

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

Burlington Stores, Inc., headquartered in New Jersey, is a nationally recognized off-price retailer with Fiscal 2022 net sales of \$8.7 billion. The Company is a Fortune 500 company and its common stock is traded on the New York Stock Exchange under the ticker symbol "BURL." The Company operated 927 stores as of the end of Fiscal 2022, in 46 states and Puerto Rico, principally under the name Burlington Stores. The Company's stores offer an extensive selection of in-season, fashion-focused merchandise at up to 60% off other retailers' prices, including women's ready-to-wear apparel, menswear, youth apparel, baby, beauty, footwear, accessories, home, toys, gifts and coats.

Although Burlington operations and facilities do not use high volumes of water, we still recognize its importance as a natural resource. We strive to monitor and reduce usage through low flow fixtures and install no irrigation unless required by others.

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	February 1 2022	January 31 2023

W0.3

(W0.3) Select the countries/areas in which you operate.

United States of America

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

No

W0.7

(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization.	Provide your unique identifier
Yes, a Ticker symbol	BURL

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Neutral	Neutral	Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As a clothing retailer, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.
Sufficient amounts of recycled, brackish and/or produced water available for use	Not important at all	Not important at all	We do not utilize any recycled or secondary sources of water.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	100%	Monthly	through utility billing checks multiple times per week.	We have a team dedicated to checking our bills for our 927+ locations. In cases where we are not direct billed, we work with landlords to get this information. If the information is not available, we have an estimation methodology to fill in the gaps.
Water withdrawals – volumes by source	Not monitored	<Not Applicable>	<Not Applicable>	
Entrained water associated with your metals & mining and/or coal sector activities - total volumes [only metals and mining and coal sectors]	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Produced water associated with your oil & gas sector activities - total volumes [only oil and gas sector]	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Water withdrawals quality	Not monitored	<Not Applicable>	<Not Applicable>	
Water discharges – total volumes	51-75	Quarterly	This generally comes in the quarterly sewer bill, which is checked, but we do not receive a sewer bill for our full population of locations.	We have a team dedicated to checking our bills for our 927+ locations. In cases where we are not direct billed, we work with landlords to get this information. We are still working though the best practice to estimate and measure sewer data.
Water discharges – volumes by destination	Not monitored	<Not Applicable>	<Not Applicable>	
Water discharges – volumes by treatment method	Not monitored	<Not Applicable>	<Not Applicable>	
Water discharge quality – by standard effluent parameters	Not monitored	<Not Applicable>	<Not Applicable>	
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	Not monitored	<Not Applicable>	<Not Applicable>	
Water discharge quality – temperature	Please select	<Not Applicable>	<Not Applicable>	
Water consumption – total volume	Not monitored	<Not Applicable>	<Not Applicable>	
Water recycled/reused	Not monitored	<Not Applicable>	<Not Applicable>	
The provision of fully-functioning, safely managed WASH services to all workers	Less than 1%	Please select		

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain
Total withdrawals	1680	This is our first year of measurement	Please select	About the same	Facility expansion	We are on a growth strategy with a planed 500-600 stores opening in the next five years. While water is not material to our business, we are expecting an absolute increase in the coming years.
Total discharges		Please select	Please select	Please select	Please select	
Total consumption		Please select	Please select	Please select	Please select	

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress, provide the proportion, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Identification tool	Please explain
Row 1	Unknown	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	Although Burlington operations and facilities do not use high volumes of water, we still recognize its importance as a natural resource. We strive to monitor and reduce usage through low flow fixtures and install no irrigation unless required by others. In the coming years we hope to conduct an environmental exercise to fully understand our impact.

W1.3

(W1.3) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	8702604000	1680		<p>Although Burlington operations and facilities do not use high volumes of water, we still recognize its importance as a natural resource. We strive to monitor and reduce usage through low flow fixtures and install no irrigation unless required by others. In the coming years we hope to conduct an environmental exercise to fully understand our impact.</p> <p>We anticipate, based on our growth strategy is to see absolute water volumes to increase, ideally offset by efficiencies in place</p>

W1.4

(W1.4) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
Row 1	Yes	<Not Applicable>

W1.4a

(W1.4a) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Regulatory classification of hazardous substances	% of revenue associated with products containing substances in this list	Please explain
Federal Water Pollution Control Act / Clean Water Act (United States Regulation)	Less than 10%	<p>Items that we sell (shampoo, sanitizer, colognes, etc.) are monitored by state EPA's where applicable.</p> <p>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. 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.</p>

W1.5

(W1.5) Do you engage with your value chain on water-related issues?

	Engagement	Primary reason for no engagement	Please explain
Suppliers	No	Judged to be unimportant	
Other value chain partners (e.g., customers)	No	Judged to be unimportant	

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Fines, enforcement orders, and/or other penalties	Comment
Row 1	No	<Not Applicable>	

W3. Procedures

W3.1

(W3.1) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	How potential water pollutants are identified and classified	Please explain
Row 1	No, we do not identify and classify our potential water pollutants	<Not Applicable>	

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

No, water risks-related are not assessed

W3.3c

(W3.3c) Why does your organization not undertake a water-related risk assessment?

	Primary reason	Please explain
Row 1	Important but not an immediate business priority	Our main risk as a clothing retailer is the impact of water on our suppliers. We diversify our risk through the large number of vendors we utilize. For the sources we can directly control, we utilize low water-use fixtures in restrooms and breakrooms and limit the use of irrigation to only where required by landlords and local guidelines.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

No

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Burlington generally considers risks and opportunities to have a substantive impact if they are likely to: (a) Impact our business within the short to medium-term time horizon, AND (b) have the potential to significantly and consistently require changes to how we conduct our business, AND/OR affect our financial performance. We believe that those risks and opportunities that could be considered to have the potential to require changes significantly and consistently to how we conduct our business are those that would affect our core strategies. Importantly, something that has a "substantive financial or strategic impact on our business" is not necessarily "material" to investors as defined under applicable securities laws.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As a clothing retailer, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Not yet evaluated	Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As a clothing retailer, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

No

W4.3b

(W4.3b) Why does your organization not consider itself to have water-related opportunities?

	Primary reason	Please explain
Row 1	Opportunities exist, but none with potential to have a substantive financial or strategic impact on business	Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As a clothing retailer, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

No

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual or committee	Responsibilities for water-related issues
Please select	

W6.2b

(W6.2b) Provide further details on the board’s oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Reviewing and guiding annual budgets Reviewing and guiding corporate responsibility strategy Reviewing and guiding risk management policies	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. Board Oversight of Risk, including ESG Governance as noted in our 2023 Proxy and 2022 CSR Report - 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 risks, including fraud and ESG risk, amongst others. 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.

W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

	Board member(s) have competence on water-related issues	Criteria used to assess competence of board member(s) on water-related issues	Primary reason for no board-level competence on water-related issues	Explain why your organization does not have at least one board member with competence on water-related issues and any plans to address board-level competence in the future
Row 1	Not assessed	<Not Applicable>	<Not Applicable>	<Not Applicable>

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Environment/Sustainability manager

Water-related responsibilities of this position

Assessing water-related risks and opportunities

Managing major capital and/or operational expenditures related to low water impact products or services (including R&D)

Frequency of reporting to the board on water-related issues

Not reported to board

Please explain

The highest level position with responsibility for water-related issues is the SVP of Facilities and Sustainability and the VP of Sustainability who manages the annual water utility budget and weighs in on the the selection of water-using fixtures in all facilities.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	No, and we do not plan to introduce them in the next two years	

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

Yes, trade associations

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

Trade associations give us an avenue to attend webinars on climate-related topics as well as an avenue to learn best practices across the retail industry. Our climate plan is our own, but learning best practices help us to identify new areas that have been explored and have proven cases. Our involvement ranges across ESG, and we have Associates throughout our organization that attend learning sessions. The virtual world has opened this experience to be knowledge sharing, as well as understanding how we as a community can work towards overarching climate solutions.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, and we have no plans to do so

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	No, water-related issues were reviewed but not considered as strategically relevant/significant	11-15	Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As a clothing retailer, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.
Strategy for achieving long-term objectives	No, water-related issues were reviewed but not considered as strategically relevant/significant	11-15	Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As a clothing retailer, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.
Financial planning	No, water-related issues were reviewed but not considered as strategically relevant/significant	11-15	Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As a clothing retailer, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.

W7.2

(W7.2) What is the trend in your organization’s water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

Anticipated forward trend for CAPEX (+/- % change)

Water-related OPEX (+/- % change)

Anticipated forward trend for OPEX (+/- % change)

Please explain

This is not currently something we report on.

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment
Row 1	No, and we do not plan to do so within the next two years	

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Definition used to classify low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
Row 1	No, and we do not plan to address this within the next two years	<Not Applicable>	Judged to be unimportant, explanation provided	As an off-price retailer we do not have our own products or provide services specifically related to water.

W8. Targets

W8.1

(W8.1) Do you have any water-related targets?

No, and we do not plan to within the next two years

W8.1c

(W8.1c) Why do you not have water-related target(s) and what are your plans to develop these in the future?

	Primary reason	Please explain
Row 1	Important but not an immediate business priority	Minimal water use in operations. We monitor all water utility billing and usage monthly to assure no leaks or waste of the natural resource. We measure annual water footprint for the company and continue to include water conserving fixtures in new facilities.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, we are waiting for more mature verification standards and/or processes

W10. Plastics

W10.1

(W10.1) Have you mapped where in your value chain plastics are used and/or produced?

	Plastics mapping	Value chain stage	Please explain
Row 1	Not mapped – but we plan to within the next two years	<Not Applicable>	From an operational standpoint, we have looked at this, but being an off-price retailer we are reliant on the companies we purchase from to understand their plastic impact. We have begun a deep dive into chemical management throughout our vendors, and hope to have a better view holistically in the coming years.

W10.2

(W10.2) Across your value chain, have you assessed the potential environmental and human health impacts of your use and/or production of plastics?

	Impact assessment	Value chain stage	Please explain
Row 1	Not assessed – and we do not plan to within the next two years	<Not Applicable>	

W10.3

(W10.3) Across your value chain, are you exposed to plastics-related risks with the potential to have a substantive financial or strategic impact on your business? If so, provide details.

	Risk exposure	Value chain stage	Type of risk	Please explain
Row 1	Not assessed – and we do not plan to within the next two years	<Not Applicable>	<Not Applicable>	

W10.4

(W10.4) Do you have plastics-related targets, and if so what type?

	Targets in place	Target type	Target metric	Please explain
Row 1	No – and we do not plan to within the next two years	<Not Applicable>	<Not Applicable>	

W10.5

(W10.5) Indicate whether your organization engages in the following activities.

	Activity applies	Comment
Production of plastic polymers	No	
Production of durable plastic components	No	
Production / commercialization of durable plastic goods (including mixed materials)	No	
Production / commercialization of plastic packaging	No	
Production of goods packaged in plastics	Yes	For some of our direct imports, items are packaged in plastic. As part of our chemical management statement and plan we are working to understand this better and identify chemicals of concern, and ultimately learn where we can influence change.
Provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services)	No	

W10.8

(W10.8) Provide the total weight of plastic packaging sold and/or used, and indicate the raw material content.

	Total weight of plastic packaging sold / used during the reporting year (Metric tonnes)	Raw material content percentages available to report	% virgin fossil-based content	% virgin renewable content	% post-industrial recycled content	% post-consumer recycled content	Please explain
Plastic packaging sold	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Plastic packaging used		None	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	While we partner with factories, we do not purchase the supplies. This is something we will look to learn more about in the coming years.

W10.8a

(W10.8a) Indicate the circularity potential of the plastic packaging you sold and/or used.

	Percentages available to report for circularity potential	% of plastic packaging that is reusable	% of plastic packaging that is technically recyclable	% of plastic packaging that is recyclable in practice at scale	Please explain
Plastic packaging sold	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Plastic packaging used	None	<Not Applicable>	<Not Applicable>	<Not Applicable>	While we partner with factories, we do not purchase the supplies. This is something we will look to learn more about in the coming years.

W11. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W11.1

(W11.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Director of ESG, Climate, and CSR	Other, please specify (Director of ESG, Climate, and CSR)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Yes, CDP may share our Main User contact details with the Pacific Institute

Please confirm below

I have read and accept the applicable Terms