

# Our Broader Value

2022 CORPORATE  
SOCIAL  
RESPONSIBILITY  
REPORT



**Burlington**



# Welcome



<b>Overview</b>	<b>2</b>	<b>Supply Chain</b>	<b>35</b>
2022 Milestones	3	Supplier Risk Management	36
Reflections on the Year	4	Human Rights	38
Burlington: Serving Communities for 50 Years	5	Product Quality and Safety	39
CSR Approach	7		
<b>Associates</b>	<b>10</b>	<b>Governance &amp; Ethics</b>	<b>40</b>
Diversity, Equity, & Inclusion	11	Governance and Accountability	41
Great Place to Work	16	Ethical Conduct	43
Growing with Burlington	18	Risk Management	45
Safety and Wellbeing	20		
<b>Communities</b>	<b>23</b>	<b>Data &amp; Disclosures</b>	<b>46</b>
Customer Giving	24	Relevant ESG Topic Definitions	47
The Burlington Stores Foundation	25	ESG Data Tables	49
Corporate Giving	27	GRI Index	57
		SASB Index	61
<b>Environment</b>	<b>28</b>	TCFD Index	63
Sustainability 2.0	29	Forward-Looking and Cautionary Statements	64
Energy and Climate	30		
Waste and Product End-of-Life	33		

## 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 with reference to the Global Reporting Initiative (GRI) Standards. It also aligns with several broader frameworks, including the Sustainability Accounting Standards Board (SASB), CDP Climate Change, the Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs).

We incorporate feedback from stakeholders, including investors, into our CSR report, and the report is reviewed by our ESG/CSR Executive Committee and presented to our Board of Directors prior to release. Information in this report principally covers our 2022 fiscal year (FY 2022), which ended on January 28, 2023. Where “2022” is referred to, it means FY 2022, and all data refers to FY 2022 unless otherwise stated. Environmental data points, including greenhouse gas (GHG) emissions, are based on activity between February 1, 2022 and January 31, 2023. “Associates” refers to corporate, store, distribution center/warehouse, and field employees of the Company, and “sustainability” refers to environmental sustainability. If you would like further information or to provide any feedback, email us at [Info@BurlingtonInvestors.com](mailto:Info@BurlingtonInvestors.com).

→ **JUMP TO DATA & DISCLOSURES**

# 2022 Milestones



## Associates

Increased

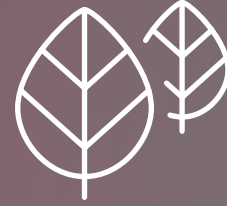
DIVERSITY OF MANAGEMENT AND SENIOR MANAGEMENT



## Communities

\$4m+

IN CUSTOMER GIVING



## Environment

45%

REDUCTION IN SCOPE 1&2 GHG EMISSIONS<sup>1</sup>



## Supply Chain

New

ENVIRONMENTAL SUPPLIER SCREENING



## Governance & Ethics

30%

OF BOARD MEMBERS WERE FEMALE

95%

OF ASSOCIATES BELIEVE THEIR MANAGER TREATS THEM FAIRLY, REGARDLESS OF THEIR IDENTITY, PER 2022 PULSE SURVEY

\$1.6m+

IN BURLINGTON STORES FOUNDATION GRANTS AND DONATIONS

9%

RENEWABLE ENERGY CONSUMPTION<sup>2</sup>

New

PARTNERSHIP WITH THE NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL

Board oversight

OF ESG MATTERS

385k+

HOURS OF ECOURSES COMPLETED

60k+

ITEMS OF MERCHANDISE DONATED TO COMMUNITIES

63%

OF WASTE DIVERTED FROM LANDFILLS

Released

CHEMICAL MANAGEMENT STATEMENT AND PROGRAM

Benchmarked

AGAINST NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY CYBERSECURITY FRAMEWORK

1. Square foot intensity compared to 2016 baseline.  
2. Percentage of total RECs compared to total electricity consumption.



# Reflections ON THE Year

# 87

NET NEW STORES  
OPENED IN 2022

**Michael  
O'Sullivan**  
CHIEF EXECUTIVE  
OFFICER



**2022 marked our 50th anniversary as an off-price retailer. From our origins as a single retail store in Burlington, New Jersey to operating over 900 brick and mortar stores nationwide, in this report we consider the broader value we can create for the communities where we work and live.**

Whether it's the more than one million Associates who have worked for Burlington, the tens of millions of customers who have shopped in our stores, or the enormous variety of vendor partners and investors we work with, we can be proud of the trusted reputation we continue to hold in our communities. The hard-earned loyalty of customers was tested in FY 2022 as we faced strong economic headwinds, notably inflation affecting the lower income shopper.

The theme of this report, Our Broader Value, highlights the value that our ever-evolving Corporate Social Responsibility (CSR) program – and the Burlington Full Potential strategy – brings to our Associates, customers, communities, and investors.

CSR is fundamental across our organization – not only because it's the right thing to do and aligns with our values, but because it makes solid business sense. In fact, the way we approached CSR in 2022 is reflected in how we created broader value across our business.

Whether it was opening 87 net new stores and creating opportunities for diverse talent; celebrating our customers for donating over \$4 million through store checkout campaigns for non-profit organizations that support our communities; upholding human rights in our supply chains; or focusing on energy-saving projects that help to reduce emissions in our communities while making substantial savings to our bottom line – we can be proud of the CSR progress made, despite difficult economic circumstances.

As we look ahead, I am committed to ensuring that Burlington continues to define success in part by how effectively we pair our growth with adding broader value to the communities and customers we serve.

Thank you for your interest in Burlington.

**Michael O'Sullivan**  
CHIEF EXECUTIVE OFFICER



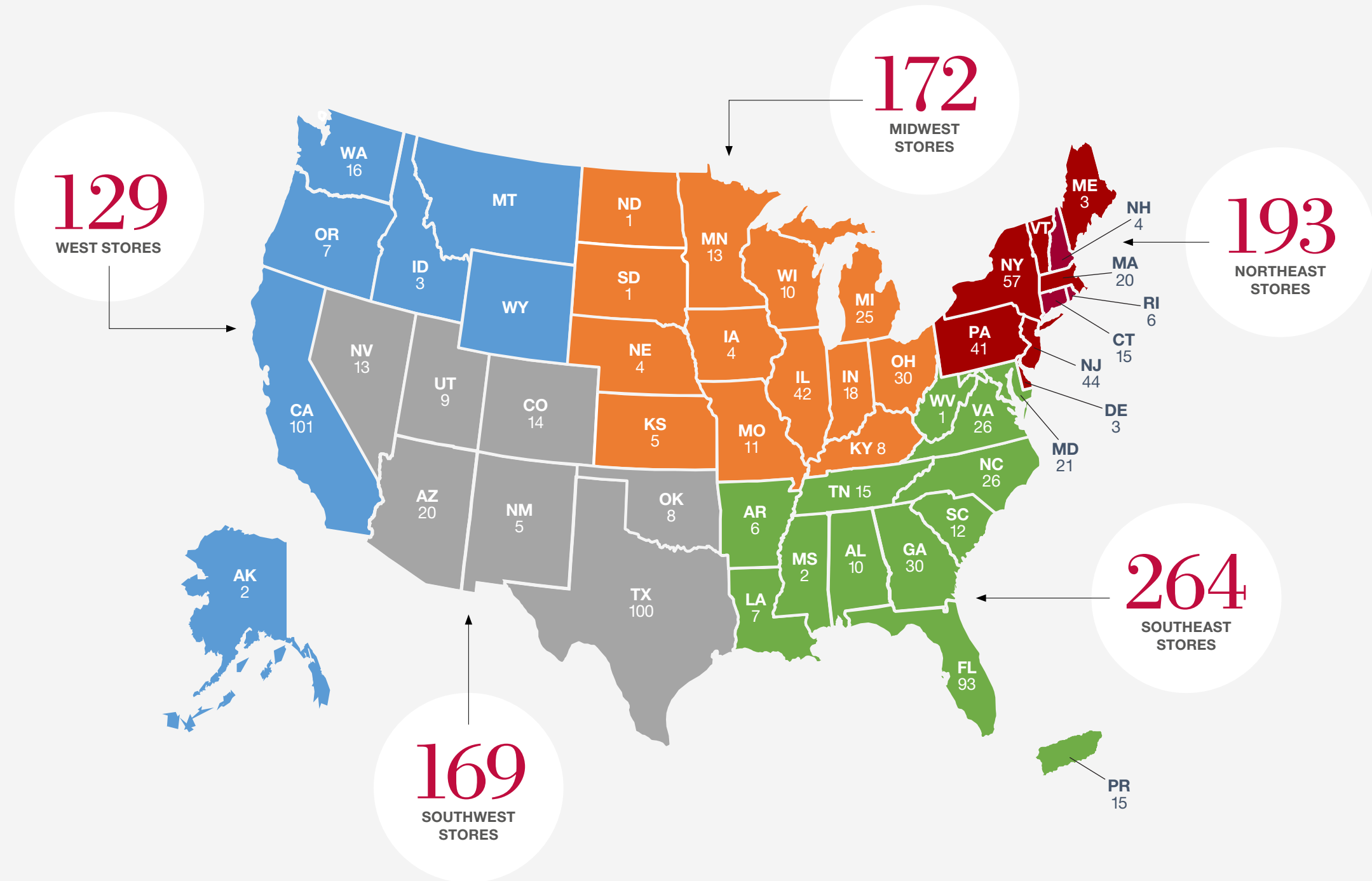
# Burlington: Serving Communities for 50 Years

Since 1972 we've been serving customers with high quality, branded merchandise at everyday low prices. Today, as a Fortune 500 company, those same values are evident in our CSR approach and in how we plan for a profitable yet sustainable future.

At Burlington, we know that some of our customers "want" a deal but we believe that most of our shoppers "need" a deal. We meet that need by offering everyday low prices, at up to 60% off other retailers' prices, on an extensive assortment of brand name merchandise for the entire family and home. We ended FY 2022 with 927 stores and net sales of \$8.7 billion.

With 87 net new stores opened during the year, we have further solidified our position in the off-price retail market. We expect to open an additional 70 to 80 net new stores in 2023, and an additional 500 to 600 net new stores over the following five years.

2022 NATIONAL STORE FOOTPRINT



Burlington: Serving Communities for 50 Years continued



**Unlocking our Full Potential**

Burlington 2.0 is our strategy to unlock our full potential as an off-price retailer through innovation, agility, and efficiency. The strategy drives us to:

- 1. Chase the Sales Trend**
  - Hold and tightly control liquidity
  - Fuel the trend with opportunistic buys
- 2. Operate with Leaner Inventories**
  - Drive faster turns, lower markdowns
  - Flow fresh receipts to support the sales trend
- 3. Invest in Buying & Planning**
  - Merchant and planning head count
  - Improved training, tools, and reporting
- 4. More Operational Flexibility**
  - Faster, more responsive supply chain
  - More flexible store staffing model
- 5. Smaller Store Prototype**
  - More productive retail locations
  - Lower occupancy & operating expenses
- 6. Challenge Expenses**
  - All areas of the business



The underlying strategy behind our plans is to drive sales by taking advantage of the terrific off-price buying environment for branded merchandise, and passing along these compelling values to our shoppers. We are excited about our longer-term prospects. We believe that the next few years could present significant opportunities to drive improved results. We are pushing ahead with the transformation of Burlington into a stronger off-price retailer, so we can take advantage of these opportunities.”

MICHAEL O’SULLIVAN, CEO

**TEAM BURLINGTON**

Our diverse, talented team of 61,000+<sup>3</sup> Associates is supported and motivated by a culture of respect, inclusion, and equity. This is fundamental to how we deliver on our value proposition:

- 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
- **JUMP TO ASSOCIATES**

3. 61,166 as of FY 2022 end.



# CSR Approach

In a fast-moving retail sector, our approach seeks to address evolving CSR and ESG disclosure trends and deliver broader value to our Associates, customers, and the communities where we live, work, and operate. In turn, we strive to mitigate risk to Burlington, attract diverse new talent, and realize efficiency savings that are fundamental to the off-price model.

Our approach spans five strategic pillars, which form the foundation of this report:

## Communities

As a caring company, we are proud of our tradition of giving back to the communities where we work and live nationwide. We believe that our heritage of corporate responsibility furthers Associate engagement and deepens brand loyalty with our customers.

## Supply Chain

ESG risk management extends beyond our stores, distribution centers (DCs), and offices, and into our supply chain. We uphold human rights, safety, and quality through rigorous due diligence, monitoring and management. Our approach is critical to mitigating risks to our business continuity and reputation.



## Associates

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 can build careers.



## Environment

Being a successful company means also being a responsible steward of the natural environment. Through our Sustainability 2.0 strategy, we're doing our part to tackle environmental challenges – from energy and climate change, to chemical management and waste – while realizing benefits to our bottom line.



## Governance & Ethics

Transparent governance, robust risk management, and systematic stakeholder engagement are fundamentals of corporate responsibility. We are continually monitoring and refining our responsible business practices.

CSR Approach continued



**Creating Broader Value**

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](#) (SDGs). This year we worked with a third-party to further align our 21 ESG Focus topics with our value chain and the SDGs that most align with our business (see table and explanation on the next page). We conducted information gathering sessions and workshops with key internal stakeholders helping us to better understand our impact and influence in these areas. We look forward to sharing more about these results in the future.

**Stakeholder Engagement**

Alongside formal SDG prioritization workshops, we engage with stakeholders in a number of ways throughout the year – examples of which are shown throughout this report. Ongoing dialogue helps us to better understand stakeholder expectations and address feedback. Investor engagement continued to be a focus area over the last year, with introducing an outreach program to gain insights and feedback on corporate governance, executive compensation, and ESG topics that may impact our business or reputation. These engagements involve leaders from our Investor Relations (IR), Legal, and CSR/ESG departments, and feedback is shared with the Board and leaders from our committees as appropriate.

→ [LEARN MORE IN OUR PROXY STATEMENT](#)

**PRIORITY SDGS**



**KEY STAKEHOLDERS**

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

**External:** Potential Stakeholders; Communities where we operate; Suppliers; Customers; Investors; Regulators; Trade Organizations



CSR Approach continued

Strategic CSR/ESG Priorities

We prioritize the ESG topics of greatest concern to our stakeholders. These are identified through a series of questionnaires and meetings with individuals throughout our value chain, including: internal executive leadership, Associates, customers, investors, suppliers, and the Board. We completed this process in early 2022<sup>4</sup>, which resulted in 21 ESG Focus topics (nine identified as strategic priorities – shown as a **P** in the table to the right and throughout the report). The table to the right shows how these 21 ESG Focus topics could impact our value chain, as well as how our six mapped SDGs contribute to these topics. To further align these ESG topics, we have also arranged them within our five pillars on page seven. We feel that this alignment will better help us to identify risks and opportunities, allowing us to enhance the strategies you will read throughout the report. We remain committed to formally reviewing ESG topics of relevance to our business every two to three years.

→ JUMP TO RELEVANT ESG TOPICS DEFINITIONS  
→ JUMP TO ESG DATA TABLES

Key:

Strategic Priorities



ESG FOCUS TOPICS	OUR VALUE CHAIN							PRIORITY SDGS
	UPSTREAM SUPPLY CHAIN	VENDORS / SUPPLIERS	INBOUND LOGISTICS	COMPANY OPERATIONS	DISTRIBUTION	MARKETING AND IN-STORE SALES	USE AND END-OF-LIFE	
Associate engagement & wellbeing				●	●	●		8, 3, 5
Attracting, developing & retaining talent				●	●	●		8, 5
Community giving & charitable impact						●		8, 3
Diversity, equity, & inclusion <b>P</b>	●	●		●		●		8, 5
Health & safety	●	●	●	●	●	●	●	8, 3
Labor rights (Associates) <b>P</b>				●	●	●		8, 3, 5
Animal welfare	●	●						12
Chemical management	●	●						12, 3
Climate change <b>P</b>	●	●	●	●	●	●	●	8, 12, 13, 7
Energy management <b>P</b>		●	●	●	●	●		12, 13, 7
Sustainable packaging		●			●	●	●	12
Waste management & product end-of-life <b>P</b>		●		●	●	●	●	12
Water use	●	●						8, 12
Product supply chains <b>P</b>	●	●						8, 13, 12
Product quality & safety <b>P</b>		●					●	12, 3
Human rights (supply chains) <b>P</b>	●	●	●					8, 3, 5
Supplier diversity	●	●						8, 5
Data privacy & protection <b>P</b>		●				●		
Corporate governance				●				8
Ethics & compliance				●				8
Responsible & transparent marketing						●		8, 12, 5

4. Please visit our 2021 CSR Report to understand more about our assessment methodology and process.



# Associates



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 can build careers.



**74%**  
OF ALL ASSOCIATES  
ARE FEMALE

IN THIS SECTION:

- Diversity, Equity, & Inclusion 11
- Great Place to Work 16
- Growing with Burlington 18
- Safety and Wellbeing 20



# Diversity, Equity, & Inclusion<sup>P</sup>



By implementing a long-term DEI strategy that includes every facet of our business, we can move beyond mere activity and truly focus on driving measurable impact. By acting with intentionality, we can unlock the full potential of our Associates, deliver goods and services that are responsive to the diverse needs of our customers, and make a meaningful difference in the communities we serve.”

MECCA MITCHELL, SVP LEADERSHIP & ORGANIZATIONAL DEVELOPMENT, DEI, AND COMMUNITY IMPACT



**We’re proud that our 61,000+ Associates reflect the diversity of the customers we serve. By investing in inclusive workplaces, we provide the opportunity for our Associates to thrive while securing the skills we need to succeed in the future.**

We strive to be a company that demonstrates our core values through our actions, recognizing that a diverse and inclusive company is healthier and better prepared to face tomorrow’s challenges proactively. In addition, a more diverse workforce enhances our ability to offer merchandise and a shopping environment that appeal to our diverse customer base. Our goal has consistently been to leverage our diversity to create a truly inclusive workplace. This requires a committed dedication to equity at all levels, as well as innovative programs to attract, retain, and develop diverse talent.

### Diversity in Recruitment

With an enhanced focus on inclusive recruitment practices, we aim to make a positive difference to the future talent pipeline. We continued to grow partnerships with student organizations to expand our candidate pools at seven universities, working with collegiate chapters

such as the Black Retail Action Group (BRAG) and Association of Latino Professionals for America (ALPFA). We are specifically proud to sponsor the Howard University BRAG collegiate chapter. We expanded our partnership with the NRF Foundation, increased our career fair collaborations, and attended a retail roadshow with other major retailers.

We welcomed summer interns via the Black Retail Action Group and began a new program with the Association of Corporate Counsel, which offers law students from underrepresented groups legal experience with Burlington. We also sponsored students through the Fashion Scholarship Fund. Our intern curriculum has been expanded to include Diversity, Equity, & Inclusion (DEI) training, which encompasses a wide range of topics, carefully crafted to equip interns with knowledge concerning Burlington’s commitment to cultivating an inclusive culture.



## Diversity, Equity, & Inclusion continued



I am proud to serve as ARG lead for Juntos, our Hispanic Associate and Allies Resource Group. As part of our mission, we provide vital resources for our Hispanic Associates, including networking opportunities, mentorship, support and allyship.”

TONI HILL, JUNTOS ARG LEAD



Joining the Black and African American ARG has provided a place where I belong. Where I can openly express myself with others who share similar feelings and experiences and work on solutions that will help within the overall Company.”

DEI PULSE SURVEY RESPONDENT

### Inclusive and Equitable Culture

A new [DEI Policy](#) reaffirmed our commitment to building a culture of respect, inclusion, and equity – a culture that fosters a sense of belonging for all. Creating cultural change requires Associates to feel involved and empowered to play their part. Helping to cultivate that culture are five Associate-led Resource Groups (ARGs). In 2022, in addition to our Women Associates and Allies ARG, we added four new ARGs: Empowered!, the Black and African American Associates and Allies ARG; JUNTOS, the Hispanic Associates and Allies ARG; HEART (Hope – Empathy – Authenticity – Resilience – Trust), the LGBTQ+ Associates and Allies ARG; and the Advocates and Allies ARG. These networks, which are open to all Associates and each supported by an Executive Sponsor from the senior leadership team, are pivotal to our DEI strategy, providing a supportive community for Associates who share common experiences, identities, and interests.

We took a number of steps to further enable employee DEI engagement by reorganizing our Corporate DEI Council and launching three new councils in Merchandising, Field & Stores, and DCs. And, to reinforce our [Leadership DEI Statement of Commitment](#), our SVP of Leadership & Organizational Development, DEI, and Community Impact and our VPs of DEI took to the road to visit various Burlington stores, DCs, and offices. By hearing directly from our teams, we were able to understand where we need to do more, as well as reiterate our unwavering commitment to an inclusive organization.

Our ongoing work to build an inclusive and equitable culture is informed by national and international best practices, and emerging trends. While continually evolving our own approach, we seek to inspire an open dialogue on DEI within our sector and beyond. For example, as a member of the NRF’s DEI Working Group, we collaborate with other retailers sharing learning, best practices, and benchmarking progress around customer diversity through the Retail Industry Leaders Association (RILA) Diversity Equity and Inclusion Leadership Council.



As the DEI Council Chair for Stores, it brings me joy to see how we are advancing DEI throughout the Company. Our council is made up of a diverse group of Associates who bring unique perspectives and experiences to the table. Together, we are committed to creating a workplace where everyone feels valued and supported. I am excited to continue this important work and to make our organization a more inclusive and equitable place to work.”

CIARA DAVIS, DEI COUNCIL CHAIR, FIELD & STORES

# 4

NEW DEI RESOURCE GROUPS

### OUR DEI STRATEGIC PLAN

With oversight from our Board of Directors, DEI Executive Leadership Council, and SVP Leadership & Organizational Development, DEI, and Community Impact, our DEI Strategic plan consists of five 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.

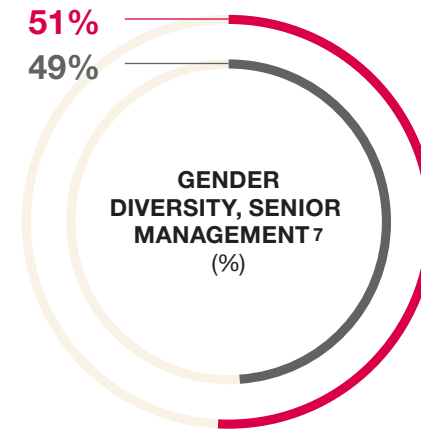
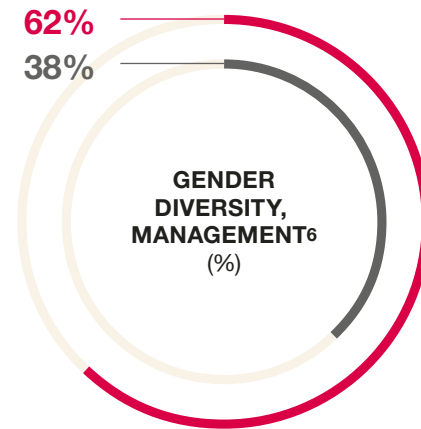
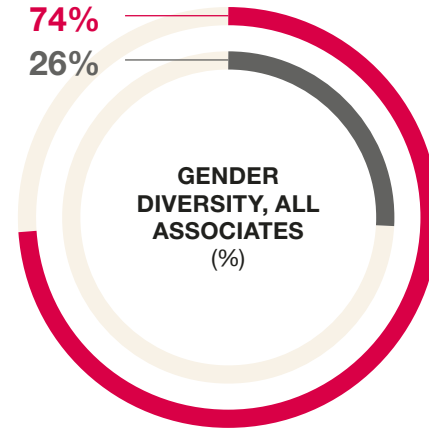


Diversity, Equity, & Inclusion continued

We saw stable gender, ethnicity, and age ratios across the organization, with slight increases in women and POC in management and senior management levels compared to 2021.

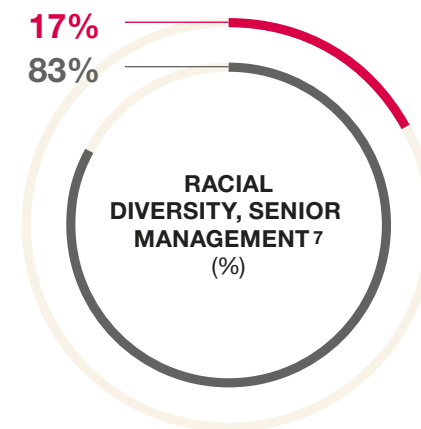
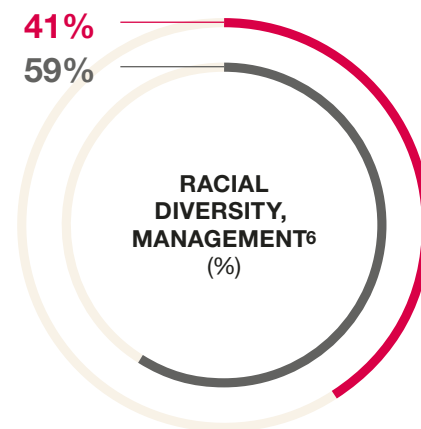
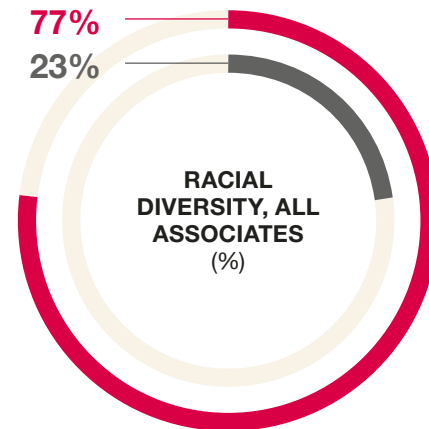


GENDER<sup>5</sup>



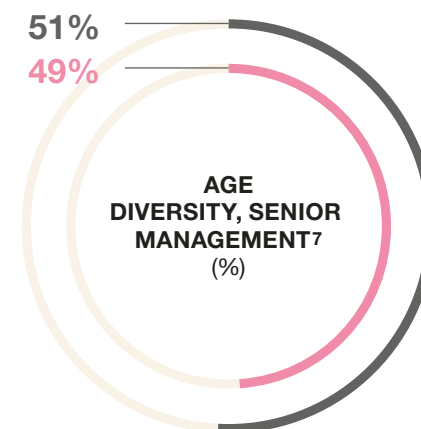
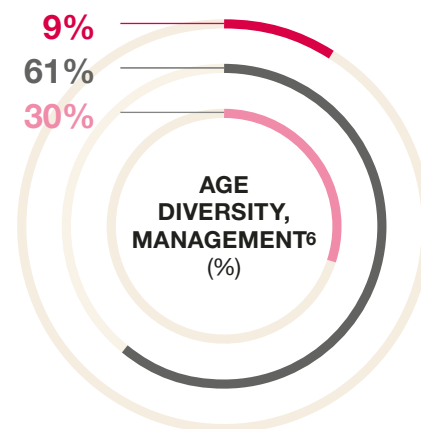
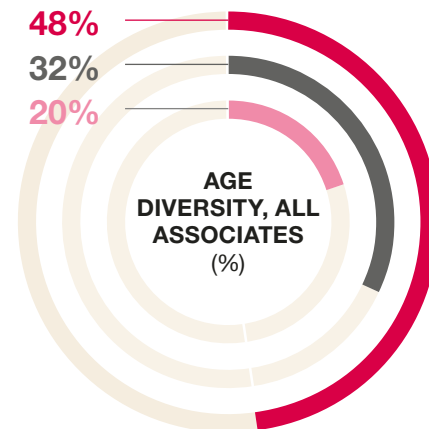
KEY:  
● Female  
● Male

RACE



KEY:  
● Person of color<sup>8</sup>  
● White or Not disclosed

AGE



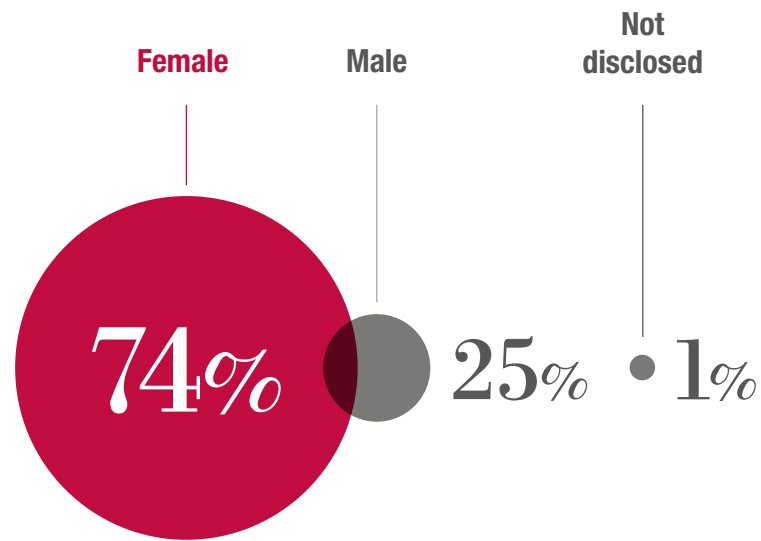
KEY:  
● Under 30 years old  
● 30-50 years old  
● Over 50 years old

5. For gender diversity, less than 0.5% did not disclose.  
6. Management is defined as manager in title and above.  
7. Senior management is defined as VP in title and above.  
8. 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.

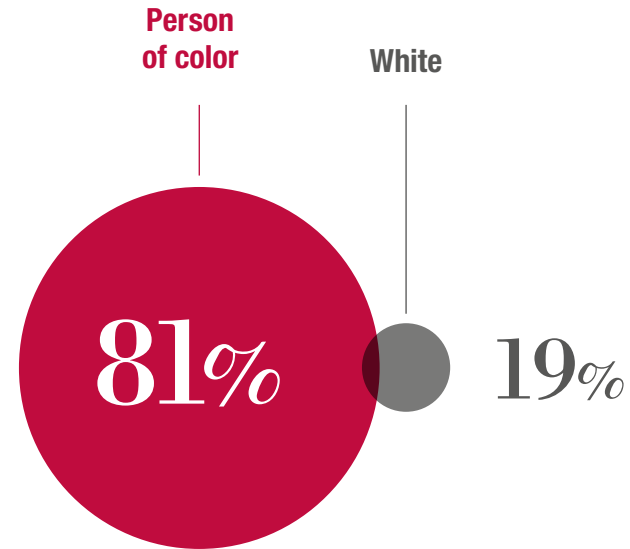


### Diversity, Equity, & Inclusion continued

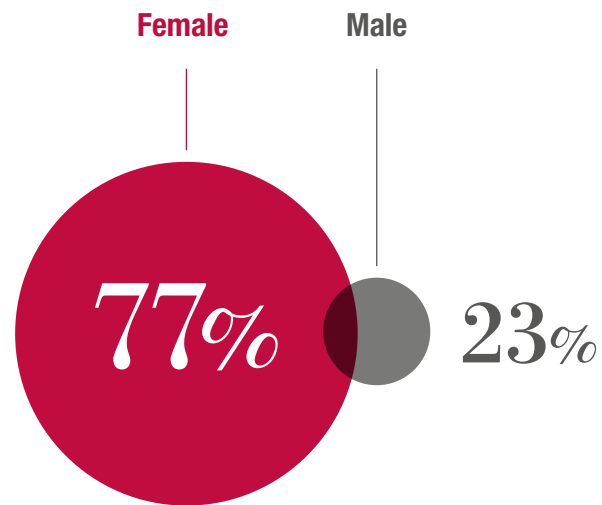
NEW HIRES BY GENDER (%)



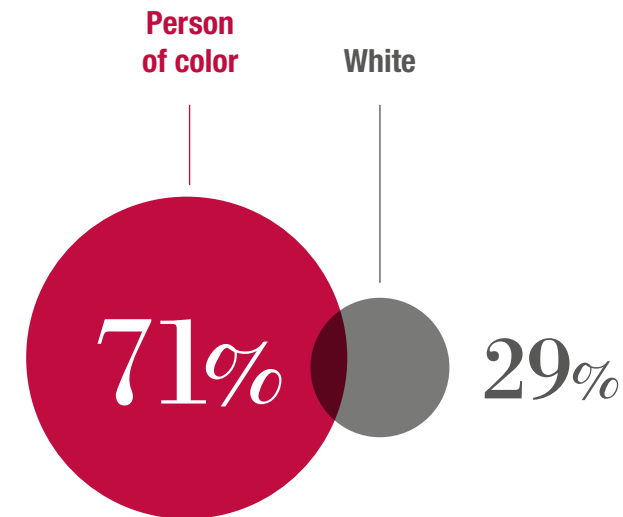
NEW HIRES BY RACE (%)



PROMOTIONS<sup>9</sup> BY GENDER (%)



PROMOTIONS<sup>9</sup> BY RACE (%)



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



## Diversity, Equity, & Inclusion continued

### Building Cultural Intelligence

In 2022, we expanded training on DEI to enhance cultural intelligence. These included course topics such as DEI at Burlington and exploring and addressing DEI in the workplace. Additionally, senior management underwent a course called “Spotlight on Inclusion,” which focused on fostering psychological safety, promoting workplace belonging, and developing inclusive leadership skills. To support field and store management teams, training was provided to promote awareness and understanding of diversity and inclusion, ensuring a respectful and inclusive work environment for all.

Alongside quarterly and monthly DEI awareness campaigns, we created a guide to assist store managers in navigating sensitive discussions. It included how to overcome barriers to inclusion, fostering trust, and encouraging collaboration. Throughout the year, we celebrated Team Burlington with stories, photos, and videos of our diverse talent shared on 1st Up, our internal app for Associates to connect over Company news, happenings, and more.

In 2022, we conducted a pulse survey, with a DEI focus. The survey found that 95% of respondents believed their manager treated them fairly, regardless of their identity. Additionally, 93% responded positively concerning their pride in the way Burlington impacts our communities, and 92% believed that Burlington is genuinely committed to building a diverse workforce. These findings reinforce our ongoing dedication to promoting a diverse and equitable environment that values the perspectives and experiences of our Associates (see page 16 for more information on our Your Voice and Pulse Survey results).

### Pay Equity

At Burlington we continuously work to ensure we have fair compensation practices across our organization and strive to achieve pay equity. Our latest independent third-party assessment showed 99.9% gender pay equity<sup>10</sup>. This demonstrates that we pay equitably for comparable work based on a review of more than 53,000 Associates. The assessment also showed that people of color earn the same as their counterparts.

# 95%

OF ASSOCIATES BELIEVE THEIR MANAGER TREATS THEM FAIRLY, REGARDLESS OF THEIR IDENTITY, PER 2022 PULSE SURVEY

10. Based on third-party analysis in FY 2021. Given the 99.9% pay equity results, we plan to conduct this assessment periodically.  
11. The donation to PFLAG was distributed in FY 2023.

### BROADER VALUE IN ACTION

## Virtual Pride Walk 2022

Associates came together for the Virtual Pride Parade, showing their support for the LGBTQ+ community in style. The parade was an extension of “Burlington Walks”, our health and wellness exercise events for corporate Associates.

Virtual Pride attracted a lot of social media attention, including posts on our internal 1st Up app of Associates. For every photo or video posted, the Burlington Stores Foundation donated to the Human Rights Campaign Foundation and PFLAG, the nation’s largest LGBTQ+ family and ally organization. At the end of the event, \$7,500 was raised for each organization.<sup>11</sup>

→ [JUMP TO THE BURLINGTON STORES FOUNDATION](#)





# Great Place to Work

For seven years running, we're proud to be certified as a Great Place to Work®. This, among many other recognitions, is a testament to our culture of listening to, supporting, and recognizing great talent.

### Continuous Listening Strategy

Nearly 42,000 Associates shared their feedback and opinions through Your Voice, our annual Associate engagement survey. This year's survey contained new questions on DEI and environmental sustainability to provide additional opportunities for Associates to have their voices heard on these topics. The results of the Your Voice survey helped us to develop actionable team-driven plans to maintain and improve Associate engagement.

We continue to score favorably in the following areas:

- "I have a clear understanding of what is expected of me."
- "My immediate manager treats me with dignity and respect."
- "Burlington makes it easy for people from diverse backgrounds to fit in and be accepted."
- "I trust my immediate manager."
- "My immediate manager is an effective listener."

Collaborating with Associates for feedback doesn't happen just once a year. In addition to Your Voice, we followed up with two separate pulse surveys for store managers and corporate Associates. Based on the 2022 results, we found opportunities to improve work-life balance, communication, and reward systems. We have been addressing these strategically, as described on pages 19 and 21. Reflecting our continuous listening strategy, we added exit surveys to capture views from those voluntarily leaving Burlington. This information is expected to drive further improvements and aid talent acquisition and Talent Retention strategies.

We refreshed our internal HeartBeat portal, a central repository for internal information, to be even more intuitive. This involved linking it with other software programs and enabling an app version. Now, Associates can interact with one another, as well as access news, hot jobs, recognition and more – anytime, anywhere. Another key development was monthly Coffee Chats during which our leaders answer non-work-related questions, allowing Associates to get to know them better in an informal setting, and feel part of the wider Burlington family.

### Labor Rights

Our Associates are at the core of everything we do, so we strive to create an environment where we provide development opportunities and promote a workplace free of harassment. We comply with all applicable laws and international standards, including being informed by the International Labor Organization's (ILO) framework of fundamental principles and rights at work. 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 the end of FY 2022, Associates in one store were subject to a collective bargaining agreement.

→ JUMP TO HUMAN RIGHTS



CERTIFIED SINCE 2016



## Best Workplaces in Retail™

9/20

## Companies that Care

77/100





Great Place to Work continued

BROADER VALUE IN ACTION

# Celebrating our Amazing Talent

Each day, Burlington Associates go the extra mile in the name of customer service and workplace inclusion. Our Associate Recognition Program highlights great work from across our stores, DCs, and corporate offices. For example:

- Spotlight Awards recognize our Associates and stores for outstanding performance and team engagement. During daily store rallies, managers call out great work, and each month 20 stores are recognized for outstanding store performance and given funds to host a celebration for Associates. Corporate departments host quarterly town halls where a senior leader publicly recognizes Associate award-winners. In 2022, more than 330 Spotlight Awards were presented to corporate Associates.

- The Burlington Excellence Award recognizes outstanding achievements and contributions as well as demonstration of our Core Values by Associates. In 2022, nearly 800 awards were granted to Associates.
- “Braggs” are when co-workers post internally on the 1st Up app to recognize outstanding teamwork, contributions, and demonstration of our Core Values. Recognition is seen through uplifting photos, videos, and comments – in 2022 alone, the Brag channel had more than 70,000 posts.
- “Burlington’s Got Talent” was an event to showcase the artistic and musical skills of our corporate Associates.



MORE THAN

# Doubled

ASSOCIATE “BRAGS” ON THE 1ST UP APP YEAR OVER YEAR



# Growing with Burlington

**From recruitment to retirement, we want our Associates to grow with us. We offer learning and development opportunities, ranging from on-the-job training and eLearning, to career coaching and leadership programs.**

In 2022, Associates undertook more than 1.9 million eCourses – that’s an average of three hours of training per Associate that completed courses. We added more than 80 new eCourses, focusing on making more content available in bitesize formats. Also, to reflect the diverse teams at Burlington, we offered more trainings in Spanish.

Store Associates are assigned a role-specific learning curriculum to support their training needs. For store managers, this includes approximately 10 hours of eCourses focused on customer service, Associate engagement, retail operations, store safety, and leadership best practices. Learning adoption is ensured through a robust certification program conducted by several members of field leadership. Store Associates also complete a role-specific learning curriculum ranging from 2.5 to 13 hours of eCourses, with key roles supported by a follow-up certification program conducted by members of store management and field leadership.

Additionally, leadership development offerings were enhanced by:

- launching a new leadership development program for Merchandise Managers, including classroom style sessions, discussions and experience sharing, networking opportunities with peers and leaders, one-on-one coaching, and tools and challenges to apply the learnings outside of sessions;
- piloting Mentoring @ Burlington with DEI Council Members to enhance Associate professional growth and development, helping to shape the future of the program; and
- revamping Growing @ Burlington to align with Leading @ Burlington for more meaningful developmental conversations between leaders and their teams.

Alongside training, Associates work closely with their managers throughout the year to set performance objectives as well as individual development and career plans.



**385k+**  
HOURS OF ECOURSES COMPLETED



Growing with Burlington continued

ASSOCIATE VOICES



Burlington is a company that wants each Associate to have room to grow within the Company if they desire.”



I liked examples given on how to apply the leadership learning to our current role as store manager.”



I was excited to be a part of the LEAD program, which challenged my thinking as a leader, in a very progressive way!”



I really liked getting to converse with the other new hires, especially considering they are headed for very different places in the company than I am.”

**Rewarding Talent**

As part of our commitment to offer competitive wages, we 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 2015. Many of our Associates are eligible for benefits and programs that include:

- comprehensive medical, dental, and vision benefits, expanding medical travel coverage, 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;
- competitive paid time off package, including holiday and sick time;
- 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 and legal services;
- a Manage Your Chronic Condition Program, which includes diabetes, hypertension, and hyperlipidemia, and provides essential medication such as insulin at no cost; and
- a benefit platform, including discount programs, for our part time Associates.

UP TO

**\$5,000**

PER YEAR TUITION REIMBURSEMENT AVAILABLE FOR ELIGIBLE ASSOCIATES<sup>12</sup>

12. Those taking classes at an accredited college or university can seek reimbursement of 50% of tuition costs upon successful completion of coursework, up to \$5,000 per year.

# Safety and Wellbeing

**Our priority has been upholding COVID-19-related health protocols, while steadily shifting our emphasis to physical, emotional, and financial wellbeing. These have become increasingly important post-pandemic and in the headwinds of socio-economic challenges.**

### Safety-First Culture

We are pleased to report zero high-consequence work-related injuries<sup>13</sup> and a 19% decrease in Associate injury claims compared to 2021. This reflects a long-term trajectory of fewer injuries at our offices, stores, and DCs, even as our footprint and workforce continue to grow. This is a testament to the culture we have built around reporting and mitigating hazards. Leadership and Associates are trained to identify and remediate potential hazards, while monitoring and coaching on safe and unsafe behaviors. All Associates are required to report any work-related safety incident via a process on our HeartBeat portal, with safety managers reviewing every incident, and root-cause investigations implemented as required.

Monthly site safety topics at all DCs and stores cover identified key hazards such as slips, trips, and falls, conveyor safety, and heat illness prevention, as seen in the image to the right.

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 the alerts are promptly escalated and addressed. Associates can also use our Integrity Hotline to report safety issues (see page 43). Where hazards can be engineered out of the job, we make every attempt to do so, and we enforce all policies and safety rules.

Store and DC Associates in specialized positions receive additional safety training covering hazard communication, powered industrial truck re-evaluation, and other Occupational Safety and Health Administration (OSHA)-designated key risk areas. They are also required to complete active shooter safety and awareness courses. Store Associates have the opportunity to take additional safety eCourses, including those covering electronic article surveillance tags, emergency evacuation, compactor/balers, and emergency situations.

**Zero**  
HIGH-CONSEQUENCE  
WORK-RELATED INJURIES

12 MONTHS; 12 SAFETY TOPICS

01 Safety Awareness	02 House-keeping	03 ABCs of Safety	04 Emergency Evacuation
05 Back Lifting Safety	06 Hazardous Communication	07 Injury Reporting	08 Dock Safety
09 Injury and Illness Prevention Plan	10 Safety Knives	11 A-Frame Safety	12 Selling Floor Safety

13. GRI Definition – work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.



## Safety and Wellbeing continued

### Financial Support

In addition to our many benefits for Associates (see page 19), our Associate Assistance Fund offers grants of up to \$2,500 to help eligible Associates with expenses resulting from a natural disaster, domestic abuse, 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 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.

### BROADER VALUE IN ACTION

## Supporting Work-Life Balance at DCs

While making changes at our DCs, we took the time to listen – and importantly – to act on what we heard. From one-on-one conversations and small group discussions to formal surveys, Associates were able to let us know how they were feeling. From this feedback, it was reinforced, among other things, that our Associates value work-life balance, job stability, and most importantly, they value time to spend with family and friends. This, coupled with other reasons, led us to make meaningful changes to shift patterns. For East Coast teams, the five-day week (eight hours a day) was condensed to a four-day week (10 hours a day). For the weekend shift, the four-day week (Friday through Monday) was reduced to a three-day week (Friday through Sunday, 12 hours a day). We made similar changes at our West Coast DCs. By responding robustly in this way, we've enabled Associates to save commuting time and money (and associated carbon miles), giving a small boost to them and their families during tough economic times.





## Safety and Wellbeing continued

### BROADER VALUE IN ACTION

## The Caring Cupboard

Burlington Associates are more than co-workers – they are a family who come together to celebrate achievements, and support each other in times of need. Recognizing that we all experience personal difficulties impacting our professional lives, store Associates came up with the idea of a Caring Cupboard.

The Caring Cupboard is a designated area in Associate break rooms offering free non-perishable food for anyone to access at any time during their shift. As an idea from Associates for Associates, the initiative shows how our leaders act on what they hear and implement swift, tangible actions where they're needed.



### WHAT'S NEXT

## What's Next For Associates?

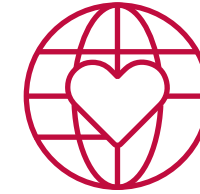
We plan to increase talent acquisition training and education on DEI, and plan to conduct additional pulse surveys with corporate, supply chain, DC, and store Associates.

We plan to formally launch Mentoring @ Burlington, as well as adding new training for the Buying and Planning teams, evaluating leadership development offerings, and delivering further on our continuous listening strategy.

In early 2023, we will transition to a new 401(k) record-keeper that will deliver enhanced systems capabilities and better Plan Participant experience.



# Communities



As a caring company, we are proud of our tradition of giving back to the communities where we work and live nationwide. We believe that our heritage of corporate responsibility furthers Associate engagement and deepens brand loyalty with our customers.



**\$4m+**  
DONATED BY OUR CUSTOMERS TO SUPPORT OUR CHARITABLE PARTNERS

IN THIS SECTION:

- Customer Giving 24
- Burlington Stores Foundation 25
- Corporate Giving 27



# Customer Giving



Burlington has been an amazing partner these past six years. They really care about the communities where they operate and where their customers and Associates live and work. Burlington knows when they support high-needs schools with the tools and materials their students need to learn and succeed in school, they are building a better future for everyone.”

ANN PIFER, EXECUTIVE DIRECTOR, ADOPTAClassroom.org



**Our customers and Associates help support organizations that bring value to the communities where we work and live. Our partners are national non-profits that make a local impact and we provide a simple way for our customers to give what they can at checkout.**

### Signature Charitable Partnerships

Over the past 21 years, we have donated more than \$77.8 million to our charitable partners. We have historically partnered with national non-profits that help to support children, families, and teachers in difficult circumstances. In 2022, thanks to generous customer and Associate donations, we donated more than \$4 million to [The Leukemia and Lymphoma Society \(LLS\)](https://www.leukemia-lymphoma.org/) and [AdoptAClassroom.org \(AAC.org\)](https://www.adoptaclassroom.org/).

We celebrated our 21st year of partnership with LLS, having raised a cumulative \$53.5 million towards research, care, and treatment for those impacted by blood cancer. In 2022, we raised nearly \$2.4 million to benefit LLS’s Dare to Dream Project to fund support for children and their families by offering access to affordable and quality healthcare.

All too often, our nation’s schoolteachers must dig into their own pockets to buy basic classroom supplies – a reality that’s been exacerbated by inflation. Over our six-year partnership with AAC.org, we have donated nearly \$10.6 million to help support high-needs schools. Funds raised benefit more than a million students nationwide, providing them with the critical school supplies they need to better learn and succeed. In 2022 alone, we raised over \$1.7 million for AAC.org to support students across the country.

→ [JUMP TO CORPORATE GIVING](#)

## BROADER VALUE IN ACTION

### A New Life for Coats and Toys



Thanks to the generosity of customers and Associates, over the past 16 years we have donated nearly 2.5 million<sup>15</sup> new or gently worn coats to vulnerable individuals, in partnership with a national non-profit organization.

“Now more than ever, families are facing many challenges and staying warm should be the least of their worries. Our partnership with Burlington helps provide thousands of coats to community members who need them most. We are delighted to work with them again this year to help provide a sense of comfort and hope to individuals during the holidays.” Matthew Fasciano, President and CEO, Delivering Good.



In Puerto Rico, we hosted our ninth annual Burlington Toy Drive, in collaboration with Fundación Infantil Ronald McDonald, dedicated to improving the health and wellbeing of children and their families. Since inception, we have donated over 120,000 new toys<sup>14</sup>, bringing smiles to children and families.

“We are grateful for our long-standing partnership with Burlington and the ongoing generosity from its customers. Our continued work together year after year allows us to make a significant impact on those individuals who may face hardships during the holiday season.” Mariela Jorge, Executive Director of Fundación Infantil Ronald McDonald.

14. Whenever our customers brought in a coat or toy to donate, we thanked them with a discount voucher.



# The Burlington Stores Foundation



**The Burlington Stores Foundation is a 501(c)(3) non-operating private foundation intended to build upon our commitment to community. Through its signature programs of grants and charitable donations, the Foundation fulfills its mission in adding value to our communities by enabling people to live better lives.**

In its second year, the Foundation donated more than \$1.6 million to non-profits working at the forefront of societal challenges. These grants and donations have been needed support for many facing hardship in trying socio-economic times.

During the latest grant cycle, Burlington Associates nominated nearly 380 non-profits committed to making meaningful change in their local communities. These non-profits, located across 33 states, Washington, DC, and Puerto Rico, were submitted to our Associate-led Grant Review Committee to be considered for a grant of up to \$5,000.

In total, the Foundation awarded over \$750,000 to more than 150 non-profit organizations, tackling:

- food insecurity/homelessness;
- youth development;
- health and wellness;
- domestic violence and sexual assault; and
- poverty relief.

The Burlington Stores Foundation is immensely proud of the role our Associates have played in the grants program. From nominating charities for a grant, volunteering with beneficiaries, or being on the Grant Review Committee – Burlington Associates help Burlington shape the communities where we live and work. In turn, Burlington becomes part of a broader effort to build an inclusive, sustainable, and resilient future for all.



## BROADER VALUE IN ACTION

### In Conversation with Two Beneficiaries

**Q. What did it mean to your organization to be selected for a grant?**



The support meant we could help ensure educators, students, families, and school partners receive high quality, diverse books for their classroom and drive improved literacy outcomes and reading motivation. With the Burlington Stores Foundation's support and partners, we've expanded projects across Texas and additional cities across the US. This support has allowed us to reimagine and support the literacy experiences for diverse students, educators, and families across the US.



The Burlington Stores Foundation's grant will allow Perry Helping Perry to continue our newly formed Hardship Program.

**Q. How will this grant have a direct impact on the lives of people in your community?**



Since February 2022, we have provided 24,000 brand new books to students. The grant from the Burlington Stores Foundation and partners has helped provide diverse classroom libraries with lessons and activities to 131 educators. In addition, we've been able to improve literacy skills and increase reading motivation. Since this grant, we have raised \$164,000 to help expand our projects.



The Burlington Stores Foundation grant will be earmarked for our Hardship Program. It will allow us to continue our Hardship Program that was started with a \$50,000 donation from a local family, Bob & Lesa Schnabel. Perry Township applicants can apply for assistance with rent or mortgage, utility bills and other needs. In 2022, we helped 25 families through our Hardship Program.



### The Burlington Stores Foundation continued



Thank you again for your very generous donation to Lace Up Detroit. We were surprised and extremely pleased to receive the grant from the Burlington Stores Foundation. It meant a lot for our organization to be selected because our fundraising opportunities were limited due to COVID-19. With the grant from Burlington, we will be able to provide 300-350 pairs of shoes to young children in need and to women rescued from human trafficking and abuse."

SUZANNE SEITZ, PRESIDENT, LACE UP DETROIT

#### Charitable Donations

Beyond the formal grants program, the Foundation has the capacity to make charitable contributions. In the last year, more than \$300,000 was donated in response to disaster relief efforts and social justice causes aligned with our DEI initiatives, including:

1. \$250,000 to the American Red Cross for disaster relief in response to Hurricane Ian and Hurricane Fiona to support our Associates and customers in Florida and Puerto Rico.
2. \$52,500 to causes aligned with our DEI focus areas that build upon our commitment to social justice and racial equality. These included \$7,500 to the Human Rights Campaign Foundation to support Associates' participation in our Virtual Pride (see page 15), and \$45,000 split between the NRF's Rise Up program; the Equal Justice Initiative; and YWCA, an organization committed to eliminating racism and empowering women.



# \$250k

DONATED TO THE AMERICAN RED CROSS FOR DISASTER RELIEF





# Corporate Giving

**Alongside the generosity of our customers and the philanthropy of the Burlington Stores Foundation, we support our communities directly as a business. This giving links with our core business activities, including talent acquisition, talent development, merchandising, and DEI initiatives.**

During 2022, in addition to our other charitable giving, Burlington donated more than \$400,000 to 19 non-profit organizations including the National Retail Federation Foundation, Delivering Good, and Save the Children. Through our Community Partners Program, we also assisted charitable organizations and government agencies to receive discounts on large quantities of merchandise and gift cards.

### Donating Merchandise

Through our national partnerships with [Delivering Good](#) and [Good360](#) we donated over 60,000 items of merchandise to help people in the communities where we operate. Between our Return to Office cleanout program and Holiday donations, we also donated nearly 200 pallets of food and school supplies to local communities and charities.

### Giving our Time

Associates participated in a new-and-improved volunteer experience in 2022, as we pivoted to a virtual Day of Giving program to reflect our post-pandemic workplace culture. Those from our corporate offices took advantage of paid volunteer time, with more than 1,000 Associates giving their time to volunteer.

Whether it was making snack kits for families, birthday cards for children experiencing homelessness, or Halloween and holiday activity packages for children with autism, Associates demonstrated the Burlington values in action, benefiting four wonderful non-profits:

- Autism Cares Foundation;
- Burlington Township Food Pantry;
- Voorhees Animal Orphanage; and
- The Birthday Project.

We also established a new partnership with Her Honor, an organization launched to provide mentorship and professional development opportunities for young women from underserved communities. Burlington's Associates, who volunteered to be a mentor, were matched with these young women.

They met weekly for six months, between the end of 2022 and early 2023. Together, they explored personal and professional topics, including setting goals, balancing daily life, banking and budgeting, selecting a career path, writing resumés, practicing for interviews, and much more. This mentorship program supports the growth and development of our mentors, while also empowering the communities we serve. We also hosted a virtual field trip for all Her Honor mentees, where Burlington leaders from our DEI, Merchandising, Talent Acquisition, Legal, and Tax & Compliance departments shared insights around the various career opportunities in retail.

### BROADER VALUE IN ACTION

## Time and Merchandise for Those on our Doorstep

The work of the Burlington Township Food Pantry was crucial in 2022 when so many families struggled to put food on the table. As well as providing a welcoming and warm hub for the charity, we also donated sample merchandise. Associates gave their time helping to deliver and pack up supplies, also joining other Pantry volunteers and the wider town of Burlington at the charity's grand re-opening during the year.

"The Burlington Township Food Pantry is thrilled to unveil our new building to the community. Because of the support, we're able to continue to help our local families in need." Carol Zulla, Co-Founder, Burlington Township Food Pantry

### ASSOCIATES IN THE COMMUNITY

**"When the opportunity to act as captain for last year's Day of Giving event arose, I immediately jumped on it. Giving back is something that has always provided me with a sense of purpose and happiness."**

EMILY BORM, HR COORDINATOR

**"The Day of Giving event was one of my most rewarding experiences at Burlington. Not only did it bring me closer to my colleagues, but it also taught me the value of giving back to the community."**

MARK HARRISON, SR. MANAGER, SHORTAGE BUSINESS INTELLIGENCE

**"Burlington's Day of Giving gives me another opportunity to give back which I really appreciate and helps reinforce that Burlington is a company that cares!"**

MARK JOHNS, MANAGER STORE SYSTEMS DEVELOPMENT

60k+

ITEMS OF MERCHANDISE DONATED



# Environment



Being a successful company means also being a responsible steward of the natural environment. Through our Sustainability 2.0 strategy, we're doing our part to tackle environmental challenges – from energy and climate change, to chemical management and waste – while realizing benefits to our bottom line.



**4.5%**  
REDUCTION IN SCOPE 1 AND 2 EMISSIONS<sup>15</sup>



**IN THIS SECTION:**

Sustainability 2.0 29

Energy and Climate 30

Waste and Product End-of-Life 33

15. Intensity metric compared to a 2016 baseline.



# Sustainability 2.0



**Sustainability 2.0 is our environmental sustainability strategy to execute environmental action in support of the Burlington 2.0 corporate strategy: to grow responsibly while remaining focused on delivering value to our customers.**

Our short-, mid-, and long-term goals drove action across stores, DCs, and corporate offices. This, in turn, strengthened business resilience to risk, while further demonstrating Burlington’s core values.

Sustainability 2.0 addresses five strategic priorities:

1. Focus and align environmental sustainability efforts to achieve internal and external goals reducing environmental impact.
2. Increase use of renewable energy across our operations.
3. Educate and engage Associates (see page 18).
4. Enhance Burlington’s reputation by incorporating environmental sustainability into our caring culture.
5. Partner with non-merchandise suppliers for products and services with reduced environmental impact.

In this section, we discuss the progress made across our five strategic priorities, including renewable energy growth, energy efficiency, partnerships with our landlords, waste diversion efforts, chemical management and the Good360 collaboration that gives merchandise that can no longer be sold in our stores a new life, making a real difference in our communities.

Across our accomplishments, we continue to track our environmental impact with a new environmental management system, while enhancing our existing Inventory Management Plan. Together, these help to monitor progress against detailed metrics on greenhouse gases (GHGs), waste, and other environmental impacts.

→ JUMP TO RISK MANAGEMENT

### Stakeholder Engagement

Alongside our broader ESG stakeholder engagement (see page 8), we have a dedicated environmental sustainability education and outreach program to engage our Associates on the importance of environmental sustainability. By showcasing Burlington’s environmental sustainability programs, efforts, challenges, and accomplishments with a broad internal audience, we aim to encourage Associates to make positive environmental choices in their roles within the Company. For some, this reinforces training they have already received on topics like recycling and energy efficiency. We further engaged Associates by including a question on environmental sustainability in the Your Voice survey (see page 16).

We amplified Associate communication on sustainability in 2022, with multiple articles and posts released every month across different internal communication channels. In addition, we elevated sustainability content on the revamped internal HeartBeat portal.

For investors, we added a dedicated Environmental section to our [Burlington Investors](#) site, making clear our environmental sustainability strategy. And for customers, we posted environmental sustainability facts through social media, our website, and email banners, including highlighting the launch of our previous CSR report, events such as Earth Day, and a video posted on social media sharing how [we implement environmental sustainability](#).

→ SEE OUR ENVIRONMENTAL POLICY  
→ JUMP TO RISK MANAGEMENT

# 1,200+

FOLLOWERS ON THE 1ST UP INTERNAL SUSTAINABILITY CHANNEL



# Energy and Climate<sup>P</sup>



**Market dynamics, including rising energy costs and renewable energy demand, acted as a catalyst to double down on our energy reduction efforts. We accelerated progress, from onsite solar projects to landlord energy partnerships.**

We recognize that climate change inaction can pose physical, financial, and reputational risks to our business. These include risks to our physical buildings and processes arising 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 assessing our GHG emissions reduction progress since our first analysis in 2018. GHG management is overseen by the Director of ESG, Climate, and CSR (see page 42 for more on climate-related governance). We require all departments that have an operational impact on our GHG emissions to submit annual reports of their activities that produce, or assist in producing, those emissions.

The data is then uploaded to our environmental management system – this enables us to calculate our annual carbon footprint, which is reviewed by Burlington’s Climate team and the Internal Audit team.

Reflecting our approach to continually evolving and enhancing our climate data, in 2022 we began the process of researching additional Scope 3<sup>16</sup> categories with the Environmental Defense Fund Climate Corps program. We will continue to expand this research with relevant stakeholders throughout the organization in the coming years.

## 2030 CLIMATE-RELATED GOALS

**60%**  
REDUCTION IN SCOPE 1 & 2 EMISSIONS<sup>17</sup>

**20%**  
OF ENERGY CONSUMED TO BE PROVIDED  
BY RENEWABLE SOURCES

16. Burlington currently reports externally on Category 4: Upstream Transportation and Distribution, Category 5: Waste Generated in Operations, and Category 6: Business Travel.

17. Per operating square foot against a baseline of fiscal year 2016.



## Energy and Climate continued

### 2022 Total GHG Emissions

Total GHG emissions<sup>18</sup> were approximately 323,000 metric tons of carbon dioxide (CO<sub>2</sub>) equivalent, representing a 3% increase from the previous year. When Scope 1 and 2 market-based GHG emissions are normalized per square foot of operational space, we saw a decrease of 2%. This puts us at 75% towards our emissions reduction goal. As shown in the pie chart below, the greatest source of emissions we currently report on came from electricity consumption (50%).

### Scaling Renewable Energy

Scaling renewable energy use is an important component of Burlington's energy management strategy. In recent years, we have been working hard to increase our use of clean, renewable energy wherever possible.

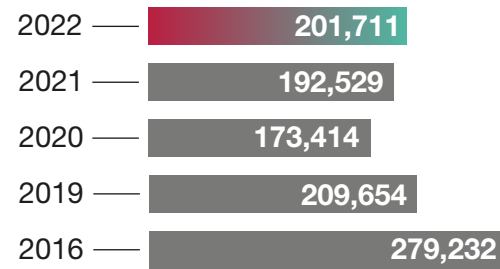
In light of market-based procurement limitations around available renewable energy supply, we focused on partnering with our landlords to pursue more onsite solar arrays

at our stores and DCs. In 2022, seven solar projects were executed and nine more were initiated. Our ratio of renewable energy to overall electricity consumption stayed consistent at 9%, keeping us on track for 20% by 2030.

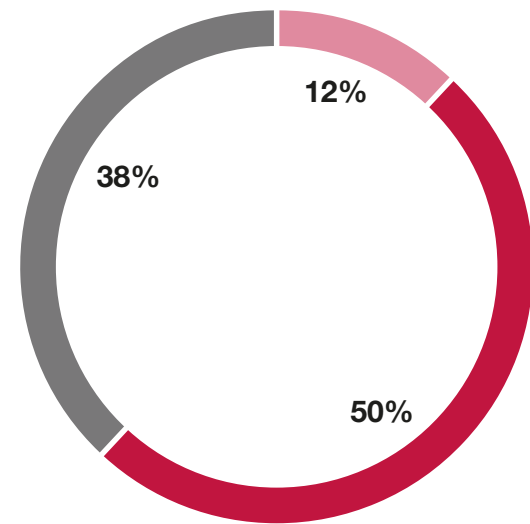
In areas of the country where current regulations limit offsite viability and/or minimal incentives exist for onsite renewable energy, we strive to support community solar programs that bolster renewable energy

availability to broader communities, including smaller business and residential customers. We currently have 18 stores enrolled in community solar programs in New York, Rhode Island, and Massachusetts. With a view to scaling our participation further, we commissioned an independent study of our existing and potential community solar involvement nationwide. As new state programs are adopted, we will monitor their impact and strive to maximize our participation.

### SCOPE 1 & 2 MARKET-BASED (metric tons of CO<sub>2</sub> equivalent)



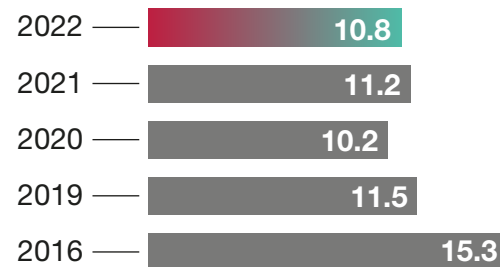
### TOTAL MARKET-BASED EMISSIONS (%)



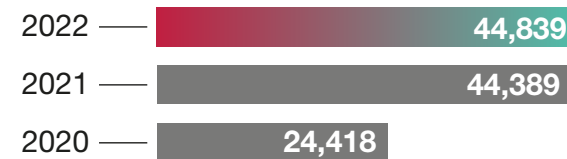
### EMISSIONS IN METRIC TONS OF CO<sub>2</sub> EQUIVALENT

- Scope 1 (38,806)
- Scope 2 (162,905)
- Scope 3 (121,424)

### ENERGY USAGE INTENSITY (EUI)<sup>19</sup> (kWh/sq ft)



### TOTAL RENEWABLE ENERGY CONSUMPTION (MWh)



18. Scope 1 and Scope 2 market-based, and Scope 3 (Category 4, Category 5, and Category 6).  
 19. Energy consumption is the sum of all fuel usage and electricity within our operations. Previous year's energy consumption totals and EUIs are updated to reflect this change.





Energy and Climate continued



**Energy Efficiency**

For over 10 years, we have deployed energy efficiency technologies, from energy management systems (EMS) to LED lighting. We believe that we can drive further energy savings through careful monitoring of usage in our aging stores, optimizing equipment, using data analytics, and innovating in new smaller stores. Notable initiatives in 2022 included:

- **Launching the Setpoint Strategy:** We took a more proactive and strategic approach to store-cooling summer “setpoints”. Utilizing our EMS, the Energy Team proactively reduced temperatures in customer queue and checkout areas, and receiving space where merchandise is unloaded and processed. By reducing the temperatures only in high traffic areas, we achieved improved store comfort while avoiding additional energy use.
- **Low-Performing Stores Analytics:** The Energy Team developed a new reporting prioritization process utilizing EMS data and comfort issues reported by stores to target underperforming stores from an energy usage and occupant comfort perspective. The top 25 identified monthly were then actively triaged for any issue causation and required repairs were executed.

- **Puerto Rico Recommissioning:** The Energy Team focused recommissioning efforts in 2022 on our growing number of Puerto Rico stores. With seven stores added to our recommissioning efforts, including both newly opened and existing stores, it was a great opportunity to make sure those new stores were operating at optimal efficiency and to evaluate our existing locations on the island. Recommissioning is an onsite inspection performed to identify and remedy comfort and energy efficiency issues. To speed up impact, repair technicians accompanied the recommissioning agent to perform immediate repairs identified in each store’s HVAC, lighting, and EMS controls.

**Domestic Transportation**

We continued to drive action on supply chain emissions from transportation of our merchandise in 2022. Almost all (96%) of our long-haul freight carriers were in the Environmental Protection Agency’s (EPA) SmartWay program for lower emissions while 71% of outbound long-haul merchandise by volume was transported via intermodal (IMDL) rail, a 9% increase from 2021. Our transportation management system further incentivized freight partners to reduce journeys by combining loads, deploying efficient packing methods such as floor loading, and training drivers in fuel-efficient practices. We overhauled our transportation planning process to optimize day-to-day processes, and we began to expand our pool of transport service providers.

→ **JUMP TO RISK MANAGEMENT**

**BROADER VALUE IN ACTION**

**Taking the Strain off the Grid**

With extreme weather events and energy demand on the rise, we are doing our part to support national energy grid stability and resilience by participating in demand response programs. In 2022, we expanded our participation by installing additional automated demand response meters at more of our stores to actively reduce electricity loads when there was a call for action by the local utility. These events generally occur at times of extreme weather, such as during prolonged heat waves or cold snaps that are increasing due to climate change.

71%

OF SHIPMENTS LEAVING OUR DCS WERE VIA IMDL TRANSPORTATION



# Waste and Product End-of-Life<sup>P</sup>

## Smart innovations in recycling, combined with Associate compliance education and merchandise donations, diverted more waste from landfills.

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 available, and are significant to our waste footprint, estimates are calculated based on volumetric totals and industry standard weights for each waste stream.

In 2022, our total waste footprint was 117,475 U.S. tons<sup>21</sup>, a 2% decrease over 2021. Improved waste data tracking in our stores has helped us make smarter, cost-effective decisions, in turn helping divert 63% of our overall waste from landfill. During the year, we also recycled 56,327 U.S. tons of cardboard and 10,166 U.S. tons of timber pallets; 223 U.S. tons of metal at DCs; and 41 U.S. tons of eWaste.

### Innovation

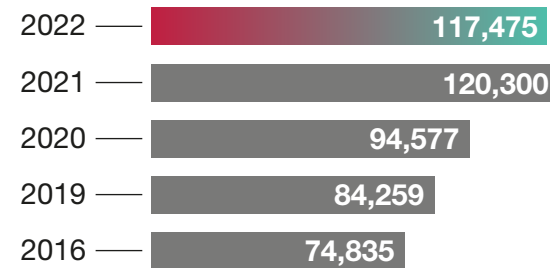
A dedicated Waste team manages all waste and recycling operations at our stores, DCs, and corporate offices, including introducing new technologies and innovations to reduce waste hauls. Our third-party vendors are solely utilized to haul waste materials to their proper processing facilities.

The Waste team continued to overcome the challenges of supporting waste management operations in newer, smaller-footprint stores. We also continued to explore plastic bag recycling and elimination initiatives in our stores, including offering affordable and stylish reusable bags.

We continued rolling out waste optimization technologies to more than 150 stores in 2022, making collections more efficient, limiting waste hauler pickups, and saving space. As part of these technologies, we installed 40 remote monitors on select stores' compactors that use cloud software to automatically inform haulers when compactors are near full, reducing an estimated one haul each month per store.

In addition to monitors, we installed more than 110 small trash balers, which compress non-recyclable materials and reduce the need for additional truck trips to pick up waste. The balers also save waste storage space in stores and, since they are powered by compressed air, minimal electricity is consumed in operation. We added more large cardboard balers in our stores too, increasing waste diversion, reducing costs, and maximizing cardboard rebates. In addition, the balers have helped us tackle dumpster security issues ("divers", illegal dumping, and destruction of property) as more waste can be managed securely inside the building. Educating and informing our Associates on proper waste handling also reduces contamination risk and improves accuracy and reporting of data.

### TOTAL WASTE FOOTPRINT<sup>20</sup> (U.S. tons)



### WASTE DIVERTED FROM LANDFILL (%)



# 8 U.S. tons

OF WASTE DIVERTED FROM LANDFILLS DURING NEW JERSEY CORPORATE OFFICE CONVERSION TO HYBRID WORKPLACE

### BROADER VALUE IN ACTION

## Staying Green While We Clean

Our corporate Associates took part in a mass clear-out of office spaces to allow for shared-space working models. The Sustainability team coordinated efforts to maximize recycling, reuse, and donation of excess items. Collection stations throughout each facility made it easy for Associates to drop off office supplies for redistribution within Burlington, discard personal items for donation to local charities, or responsibly recycle or dispose of years of accumulated materials.

These team efforts resulted in over 8 U.S. tons of trash being diverted from landfill. In addition, we were able to collect office/school supplies, most of which was donated to local charities, and the rest was repurposed within Burlington's corporate offices.

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



Waste and Product End-of-Life continued



**Regulated Waste**

With waste regulation and enforcement becoming increasingly stringent, we took further steps to strengthen our compliance with hazardous and regulated waste-requirements. These included increasing Associate training and communication in stores and DCs and utilizing a qualified third-party to ensure that waste leaving our buildings is properly separated, handled, and transported. Overall, 258 U.S. tons of hazardous waste were diverted from landfill in 2022.

In all our stores, corporate facilities, and DCs nationwide, our hazardous waste program is designed to align with California and Washington requirements – states that have enacted more rigorous hazardous waste regulations.

The program covers various regulated waste categories, including eWaste and damaged merchandise designated hazardous.

We continued to operate our Beauty Bucket Program in 115 stores, finding a positive use for beauty merchandise destined for hazardous waste disposal. Through Beauty Bucket, select items are given to local community assistance organizations instead of being sent to landfill. Meanwhile, non-beauty merchandise that cannot be sold may be repurposed by specialist contractors to be turned into new ingredients for products such as paint, industrial deodorizers, and commercial cleaners. Hard to recycle items can be used in a waste-to-energy process that helps create power for homes. Products such as hand sanitizer and perfumes can be reused as-is as an ingredient in wastewater treatment.

**BROADER VALUE IN ACTION**

**A Win-Win for Planet and People**

Partnering with Good360, a global leader in product philanthropy and purposeful giving, we piloted a merchandise donation program whereby merchandise that could no longer be sold in our stores was donated to a vetted local non-profit in the community.

At our DCs, we began a larger-scale merchandise donation program as opportunities to donate pallets of unsellable goods were identified. We look forward to continuing our partnership and supporting Good360’s mission to close the need gap by giving hope, dignity, and a sense of renewed possibility to those impacted by disasters and other challenging life circumstances. Store Associates are especially excited about this opportunity to contribute positively to the environment and our communities.

**WHAT’S NEXT**

**What’s Next For Environment?**

Under Sustainability 2.0, we will further educate and empower Associates to be proactive in environmentally-responsible decision-making.

We will look to expand our chemical management efforts to evaluate additional critical operational supplies.

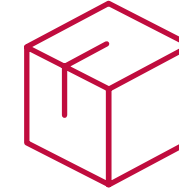
Our renewables commitment will aim to deliver more projects such as renewable deregulated supply commitments, landlord-led store solar partnerships, and community solar programs.

We will deploy further EMS data analytics and automate manual data processes to save energy and resources.

Finally, our Good360 merchandise donation program will expand to all stores nationwide in 2023.



# Supply Chain



ESG risk management extends beyond our stores, DCs, and offices, and into our supply chain. We uphold human rights, safety, and quality through rigorous due diligence, monitoring, and management. Our approach is critical to mitigating risks to our business continuity and reputation.



IN THIS SECTION:

- Supplier Risk Management 36
- Human Rights 38
- Product Quality and Safety 39



# Supplier Risk Management

**We seek to mitigate ESG risks across our global supply chain with a focus on factories in high-risk countries. At the same time, we partner with diverse businesses to maximize value creation for communities around our stores.**

All of our Business Partners<sup>21</sup> are expected to act in accordance with our [Code of Conduct, Product Safety and Social Compliance Manual](#) and maintain readily available documentation, demonstrating they are compliant with the Code and relevant laws. Where Burlington is the importer of record (IOR) we require all suppliers to submit social compliance audits, including suppliers that are a member of a [mutual recognition](#) (MR) arrangement with the US. We reserve the right to terminate our business relationship with partners who do not uphold the principles we set out in our Code. Through due diligence and ongoing engagement, we build supply chain resilience and reduce our own exposure to risk. For the first time in 2022, we added new environmental and DEI questions to our supplier questionnaires.

## Direct Imports

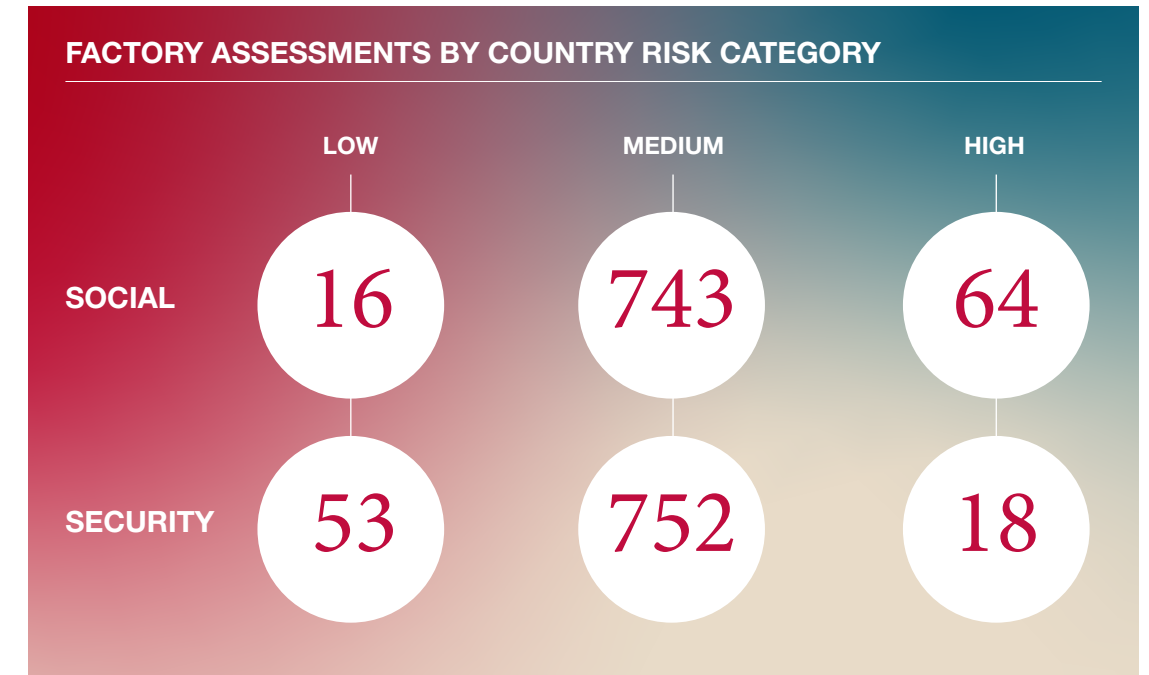
As a Tier III (highest level<sup>22</sup>) member of the Customs Trade Partnership Against Terrorism (CTPAT) and a member of the CTPAT Trade Compliance Program formerly known as the Importer Self-Assessment (ISA) program, we are held to a very high standard of compliance. We undergo rigorous self-evaluation and report security processes, procedures, and requirements to CTPAT and Customs Border & Protection (CBP) as needed.

Our CTPAT Trade Compliance Program handbook supports positive relationships by reporting compliance-related issues annually to Customs and Border Protection. We audit a sample of direct import shipments 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.

We conduct annual risk assessments on all countries from which we import merchandise. Each country we import from is given a risk category (low, medium, or high) to determine the level and cadence of auditing and screening required. Suppliers from high-risk countries are required to undergo an annual third-party audit, while those from medium and low-risk countries must complete a questionnaire based on CTPAT minimum security criteria and additional environmental and social criteria. Factories in high-risk countries are audited every year with medium risk being assessed every two years, and those in low-risk countries are assessed every three years. In 2022, we prepared to implement new requirements regarding the prevention of forced labor under CTPAT and anticipate sharing additional detail regarding implementation in our next report.

## Import Risk Assessments, 2022

The graphic shown to the right shows the count of factory assessments completed in countries identified as low-, medium-, or high-risk. All factories in our Tier II supply chain are audited against social and security compliance and a labor Code of Conduct.



21. Defined as vendors, manufacturers, contractors, subcontractors, jobbers, and other supplier sources, and agents who provide Burlington with goods or services ordered pursuant to any purchase order (PO) contract, or agreement issued directly by Burlington or ordered on behalf of Burlington by an authorized Company representative.

22. Tier III companies are those that have had CBP inspect their procedures and determine that they go beyond CTPAT's minimum security standards.



## Supplier Risk Management continued

### Corrective Action Plans

When security or social risks are identified at a factory, they must immediately rectify the situation. If minor violations are found, the factory will be required to submit a corrective action plan (CAP) and will be given a remediation date. In 2022, of 823 factories identified in low-, medium-, and high-risk countries, 15% were newly assessed, 30 of those were found to have issues and put on corrective action plans, and one supplier had its contract terminated. In cases where a social compliance risk is found and the supplier fails to rectify the situation, a violation is reported to CBP, CTPAT, the Burlington merchant, and the Tier I vendor. The vendor will be given the opportunity to find another supplier and failure to do so will result in the purchase order being cancelled. The manufacturing facility will be placed on a banned list for a minimum of one year, after which it can be re-audited by a third-party auditor of our choosing. Should violations again be found, they will no longer be permitted to manufacture goods for Burlington and will not be given another opportunity to correct them.

→ JUMP TO PRODUCT QUALITY AND SAFETY

### Supplier Diversity

In alignment with our [DEI Strategic Plan](#), we are beginning to focus on increasing engagement with diverse vendors and expanding and diversifying our product assortment to foster more inclusive shopping experiences for our customers. This was initiated in 2022 for non-merchandise

vendors, through a new partnership with a global data and analytics company to analyze spend with diverse vendors and identify new opportunities. In addition merchandising and procurement Associates received additional DEI training, while our DEI and Merchandising teams worked together to further reflect diversity into our product offerings, ensuring our stores meet the needs of different customer identities, experiences, and values. As part of this commitment, we also established a partnership with the National Minority Supplier Development Council, an organization that works to promote business relationships between companies and minority-owned businesses.





# Human Rights<sup>P</sup>



**We are committed to the highest ethical standards and conducting business with the highest level of integrity while upholding human rights and protecting workers in the U.S. and abroad from risks of forced, trafficked, and child labor.**

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

## **Factory Corrective Actions**

If a third-party 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 partner 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 a third-party auditor of Burlington’s choosing. In 2022, we did not have any factories banned due to Human Rights violations.

## **Uyghur Human Rights Policy Act**

The Uyghur Human Rights Policy Act 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 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. In 2022, there were no detainments of Burlington goods due to Uyghur Human Rights violations.

**→ LEARN MORE IN OUR HUMAN RIGHTS AND MODERN SLAVERY STATEMENT**



# Product Quality and Safety<sup>P</sup>

**Keeping customers, Associates, and suppliers safe with high-quality products and responsible sourcing is fundamental to our business model. All suppliers are required to comply with our clear terms.**

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.

All partners must adhere to the Consumer Product Safety Improvement Act. Where we import children’s products, we review third-party test reports. Additionally, our vendors are required to abide by all applicable regulations in the country of manufacturing for export. If we are not the importer of record, suppliers are responsible for assessing compliance with our policies and applicable product safety testing and related regulations. Food products sold in our stores are required to comply with the Food Safety Modernization Act. We encourage Associates to report product safety or compliance concerns through our open-door policy.

## Chemical Management

Burlington is committed to eliminating hazardous chemicals from our products as part of our corporate social responsibility. We take measures to ensure the chemicals in our products meet or exceed all the applicable regulations for safe use by our Associates and customers, including children. A key development in 2022 was launching our [Chemical Management Program](#), which included the release of our [Chemical Compliance Manual](#) that sets forth our policies, procedures, and regulations related to chemical compliance, including Burlington’s Restricted Substances List (RSL). The launch was backed by enhanced training and resources given to our merchandising and vendor teams. We provide vendors with product safety testing protocols for all primary product categories. These provide clear expectations of our safety standards and regulatory requirements.

In the last year, we made progress in reducing our operational chemical footprint in our stores and DCs by assessing and making changes in priority operational supplies including:

- Rolling out per- and polyfluoroalkyl substances (PFAS)-free receipt papers in stores nationwide to eliminate chemicals on tape handled by store Associates and customers.

- Launching a green cleaning program by moving to certified eco-friendly cleaning products, in stores, that are third-party certified under the UL-ECOLOGO program. This involved the close collaboration of Sustainability and Facilities teams, alongside national contract cleaning vendors, to test alternative cleaning concentrates in select pilot stores. The products are formulated to eliminate exposure to harsher chemical ingredients by contract cleaners, Associates, and customers visiting our stores. They are not only safer for people, but they are also safer for the environment. Certified eco-friendly cleaning products were approved and rolled out to all stores by the 2022 holiday season.
- Working to eliminate all single-use plastics<sup>23</sup> from our cafeterias in our NJ corporate locations. Through a partnership with the Corporate Services team and our food services provider, the Sustainability team worked to procure eco-friendly alternatives to the previously used polystyrene and plastic carryout containers as well as single-use plastic utensils, plates, cups, and more.



## WHAT'S NEXT

### What's Next For Supply Chain?

We plan to conduct ethical cargo mapping on our international supply chain to mitigate forced or child labor risk. We plan to move CTPAT training online and to update all key documents with new forced labor regulations. Strategic policy changes and targeted initiatives seek to increase the diversity of our suppliers.

We are partnering with a third-party consultant to conduct a review of our Chemical Management Program. This includes peer benchmarking, a review of third-party certifications, and an overview of possible chemicals of concern in products.

**A Note on 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.

23. In May of 2022, the state of New Jersey enacted a ban on the use and/or sale of single-use plastic bags and polystyrene foam food service containers in retail stores, grocery stores and food service businesses.



# Governance & Ethics



Transparent governance, robust risk management, and systematic stakeholder engagement are fundamentals of corporate responsibility. We are continually monitoring and refining our responsible business practices.



**IN THIS SECTION:**

Governance and Accountability **41**

Ethical Conduct **43**

Risk Management **45**



# 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 2022, corporate governance highlights included:

- Three out of 10 Board directors were female.
- Three were people of color.
- Nine were independent.
- 100% attendance rate was achieved at Board and committee meetings.

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. In addition, our Board in 2022 implemented proxy access for director candidates nominated by eligible stockholders.

[→ LEARN MORE IN OUR PROXY STATEMENT](#)

# 40%

BOARD DIVERSITY<sup>24</sup>

24. Diversity includes board members who disclosed identities of race, ethnicity, and gender.



## Governance and Accountability continued

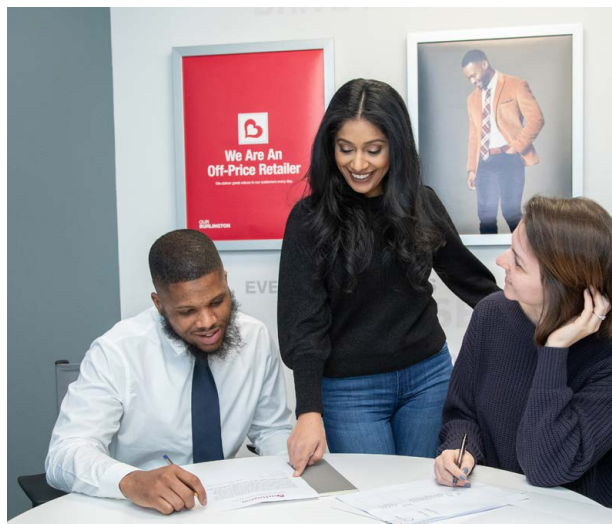
### ESG/CSR Governance

Oversight of our ESG matters lies with our full Board of Directors. Our ESG/CSR Executive Steering Committee is responsible for steering our ESG strategy, as well as ESG policy and disclosure. This group includes our Chief Executive Officer (CEO), Group President and Chief Merchandising Officer (CMO), President and Chief Operating Officer (COO), Executive Vice President and Chief Financial Officer (CFO), Executive Vice President and Chief Administrative Officer (CAO), and Group Senior Vice President (SVP) IR and Treasurer.

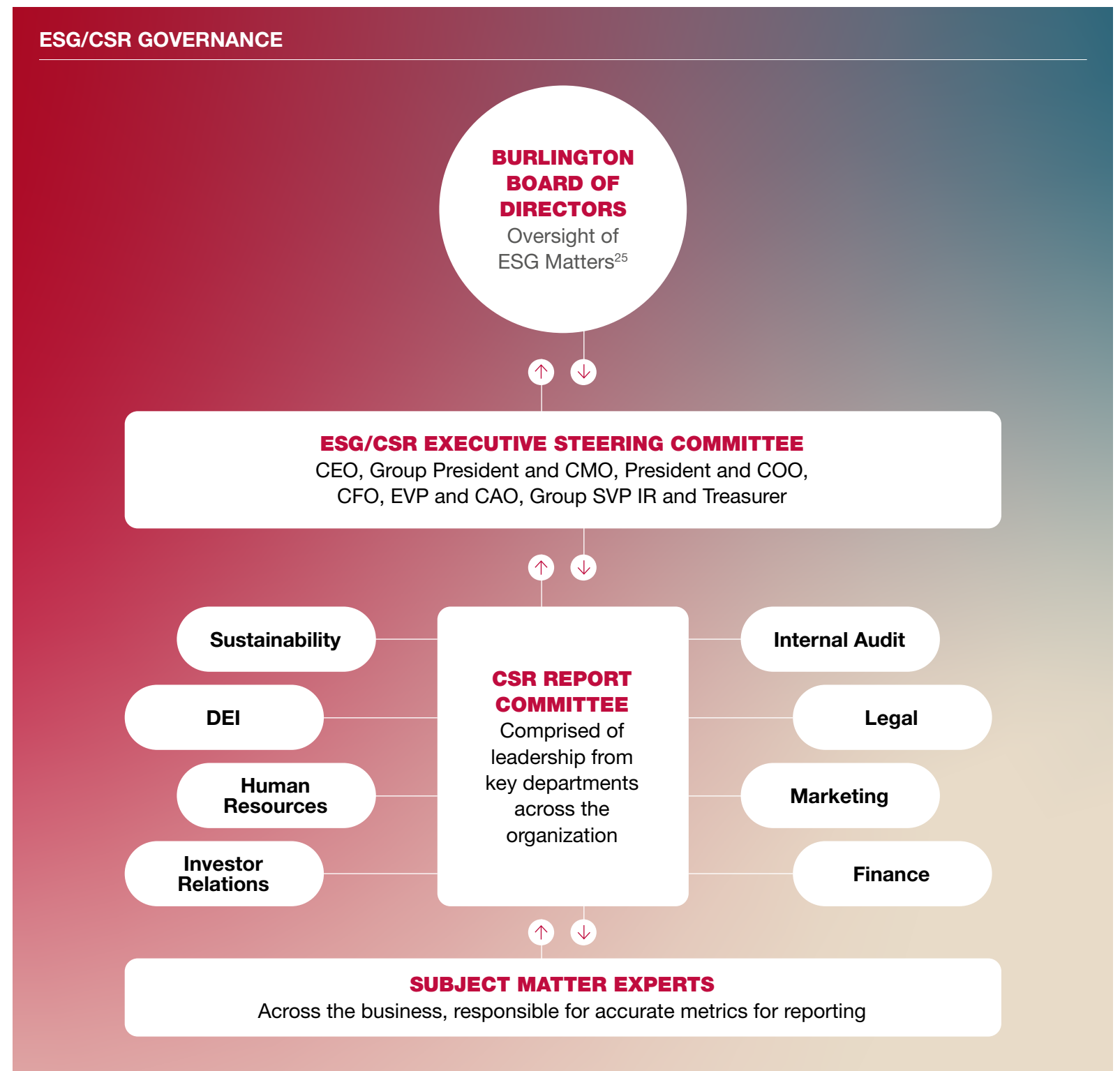
The Chairperson of our CSR Report Committee is our Group SVP IR and Treasurer. This Committee includes members representing key departments that oversee the CSR reporting process (Sustainability, DEI, IR, Legal, Human Resources, Finance, Marketing, and Internal Audit).

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), SVP Leadership & Organizational Development, DEI, and Community Impact (Social), our VP Assistant General Counsel (Governance), and spearheaded by the Director of ESG, Climate, and CSR. 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.



25. For additional information, see page 45





# Ethical Conduct



The **Burlington Code of Conduct** (“the Code”) is the central pillar of our Ethics and Compliance Program. All corporate Associates and field leaders are required to complete Code training annually.

Among many other topics addressed in the Code are anti-discrimination and harassment, safety of people and products, anti-corruption, confidentiality, conflicts of interest, open door policy, and the [Integrity Hotline](#).

Burlington has not encountered any instances of non-compliance with environmental and social laws during the year.

### Anti-Discrimination

As noted in the Code, 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.<sup>26</sup>

Information on our policies around unlawful discrimination, harassment, and retaliation, as well as ways to report concerns, are clearly signposted on our internal HeartBeat Portal.

### Political Contributions

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.

### 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.

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



## Ethical Conduct continued

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 2022, there were zero incidents or Associate disciplinarys related to violations of the FCPA.

### 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. An internal privacy framework 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 ensure compliance with privacy laws, the management of customer and Associate privacy rights, and Associate adherence to our Privacy and Security policies.

In 2022, we took a number of key steps to strengthen protections and ensure compliance, including:

- completing annual compliance with the Payment Card Industry Data Security Standard to protect customer credit card data;
- benchmarking against National Institute of Standards and Technology cybersecurity framework; and
- rolling out more security response automation technologies.

We also continued to enhance our current processes, which included:

- improving our Vulnerability Management program in light of emerging cybersecurity threats;
- running our annual security response exercise with Security, Legal, IT, Marketing, Store Operations, and leadership teams; and
- migrating Associate applications to single sign-on, and automating all store Associate system access.

As part of our commitment to data privacy, we provide continuous security awareness training to all Associates. 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 questions.

On a quarterly basis, the Company’s Chief Information Officer reports to the Audit Committee on our information security program including recent cybersecurity-related developments, strategic activities, and the execution of our cybersecurity awareness training. Ongoing internal and external cybersecurity assessments are conducted, which include the evaluation of certain tools, procedures, and policies to measure the program’s overall maturity based on the NIST Framework.

→ [LEARN MORE IN OUR PROXY STATEMENT](#)

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



The Audit Committee considers, among other risks, financial risk exposures, financial reporting, internal controls and internal information systems, and those risks related to legal and compliance matters, information security and technology matters. Our Internal Audit department conducts an annual enterprise risk assessment, which includes a process to identify fraud and ESG risk.

## ESG Risk

The Board provides oversight of ESG matters, with input from:

- The Audit Committee, which receives periodic reports from, and discusses related controls and procedures with, management regarding ESG reporting and disclosures.

- The Compensation Committee, which reviews human capital management practices, including diversity, equity, and inclusion programs.
- The Nominating and Corporate Governance Committee, which reviews ESG trends, issues, and concerns, including legislative and regulatory developments, that could significantly affect the public affairs of the Company.

In 2022, the full Board received a report on our environmental sustainability strategies and activities.

## BROADER VALUE IN ACTION

### Future-Proofing our Operations in a Warming World

Like other retailers, our business is exposed to risks associated with climate change. For example, extreme weather events in the areas in which our stores or distribution centers are located — especially in areas with a high concentration of our stores — could have an adverse effect on business, financial condition, and results of operations. In mitigating and adapting to climate change, we seek to protect our assets and business continuity, but we can also realize opportunities from cost efficiencies, and strengthen our reputation as an environmentally responsible company.

Therefore, alongside actively monitoring GHG emissions since 2018, we manage climate risks in line with international standards such as SASB, the Climate Disclosure Standards Board, and TCFD (see page 57). We also disclose performance through CDP’s climate change, water, and forestry questionnaires.

Climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate, and CSR.

In 2022, we enhanced GHG risk management and controls through the collection, verification, and review of underlying data. To assist data preparers and reviewers, the ESG, Climate, and CSR team partnered with Internal Audit to conduct a CSR data governance learning session. This enabled us to further strengthen controls and partner with the five CSR pillars to make data preparing and reviewing more efficient. We plan to conduct this training annually, while Inventory Management Plan enhancements remain ongoing.

## WHAT'S NEXT

### What's Next For Governance & Ethics?

On security and privacy, we plan to review policies to ensure industry alignment, and further automate Associate access to applications and data, as well as additional security response actions and data classifications.

We will review and modify our compensation clawback policy as necessary to reflect the final NYSE listing rules. Continually strengthening management of ESG risk, we plan to repeat GHG data training and systematically address physical, transitional, and reputational risks associated with climate change.



# Data & Disclosures

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



**IN THIS SECTION:**

Relevant ESG Topic Definitions **47**

ESG Indices **49**

- GRI Index **57**

- SASB Index **61**

- TCFD Index **63**

Forward-Looking and Cautionary Statements **64**



# Relevant ESG Topic Definitions

RELEVANT TOPIC	DEFINITION
<b>Environmental</b>	
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.
<b>Social</b>	
Diversity, equity, & 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 DEI 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.



## Relevant ESG Topic Definitions continued

RELEVANT TOPIC	DEFINITION
<b>Governance</b>	
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 applicable laws and regulations, 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 Tables

## Environmental

	2016	2019	2020	2021	2022
<b>Greenhouse gas emissions (metric tons of CO<sub>2</sub> equivalent)</b>					
<b>Total GHG emissions (market-based)</b>	<b>332,977</b>	<b>279,517</b>	<b>253,822</b>	<b>315,163</b>	<b>323,135</b>
Scope 1 emissions	20,742	33,481	29,253	35,094	38,806
Scope 2 emissions (location-based)	258,490	176,173	153,129	173,400	178,861
Scope 2 emissions (market-based)	258,490	176,173	144,161	157,435	162,905
<b>Scope 3 emissions</b>	<b>53,745</b>	<b>69,863</b>	<b>80,408</b>	<b>122,634</b>	<b>121,424</b>
Category 4 (Upstream transportation and distribution)	29,762	44,211	56,441	88,842	88,748
Category 5 (Waste generated in operations)	19,820	21,008	22,610	31,351	29,970
Category 6 (Business travel)	4,163	4,644	1,357	2,441	2,706
<b>Total Scope 1 &amp; Scope 2 market-based emissions by GHG (metric tons of CO<sub>2</sub> equivalent)</b>					
CO <sub>2</sub>	274,103	201,233	165,859	182,513	191,063
CH <sub>4</sub>	518	386	297	326	345
N <sub>2</sub> O	960	596	452	497	542
HFC	3,651	7,439	6,806	9,193	9,761
<b>Energy (MWh)</b>					
<b>Total energy consumption<sup>27, 28</sup></b>	<b>702,604</b>	<b>615,832</b>	<b>553,317</b>	<b>630,072</b>	<b>649,624</b>
Corporate Offices	22,279	23,334	20,516	22,161	24,403
DC/Warehouses	31,556	38,050	40,086	48,040	56,356
Stores	648,769	554,448	492,715	559,871	568,865
<b>Total renewable energy consumption</b>	<b>-</b>	<b>-</b>	<b>24,418</b>	<b>44,389</b>	<b>44,839</b>
Corporate Offices	-	-	-	4,673	6,085
DC/Warehouses	-	-	-	-	-
Stores	-	-	24,418	39,716	38,754
<b>Water (kgal)</b>					
Withdrawal					413,743

27. Energy consumption is the sum of all fuel usage and electricity within our operations. Previous year's energy consumption totals and EUIs are updated to reflect this change.

28. Less than 0.01% of energy consumption is not included because we do not convert mobile combustion spend to MWh.



ESG Data Tables continued

Environmental continued

	2016	2019	2020	2021	2022
<b>Waste (U.S. tons)</b>					
<b>Total waste footprint</b>	<b>74,835</b>	<b>84,259</b>	<b>94,577</b>	<b>120,300</b>	<b>117,475</b>
<b>Waste diverted from landfill</b>	<b>44,243</b>	<b>54,284</b>	<b>62,929</b>	<b>73,279</b>	<b>73,663</b>
Waste Diverted Stores		37,957	42,302	42,683	44,560
Waste Diverted DCs/Warehouses and Corporate Offices		16,327	20,627	30,596	29,103
<b>Hazardous Waste diverted from Municipal Landfill</b>	<b>97</b>	<b>199</b>	<b>180</b>	<b>245</b>	<b>258</b>
Hazardous Waste Diverted Stores		183	168	220	227
Hazardous Waste Diverted DCs/Warehouses and Corporate Offices		16	12	25	31
<b>Total Diversion %</b>	<b>59%</b>	<b>64%</b>	<b>67%</b>	<b>61%</b>	<b>63%</b>
Stores Diversion %		57%	58%	49%	52%
DCs/Warehouses and Corporate Offices Diversion %		90%	96%	94%	94%



ESG Data Tables continued

Environmental continued

SCOPE	SOURCE	EMISSIONS FACTOR SET
Scope 1 (Direct)	Mobile Combustion	US EPA – Emission Factor Hub (2022, 2021) (Light Duty Vehicle)
	HFC – Estimated	Manual Factor – GWP
	Stationary Combustion	UK DEFRA – Conversion Factors (2022, 2021)
Scope 2 (Indirect)	Purchased Electricity – Facility	US EPA – eGRID Sub Region (2021, 2020, 2019, 2016)
	Market-based Solar	US EPA – eGRID State (2020, 2019, 2018) (Used for Puerto Rico 2016-2020)
		Purchased Solar (Utilized for RECs in market-based accounting)
Scope 3 (Other Indirect)	Upstream Transportation and Distribution (Category 4)	US EPA – Emission Factor Hub (2022, 2021) (Heavy Duty, Rail, Waterborne Craft)
		US EPA – EEIO Factors 2.0.1-411 AR4 (Spend-based utilized for 2022)
		VitalMetrics – CEDA 5 (Spend-based – 2021 and earlier)
	Waste (Category 5)	UK DEFRA – Conversion Factors (2022, 2021) (WEEE Mixed and Wood)
	Bus Transportation (Category 6)	US EPA – Emission Factor Hub (2022, 2021)
		US EPA – EEIO Factors 2.0.1-411 AR4 (Spend-based utilized for 2022)
		VitalMetrics – CEDA 5 (Spend-based – 2021 and earlier)
	Commercial Air Travel (Category 6)	US EPA – Emission Factor Hub 2020
	Personal Vehicle (Category 6)	US EPA – Emission Factor Hub 2020
	Private Air Travel (Category 6)	IPCC 2006 Guidelines for National Greenhouse Gas Inventories, 2019 Refinement
	Rail Travel (Category 6)	US EPA – EEIO Factors 2.0.1-411 AR4 (Spend-based utilized for 2022)
	Taxi and Black Car (Category 6)	VitalMetrics – CEDA 5 (Spend-based – 2021 and earlier)
	Rental Car (Category 6)	US EPA – EEIO Factors 2.0.1-411 AR4 (Spend-based utilized for 2022)
VitalMetrics – CEDA 5 (Spend-based – 2021 and earlier)		



ESG Data Tables continued

Social

DIVERSITY – GENDER	2021	2022
<b>By Management Type</b>		
<b>All Associates</b>	<b>62,395</b>	<b>61,166</b>
Female	46,018	45,005
Male	16,249	16,009
Not disclosed	128	152
<b>Management</b>	<b>3,087</b>	<b>3,421</b>
Female	1,893	2,119
Male	1,192	1,299
Not disclosed	2	3
<b>Senior Management</b>	<b>175</b>	<b>203</b>
Female	87	104
Male	88	99
<b>By Business Unit</b>		
<b>Corporate</b>	<b>1,932</b>	<b>2,314</b>
Female	1,354	1,605
Male	576	706
Not disclosed	2	3
<b>DC</b>	<b>6,216</b>	<b>4,687</b>
Female	3,527	2,733
Male	2,686	1,951
Not disclosed	3	3
<b>Field</b>	<b>247</b>	<b>270</b>
Female	98	105
Male	148	165
Not disclosed	1	–
<b>Stores</b>	<b>53,773</b>	<b>53,675</b>
Female	40,909	40,453
Male	12,743	13,077
Not disclosed	121	145
<b>Supply Chain</b>	<b>227</b>	<b>220</b>
Female	130	109
Male	96	110
Not disclosed	1	1



ESG Data Tables continued

Social continued

DIVERSITY – GENDER	2021	2022
<b>By Time Type</b>		
<b>Full time</b>	<b>14,803</b>	<b>14,869</b>
Female	9,852	10,154
Male	4,944	4,706
Not disclosed	7	9
<b>Part time</b>	<b>47,592</b>	<b>46,297</b>
Female	36,166	34,851
Male	11,305	11,303
Not disclosed	121	143

DIVERSITY – RACE AND ETHNICITY	2021	2022
<b>By Management Type</b>		
<b>All Associates</b>	<b>62,395</b>	<b>61,166</b>
POC	47,926	46,881
White	13,446	13,198
Not disclosed	1,023	1,087
<b>Management</b>	<b>3,087</b>	<b>3,421</b>
POC	1,228	1,412
White	1,830	1,963
Not disclosed	29	46
<b>Senior Management</b>	<b>175</b>	<b>203</b>
POC	27	34
White	145	163
Not disclosed	3	6



ESG Data Tables continued

Social continued

DIVERSITY - RACE AND ETHNICITY	2021	2022
<b>By Business Unit</b>		
<b>Corporate</b>	<b>1,932</b>	<b>2,314</b>
POC	546	695
White	1,351	1,565
Not disclosed	35	54
<b>DC</b>	<b>6,216</b>	<b>4,687</b>
POC	5,687	4,327
White	452	325
Not disclosed	77	35
<b>Field</b>	<b>247</b>	<b>270</b>
POC	78	85
White	168	183
Not disclosed	1	2
<b>Stores</b>	<b>53,773</b>	<b>53,675</b>
POC	41,532	41,660
White	11,334	11,025
Not disclosed	907	990
<b>Supply Chain</b>	<b>227</b>	<b>220</b>
POC	83	114
White	141	100
Not disclosed	3	6
<b>By Time Type</b>		
<b>Full time</b>	<b>14,803</b>	<b>14,869</b>
POC	10,088	10,125
White	4,573	4,596
Not disclosed	142	148
<b>Part time</b>	<b>47,592</b>	<b>46,297</b>
POC	37,838	36,756
White	8,873	8,602
Not disclosed	881	939



ESG Data Tables continued

Social continued

DIVERSITY – AGE	2021	2022
<b>By Management Type</b>		
<b>All Associates</b>	<b>62,395</b>	<b>61,166</b>
Under 30 years old	32,205	29,541
30 – 50 years old	18,730	19,452
Over 50 years old	11,460	12,173
<b>Management</b>	<b>3,087</b>	<b>3,421</b>
Under 30 years old	282	318
30 – 50 years old	1,850	2,071
Over 50 years old	955	1,032
<b>Senior Management</b>	<b>175</b>	<b>203</b>
Under 30 years old	–	–
30 – 50 years old	81	103
Over 50 years old	94	100
<b>NEW HIRES</b>		
<b>By Gender</b>		
Female	102,349	111,783
Male	36,110	38,163
Not disclosed	579	966
<b>Grand Total</b>	<b>139,038</b>	<b>150,912</b>
<b>By Race/Ethnicity</b>		
POC		122,026
White		25,042
Not disclosed		3,844
<b>Grand Total</b>		<b>150,912</b>
<b>By Age</b>		
Under 30 years old	102,050	100,366
30 – 50 years old	27,815	38,162
Over 50 years old	9,173	12,384
<b>Grand Total</b>	<b>139,038</b>	<b>150,912</b>



ESG Data Tables continued

Social continued

TURNOVER	2021	2022
Involuntary	5,872	5,476
Voluntary	77,580	84,759
<b>Grand Total</b>	<b>83,452</b>	<b>90,235</b>
<b>Turnover by Gender</b>		
Female		66,299
Male		23,606
Not disclosed		330
<b>Grand Total</b>		<b>90,235</b>
PROMOTIONS	2021	2022
<b>Promotions by Gender</b>		
Female	6,072	6,405
Male	1,901	1,918
Not disclosed	9	13
<b>Grand Total</b>	<b>7,982</b>	<b>8,336</b>
<b>Promotions by Race</b>		
POC	5,588	5,931
White	2,394	2,323
Not disclosed	-	82
<b>Grand Total</b>	<b>7,982</b>	<b>8,336</b>



# GRI Index

This CSR report has been prepared in reference to the GRI Standards. 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 assessment.

## GRI Content Index

<b>Statement of Use</b>	Burlington has reported the information cited in this GRI content index for the period Feb. 1, 2022 – Jan. 31, 2023, with reference to the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	Disclosure 2-1 Organizational details	Burlington Stores, Inc. (NYSE: BURL) Burlington Stores 2022 <a href="#">Form 10-K</a> ; page1 Location of headquarters: 2006 Route 130 North, Burlington, New Jersey Location of operations: Burlington Stores 2022 <a href="#">Form 10-K</a> Part 1; page 3 CSR Report: Burlington: Serving Communities for 50 Years; page 5
	Disclosure 2-2 Entities included in the organization’s sustainability reporting	Burlington Stores 2022 <a href="#">Form 10-K</a> , Exhibit 21.1
	Disclosure 2-3 Reporting period, frequency and contact point	CSR Report: About This Report; page 2 We report on our sustainability progress annually.
	Disclosure 2-4 Restatements of information	No restatements for the 2022 CSR Report
	Disclosure 2-5 External assurance	External assurance not completed for 2022 reporting data
	Disclosure 2-6 Activities, value chain and other business relationships	Burlington Stores 2022 <a href="#">Form 10-K</a> Part 1; page 2 CSR Report: CSR Approach; page 7
	Disclosure 2-7 Employees	CSR Report: ESG Data Tables; page 52
	Disclosure 2-9 Governance structure and composition	CSR Report: Governance & Ethics>Governance and Accountability; page 41 <a href="#">2023 Proxy Statement</a> ; pages 11 and 21
	Disclosure 2-10 Nomination and selection of the highest governance body	<a href="#">2023 Proxy Statement</a> ; page 35
	Disclosure 2-11 Chair of the highest governance body	<a href="#">Burlington Investors Website: Corporate Governance, Board of Directors</a>
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	CSR Report: Governance & Ethics>Governance and Accountability; page 41 <a href="#">2023 Proxy Statement</a> ; page 24
	Disclosure 2-13 Delegation of responsibility for managing impacts	CSR Report: Governance & Ethics>Governance and Accountability; page 41 <a href="#">2023 Proxy Statement</a> ; pages 22-24
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	CSR Report: Governance & Ethics>Governance and Accountability; page 41
	Disclosure 2-15 Conflicts of interest	<a href="#">Code of Conduct</a> ; page 9
	Disclosure 2-16 Communication of critical concerns	<a href="#">2023 Proxy Statement</a> ; pages 22 and 27
	Disclosure 2-17 Collective knowledge of the highest governance body	<a href="#">2023 Proxy Statement</a> ; pages 30-31
	Disclosure 2-18 Evaluation of the performance of the highest governance body	<a href="#">2023 Proxy Statement</a> ; page 28
	Disclosure 2-19 Remuneration policies	<a href="#">2023 Proxy Statement</a> ; page 45

GRI Index continued

GRI STANDARD	DISCLOSURE	LOCATION
	Disclosure 2-20 Process to determine remuneration	<a href="#">2023 Proxy Statement</a> ; page 45 <a href="#">May 2023 8-K</a>
	Disclosure 2-21 Annual total compensation ratio	<a href="#">2023 Proxy Statement</a> ; page 77
	Disclosure 2-23 Policy commitments	The policies we follow for responsible business conduct are included throughout this CSR Report and on the Burlington Investors Website. Policies are approved by the Executive Steering Committee and reviewed with the Board. <a href="#">Burlington Investors Website: Corporate Social Responsibility, Policies/Statements</a>
	Disclosure 2-24 Embedding policy commitments	The processes for which we embed our policies for responsible business conduct are included throughout this CSR Report and on the <a href="#">Burlington Investors Website</a> .
	Disclosure 2-25 Process to remediate negative impacts	CSR Report: Governance & Ethics>Ethical Conduct; page 43 <a href="#">Burlington Investors Website: Governance, Policy and procedures for complaints</a> <a href="#">2023 Proxy Statement</a> ; page 27
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	CSR Report: Governance & Ethics>Ethical Conduct; page 43 <a href="#">Burlington Investors Website: Governance, Policy and procedures for complaints</a> <a href="#">2023 Proxy Statement</a> ; page 27
	Disclosure 2-27 Compliance with laws and regulations	CSR Report: Governance & Ethics>Ethical Conduct; page 43
	Disclosure 2-28 Membership associations	<ul style="list-style-type: none"> <li>• National Retail Federation</li> <li>• Retail Industry Leaders Association</li> </ul>
	Disclosure 2-29 Approach to stakeholder engagement	CSR Report: CSR Approach>Stakeholder Engagement; page 8
	Disclosure 2-30 Collective bargaining agreements	CSR Report: Associates>Great Place to Work>Labor Rights; page 16
<b>GRI 3: Material Topics 2021</b>	Disclosure 3-1 Process to determine material topics	<a href="#">CSR Report 2021: ESG Prioritization</a> ; pages 7-8
	Disclosure 3-2 List of material topics	CSR Report: CSR Approach; page 9
	Disclosure 3-3 Management of material topics	The way we manage each identified material topic is covered in the various sections of the report.
<b>GRI 201: Economic Performance 2016</b>	3-3 Topic management disclosure	<a href="#">Form 10-K</a>
	Disclosure 201-1 Direct economic value distributed	<a href="#">Form 10-K</a>
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	See CSR Report: TCFD Index; page 63 and our <a href="#">2022 CDP Climate Response Form 10-K</a> ; pages 9-10
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	CSR Report: Supply Chain> Supplier Risk Management; page 36
<b>GRI 302: Energy 2016</b>	3-3 Management of material topic	CSR Report: Environment>Energy and Climate; page 30
	Disclosure 302-1 Energy consumption within the organization	CSR Report: ESG Data Tables; page 49
	Disclosure 302-1 Energy intensity	CSR Report: Environment>Energy and Climate; page 31



GRI Index continued

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 303: Water and Effluents 2018</b>	3-3 Management of material topic	Although Burlington operations and facilities do not use high volumes of water and water withdrawal was not identified as a strategic priority, we still recognize its importance as a natural resource. We strive to monitor and reduce usage through low flow fixtures and we do not install no irrigation at stores unless required by others.
	Disclosure 303-1 Interaction with water as a shared source	
	Disclosure 303-5 Water consumption	CSR Report: ESG Data Tables; page 49
<b>GRI 305: Emissions 2016</b>	3-3 Management of material topic	CSR Report: Environment>Energy and Climate; page 30
	Disclosure 305-1 Direct (Scope 1) GHG emissions	CSR Report: Environment>Energy and Climate; page 31 CSR Report: ESG Data Tables; page 49
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	CSR Report: Environment>Energy and Climate; page 31 CSR Report: ESG Data Tables; page 49
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	CSR Report: Environment>Energy and Climate; page 31 CSR Report: ESG Data Tables; page 49
	Disclosure 305-4 GHG emissions intensity	CSR Report: Environment>Energy and Climate; page 31 CSR Report: ESG Data Tables; page 49
	Disclosure 305-5 Reduction of GHG emissions	CSR Report: Environment>Energy and Climate; page 31
	Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (Sox) and other significant air emissions	CSR Report: ESG Data Tables; page 49
<b>GRI 306: Waste 2020</b>	3-3 Management of material topic	CSR Report: Environment>Waste and Product End-of-Life; page 33
	Disclosure 306-1 Waste generation and significant waste-related impacts	CSR Report: Environment>Waste and Product End-of-Life; page 33
	Disclosure 306-2 Management of significant waste-related impacts	CSR Report: Environment>Waste and Product End-of-Life; page 33
	Disclosure 306-3 Waste generated	CSR Report: Environment>Waste and Product End-of-Life; page 33 CSR Report: ESG Data Tables; page 50
	Disclosure 306-4 Waste diverted from disposal	CSR Report: Environment>Waste and Product End-of-Life; page 33 CSR Report: ESG Data Tables; page 50
	Disclosure 306-5 Waste directed to disposal	CSR Report: Environment>Waste and Product End-of-Life; page 33 CSR Report: ESG Data Tables; page 50
<b>GRI 308: Supplier Environmental Assessment 2016</b>	3-3 Management of material topic	CSR Report: Supply Chain>Supplier Risk Management; page 36
	Disclosure 308-1 New suppliers that were screened using environmental criteria	CSR Report: Supply Chain>Supplier Risk Management; page 36
<b>GRI 401: Employment 2016</b>	3-3 Management of material topic	CSR Report: Associates>Great Place to Work; pages 16-17 CSR Report: Associates>Growing with Burlington; pages 18-19
	Disclosure 401-1 New employees hires and turnover	CSR Report: ESG Data Tables; page 55-56
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	CSR Report: Associates>Great Place to Work; pages 16-17 CSR Report: Associates>Growing with Burlington>Rewarding Talent; page 19

GRI Index continued

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 403: Occupational Health and Safety 2018</b>	3-3 Management of material topic	CSR Report: Associates>Safety and Wellbeing; pages 20-22
	Disclosure 403-2 Hazard identification, risk assessment and incident investigation	CSR Report: Associates>Safety and Wellbeing; pages 20-22
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	CSR Report: Associates>Safety and Wellbeing; pages 20-22
	Disclosure 403-9 Work-related injuries	CSR Report: Associates>Safety and Wellbeing>Safety-First Culture; page 20
<b>GRI 404: Training and Education 2016</b>	3-3 Management of material topic	CSR Report: Associates>Growing with Burlington; pages 18-19
	Disclosure 404-1 Average hours of training per year per employee	CSR Report: Associates>Growing with Burlington; pages 18-19
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	CSR Report: Associates>Growing with Burlington; pages 18-19
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	3-3 Management of material topic	CSR Report: Associates>Diversity, Equity, & Inclusion; pages 11-15
	Disclosure 405-1 Diversity of governance bodies and employees	CSR Report: Associates>Diversity, Equity, & Inclusion; page 13 CSR Report: Governance & Ethics>Governance and Accountability; page 41 <a href="#">2023 Proxy Statement</a> ; page 5
<b>GRI 406: Non-discrimination</b>	3-3 Management of material topic	CSR Report: Governance and Accountability>Ethical Conduct>Anti-Discrimination; page 43
	Disclosure 406-1 Incidents of discrimination and corrective actions taken	Zero incidents of discrimination were found during fiscal year 2022.
<b>GRI 408: Child Labor 2016</b>	Disclosure 408-1 Operations and suppliers considered to have significant risk for incidents of child labor	CSR Report: Supply Chain>Supplier Risk Management; page 36 No human rights violations have been found during fiscal year 2022.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	Disclosure 409-1 Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor	CSR Report: Supply Chain>Supplier Risk Management; page 36 No human rights violations have been found during fiscal year 2022.
<b>GRI 413: Local communities</b>	3-3 Management of material topic	CSR Report: Communities; pages 23-27
	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	CSR Report: Communities; page 25
<b>GRI 414: Supplier Social Assessment 2016</b>	3-3 Management of material topic	CSR Report: Supply Chain>Supplier Risk Management; page 36
	Disclosure 414-1 New suppliers that were screened using social criteria	CSR Report: Supply Chain>Supplier Risk Management; page 36
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	CSR Report: Supply Chain>Supplier Risk Management; page 36
<b>GRI 415: Public Policy 2016</b>	Disclosure 415-1 Political contributions	CSR Report: Governance & Ethics>Ethical Conduct; page 43
<b>GRI 416: Customer Health and Safety 2016</b>	3-3 Management of material topic	CSR Report: Supply Chain>Product Quality and Safety; page 39
	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	CSR Report: Supply Chain>Product Quality and Safety; page 39
<b>GRI 418: Customer Privacy 2016</b>	3-3 Management of material topic	CSR Report: Governance>Ethical Conduct>Data Privacy and Protection; page 44
	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	CSR Report: Governance>Ethical Conduct>Data Privacy and Protection; page 44 There were no substantiated complaints received concerning breaches of customer privacy during fiscal year 2022.



# SASB Index

The Sustainability Accounting Standards Board, part of the IFRS Foundation, identifies the subset of environmental, social, and governance topics most relevant to financial performance in each industry. Based on our business model of being a retailer, we identify in two SASB industries and have begun to disclose the standard disclosure requirements for the following standard sets:

- Apparel, Accessories & Footwear
- Multiline and Specialty Retailers & Distributors

TOPIC	CODE	ACCOUNTING METRIC	LOCATION
<b>Apparel, Accessories &amp; Footwear</b>			
<b>Management of Chemicals in Products</b>	CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	CSR Report: Supply Chain>Product Quality and Safety; page 39 <a href="#">Burlington Investors Website&gt;Our Commitment to Responsible Chemical Management Chemical Compliance Manual</a> ; pages 5-11
	CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CSR Report: Supply Chain>Product Quality and Safety; page 39 <a href="#">Burlington Investors Website&gt;Our Commitment to Responsible Chemical Management</a>
<b>Environmental Impacts in the Supply Chain</b>	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	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.
	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	CSR Report: Governance & Ethics>Ethical Conduct>Data Privacy and Protection; page 44
<b>Labor Conditions in the Supply Chain</b>	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; page 36
	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; pages 36-37
	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; page 36
<b>Raw Materials Sourcing</b>	CG-AA-440a.1	Description of environmental and social risks associated with sourcing priority raw materials	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.
	CG-AA-440a.2	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	

SASB Index continued

TOPIC	CODE	ACCOUNTING METRIC	LOCATION
<b>Multiline and Specialty Retailers &amp; Distributors</b>			
<b>Energy Management in Retail &amp; Distribution</b>	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CSR Report: Environment>Energy and Climate; pages 30-32 CSR Report: ESG Data Tables; page 49
<b>Data Security</b>	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	CSR Report: Governance & Ethics>Ethical Conduct>Data Privacy and Protection; page 44
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	CSR Report: Governance & Ethics>Ethical Conduct>Data Privacy and Protection; page 44
<b>Labor Practices</b>	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 Talent; page 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: ESG Data Tables; page 56
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Burlington does not currently report this information.
<b>Workforce Diversity &amp; Inclusion</b>	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, & Inclusion; pages 13-14
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Zero incidents of discrimination were found during fiscal year 2022.
<b>Product Sourcing, Packaging &amp; Marketing</b>	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: Supply Chain>Product Quality and Safety; page 39 <a href="#">Burlington Investors Website&gt;Our Commitment to Responsible Chemical Management Chemical Compliance Manual</a> ; pages 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; page 33



# 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	LOCATION
<b>Governance</b>	
a) Describe the board’s oversight of climate-related risks and opportunities	CSR Report: Governance & Ethics>Governance and Accountability>ESG/CSR Governance; page 42 CSR Report: Governance & Ethics>Risk Management>ESG Risk; page 45
b) Describe management’s role in assessing and managing climate-related risks and opportunities	CSR Report: Governance & Ethics>Risk Management>ESG Risk; page 45
<b>Strategy</b>	
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 distribution centers are located. For example, impacts from hurricanes, tornados, floods, and other events could severely damage or destroy one or more of our stores or distribution centers. 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 lower scenario	
<b>Risk Management</b>	
a) Describe the organization’s processes for identifying and assessing climate-related risks	CSR Report: Governance & Ethics>Risk Management>ESG Risk; page 45
b) Describe the organization’s processes for managing climate-related risks	CSR Report: Governance & Ethics>Risk Management>ESG Risk; page 45
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	CSR Report: Governance & Ethics>Risk Management>ESG Risk; page 45
<b>Metrics and Targets</b>	
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; page 31 CSR Report: ESG Data Tables; page 49 <ul style="list-style-type: none"> <li>• Total GHG emissions (metric tons of CO<sub>2</sub> equivalent)</li> <li>• Total energy consumption (MWh)</li> <li>• Total renewable energy consumption (MWh)</li> </ul>
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	CSR Report: Energy and Climate; page 31
c) Describe the targets used by the organization to manage climate-related risks and opportunities to manage climate-related risks and opportunities and performance against targets	CSR Report: Energy and Climate; page 30



# 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. Readers can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. Forward-looking statements can also be identified by words such as “future,” “anticipates,” “believes,” “estimates,” “expects,” “intends,” “plans,” “will,” “could,” “can,” “may,” “remain,” “goal,” “target,” “opportunity,” “strive,” “seek,” “anticipate,” and similar terms, although not all forward-looking statements contain such terms. The principal forward-looking statements in this report include our sustainability goals, commitments, and programs; our DEI strategy and related initiatives; 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. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements, including any failure to meet stated sustainability goals and commitments, and execute our strategies in the time frame expected or at all, as a result of many factors, including changing government regulations or stakeholder expectations; unseasonable weather conditions caused by climate change or otherwise adversely impacting demand; natural and man-made disasters, including fire, snow and ice storms, flood, hail, hurricanes, and earthquakes; and our ability to attract, train, and retain quality employees and temporary personnel in appropriate

numbers. Any reference to the Company’s support of a third-party organization within this report does not constitute or imply an endorsement by the Company of any or all of the positions or activities of such organization. All forward-looking statements in this report are based upon information available to the Company on the date of this report or as of the dates indicated in the statement. 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, 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.





**Burlington Stores, Inc.**

2006 Route 130 North  
Burlington, NJ 08016

**Phone:** 855-973-8445

**Email:** [Info@BurlingtonInvestors.com](mailto:Info@BurlingtonInvestors.com)

