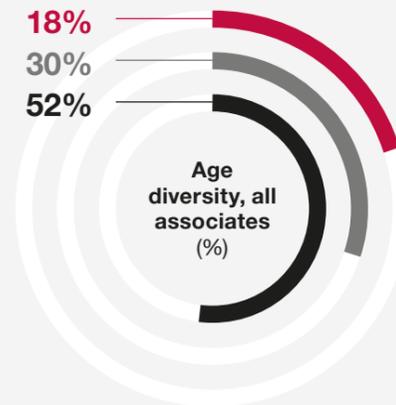
Key:
 ● Female
 ● Male

Race



Key:
 ● Person of color¹⁵
 ● White or Undeclared

Age



Key:
 ● Over 50
 ● 30-50
 ● Under 30

Diversity, Equity & Inclusion

continued



“

Success for us is not a destination. It is not a set point in time or a particular metric to be achieved. Success for us is a constant state of being where DEI is elevated as a priority, aligned with larger enterprise operations, and integrated into every facet of our business. This is the journey we're on.”

Mecca Mitchell, SVP & Chief DEI Officer



Diversity, Equity & Inclusion

continued

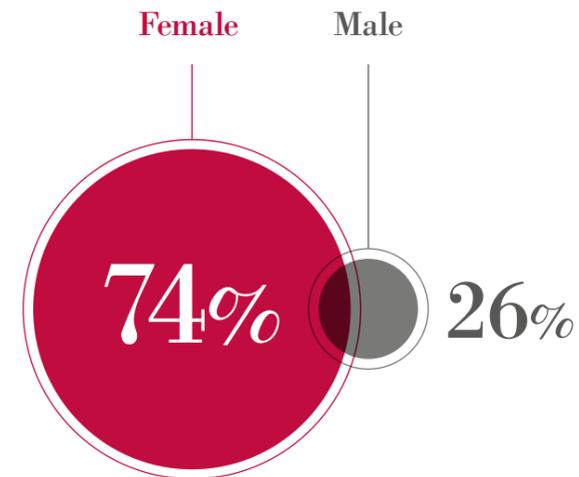


We are very proud to have assembled a team of top-notch professionals to form our DEI team under the leadership of Mecca Mitchell. This team doesn't do its work in a vacuum. It's fully integrated in every part of our company – from merchandising to stores to supply chain to corporate. DEI is an important strategic aspect of talent attraction, development, and retention, and our focus is on succession planning through all levels of our organization.”

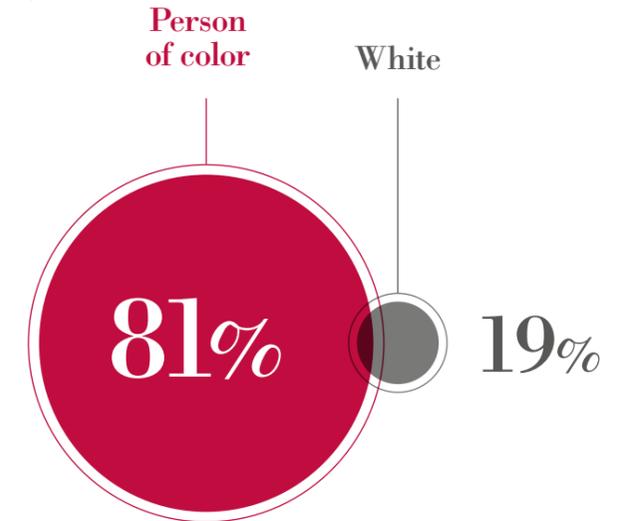
Michael Allison, EVP & CAO



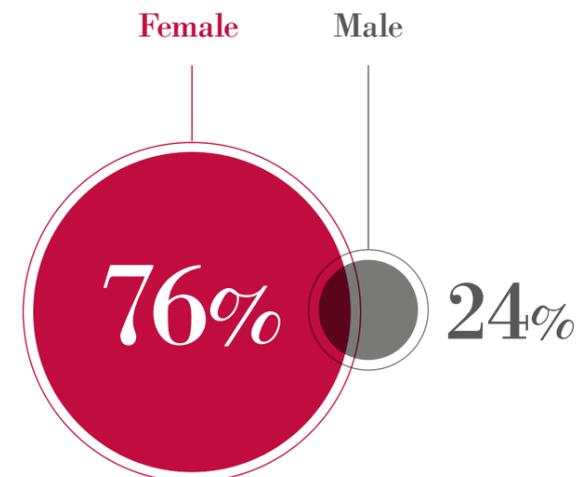
New hires were female (%)



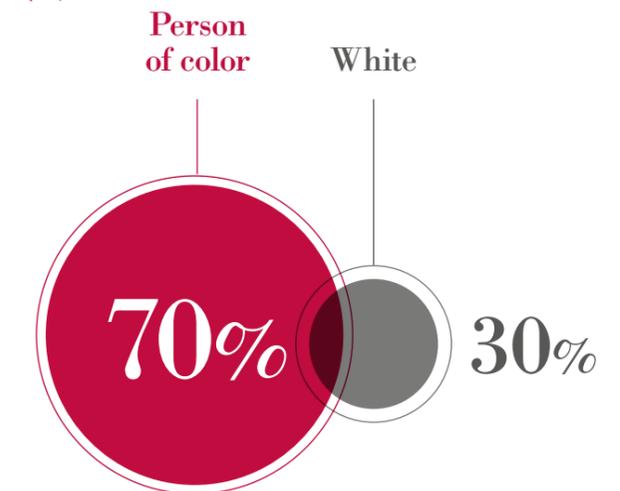
New hires were POC (%)



Promotions¹⁶ were female (%)



Promotions¹⁶ were POC (%)



16. Promotions are internally defined as an individual that has a pay rate increase and a title change.

Diversity, Equity & Inclusion continued



99.9%

pay equity

Pay Equity

At Burlington, we have fair compensation practices and strive to achieve pay equity. In 2021, a rigorous independent third party assessment showed 99.9% pay equity at Burlington, demonstrating that we pay equitably for comparable work based on a review of more than 53,000 Associates (taking into consideration a variety of appropriate factors including, but not limited to, role, experience, geography, and performance). The assessment also showed that people of color earn the same as their counterparts.

Advancing the Narrative: Partnerships with Purpose

As a member of the National Retail Federation's DEI Working Group, we collaborate with other retailers to share learnings and best practices, while exploring emerging issues within our industry that are shaping workforce and customer diversity. We also sit on the Retail Industry Leaders Association's Diversity and Inclusion Leaders Council, a forum of DEI leaders from retail that meets regularly to foster collaboration, share resources, and benchmark performance.

Growing With Care

Discussing DEI with our Leaders

In recognition of Global Diversity Awareness Month in October, our CEO, EVP and CAO, and SVP and Chief Diversity Officer hosted an open and frank conversation about the Company's strategic vision for DEI. The "fireside chat" covered a wide range of topics, including reflecting on Burlington's journey, DEI as an essential driver to our growth, and the five pillars of DEI (shown on page 10).

To continue the dialogue, teams hosted their own conversations, discussing how they can advance DEI efforts together, and as individuals.

How the fireside chat was received by Associates



"We loved listening to the fireside chat. It was engaging and informative. I really appreciated the leaders taking time to make this important and sharing their personal stories."

"Having joined Burlington a little over two months ago, I was blown away by the efforts here. Everything that Burlington is putting into this is genuine."

"I am very happy to be a part of a company that is this open to making change and having these conversations. It's nice to feel accepted regardless of my looks or how I may identify."

Great Place to Work

100 Best Companies to Work For®

first time listing

Above average

employee engagement
for retail sector

Alongside Associate engagement scores continuing to climb over the years, we have been certified by the Great Place to Work Institute every year since 2016.

In 2021, we were also named among the [100 Best Companies to Work For®](#) list for the first time, ranking #69 in 2021 – an accolade that is a testament to our culture of inclusion, empowerment, and growth. To celebrate the milestone, Associates received gift boxes and tuned into a virtual celebration, hosted by Great Place to Work on LinkedIn. We also earned a spot on the Forbes Best Large Employers list for the first time.

We Hear You

Checking in with one another is a key part of our Associate engagement program. We have been administering an engagement survey, known as Your Voice, since 2011¹⁷. It has become a key tool in how we listen

to and grow from feedback. In 2021, more than 43,000 Associates from across the organization completed the survey, and we saw higher levels of engagement (73% versus 72% in 2019). This is particularly encouraging given the pandemic-related difficulties of 2020 and 2021. With the detailed survey findings, we have enhanced engagement methods in areas such as communication, sense of belonging, and having fun at work.

Listening to our associates doesn't happen just once a year. In addition to the annual census survey, Burlington also conducts short pulse surveys for various associate audiences. In advance of the busy, and often stressful, holiday season, we conducted a pulse survey of our store managers in late Fall 2021. The insightful feedback and commentary resulted in store modifications to support the associate experience.

17. With the exception of 2020 due to the COVID-19 pandemic.



Best Workplaces in Retail™

list for the fifth consecutive year, ranking #6 in 2021

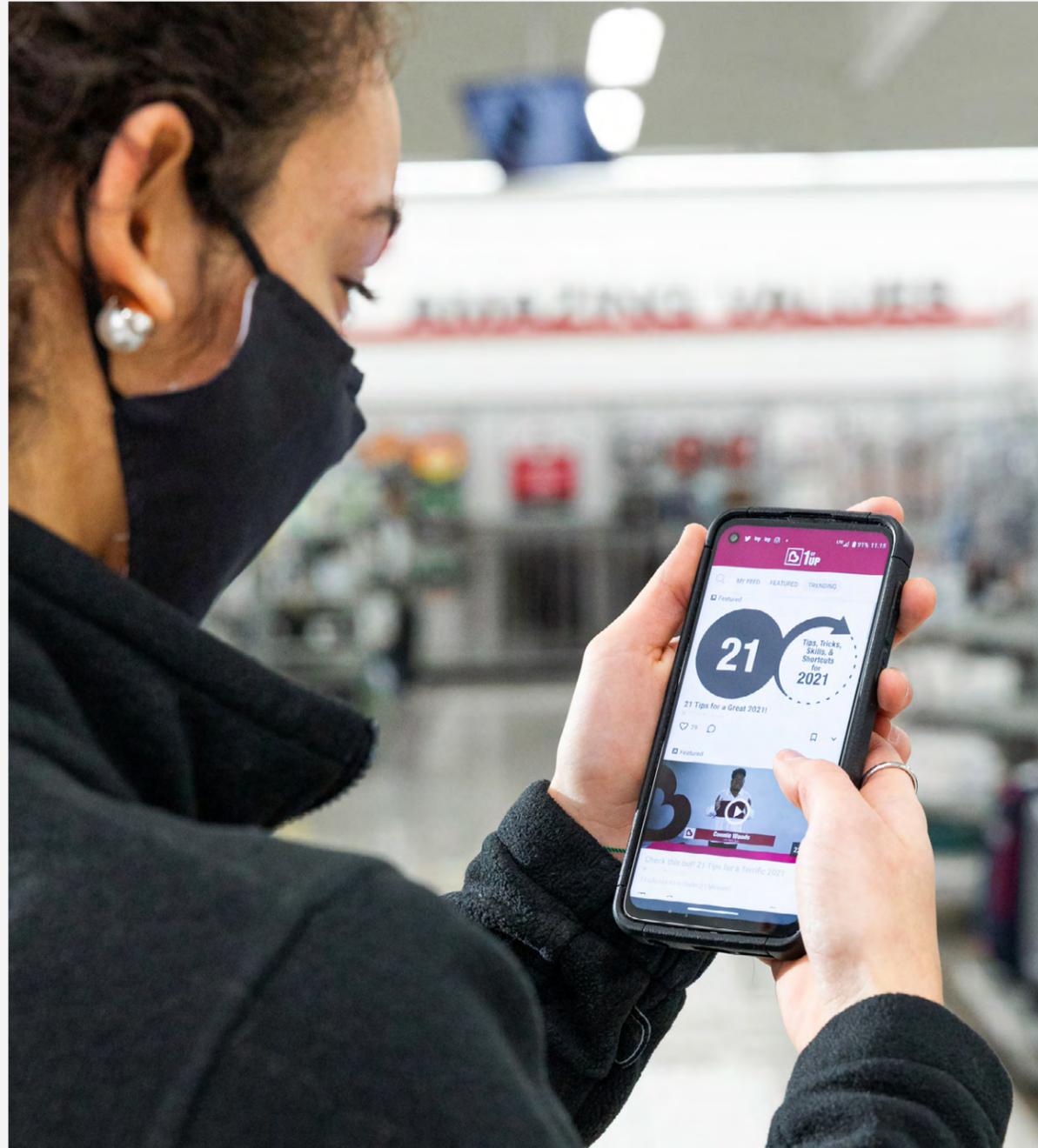
Great Place to Work

continued

Growing With Care

Connecting Anytime, Anywhere

For our Associates, the Burlington 1st Up app has been a great way of feeling connected to teammates through another year of COVID-19 disruption to lives and working patterns. Whether it was company news, safety information, job opportunities, or recognizing great talent, as of the close of the fiscal year, more than 35,000 Associates were engaged with the app.



Growing With Care

Labor Rights ^P

At Burlington, we promote decent work for all our Associates and workers, creating an environment where we recognize and uphold fair compensation, create a workplace free of harassment, and provide development opportunities to our Associates. We do so in a way that complies with all applicable laws and international standards. Our Code of Conduct outlines the behavior we expect from our Associates, as well as our commitment to treat everyone fairly, respecting the right to be free of harassment and intimidation in the workplace. All Associates receive training on combating harassment and supporting diversity as part of their onboarding process. As of January 29, 2022, Associates at one of our stores were subject to a collective bargaining agreement.



Growing with Burlington



All Associates (including part-time) across our stores, DCs, and corporate offices, are offered quality training and development opportunities. In 2021, approximately two million eCourses and 400,000 hours were completed. In 2021, we transitioned our legacy learning management system to an enhanced learning technology, while maintaining a blended learning approach of eCourses, on-the-job training, and career coaching, including:

- **Onboarding and required learning** encompass courses such as combating harassment and supporting diversity. Store managers receive approximately 10 hours of eLearning per year, in addition to on-the-job training and coaching. In 2021, we expanded new buyer onboarding, and added a multi-month supervisor learning program focused on coaching, development of direct reports, time management, and planning.
- **Leading@Burlington** is a development program for management leaders throughout the organization. It focuses on developing attributes and competencies stemming from the Burlington leadership competency model. Innovative approaches include instructor-led sessions, eLearning, publication sharing, leadership tips, and podcasts.

- **Growing@Burlington** is available to all corporate, supply chain, and DC Associates, and focuses on soft skills, industry knowledge, and Burlington culture.
- **Merchandising Development** includes training in the off-price model, and how it relates to success in merchandise roles and the Company as a whole. In 2021, we further enhanced onboarding programs and learning curriculums for multiple merchandising roles.
- **Tuition assistance** for eligible Associates taking classes at an accredited college or university can access 50% of costs for tuition (up to \$5,000 per year), upon successful completion of coursework.
- **Tracking Associate growth** is key to talent management. This may include annual performance objectives, appraisal tools, individual development, and career planning. Personal and professional development work is in partnership with managers to identify strengths, opportunities, and competencies. We also conduct an annual talent review whereby senior leaders identify top talent and opportunities for their progression.

~6.5
hours of training per
Associate completed

Growing with Burlington continued

Rewarding and Celebrating Talent

As part of our commitment to offer competitive wages, we work to ensure that our pay structure aligns with industry standards. In addition to being merit based, we review compensation at every level of the business based on market analysis. Through this process, we have increased the hourly wages of our Associates every year since 2010. We also offer a wide array of benefits for our Associates and their families, including:

- comprehensive medical, dental and vision benefits, as well as life insurance and short-term disability insurance for all full-time Associates;
- a 401(k) plan with a corporate match for eligible Associates;
- paid time off for all eligible full- and part-time Associates;
- paid parental leave for eligible Associates;
- dependent care spending accounts for eligible Associates;
- discounts at Burlington and outside vendors;
- tuition assistance and adoption assistance for eligible Associates;
- a range of optional benefits, including pet insurance, legal service; and
- a Manage Your Chronic Condition Program, which includes diabetes, hypertension, and hyperlipidemia, and provides essential medication such as insulin at no cost.



Growing With Care

Recognizing Burlington Heroes

In another tough year for families across the U.S., Burlington teams have gone the extra mile – and it hasn't gone unnoticed. Our Associate awards call out great work from across our stores, DCs, and corporate offices:

- The **Burlington Excellence Award** recognizes outstanding achievements and contributions, as well as demonstration of our Core Values. In 2021, approximately 580 awards were given.
- **Monthly Spotlight Awards** (new for 2021) for one store per region to recognize outstanding store performance and team engagement. Additionally, store managers call out individual great work during their daily Store Rallies, while throughout the year many corporate and supply chain departments host town halls where a senior leader publicly acknowledges the achievements of individuals or groups.
- **Brag** postings by co-workers on the 1st Up app recognize outstanding teamwork, contributions, and demonstration of our Core Values. Associates post photos, videos, and comments celebrating co-workers – in 2021 alone, the 1st Up Brag Channel had more than 33,000 posts!

Safety and Wellbeing



In addition to our various medical benefits, we have a comprehensive safety program of training, awareness, and risk management. Store and DC Associates receive training for specialized positions, such as maintenance staff, housekeeping personnel, and powered industrial truck operators at the beginning of employment and annually, or as otherwise required by law. These training programs include hazard communication, powered industrial truck re-evaluation, and other Occupational Safety and Health Administration (OSHA) training requirements. All store and DC Associates are required to complete Active Shooter Safety and Awareness courses, and store Associates can take additional eCourses, including electronic article surveillance tags, emergency evacuation, compactor/bailers, and emergency situations.

As part of our monthly safety topic initiative, all warehouse and store locations deliver and display information on safety topics that meet OSHA Workplace Safety Training requirements for any risk exposure. In 2021, we added new Safety Manager roles for our main sites. Our DC operations now have additional safety managers and coordinators helping to meet the needs of our growing business.

Injury and Illness Prevention

We are pleased to report that in the last insurance policy year¹⁸ we saw a 16% decrease in the Associate injury claims rate compared to 2019. This reflects a long-term trajectory of fewer injuries at our offices, stores, and DCs, even as our footprint and Associate base has grown. This is testament to the culture we have built around reporting and mitigating hazardous conditions. As part of our Injury and Illness Prevention Plan, Associates are encouraged to alert supervisors and managers of potentially hazardous situations as soon as possible without retaliation, whereby they are promptly escalated and addressed. Associates can also use our Integrity Hotline to report safety issues (see page 41). Where hazards can be engineered out of the job, we make every attempt to do so, and we enforce all policies and safety rules.

Growing With Care

Associate Assistance Fund

Our Associate Assistance Fund is a cooperative program (administered by a 501(c)(3) non-profit organization) funded by Burlington Associates, for Burlington Associates. It offers grants of up to \$2,500 to help eligible Associates with qualifying expenses resulting from a natural disaster, escape from domestic violence, death of an immediate family member, or other qualifying events.

Additionally, family members of Associates who have passed away can apply to receive a grant to help pay for the Associate's funeral expenses. Grants are tax-free and never need to be repaid. Burlington makes an annual contribution to the Fund to cover all administrative costs and provide support to Associates in need.

18. Burlington's summary of safety incidents/claims report is based on the December 1, 2020 to November 30, 2021 insurance policy year for workers' compensation and general liability claims.



What's next for Associates?

On DEI, we plan to focus on enhancing "cultural intelligence" through curated resources and training, while strengthening supplier diversity. DEI Councils will support corporate, merchandising, DCs, and field/store operations, along with expanded Associate Resource Groups. We will take further steps to systemically support gender identity, including the addition of pronouns within our HR Information System and an LGBTQ+ Toolkit with practical guidance. Finally, we will be expanding wellbeing support, including online yoga and financial benefits.

Communities



We are proud of our tradition of giving back to our communities nationwide. As a caring company, we focus on causes that resonate with customers and Associates.

In this section:

[The Burlington Stores Foundation](#) 22

[Giving Merchandise and Time](#) 23

[Strategic Partnerships](#) 24



Nearly
\$7.3m

raised during our in-store
fundraising campaigns

The Burlington Stores Foundation



In 2021, we launched the Burlington Stores Foundation, a 501(c)(3) non-operating private foundation to build upon our commitment to community. Its mission is to add value to our communities by enabling people to live better lives.

To deliver on this, Associates are empowered to be catalysts for change in their communities. Their passions are our passions; therefore, we want to support non-profit organizations working to make a difference where our Associates live and work. Through the Foundation’s grants program, Associates nominate non-profits that support education, health, and poverty relief in their neighborhoods¹⁹. Those approved receive a grant of up to \$5,000 – in 2021, over 100 non-profits were approved, with grants disbursed in early fiscal year 2022. More than 860 nominations came from Associates in more than 40 states and Puerto Rico.

The Foundation is also privileged to be able to support many worthwhile organizations through charitable contributions. In its inaugural year, it awarded nearly \$670,000, including \$500,000 to five non-profit diversity organizations, as part of our \$1 million Social Justice and Racial Equality Pledge²⁰. These were the Center for Black Equity, the National Black Child Development Institute, the Social Change Fund United, The Steve Fund, and the Haywood Burns Institute.

Our giving also included a donation of \$25,000 to Lake Street Council, a local non-profit dedicated to serving the needs of Lake Street’s unique and diverse community in Minneapolis, where we opened a new store last fall. The donation supported Lake Street Council’s continued efforts to revitalize the city, allowing small business owners to rebuild in the aftermath of George Floyd’s murder and the civil unrest that followed.

Nearly
\$670k
disbursed to charities in the Burlington Stores Foundation’s first year

\$1m
Burlington’s Social Justice and Racial Equality Pledge



Voices from our Associates as members of the Burlington Stores Foundation Grant Review Committee

“I am grateful to be in a company that really wants to be involved in these types of programs and give money to the people who really need it. A lot of times these companies do everything from up top not really getting down to the store level and allowing us to be involved. I am grateful to be chosen to do this.”

Orlando Castro, Store Manager from New Jersey

“All these charities – it touched my heart, the thought that Burlington cared enough to want to do something for these charities to help.”

Angela Dawson-Laba, Store Manager from Texas

19. The process involves Associates nominating a charity, following which the charity submits an application. After the Foundation has verified that the charity is eligible, the list is submitted to a Grant Review Committee (comprising Associates from across the organization) that votes on funding decisions.
20. The remaining \$500,000 of the \$1 million total was donated by Burlington prior to the Foundation being formed.

Giving Merchandise and Time

We continue to donate thousands of units of merchandise to those in need through our ongoing partnerships with organizations such as Delivering Good and their Community Partners within our store communities nationwide.

Through these partnerships, we donated \$2.9 million of holiday, food, and pet merchandise (more than 300,000 units in total) to non-profit organizations nationwide.

We also partnered with non-profits and government agencies through our Community Partners Program to offer great value on large purchases of merchandise.

In addition, we further empower Associates to volunteer. Burlington's Day of Giving Program provides corporate Associates paid volunteering time with non-profit partners in their community. During 2021, in-person volunteering remained constrained by the COVID-19 pandemic, but we pivoted to a virtual program, in partnership with VolunteerMatch.org whereby Associates supported non-profits aligned with their passions. Team volunteer opportunities enabled Associates to come together and participate in online projects benefiting our local community.



Growing With Care

Burlington Day of Giving 2021

In 2021, several Burlington teams participated in virtual team-based Day of Giving events. These included:

- partnering with the Autism Cares Foundation to build holiday craft kits for children with autism to enjoy during their annual holiday party;
- supporting Hopeworks Camden to facilitate a lunch-and-learn session for youth interested in pursuing careers in IT;
- helping the Burlington County Animal Shelter make no-sew bandanas for dogs in the shelter to wear in adoption photos to help them find their “forever” homes; and
- designing quilts full of motivational quotes and drawings for The Leukemia and Lymphoma Society (LLS) Honored Heroes.

Volunteer voices:



“I really liked it! I am looking forward to a time when we can do this in person again, but this was a great alternative!”

“Great event. Loved making the kits and felt like we made a difference. Really enjoyed learning about the organization that we were helping.”

“This was a great project to do virtually. Our Day of Giving volunteer Lee did an amazing job! Very organized and well-planned.”

Strategic Partnerships



Over the past 20 years, we have been making a difference in the communities where we live and work through strategic partnerships with national non-profit organizations.

In 2021 alone, we raised nearly \$7.3 million alongside our customers for great causes – totaling over \$73 million over the past two decades. Additionally, as a Southern New Jersey-based company, giving back to those within our hometown is part of our DNA.

Alongside lending a helping hand to our neighbors surrounding our Southern New Jersey corporate campus, we also support those in need within our store communities nationwide. Throughout the year, we engage our stakeholders, including charitable partners, customers, and Associates to understand the priority issues within our communities. As a result, our partners included the following:

The Leukemia and Lymphoma Society (LLS)

We celebrated 20 years of partnership with LLS in 2021. As its #1 National Corporate Partner and Honored Friend, we have raised more than \$50 million during this time through generous customer and Associate donations for life-saving research and blood cancer treatments.

In the last year alone, we raised nearly \$3.4 million for The LLS Children’s Initiative, helping kids not only survive, but thrive as they recover.

AdoptAClassroom.org

Over the last five years, we have collected nearly \$9 million to help more than a million students nationwide. And in 2021, we raised more than \$1.8 million. We’re proud to also be the Founding Partner of AdoptAClassroom.org’s Racial Equity in Schools Fund, providing support for teachers and schools working to eliminate racial inequities in classrooms.

UNCF

To underscore our continued commitment to DEI, we hosted a new partnership in 2021 with the UNCF (United Negro College Fund). Together with our generous customers and Associates, we raised more than \$2 million to provide scholarships for students in financial need to attend colleges nationwide and support UNCF’s 37-member Historically Black Colleges and Universities.



We are incredibly proud of our five-year partnership with Burlington. As a caring company, they have a long history of supporting communities surrounding their stores. Thanks to their generous customers and Associates, 1.1 million children in high-needs schools surrounding their store locations nationwide are better equipped with the tools and materials they need to succeed in school. Burlington truly exemplifies the value that doing good business includes doing good.”

Ann Pifer, Executive Director, AdoptAClassroom.org



Strategic Partnerships

continued

Growing With Care

A Facelift for the Burlington Township Food Pantry

We're always ready to assist those living around our corporate campus in Burlington, New Jersey. With food insecurity continuing through 2021, our support to Burlington Township Food Pantry has never been more important. To help remove any stigma around food/clothing access, we gave the building a facelift, replacing the roof, doors, and air conditioning units.

By the year's end, the Food Pantry had a bright new paint scheme, with welcoming signage and graphics. We continued our support by donating new sample merchandise throughout the year, allowing the non-profit to carry out its vital work providing food and clothing to those in need.



Burlington Coat and Toy Drives

Through our continued commitment to keep those in need warm during the cold winter months, our work with the national non-profit organization, Delivering Good, and their hundreds of Community Partners, has never been more vital. Thanks to the kind support of our customers and Associates, over the past 15 years, we have provided nearly 2.5 million²¹ new and gently worn coats to families in need of warmth across the country.

Over the past nine years, our stores in Puerto Rico have been hosting the annual Burlington Toy Drive in partnership with La Fundación Infantil Ronald McDonald. Since the Toy Drive started, we have collected more than 100,000²⁰ new toys, bringing smiles to children and families in need.

Whenever our customers bring in a coat or toy to donate, we thank them with a discount voucher.

21. Count of coats and toys based on redemption cards provided to customers and turned in for a discount.



What's next for Communities?

Over the past year, we have deepened our commitment to community in new and meaningful ways. We strengthened our role in shaping the communities where we live and work, used our voice for good, and built lasting partnerships – all of which helped us contribute to positive change. Whether through our newly launched Burlington Stores Foundation, corporate donations, associate volunteerism, or strategic partnerships, we look to address new and evolving challenges in our communities, laying the groundwork for substantive change and impact. We continue to find meaningful ways to support Burlington communities by partnering with local and national non-profits, making a difference in the lives of our Associates and customers.

\$73m+

raised for communities in 20 years

Environment



44%

reduction in Scope 1 & 2 emissions²²

9%+

of energy consumption was renewable

22. Per operating square foot against a baseline of fiscal 2016.

Being a successful company means also being a responsible steward of the natural environment. We are doing our part to tackle environmental challenges – from energy and climate change, to chemical pollution and waste.

In this section:

- [P Sustainability 2.0 27](#)
- [P Energy and Climate 28](#)
- [P Waste and Product End-of-Life 31](#)

Sustainability 2.0

Sustainability 2.0 is our new environmental sustainability strategy, developed in 2021 to execute authentic environmental action in support of the Burlington 2.0 corporate strategy: to grow responsibly while delivering value to our customers. It outlines how we plan to:

- set goals to focus and align sustainability efforts;
- increase our use of renewable energy to mitigate emissions from growth;
- educate and engage internal partners on environmental sustainability;
- enhance Burlington’s reputation by incorporating sustainability into our Caring Culture; and
- partner with non-merchandise suppliers that have environmental products and services whenever possible.

For each priority, we have set short-, mid- and long-term goals. For our environmental reporting, we have also established an Inventory Management Plan to assist us in providing consistent, accurate, and transparent data when reporting on energy use, greenhouse gasses (GHG) emissions, waste, water consumption, and other sustainability metrics. In order to track and measure our carbon footprint, we are investing in a comprehensive environmental management system, which we plan to implement in 2022.

Growing With Care

Associates Going Green

Our sustainability education and outreach program is designed to engage Burlington Associates on environmental issues, both in their daily lives and at work. Activities in 2021 included nature walks, sustainable crafts for kids being home-schooled, and tips for conserving energy and water. The “Heartbeat Portal” on our intranet and 1st Up sustainability channel showed further ways to get involved.

~1,200

subscribers to the 1st Up sustainability channel



Responsible Chemical Management

As part of our environmental sustainability strategy, we continuously evaluate our product safety practices and look for opportunities for responsible chemical management that will be most effective in our off-price business model and operations. Many consumer products are made from natural components and/or synthetic chemicals and may contain chemicals that may be harmful to the environment and human health. We take measures to ensure the chemicals in our products meet or exceed all the applicable regulations for safe use by our customers, including children.

In addition to our own actions, we collaborate with our vendors and suppliers to help them implement strategies to facilitate the management of chemicals. We will actively look for new ways to enhance our product safety practices beyond legal and regulatory requirements as set forth in this program.

Read more about our [Chemical Management Program](#), or visit our [Chemical Compliance Manual](#) to see our Restricted Substances List.

Energy and Climate^P



In 2021, global attention on climate change gathered further momentum, notably around the COP26 international climate conference.

With national and international regulatory consensus growing around climate risk management, governance, and reporting (including SASB, the Climate Disclosure Standards Board, and TCFD – see page 59 for our [TCFD disclosure](#)), at Burlington we strive to conduct an annual analysis of multiple frameworks, standards, benchmarks, and historical data trends in 2021. This work has enabled us to set two climate-related targets:

60%

reduction in Scope 1 & 2 emissions²³

20%

of energy consumed to be provided by renewable sources by 2030

GHG Risk Management

Our new targets are rooted in a recognition that climate change inaction poses physical, financial, and reputational risks to our business. These include risks to our buildings and processes from changing weather patterns, and transitional risks to our bottom line arising from energy and fuel price increases. In mitigating these risks, we seek to harness opportunities from cost efficiencies, drive GHG reductions, and strengthen our reputation as an environmentally responsible company.

We have been actively monitoring GHG emissions progress since 2018, which is currently overseen by the Chief Operating Officer (COO), SVP of Facilities and Sustainability, and the executive leadership team via the CSR Report Committee (comprised of senior leaders from cross-functional departments). See our [CSR/ESG Governance structure](#) for more information

We require all departments that contribute to our overall GHG footprint to provide their data annually. The data is then uploaded to our environmental management system – this enables us to calculate our carbon footprint, which is annually reviewed by the internal audit team. In 2021, we disclosed data to CDP's climate change, water, and forestry questionnaires.

23. Per operating square foot against a baseline of fiscal 2016.

Energy and Climate

continued

2021 Performance

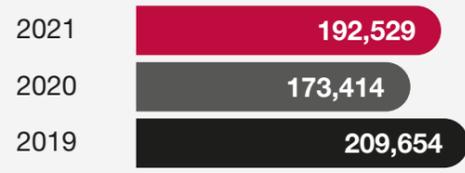
In 2021, our total GHG emissions (Scopes 1, 2 – market-based, and 3²⁴) were 315,163 metric tonnes of carbon dioxide equivalent (CO₂e). These emissions primarily derive from electricity consumed in our stores, DCs, and corporate facilities (50%), followed by merchandise transportation across our supply chain (28%), and waste generated in operations (10%).

In 2021, our Scope 1&2 GHG emissions per square foot increased by 6.5% versus 2020 (while decreasing by 12.5% compared to 2019). Store closures in 2020, 4% increase in operating square footage and record sales coupled with longer store hours in 2021 led to an overall increase in our Scope 1&2 emissions. Concentration on building efficiencies and renewable energy helped to lessen the increase.

Energy Management

We constantly look for ways to increase building efficiencies at our stores, DCs, and corporate facilities year-over-year through close monitoring, data analytics, optimizing equipment, and testing new technologies. To understand where we need to focus our efforts, our energy team audits energy usage through billing data. The team also utilizes the Energy Management Systems (EMS) throughout our full portfolio to monitor thermal conditions and energy consumption. We are continuously improving how we utilize EMS data to balance building efficiency with occupant comfort.

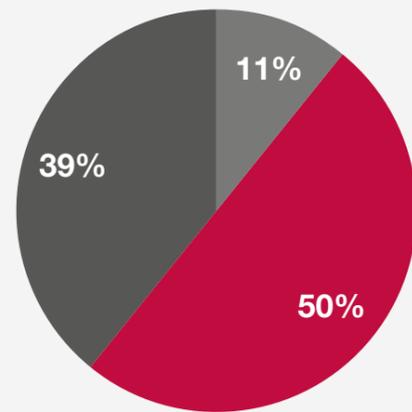
Scope 1&2 market-based (metric tonnes of CO₂e)



Energy Usage Intensity (EUI) (kWh/sq ft)



Total market-based emissions (%)



- Scope 1 (35,094 tons CO₂e)
- Scope 2 (157,435 tons CO₂e)
- Scope 3 (122,634 tons CO₂e)

24. For Scope 3 Burlington currently measures and includes Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations) and Category 6 (Business Travel).



Energy and Climate

continued

Renewable Energy

In 2021, we increased our renewable energy consumption by 82%, with 44,389 MWh bringing the proportion to 9% of our overall electricity consumption (against our new target of 20% by 2030). This consisted of on-site and off-site renewable energy sources, including a ground-mounted solar array at the New Jersey headquarters campus; rooftop solar on a California DC; renewable supply contracts in Texas and Virginia; community solar programs; and landlord-led partnerships for on-site solar.

Energy Efficient Stores

Under the Burlington 2.0 strategy, the majority of stores going forward will be built using the smaller 25,000 square foot prototype, with lower energy consumption. In line with this, our Energy Engineers

expanded their role to implement regular value engineering into the store prototype design, mechanical, electrical, and EMS controls. Meanwhile, the energy team expanded algorithm-driven Heating, Ventilation, and Air Conditioning (HVAC) programming to 224 Burlington locations. The team also evaluated additional opportunities for Light Emitting Diode (LED) lighting retrofits as the technology continues to improve in efficiency.

Our Union Square store in New York City took part in the US Department of Energy's Better Buildings Initiative "Energy Hunt". Partnering with the store's landlord, Burlington's Energy Engineers identified energy-saving opportunities, including replacing 20-watt LED lamps with 13-watt versions that are 35% more efficient, installing lighting occupancy sensors, optimizing HVAC settings, and cleaning air handling units to increase heat transfer. These simple changes are expected to result in more than 300 MWh of annual energy reduction – saving \$50,000 a year in energy costs.



Supporting National Grid Stability

Utility scale electricity grids are facing challenges to grid stability, due to increases in energy demand. Burlington is doing our part to support grid stability by participating in Demand Response Programs. In 2021, our energy team engaged a third party to reduce our impact and create financial incentives with special connected energy meters. We utilized these meters to reduce electricity loads during utility driven Demand Response events. Demand Response events are activated at times of energy strain on the local utility grids, such as during extreme heat waves.

841

hours of Demand Response load-shedding events

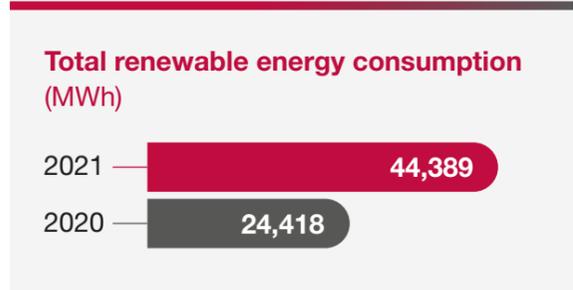
Tackling Transport Emissions

We have been working with our freight partners to optimize truck road journeys with a state-of-the-art Transportation Management System that includes combining loads, floor loading (instead of pallets), and driver compliance with state and local idling laws aimed at reducing emissions. In 2021, the volume of inbound freight under our direct management increased, giving us more opportunities to increase haul efficiency. Meanwhile, 96% of our long-haul freight suppliers were in the Environmental Protection Agency's (EPA) SmartWay Transport Partnership for lower emissions. We conducted research to expand our responsible service provider base, and we overhauled our transportation planning process to further optimize day-to-day processes.

As well as tackling transport emissions, we are mindful to support Associates in their efforts to reduce commuting travel emissions. In 2021, Associates charged their electric vehicles (EVs) with 8 MWh of free electricity²⁵ at our New Jersey offices and select DCs in New Jersey and California. An EV sharing app notifies Associates when chargers are available, and electricity is provided at no cost.

62%

of outbound long-haul volume was via intermodal rail²⁶



25. With many Associates still working remotely in 2021, we expect to see this number increase as we return to office.

26. This is a slight decrease on 2020 due to market conditions – post-lockdown shopping habits resulted in requirements for exceptional speed in moving merchandise to stores.

Waste and Product End-of-Life^P



61%
of waste diverted from
landfill

Whether at our stores, DCs, or corporate offices, we take care to measure and manage our waste footprint, including reporting emissions from our operational waste and recycling in our Scope 3 GHG emissions. A dedicated team is tasked with ensuring responsible waste management at our stores, DCs, and Warehouses, including introducing new technologies and innovations to increase our diversion rates from landfill. Most of our operational waste generated is from merchandise packaging, primarily cardboard and plastic film. Although we do not typically have control over the materials or volume of packaging for merchandise shipped to us due

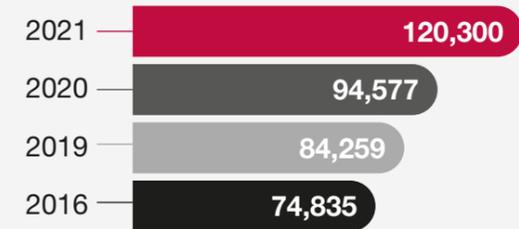
to the off-price retail model, we nonetheless try to mitigate its environmental impact by maximizing recycling.

We require waste vendors to provide data for total waste and diverted waste. When actual measured weights are not provided, and are material to our waste footprint, estimates are calculated based on volumetric totals and industry standard weights for each material category. In 2021, our total waste footprint was 120,300 tons²⁷, a 27% increase over 2020, primarily due to record sales increasing merchandise volumes. Improved waste data tracking in our stores has helped us make smarter decisions, in turn helping divert

61% of our overall waste from landfill (with associated cost savings).

During the year, we also recycled 52,400 tons of cardboard and 12,200 tons of timber pallets; 165 tons of metal at DCs; and 52 tons of electronic waste (eWaste), including toner cartridges responsibly recycled locally at 358 stores²⁸. We continued to work on plastic bag recycling and/or elimination initiatives in our stores, including offering affordable and stylish reusable bags.

Total waste footprint
(U.S. tons)



Growing With Care

Squishing and Baling our Way to Increased Diversion

We continued rolling out waste-compacting technologies at 200 more stores in 2021, making collections more efficient, avoiding dumpster journeys, and saving space and time behind the sales floor. Remote monitors use cloud-based software to automatically inform haulers when compactors are near full, reducing an estimated dumpster haul each month per store.

Small trash balers that compress non-recyclable materials helped us to avoid on average 5 dumpster hauls per store each month in 2021, saving nearly \$100,000 in waste management expense. The bales reduced waste storage space in stores and, since they run off compressed air, minimal electricity is needed to run them. We have added more large cardboard balers in our stores too, increasing waste diversion and reducing costs and maximizing cardboard rebates.

Our squishers can take a
50-gallon

bag full of trash to the size
of a pizza box

27. Totals are for ongoing operational waste streams only and do not include construction waste generated in new store construction and remodeling activities.

28. Recycling is carried out by Canon to "R2" Responsible Recycling standards as certified by Sustainable Electronics Recycling International. All cartridge containers are made from volatile organic compound-free plastic.

Waste and Product End-of-Life

continued

Growing With Care

A New Life for Unsold Merchandise

In 2021, we began a pilot program with non-profit Good360 to donate unsold merchandise and benefit individuals, families, and communities in need. Starting with approximately 20 stores, Burlington goods will be distributed within Good360's network of more than 100,000 vetted non-profits. Following this successful pilot, we hope to expand the program and help Good360 close the need gap by giving hope, dignity, and a sense of renewed possibility to those impacted by disasters and other challenging life circumstances. We look forward to reporting back on waste diversion and donations in next year's report.



Regulated Waste

Our standard operating procedures cover numerous regulated waste categories, including eWaste and damaged merchandise that is designated hazardous. This includes merchandise that should not be disposed of in standard waste receptacles because it could cause negative environmental impacts.

Our Hazardous Waste Program is designed to align with California and Washington requirements – States that have enacted more rigorous hazardous waste regulations – in all of our stores, corporate facilities, and DCs nationwide. In 2021, 245 tons of hazardous waste were diverted from landfill. These products may be flammable or toxic, such as skincare or cleaning supplies, or less toxic, but still regulated in select states, like olive oil and shampoo. Burlington store Associates nationwide are trained to separate and properly store these hazardous and regulated materials. We require our store managers to take an annual refresher course, as well as our new hires, on Hazardous Waste Management and Disposal. Materials are then collected by a third party specializing in proper disposal of these materials.

We also expanded the Beauty Bucket Program to 100 more stores, giving new uses for beauty merchandise destined for hazardous waste disposal. Through Beauty Bucket, select items that can be donated are given to local community assistance organizations instead of being recycled. Other materials collected find new lives as components and ingredients in products such as floor wash, paint, vehicle wash and detailer, dumpster deodorizer, and commercial cleaners.



What's next for Environment?

In the months ahead, we plan to enhance our GHG data governance processes, while establishing an action plan for fully measuring our material Scope 3 emissions categories, and expanding our renewables portfolio. We'll do more to engage and educate Associates, customers, and investors on Burlington's environmental commitments. We will identify more waste streams for recycling, such as plastic film and marked out-of-stock merchandise.

Supply Chain



Managing our Supply Chain to reduce our environmental impact and integrate diversity in procurement, while ensuring our suppliers respect human rights, operate safely, and deliver high quality products is essential to our long-term success.

In this section:

[Supplier Risk Management](#) 33

P [Human Rights](#) 36

P [Product Quality and Safety](#) 37

100%

of new import suppliers
were screened against
social criteria

Supplier Risk Management

We factor ESG considerations into our global **supply chain**, addressing complex issues such as human rights, environmental impacts, and responsible sourcing.

As part of our ESG strategy, we seek to employ a resilient, responsible, and sustainable supply chain. All Burlington suppliers are expected to act in accordance with our Code of Conduct and maintain readily available documentation, demonstrating they are compliant with the Code and relevant laws. We reserve the right to terminate our business relationship with partners who do not uphold the principles set out in our Code.

In 2021, we upgraded to an enhanced vendor due diligence solution for our non-merchandise vendors. The new tool allows us to continue to screen vendors on financial, legal, and reputational risk criteria, as well as on supplier diversity certifications. We look at four main potential risk areas as part of our non-merchandise vendor due diligence process: financial, legal/reputational, cybersecurity, and operational. All suppliers are required to provide goods and services that meet the applicable regulations at federal, state, and local levels, and, where necessary, provide us with proof of compliance.



Supplier Risk Management

continued



Direct Imports

For any products that are direct imports, we conduct security risk assessments. As a member of the Customs Trade Partnership Against Terrorism (CTPAT²⁹), our assessments cover money laundering, child labor, forced labor, human trafficking, terrorism, contraband smuggling, and organized crime. In instances where we import merchandise from international vendors, we conduct due diligence, such as reviewing audit reports and questionnaires. When our import department receives a purchase order, it follows a robust process to verify suppliers are CTPAT compliant. This involves reviewing CTPAT and Social Compliance Audits to identify potential social and security deficiencies before proceeding. In 2021, 64 import suppliers were CTPAT certified (along with 42 transportation providers).

In addition to making documents outlining our policies and expectations available on our website, our Director of Imports reviews compliance requirements with new direct import vendors, including the onboarding process, CTPAT, social compliance, product safety testing, and more. At the end of 2021, nearly 1,000 CTPAT security audits had been reviewed, alongside nearly 1,000 social compliance audits. The COVID-19 pandemic has affected several areas of our approach due to factory closures in various areas, travel restrictions, as well as port congestion and vessel space. We extended existing expiration dates on audit reports, and work with third-party providers on virtual audits, with additional questionnaires required to confirm compliance.

Corrective Action Plans

Merchandise manufacturers found in non-compliance with our policies, expectations, or applicable laws and regulations are put on a corrective action plan. In 2021, 10 such plans were completed. Most were due to violations such as missing written documentation, non-working cameras, or blocked exit doors. Non-compliant factories have to take corrective action on equipment or construction violations and 1 to 3 months to submit missing documentation. Direct import suppliers in high-risk countries are audited for security and social compliance every year. See our Human Rights section for our procedure around human rights violations.

29. There are 3 levels of CTPAT participation: Tier I companies are those whose application has been reviewed and approved, and they are a certified CTPAT member; Tier II companies are those that have had their documented procedures inspected and confirmed by U.S. Customs and Border Patrol (CBP) and, therefore, are both certified and validated; Tier III companies are those that have had CBP inspect their procedures and determine that they go beyond CTPAT's minimum security standards.

Each country we import from is given a risk category (low, medium, or high) to determine the level of auditing and screening required and how often. High risk countries are audited every year, with medium risk being audited every two years, and low every three years.

Import Risk Assessments, 2021

	Low	Medium	High
Security Risk Assessments	23	19	6
Social Risk Assessments	25	11	12

~2,000
import supplier audits reviewed

Human Rights^P

We're committed to upholding human rights and protecting workers in the U.S. and abroad from forced, trafficked, or child labor.

We expect our suppliers to uphold this same commitment by complying with our policies and applicable domestic and international law. Our approach is informed by international frameworks and domestic legislation, including the UN Universal Declaration on Human Rights, and California's Transparency in Supply Chains Act of 2010. Our policies and expectations include the Burlington Commitment on Ethical Sourcing, our Prison and Forced Labor Notification, and our Code of Conduct, Product Safety and Social Compliance Manual.

We expect our vendors to pay at least the prevailing minimum wage, providing 1 day off in every seven-day period and limiting the work week to 60 hours – or less if local limits are lower. We prohibit vendors from discriminating based on, but not limited to, gender, age, race, disability, sexual orientation, or cultural or religious beliefs.

We require the factories from which we directly import to have a third-party Security and Social Compliance Audit or to complete our questionnaire. This approach means we can identify any factories using child labor, human trafficking, or forced labor and adjust our sourcing practices to eliminate any violations from our supply chain. We may request corrective action plans if a factory's security does not meet CTPAT or social compliance standards (see previous page).

Uyghur Human Rights Policy Act

The Uyghur Human Rights Policy Act is a U.S. federal law passed in 2020 that prohibits entry of merchandise produced (in whole or in part) by prison or forced labor in Xinjiang Province, China. In the event that a business partner violates the Uyghur Human Rights Policy Act, Burlington will cease doing business with that partner immediately. We expect our business partners to not only comply with all applicable laws governing the prohibition of prison or forced labor, but also to ensure those supplying their raw materials or components are in compliance.



Growing With Care

Factory Corrective Actions

If an audit uncovers forced, trafficked, or child labor, we will terminate the relationship, report the finding to CTPAT and the U.S. Customs and Border Patrol and notify the merchant, buying agent, and factory that the order will be canceled. We then place the factory on a banned list.

If the factory addresses the issues uncovered in the audit, it may reapply to be a Burlington vendor after one year and undergo an audit performed by an auditor of Burlington's choosing. In 2021, we recorded 1 human right incident among our suppliers, where a factory was found to have underage workers. The factory is currently banned from supplying Burlington and must agree to an unannounced third-party audit in order to resume relations with us.

Product Quality and Safety^P

At Burlington, we take our commitment to protect our customers' safety and impact on the environment seriously by providing safe and responsibly sourced products.

All finished products we sell must be manufactured in compliance with all applicable U.S. federal, state, and local safety regulations and meet our high ethical standards.

To protect the safety of consumers, including children, we require suppliers to test their products and make test reports available for inspection upon request, or to complete certification before shipment. When products contain hazardous chemicals, we require vendors to comply with the Federal Hazardous Substances Act, which mandates proper labeling, warning requirements, and product testing. We have implemented rigorous requirements for any children's products we sell by requiring vendors to adhere to the Consumer Product Safety Improvement Act. Where we import children's products, we review third-party test reports and require importers to provide a Children's Product Certificate. Additionally, our vendors are required to abide by all applicable regulations in the country of manufacturing or export.

Our Importer Self-Assessment handbook supports positive relationships by reporting compliance-related issues annually to Customs and Border Protection. We test a sample of direct imports based on a combination of internal, external, quantitative, and qualitative risk assessment. This includes any post-summary corrections to the entries, risks that have been identified based on internal Burlington risk assessment, or external risks. Entries are chosen to be tested/assessed based on the number of imports brought in per country, the country's risk assessment and the product type and value, as well as additional random sampling. If we are not the importer of record, suppliers are responsible for conducting audits and assessing compliance with our policies and applicable product safety testing and related regulations.

We continue to require that all suppliers of hand sanitizer, cleaning solutions, and other disinfectants submit the ingredients list and labeling in line with EPA and Federal Drug Administration regulations. Food products sold in our stores are required to comply with the Food Safety Modernization Act. We encourage Associates to highlight product safety or compliance concerns through our Open-Door Policy.



What's Next For Supply Chain?

In the year ahead, we are aiming to build in environmental criteria within our supplier assessment screening in order to identify opportunities to source more products with sustainable attributes (including those avoiding harmful chemicals or verified sustainable). At the same time, we will continue to execute on our recently released chemical management program to meet or exceed applicable product safety standards, while identifying where we can further reduce our chemical footprint (e.g., in customer receipts and cafeteria paper products). Our transportation teams plan to enhance supplier diversity in their sourcing events, while in our stores and offices we will issue a green cleaning policy for relevant contractors.

Burlington and Fur

At Burlington, we do not knowingly procure or sell items that contain real animal fur. If fur is discovered in any of our product assortments, the merchandise is returned or donated to a charitable, not-for-sale organization.

4,100+
product test reports issued

Governance and Ethics

Upholding integrity and ethical conduct requires transparent governance, robust risk management, and systematic stakeholder engagement. We are continually monitoring and refining our responsible business practices.

In this section:

[Governance and Accountability](#) 39

[Ethical Conduct](#) 41

[Risk Management](#) 43



40%
Board Diversity

Governance and Accountability



Our Board of Directors is committed to strong corporate governance, as it promotes the long-term interests of stockholders, enhances Board and management accountability, and helps build public trust in our Company.

The Board and its committees review our major governance documents, policies, and processes regularly in the context of current corporate governance trends, regulatory changes, and recognized best practices. In 2021, corporate governance highlights included:

- Three out of 10 Board directors were female.
- Three out of 10 represented racial/ethnic diversity.
- Nine out of 10 directors were independent.
- 100% attendance rate of Board and Committee meetings.
- Four Board meetings and 17 meetings across the Nominating and Corporate Governance, Audit and Compensation Committees.

We have no unequal voting rights, and directors are elected by majority vote (with a resignation policy for directors in uncontested elections). A majority of director compensation is paid in stock, and we maintain a pay-for-performance philosophy with respect to executive compensation. Self-evaluations are conducted annually by the Board, each committee, and each director, and we maintain robust CEO, executive, and non-employee director stock ownership guidelines. Please see our [2022 proxy statement](#) for a detailed description of Burlington's Corporate Governance Framework.

30%
of Board members were female

30%
of Board members represented ethnically or racially diverse

90%
independent Board membership

Governance and Accountability

continued



ESG/CSR Governance

Oversight of our ESG matters lies with our full Board of Directors.

Our recently established ESG/CSR Executive Steering Committee is responsible for steering our ESG strategy, as well as CSR policy and disclosure. This group includes our Chief Executive Officer (CEO), Group President and Chief Marketing Officer (CMO), President and Chief Operating Officer (COO), Chief Financial Officer (CFO), Executive Vice President and Chief Administrative Officer (CAO), and Group Senior Vice President of Investor Relations (IR) and Treasurer.

The Chairperson of our CSR Report Committee is our Group SVP, IR and Treasurer. This Committee includes members

representing key departments that oversee the CSR reporting process (Sustainability, DEI, Investor Relations, Legal, Human Resources, Finance, Marketing, and Internal Audit).

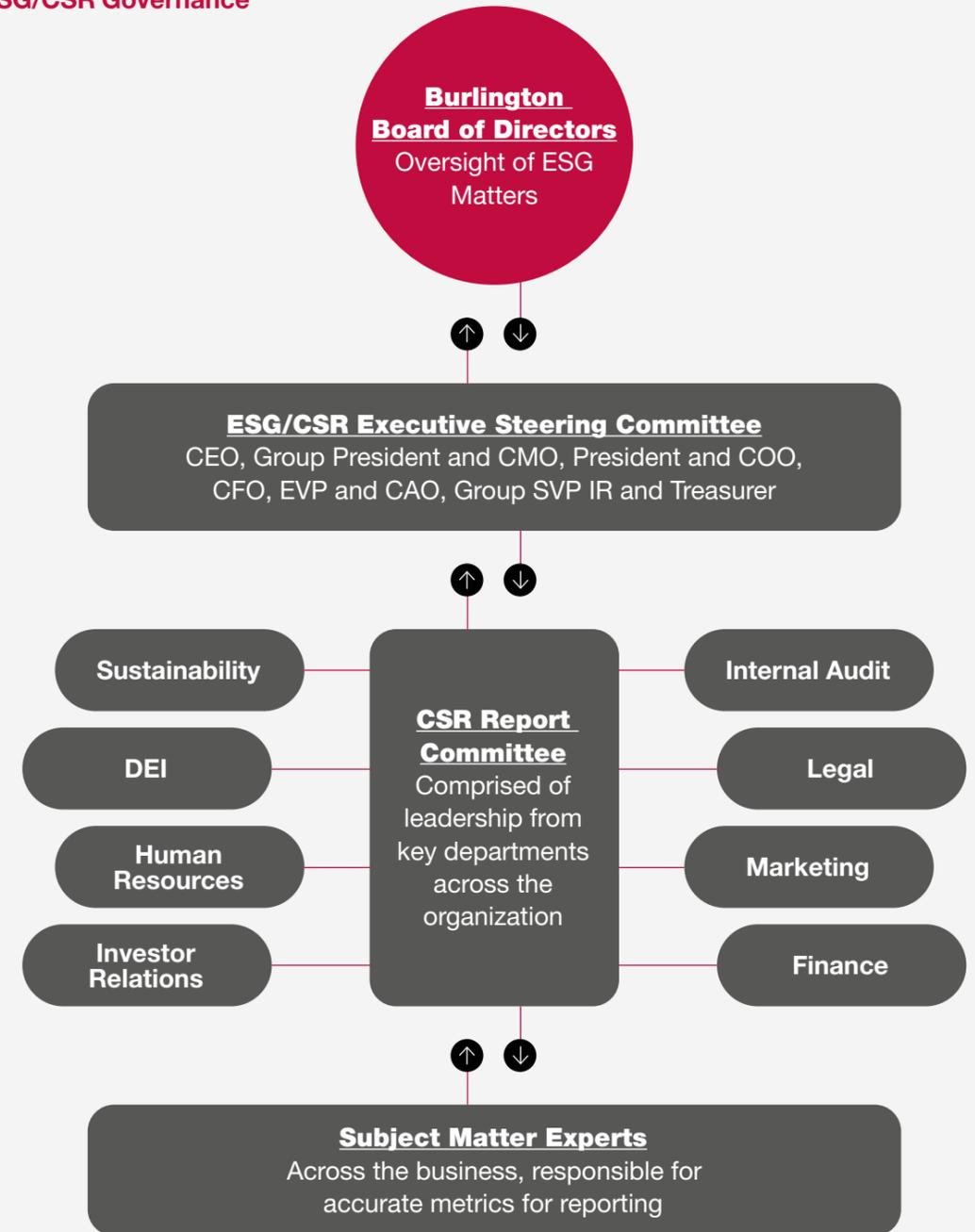
Responsibility for setting ESG strategies and executing on our ESG initiatives lies within each operating group, including but not limited to, Sustainability, Supply Chain, Stores and Real Estate, Human Resources, Legal and Finance departments, among others.

Day-to-day oversight of CSR Reporting on our ESG activities falls under the guidance of the core members of the CSR Report Committee: our VP of Sustainability (Environment), Chief DEI Officer (Social), and our VP Assistant General Counsel (Governance). This includes reporting of ESG performance, progress on

achieving goals, and engaging with industry groups, as well as identifying, evaluating, and addressing potential risks that may exist at enterprise, strategic, reputational, financial, operational, compliance, and reporting levels.

The image to the right illustrates how Burlington ESG and CSR information is disseminated to keep all internal stakeholders engaged, from our subject matter experts up to our Board of Directors.

ESG/CSR Governance



Ethical Conduct

The **Burlington Code of Conduct** is the central pillar of our Ethics and Compliance Program.

It establishes policies and procedures that address many issues, including ethics, anti-discrimination and harassment, and maintenance of a safe and healthy workplace. All corporate Associates and field leaders, are required to complete Code of Conduct training annually, which was updated further in 2021.

Anti-Discrimination

As noted in our Code of Conduct, we're committed to providing a workplace free of unlawful discrimination or harassment. All employment decisions are based on qualifications, contributions, and performance without regard to race, color, religion, creed, sex, pregnancy, sexual orientation, gender, gender expression, gender identity, transgender status, national origin, ancestry, age, physical or mental disability, medical condition, veteran status, marital status (including domestic partnership status), or any other personal characteristic protected by law. Unlawful discrimination is strictly forbidden. We make reasonable accommodations in the workplace for qualified individuals with disabilities consistent with applicable laws.

In conjunction with our Integrity Hotline for anonymously reporting ethics and compliance concerns, Associates can share and resolve any concerns via an early dispute resolution mechanism – the Steps to Effective Problem Solving (STEPS) Program. This involves three steps:

- 1. An Open-Door Policy** to openly voice concerns and receive swift responses, counsel, and assistance as appropriate, all without fear of reprisal.
- 2. Request for Reconsideration:** Associates can submit a written request for an independent review of the issue. Decisions are typically made within 45 days.
- 3. Arbitration** through the American Arbitration Association, the largest provider of early dispute resolution services in the U.S.³⁰.

Information on our policies around unlawful discrimination, harassment, and retaliation, as well as ways to report concerns, are clearly signposted on our intranet. While we are a non-partisan company and do not make any political contributions, we respect the right of our Associates to use their voices to advocate for the ideas and change they want to see in their communities and beyond.



30. Associates can opt-out of step 3 if they choose to.

Ethical Conduct

continued

Anti-Bribery and Corruption

We do not engage in, tolerate, or permit bribery, corruption, or similar unethical business practices. This means that we strive to comply with anti-corruption laws – including the U.S. Foreign Corrupt Practices Act (FCPA) – in all of our business dealings here and worldwide. Anti-corruption laws and company policies prohibit someone from giving or accepting any bribe to or from any person whether or not the person is a government official or a vendor. Bribes may include cash, “kickbacks”, or commissions, any arrangement to share a portion of the vendor’s profits, or payment of expenses to someone or their relatives. If Associates suspect a violation or have a question about these policies, they are encouraged to contact the Legal Department.

In 2021, there were zero incidents or Associate disciplinaries related to violations of the FCPA.



Growing With Care

Data Privacy and Protection P

Through a robust Privacy Compliance Program, we are committed to safeguarding the personal data we collect and maintain on our own behalf and on behalf of our customers and Associates. We designed a robust internal privacy framework that is overseen and managed by a cross-functional team across our Finance, Human Resources, Legal, Marketing, Supply Chain, and Technology Departments. Our privacy team and its partners seek to confirm compliance with privacy laws, the management of customer and Associate privacy rights, and Associate adherence to our Privacy and Security policies.

In 2021, we completed annual compliance with the Payment Card Industry Data Security Standard to protect customer credit card data, alongside initiatives for compliance with evolving requirement under state privacy laws, such as the California Consumer Privacy Act.

As part of our commitment to data privacy, Burlington provides security awareness training to all Associates that continues throughout their time at the company. Security awareness training at Burlington includes a combination of training as part of onboarding and periodic initiatives with all Associates. Newly hired Associates are required to review security materials and answer foundational security retention questions.

On a quarterly basis, the Company’s Chief Information Officer reports to the Audit Committee on our data privacy and data protection program, including recent cybersecurity-related developments, strategic activities, and the execution of our company-wide cybersecurity awareness training. Additionally, routine security bulletins are sent to Associates throughout the year to enhance awareness of Associate responsibility regarding security risks. “Security Awareness Month” activities also occur on an annual basis and include sessions with guest speakers, relevant communication, and additional educational opportunities related to security risks. We conduct regular phishing exercises, and mark Cybersecurity Week with guest speakers and activities.

We use privacy management software to enhance our ability to manage personal information and data. The program we use offers our customer the opportunity to opt out of the collection of certain personal information and allows us to collect, receive, track, and respond to customer requests for access to or deletion of personal information, in accordance with their rights under state privacy laws.

For more information, please see our [Privacy Policy](#).

Risk Management



While our Board is ultimately responsible for risk oversight, it delegates the primary responsibility for oversight of our risk assessment and management process to the Audit Committee, which reviews periodic assessments of enterprise risk management processes to identify potential events that may affect the achievement of business objectives or have a material adverse effect on the Company.

The Burlington management team is responsible for day-to-day risk management. This includes identifying, evaluating, and addressing potential risks that may exist at the enterprise, strategic, reputational, financial, operational, legal, compliance, and reporting levels.

Our Board committees also consider and address risk as they perform their respective committee responsibilities. For example, the Compensation Committee considers the risks to our business associated with our compensation policies and practices. Additionally, the Audit Committee considers the Company's major financial risk exposures as well as risks related to information security, technology, cybersecurity and ESG matters. The Nominating and Corporate Governance Committee considers risks related to the Company's overall corporate governance profile and processes. This Committee also reviews ESG trends, issues and concerns, including legislative and regulatory developments, that could

significantly affect the public affairs of the Company. In concert with the Board, this Committee reviews the Company's strategies, practices, and policies relating to, as well as engagement with shareholders and other stakeholders on, ESG matters.

Growing With Care

Climate Risk Assessment

In 2021, our Internal Audit department, in partnership with our Sustainability and Investor Relations teams, conducted a Climate Risk Assessment to identify opportunities to increase resilience and begin to layer in GHG emissions impacts into existing decision-making processes. The risks discussed during this exercise were considered for incorporation into our enterprise risk assessment and aggregation processes.

With climate change posing a growing risk to our financial and reputational viability, it is important that we address these issues strategically within our enterprise risk management processes. Find out more about how we manage climate risk in our [TCFD Index](#) on page 59.



What's Next For Governance and Ethics?

We plan to enhance our Code of Conduct and develop further policies to support our commitment to transparency and risk management, and systematic stakeholder engagement. These policies will be available publicly on our [IR website](#).

Data and Disclosures



First time reporting to
**GRI, SASB
and TCFD**
standards

Our goal is to report with transparency and credibility. We align our approach with international standards and frameworks such as GRI, SASB, CDP, and TCFD.

In this section:

Material ESG Topic Definitions 45

ESG Indices 47

- GRI Index 51

- SASB Index 57

- TCFD Index 59

Forward-Looking and Cautionary
Statements 60

Material ESG Topic Definitions³¹

MATERIAL TOPIC	DEFINITION
Environmental	
Climate change	Taking clear action to reduce Burlington’s carbon footprint and reduce climate-related risks.
Energy management	Optimizing and using energy more efficiently and opting for renewable energy/energy-efficient sources where possible, to lower the Company's environmental footprint (including promoting LED lighting and increasing EV charging infrastructure).
Waste management & product end-of-life	Responsible management and disposal of hazardous/non-hazardous waste that poses a potential threat to public and/or environmental health. Where possible, reducing, recycling, or reusing materials and educating customers on product end-of-life disposal.
Sustainable packaging	Partnering with suppliers and third parties to reduce the environmental impact of packaging, including strategies to optimize packaging weight and volume, or using alternative materials, including those that are renewable, recycled, recyclable, or compostable.
Water use	Responsibly using, managing, and conserving water resources while meeting business needs.
Product supply chains	Working with suppliers to source products with lower lifecycle environmental impacts. Taking a proactive approach to engaging suppliers, using certification standards, and reducing environmental impacts across the product portfolio.
Animal welfare	Requiring that vendors uphold the highest standards of animal welfare and prioritizing suppliers producing cruelty-free products. Seeking alternative materials where appropriate (e.g., leather or down).
Chemical management	Maintain compliance with restricted substances regulations and engage in proactive partnerships with suppliers to manage the use of chemicals of concern in both the design and manufacturing stages.
Social	
Diversity, equity, and inclusion	Embracing all forms of diversity in the workplace, creating an inclusive and equitable workplace culture where everyone feels safe, respected, and valued, and is encouraged to bring their full selves to work each day. Convey a commitment to inclusion, diversity, and equity beyond the workplace to Burlington’s vendors, customers, and communities.
Supplier diversity	Encouraging the procurement of goods and services from businesses owned by a diverse cross-section of different groups of people, including (but not limited to) minorities, women, disabled people, the LGBTQ+ community, and veterans.
Attracting, developing & retaining talent	Hiring, managing, developing, and retaining the right people with the right skills in an increasingly competitive market. Ensuring Burlington's pay structure is competitive and aligns with industry standards.
Health & safety	Focusing on the physical health and safety of Burlington’s people at offices, stores, and DCs by providing a safe place to work with sufficient protocols and training programs in place.
Associate engagement and wellbeing	Engaging and motivating Associates to fully participate in the Company and improve the degree to which Associates are satisfied with their employment and employment conditions. Promoting physical and mental wellbeing is at the center of associate engagement practices.
Labor rights (associate)	Upholding commonly accepted core labor rights principles while respecting the right to be free of harassment and intimidation in the workplace.
Human rights (supply chain)	Throughout the supply chain, upholding and respecting the fundamental human rights by ensuring basic conditions for all individuals to live with dignity and free from human rights abuses, including child and forced labor.
Community impact & charitable giving	Supporting, developing, and enhancing the wellbeing and livelihoods of communities where Burlington is present through charitable giving, employee volunteering, and customer donations.

31. Material topics were identified through an assessment of global frameworks and investor reports. Please see ESG Prioritization on page 7 for more information.

Material ESG Topic Definitions

continued

MATERIAL TOPIC	DEFINITION
Governance	
Corporate governance	Creating an environment of accountability, transparency, and trust in the business that fosters business integrity, financial stability, and responsible and long-term growth.
Ethics & compliance	Maintaining the highest levels of ethical standards in the conduct of our operations and complying with the laws and regulations of the countries in which we operate and serve, working towards compliance with best practice international standards where possible.
Data privacy & protection	Protecting and securing associate and customer data to avoid personal and reputational harm, including appropriate measures to reduce the risk of data breach, loss of proprietary data or data misuse while increasing the trust of all stakeholders. Implementing robust platforms to protect privacy and security.
Product quality & safety	Upholding the highest product quality and assessing product safety.
Responsible and transparent marketing	Promoting practices that maintain fair marketing and responsible selling, as well as providing customers with transparent access to information about the origin and composition of products, including environmental (i.e. environmental footprint) and social (i.e. human rights and fair wages) impacts, to help customers make informed choices.

ESG Data

Environment³²

	2016	2019	2020	2021
Greenhouse gas emissions				
Total GHG emissions (tons of CO ₂ e (Market based))	332,977	279,517	253,822	315,163
Scope 1 emissions	20,742	33,481	29,253	35,094
Scope 2 emissions (location based)	258,490	176,173	153,129	173,400
Scope 2 emissions (market based)	258,490	176,173	144,161	157,435
Scope 3 emissions ³³	53,745	69,863	80,408	122,634
Energy (MWh)				
Total energy consumption	694,611	606,645	544,770	618,685
Total renewable energy consumption	–	–	24,418	44,389
Waste (Tons)				
Total waste footprint (tons)	74,835	84,259	94,577	120,300
Waste diverted from landfill (tons)	44,243	54,284	62,929	73,279
Diversion rate (total)	59%	64%	67%	61%
Store diversion rate		57%	58%	49%
DC/Warehouse diversion rate		90%	96%	94%

32. We are consistently looking for ways to enhance our data collection processes and calculation methodologies based on the evolution of carbon accounting and best practices in our sector. Through the implementation of our new environmental management system, we have enhanced the methodology on how we report our GHG emissions. This includes (but is not limited to): use of sub-region emission factors and stricter adherence to the GHG Protocol. For consistency, we have applied these enhancements to previous reporting years, and emissions data has been restated where applicable.

33. For Scope 3 Burlington currently measures and includes Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations) and Category 6 (Business Travel).

ESG Data

continued

Social

	FEMALE	MALE	NOT DECLARED	TOTAL
Employment type (Breakdown by gender)				
Corporate	1,354	576	2	1,932
DC	3,527	2,686	3	6,216
Field	98	148	1	247
Stores	40,909	12,743	121	53,773
Supply chain	130	96	1	227
Grand Total	46,018	16,249	128	62,395
Full time	9,852	4,944	7	14,803
Part time	36,166	11,305	121	47,592

	POC	WHITE	NOT DECLARED	TOTAL
Employment type (Breakdown by racial diversity)				
Corporate	546	1,351	35	1,932
DC	5,687	452	77	6,216
Field	78	168	1	247
Stores	41,532	11,334	907	53,773
Supply chain	83	141	3	227
Grand Total	47,926	13,446	1,023	62,395
Full time	10,088	4,573	142	14,803
Part time	37,838	8,873	881	47,592

	UNDER 30	30-50	OVER 50	TOTAL
Employment type (Breakdown by age)				
All Associates	32,205	18,730	11,460	62,395
Management	282	1,850	955	3,087
Senior Management	–	81	94	175

Management is defined as manager in title and above.
Senior management is defined as VP in title and above.
People of Color includes, consistent with definitions used by the Equal Employment Opportunity Commission (“EEOC”), the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Other Pacific Islander; American Indian or Alaskan Native; and Two or More Races.

ESG Data

continued

Social continued

	ASSOCIATE COUNT	%
Talent attraction		
Total number of associate hires	139,038	-
Total number of hires by age range		
Over 50	9,173	7%
30-50	27,815	20%
Under 30	102,050	73%
Total number of hires by gender		
Male	36,110	26%
Female	102,349	74%
Not declared	579	0.4%

	ASSOCIATE COUNT	
Voluntary and involuntary associate turnover		
Total turnover	83,452	
Involuntary	5,872	
Voluntary	77,580	

	PROMOTION COUNT	%
Total promotions (by gender)		
Female	6,072	76%
Male	1,901	24%
Not Declared	9	0%

	PROMOTION COUNT	%
Total promotions (by people who are from a minority background)		
POC	5,588	70%
White	2,394	30%

ESG Data

continued

Social continued

	ASSOCIATE COUNT	%
Gender diversity		
All Associates		
Female	46,018	74%
Male	16,249	26%
Not Declared	128	
Senior Management positions (Title Includes VP and Above)		
Female	87	50%
Male	88	50%
Not Declared	-	
Management positions (Title Includes Manager and Above)		
Female	1,893	61%
Male	1,192	39%
Not Declared	2	
Non-managerial positions		
Female	44,125	74%
Male	15,057	25%
Not Declared	126	<1%
Racial diversity		
All Associates		
POC	47,926	77%
White	13,446	22%
Not Declared	1,023	1%
Senior Management positions (Title Includes VP and Above)		
POC	27	15%
White	145	83%
Not Declared	3	2%
Management positions (Title Includes Manager and Above)		
POC	1,228	40%
White	1,830	59%
Not Declared	29	1%
Non-managerial positions		
POC	46,698	79%
White	11,616	20%
Not Declared	994	1%

GRI Index

This CSR report has been prepared in accordance with the GRI Standards: Core option. The table below sets out our compliance with all relevant GRI disclosures, including select priority ESG topics identified in collaboration with stakeholders as part of our materiality assessment.

[Jump to materiality assessment](#)

GRI STANDARD	DISCLOSURE	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
General disclosures			
GRI 102: General Disclosures 2016	102-1 Name of the organization	Burlington Stores, Inc.	
	102-2 Activities, brands, products, and services	Burlington Stores 2021 Form 10K Part 1 pg. 1	
	102-3 Location of headquarters	2006 Route 130 North Burlington, New Jersey	
	102-4 Location of operations	Burlington Stores 2021 Form 10K Part 1 pg. 3	
	102-5 Ownership and legal form	CSR Report: Our Burlington, pg. 5	
	102-6 Markets served	CSR Report: Our Burlington, pg. 5	
	102-7 Scale of the organization	CSR Report: Our Burlington, pg. 5	
	102-8 Information on employees and other workers	CSR Report: Diversity, Equity and Inclusion, pg. 10 CSR Report: Appendix>ESG Data (social), pgs. 48-50	
	102-9 Supply chain	Burlington's focus on ESG issues extends beyond our direct operations, as we factor ESG considerations into our global supply chain. Our network of approximately 5,100 brands is an essential part of our business and we strive to partner with companies who treat their workers with dignity and respect, adhere to applicable laws and regulations and maintain high standards of business conduct.	
	102-10 Significant changes to the organization and its supply chain	None	
	102-11 Precautionary principle or approach	CSR Report: Environment>Sustainability 2.0, pg. 27 CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	Burlington has policies and management practices in place to reduce or avoid negative environmental and societal impacts.
	102-12 External initiatives		The most important social charters, principles, or other initiatives to which Burlington subscribes or endorses are: <ul style="list-style-type: none"> • UN 2030 Agenda for Sustainable Development • GRI • SASB • CDP • TCFD
	102-13 Membership of associations		<ul style="list-style-type: none"> • National Retail Federation • Retail Industry Leaders Association
102-14 Statement from senior decision-maker	CSR Report: Chief Executive Statement, pg. 4		
102-16 Values, principles, standards, and norms of behavior	CSR Report: Our Burlington, pg. 5		
102-18 Governance structure	CSR Report: Governance and Ethics>Governance and Accountability, pg. 40		
102-40 List of stakeholder groups	CSR Report: ESG Prioritization>Priority Topics and Stakeholder Engagement, pg. 7		
102-41 Collective bargaining agreements	CSR Report: Associates>Great Place to Work>Labor Rights, pg. 17		
102-42 Identifying and selecting stakeholders	CSR Report: ESG Prioritization>Priority Topics and Stakeholder Engagement, pg. 7		

GRI Index

continued

GRI STANDARD	DISCLOSURE	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
	102-43 Approach to stakeholder engagement	CSR Report: ESG Prioritization>Priority Topics and Stakeholder Engagement, pg. 7	Burlington Associates from all levels and divisions of the business, as well as a representative sample of customers and other external stakeholders (including a vendor, landlord, investor, and board member) were engaged as part of our first formal materiality assessment, to understand the ESG issues of most importance to the business.
	102-44 Key topics and concerns raised	CSR Report: ESG Prioritization>Priority Topics and Stakeholder Engagement, pg. 7	Feedback from stakeholders was used to better understand which ESG issues to prioritize and report on within this report.
	102-45 Entities included in the consolidated financial statements	Burlington Stores 2021 Form 10K Part 1 pg. 3	
	102-46 Defining report content and topic boundaries	CSR Report: ESG Prioritization>Priority Topics and Stakeholder Engagement, pg. 7	
	102-47 List of material topics	CSR Report: Stakeholder Engagement and Priority CSR Report: ESG Prioritization>Priority Topics and Stakeholder Engagement, pg. 7 Topics, pg. 7	
	102-48 Restatements of information	Appendix>ESG Data (environment), pg. 47 footnote 32	
	102-49 Changes in reporting	None	
	102-50 Reporting periods	CSR Report: About this Report, pg. 2	
	102-51 Date of most recent report	CSR Report: About this Report, pg. 2	2021
	102-52 Reporting cycle	CSR Report: About this Report, pg. 2	Annual
	102-53 Contact point for questions regarding the report	CSR Report: About this Report, pg. 2	Info@BurlingtonInvestors.com
	102-54 Claims of reporting in accordance with the GRI Standards	CSR Report: About this Report, pg. 2	This report has been prepared in accordance with the GRI Standards: Core option
	102-55 GRI content index	CSR Report: Appendix>GRI Index pg. 51-55	
GRI 205: Anti-corruption 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Bribery and Corruption, pg. 42	
	103-2 The management approach and its components	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Bribery and Corruption, pg. 42	
	103-3 Evaluation of the management approach	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Bribery and Corruption, pg. 42	
	205-1 Operations assessed for risks related to corruption	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Bribery and Corruption, pg. 42	
	205-3 Confirmed incidents of corruption and actions taken	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Bribery and Corruption, pg. 42	

GRI Index

continued

GRI STANDARD	DISCLOSURE	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 302 Energy 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Environment>Energy and Climate, pgs. 29-30	
	103-2 The management approach and its components	CSR Report: Energy & Climate>Energy Management, pg. 29 CSR Report: Energy & Climate>Lower-Energy Stores, pg. 30 CSR Report: Energy & Climate>Renewable Energy, pg. 30	
	103-3 Evaluation of the management approach	CSR Report: Environment>Energy and Climate, pgs. 29-30	
	302-1 Energy consumption within the organization	CSR Report: Environment>Energy and Climate>Energy Management, pg. 29 Appendix>ESG Data (environment), pg. 47	
	302-4 Reduction of energy consumption	CSR Report: Environment>Energy and Climate>Energy Management, pg. 29 Appendix>ESG Data (environment), pg. 47	
	GRI 303 Water and Effluents 2018	103-1 Explanation of the material topic and its Boundary	
103-2 The management approach and its components			
103-3 Evaluation of the management approach			
303-5 Water consumption			
GRI 305 Emissions 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29	
	103-2 The management approach and its components	CSR Report: Environment>Energy and Climate, pg. 29	
	103-3 Evaluation of the management approach	CSR Report: Environment>Energy and Climate, pg. 29	
	305-1 Direct (Scope 1) GHG emissions	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29 Appendix>ESG Data (environment), pg. 47	
	305-2 Energy indirect (Scope 2) GHG emissions	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29 Appendix>ESG Data (environment), pg. 47	
	305-3 Other indirect (Scope 3) GHG emissions	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29 Appendix>ESG Data (environment), pg. 47	
	305-5 Reduction of GHG emissions	CSR Report: Environment>Energy and Climate, pgs. 29-30 CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29	

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GRI STANDARD	DISCLOSURE	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 306 Waste 2020	103-1 Explanation of the material topic and its Boundary	CSR Report: Environment>Waste and Product-End-Of-Life, pgs. 31-32	
	103-2 The management approach and its components	CSR Report: Environment>Waste and Product-End-Of-Life, pgs. 31-32	
	103-3 Evaluation of the management approach	CSR Report: Environment>Waste and Product-End-Of-Life, pgs. 31-32	
	306-1 Waste generation and significant waste-related impacts	CSR Report: Environment>Waste and Product-End-Of-Life, pgs. 31-32	
	306-2 Management of significant waste-related impacts	CSR Report: Environment>Waste and Product-End-Of-Life, pgs. 31-32	
	306-3 Waste generated	CSR Report: Environment>Waste and Product-End-Of-Life>Total Waste Footprint, pg. 31 Appendix>ESG Data (environment), pg. 47	
	306-4 Waste diverted from landfill	CSR Report: Environment>Waste and Product-End-Of-Life, pg. 31 Appendix>ESG Data (environment), pg. 47	
GRI 308 Supplier Environmental Assessment 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
	103-2 The management approach and its components	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
	103-3 Evaluation of the management approach	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
	308-1 New suppliers that were screened using environmental criteria	While we do not currently have a formal system in place to screen new suppliers using environmental criteria, this is something we are looking to build into our existing supplier assessment screening in the coming year.	
GRI 401 Employment 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Associates>Great Place to Work, pgs. 16-17 CSR Report: Associates>Growing with Burlington, pgs. 17-19	
	103-2 The management approach and its components	CSR Report: Associates>Great Place to Work, pgs. 16-17 CSR Report: Associates>Growing with Burlington, pgs. 17-19	
	103-3 Evaluation of the management approach	CSR Report: Associates>Great Place to Work, pgs. 16-17 CSR Report: Associates>Growing with Burlington, pgs. 17-19	
	401-1 New employee hires and employee turnover	CSR Report: Appendix>ESG Data (social), pgs. 48-50	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CSR Report: Associates>Growing with Burlington>Rewarding and Celebrating Talent, pg. 19	

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GRI STANDARD	DISCLOSURE	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 403 Occupational Health and Safety 2018	103-1 Explanation of the material topic and its Boundary	CSR Report: Associates>Safety and Wellbeing, pg. 20	
	103-2 The management approach and its components	CSR Report: Associates>Safety and Wellbeing, pg. 20	
	103-3 Evaluation of the management approach	CSR Report: Associates>Safety and Wellbeing, pg. 20	
	403-9 Work-related injuries	CSR Report: Associates>Safety and Wellbeing>Injury and Illness Prevention, pg. 20	
GRI 404 Training and Education 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Associates>Growing with Burlington, pgs. 17-19	
	103-2 The management approach and its components	CSR Report: Associates>Growing with Burlington, pgs. 17-19	
	103-3 Evaluation of the management approach	CSR Report: Associates>Growing with Burlington, pgs. 17-19	
	404-1 Average hours of training per year per employee	CSR Report: Associates>Growing with Burlington, pgs. 17-19	
	404-2 Programs for upgrading employee skills and transition assistance programs	CSR Report: Associates>Growing with Burlington, pgs. 17-19	
GRI 405 Diversity and Equal Opportunity 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Associates>Diversity, Equity and Inclusion, pgs. 10-15	
	103-2 The management approach and its components	CSR Report: Associates>Diversity, Equity and Inclusion, pgs. 10-15	
	103-3 Evaluation of the management approach	CSR Report: Associates>Diversity, Equity and Inclusion, pgs. 10-15	
	405-1 Diversity of governance bodies and employees	CSR Report: Associates>Diversity, Equity and Inclusion, pgs. 10-15 CSR Report: Appendix>ESG Data (social), pgs. 48-50	
GRI 406 Non-discrimination 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Discrimination, pg. 41	
	103-2 The management approach and its components	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Discrimination, pg. 41	
	103-3 Evaluation of the management approach	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Discrimination, pg. 41	
	406-1 Incidents of discrimination and corrective actions taken	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Discrimination, pg. 41	In 2021, Burlington had no monetary losses related to legal proceedings associated with employment discrimination.
GRI 413 Local Communities 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Communities, pgs. 21-25	
	103-2 The management approach and its components	CSR Report: Communities, pgs. 21-25	
	103-3 Evaluation of the management approach	CSR Report: Communities, pgs. 21-25	
	413-1 Operations with local community engagement, impact assessments, and development programs	CSR Report: Communities, pgs. 21-25	All of our stores engage with their surrounding communities, championing causes through supporting local community programs that address the needs of and deliver positive impact for the local communities.

GRI STANDARD	DISCLOSURE	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 414 Supplier Social Assessment 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
	103-2 The management approach and its components	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
	103-3 Evaluation of the management approach	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
	414-1 New suppliers that were screened using social criteria	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
GRI 416 Customer Health and Safety 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Supply Chain>Product Quality and Safety, pg. 37	
	103-2 The management approach and its components	CSR Report: Supply Chain>Product Quality and Safety, pg. 37	
	103-3 Evaluation of the management approach	CSR Report: Supply Chain>Product Quality and Safety, pg. 37	
	416-1 Assessment of the health and safety impacts of product and service categories	CSR Report: Supply Chain>Product Quality and Safety, pg. 37	
GRI 418 Customer Privacy 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Governance>Ethical Conduct>Data Privacy and Protection, pg. 42	
	103-2 The management approach and its components	CSR Report: Governance>Ethical Conduct>Data Privacy and Protection, pg. 42	
	103-3 Evaluation of the management approach	CSR Report: Governance>Ethical Conduct>Data Privacy and Protection, pg. 42	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CSR Report: Governance>Ethical Conduct>Data Privacy and Protection, pg. 42	In 2021, there were no substantiated complaints received concerning breaches of customer privacy.

SASB Index

The table below references the SASB Standards for both the Apparel, Accessories & Footwear and Multiline and Specialty Retailers & Distributors industry, as defined by SASB's Sustainable Industry Classification System.

TOPIC	SASB CODE	REQUESTED METRIC	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
Apparel, Accessories & Footwear				
Management of Chemicals in Products	CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	CSR Report: Environment: Sustainability 2.0>Responsible Chemical Management>pg. 27 Burlingtoninvestors.com>Our Commitment to Responsible Chemical Management Chemical Compliance Manual, pgs. 5-11	
	CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CSR Report: Environment: Sustainability 2.0>Responsible Chemical Management>pg. 27 Burlingtoninvestors.com>Our Commitment to Responsible Chemical Management	
Environmental Impacts in the Supply Chain	CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement		
	CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Due to being an off-price retailer, Burlington does not deal directly with supplier facilities and does not currently disclose data on environmental impacts in the supply chain.	
Labor Conditions in the Supply Chain	CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
	CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
	CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	CSR Report: Supply Chain>Supplier Risk Management, pgs. 34-35	
Raw Materials Sourcing	CG-AA-440a.1	Description of environmental and social risks associated with sourcing priority raw materials		
	CG-AA-440a.2	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Due to being an off-price retailer, Burlington has no direct influence over its sourcing practices and as such, does not currently disclose information on raw materials sourcing.	

SASB Index

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TOPIC	SASB CODE	REQUESTED METRIC	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
Multiline and Specialty Retailers & Distributors				
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29 CSR Report: Environment>Energy and Climate>Renewable Energy, pg. 29	
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	CSR Report: Governance and Ethics> Ethical Conduct>Data Privacy and Protection>pg. 42	
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	CSR Report: Governance and Ethics> Ethical Conduct>Data Privacy and Protection>pg. 42	
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	CSR Report: Associates>Growing with Burlington>Rewarding and Celebrating Talent, pg. 19	100% of our employees earn minimum wage per state mandates.
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	CSR Report: Appendix>ESG Data (social), pgs. 48-50	
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CSR Report: Supply Chain>Human Rights, pg. 36	In 2021, no monetary losses were incurred as a result of legal proceedings associated with labor law violations.
Workforce Diversity & Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CSR Report: Associates>Diversity, Equity and Inclusion, pgs. 10-15	
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Discrimination, pg. 41	In 2021, Burlington had no monetary losses related to legal proceedings associated with employment discrimination.
Product Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Burlington does not currently report this information.	
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CSR Report: Environment: Sustainability 2.0>Responsible Chemical Management>pg. 27 Burlingtoninvestors.com>Our Commitment to Responsible Chemical Management Chemical Compliance Manual, pgs. 5-11	
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	CSR Report: Environment>Waste and Product-End-Of-Life, pgs. 31-32	

TCFD Index

The Task Force on Climate-related Financial Disclosures (TCFD) has developed a voluntary, consistent, climate-related financial risk disclosure framework for companies to provide information to investors, lenders, insurers and other stakeholders.

TOPIC	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
Governance		
a) Describe the board’s oversight of climate-related risks and opportunities	CSR Report: Energy & Climate, pgs. 29-30 CSR Report: Risk Management>Climate Risk, pg. 29	
b) Describe management’s role in assessing and managing climate-related risks and opportunities	CSR Report: Risk Management>Climate Risk, pg. 29	
Strategy		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	In assessing our exposure to climate-related risks, we have determined our primary risks to be extreme weather events – exacerbated by climate change – where our stores or DCs are located. For example, impacts from hurricanes, tornadoes, floods, and other events could severely damage or destroy one or more of our stores or DCs. Any of these events or circumstances also could disrupt the operations of one or more of our supply chain partners. Beyond the impacts of severe storms, we are also susceptible to extended periods of unseasonably warm or cold temperatures throughout the year, which could render a portion of our inventory incompatible with those unseasonable conditions; for example, unusually warm weather during fall or winter. Because higher net sales historically have occurred during the second half of the year, unseasonably warm weather during these months could have a disproportionately large effect on our business and materially adversely affect our financial condition and results of operations. Looking forward, we will continue to monitor and assess how climate change can impact our company and how we can prepare for its impacts.	
b) Describe the impact of climate-related risks and opportunities of the organization’s businesses, strategy, and financial planning		
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario		We have not yet undertaken a formal review of our strategy based on climate-related scenarios to test its resilience. The Environmental Management System we are implementing in 2022 will provide us with the opportunity to carry out initial scenario-based comparisons, which we will look to disclose in our 2023 TCFD Index. In the longer term, we plan to regularly review our strategy based on different climate-related scenarios.
Risk Management		
a) Describe the organization’s processes for identifying and assessing climate-related risks.	CSR Report: Risk Management>Climate Risk, pg. 29	In 2021, our Internal Audit department, in partnership with our Sustainability and Investor Relations teams, conducted a climate risk assessment exercise to identify opportunities to increase resilience and layer in GHG emissions reductions into existing decision-making processes. We expanded our annual enterprise risk management processes, to hold climate-related risk and opportunity awareness workshops with management teams of relevant departments throughout the company. The key retail climate priorities identified by The Retail Industry Leaders Association were considered during the workshops: transportation, buildings and facilities, energy, waste, governance, and disclosure. Feedback has helped us to identify operations, processes, supply chain aspects, and facilities that may impact, or be impacted by, climate-related risks and opportunities. The risks discussed during this exercise were considered for incorporation into our enterprise risk assessment and aggregation processes.
b) Describe the organization’s processes for managing climate-related risks	CSR Report: Risk Management>Climate Risk, pg. 29	
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	CSR Report: Risk Management>Climate Risk, pg. 29	

TCFD Index

continued

TOPIC	REPORT PAGE OR EXTERNAL LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
Metrics and Targets		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	CSR Report: Energy and Climate, pg. 30 <ul style="list-style-type: none"> • Total GHG emissions (tons CO₂e) • Total energy consumption (MWh) • Total renewable energy consumption (MWh) 	
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	CSR Report: Appendix>2022 Data (GHG emissions), pg. 30	
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	CSR Report: Energy & Climate, pg. 31	

Forward-Looking and Cautionary Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended.

All statements other than statements of historical fact included in this report are forward-looking statements. Readers can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. The principal forward-looking statements in this report include our sustainability goals, commitments, and programs; our business plans, initiatives, and objectives; our assumptions and expectations; the scope and impact of CSR risks and opportunities; and standards and expectations of third parties. We do not undertake to publicly update or revise our forward-looking statements even if experience or future changes make it clear that any projected results expressed or implied in such statements will not be realized. If one or more forward-looking statements are updated, no inference should be made that we will make additional updates with respect to those or other forward-looking statements.

All forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from expectations. Such risks and uncertainties include, but are not limited to, those described in “Item 1A – Risk Factors” included in our most recent Annual Report on Form 10-K and as may be updated from time to time on Form 10-Q or other subsequent filings with the Securities and Exchange Commission.

Note on Materiality

Materiality, as used in this report, and our materiality assessment process, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.



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