

GRI Index

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

✦ [Jump to materiality assessment](#)

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

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

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GRI 302 Energy 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Environment>Energy and Climate, pgs. 29-30	
	103-2 The management approach and its components	CSR Report: Energy & Climate>Energy Management, pg. 29 CSR Report: Energy & Climate>Lower-Energy Stores, pg. 30 CSR Report: Energy & Climate>Renewable Energy, pg. 30	
	103-3 Evaluation of the management approach	CSR Report: Environment>Energy and Climate, pgs. 29-30	
	302-1 Energy consumption within the organization	CSR Report: Environment>Energy and Climate>Energy Management, pg. 29 Appendix>ESG Data (environment), pg. 47	
	302-4 Reduction of energy consumption	CSR Report: Environment>Energy and Climate>Energy Management, pg. 29 Appendix>ESG Data (environment), pg. 47	
	GRI 303 Water and Effluents 2018	103-1 Explanation of the material topic and its Boundary	
103-2 The management approach and its components		Although Burlington operations and facilities do not use high volumes of water, and water use was not identified as a high priority issue in our materiality assessment, we still recognize its importance as a natural resource. We strive to monitor and reduce usage through low flow fixtures and install no irrigation at stores unless required by others.	
103-3 Evaluation of the management approach			
303-5 Water consumption			
GRI 305 Emissions 2016	103-1 Explanation of the material topic and its Boundary	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29	
	103-2 The management approach and its components	CSR Report: Environment>Energy and Climate, pg. 29	
	103-3 Evaluation of the management approach	CSR Report: Environment>Energy and Climate, pg. 29	
	305-1 Direct (Scope 1) GHG emissions	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29 Appendix>ESG Data (environment), pg. 47	
	305-2 Energy indirect (Scope 2) GHG emissions	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29 Appendix>ESG Data (environment), pg. 47	
	305-3 Other indirect (Scope 3) GHG emissions	CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29 Appendix>ESG Data (environment), pg. 47	
	305-5 Reduction of GHG emissions	CSR Report: Environment>Energy and Climate, pgs. 29-30 CSR Report: Environment>Energy and Climate>2021 Performance, pg. 29	

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

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

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