

SASB Index

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

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

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