

The Burlington logo, featuring a stylized red heart icon followed by the word "Burlington" in a white serif font.A photograph of a Burlington store exterior. The building has a white upper section and a brown brick lower section. The "Burlington" logo is mounted on the white section, with "LADIES • MENS • KIDS • BABY" and "HOME • COATS" written below it. A red awning covers the entrance, which has large glass doors. A red heart logo is visible on the brick wall to the right of the entrance. A bare tree stands to the right of the building, and potted plants are in the foreground.

2019

Corporate Social Responsibility Report

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About Our 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.

The structure of and the disclosures in this report were informed by several frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), CDP (formerly the Carbon Disclosure Project) and the Taskforce for Climate-related Financial Disclosures (TCFD).

We also used feedback from stakeholders, including our investors, to better understand which issues to prioritize and disclose.

Information in this report principally covers our 2019 fiscal year (FY2019), which ended on February 1, 2020.

We also disclose information regarding our corporate social responsibility efforts on our [investor website](#). We encourage readers to visit that website for the latest information.



OUR ASSOCIATES



OUR COMMUNITY



OUR ENVIRONMENT



OUR SUPPLY CHAIN



**OUR GOVERNANCE
AND ETHICS**



A Message From Our Chief Executive Officer

As Burlington continues its growth trajectory as a leading off-price retailer, we are committed to ensuring that as we grow, we do so in tandem with our commitment to building a sustainable future.

The key to achieving that goal is our ability to successfully identify and manage the environmental, social and governance (ESG) issues that are most important to our associates, stakeholders and communities. During 2019, we continued to make progress, while identifying new avenues for improvement. We are proud of what we have accomplished and excited to tackle the opportunities ahead of us.

In this document, we have organized our ESG issues around five pillars: Our Associates, Our Community, Our Environment, Our Supply Chain and Our Governance and Ethics. Although these pillars are presented separately, in reality they are all interconnected. At Burlington we take our role as a corporate citizen very seriously. As such, the decisions and plans we make, both large and small, reflect our unified commitment to sustainability and accountability.

In 2019 the world experienced an unparalleled number of environmental disasters, from droughts to floods, fires to typhoons. These events added urgency to the call for organizations to do more to reduce their environmental impact. We heeded this call and are pleased to announce that over the last year, we have reduced our overall carbon emissions by 9%.

This Corporate Social Responsibility (CSR) report will showcase all the efforts that contributed to this achievement.

Our focus on ESG also encompasses the direct role we play in our local and national communities and in the lives of our associates. In 2019, we raised millions of dollars for national charities, including the Leukemia and Lymphoma Society and AdoptAClassroom.org, and donated thousands of pallets of merchandise to our local communities. Burlington has a beautifully diverse family of associates and we want to ensure that everyone believes they can bring their true selves to work. This last year, we expanded our efforts towards helping address the issues of injustice and inequality. Our goal as a company is to not only be a part of the conversation about equality and justice, but to be an agent of change in our own organization and in the communities we serve.

This CSR report focuses on the events of 2019. However we would be remiss not to acknowledge the unprecedented global health and economic crisis caused by the COVID-19 pandemic. Our top priority from the beginning was keeping our associates and communities safe. With that in mind, we closed all of our stores, distribution centers and corporate offices in mid-March. While taking this action helped keep



MICHAEL O'SULLIVAN
Chief Executive Officer

our associates and their families safe, it nonetheless created a financial hardship for our furloughed associates. Despite having no revenues, we wanted to ensure that we provided support for these associates. This included giving our full-time associates two weeks of pay and offering financial support from our Associate Assistance Fund to provide an average part-time associate's pay for two weeks. We also covered 100% of the premiums for any furloughed associate who participated in a company-offered medical plan. While it has been a challenging time, we are proud of our associates' ability to come together to ensure that regardless of the obstacles we have faced, as a company we remained true to our Core Values.

As we have said before, our focus on ESG is not a sprint but a marathon. We are committed to smart and sustainable growth that benefits all of Burlington's stakeholders now and into the future. And so, on behalf of the Board of Directors and our 47,000 associates, I am pleased to present our 2019 Corporate Social Responsibility report. Thank you for your interest in our progress.

A handwritten signature in black ink, appearing to be 'M O'Sullivan', written in a cursive style.



Our Company

Burlington Stores, Inc., headquartered in New Jersey, is a nationally recognized off-price retailer with FY2019 net sales of \$7.3 billion. We are a Fortune 500 company and our common stock is traded on the New York Stock Exchange under the ticker symbol BURL.

Our stores offer an extensive selection of in-season, fashion-focused designer merchandise at up to 60% off other retailers' prices every day, including women's ready-to-wear apparel, menswear, youth apparel, baby, beauty, footwear, accessories, home, toys and coats.

As of February 1, 2020, we employed nearly 47,000 people, including part-time and seasonal employees. Our staffing requirements fluctuate during the year as a result of the seasonality of our business. We hire additional employees and increase the hours of part-time employees during seasonal peak selling periods. As of February 1, 2020, employees at one of our stores were subject to a collective bargaining agreement.

Our Burlington

Our value proposition, "Our Burlington," which defines who we are as an employer and what's important to us as a team, is based on five tenets:

- **We Are an Off-Price Retailer:** We deliver great values to our customers every day.
- **We Live by Our Core Values:** Drive Results. Trust & Respect Each Other. Build Teams & Partnerships.
- **We Believe Everyone Matters:** We listen to the individual viewpoints of our diverse workforce through open and honest communication.
- **We Win Together:** We recognize those who make a difference. Great performance leads to exciting career opportunities.
- **We Are a Caring Company:** We have a caring work environment, and the generosity of our associates and customers helps to improve the communities we live and work in and beyond.

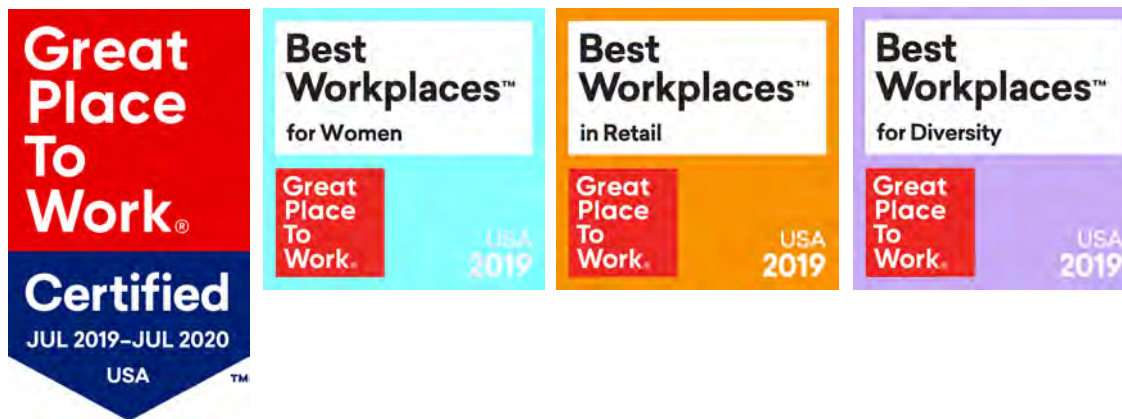
Our Associates

Attracting, developing and retaining top talent is key to our growth. We know that our success depends on cultivating an engaged and motivated workforce. Our goal is to create a welcoming, diverse and inclusive environment where our associates can build a career for life.

2019 Workplace Awards and Rankings

In 2019, Burlington continued to achieve recognition for having outstanding workplace programs. We view this as indicative of our strong commitment to, and investment in, our associates, as well as a reflection of our associates' efforts to create a place where people can bring their true selves to work every day. We are proud to be recognized for our efforts to support and develop talent.

In addition to investing in our current associates, we are also committed to developing the next generation of our workforce. In 2019, our internship programs, which aim to help everyone feel welcome and empowered to build a career, continued to earn accolades.



**Great Place to Work® Institute Certified
Fourth Consecutive Year**

**Best Workplace in Retail (FORTUNE)
Third Consecutive Year**

**Best Workplace for Women (FORTUNE)
Third Consecutive Year**

**Best Workplace for Diversity (FORTUNE)
Third Consecutive Year**

**Champion of Board Diversity
(The Forum for Executive Women)**

Best Workplace in Texas (FORTUNE)

Best Workplace in New York (FORTUNE)

**Top Workplace in the Philadelphia
Region (Philly.com)
Fourth Consecutive Year**

**Best Retail & Consumer Product
Internship (Vault)
Fourth Consecutive Year**



SAFETY IS ALWAYS IN STYLE AT
Burlington

COVID-19 Pandemic Response

The health and safety of our associates, our customers and their families, and the communities that we serve are our top priority. Although this report primarily reflects data for FY2019, it is important that we share information on Burlington's response to the health and economic crisis caused by the COVID-19 pandemic.

As the pandemic accelerated in the first quarter of 2020, we temporarily closed our corporate offices — enabling associates to work from home — and closed all retail stores and distribution centers. These changes necessitated a temporary furloughing of many of our associates, whom we continued to support in a number of ways:

- During the store closures, we provided two weeks of financial support to associates impacted by the store and distribution center closures through our Associate Assistance Fund, ultimately distributing approximately \$5.6 million to those affected. The grants were tax-free and did not need to be repaid.
- For furloughed associates, we continued to provide benefits, including paying 100% of their current Burlington medical benefit premiums.
- To provide additional assistance to our teams, we set up a call center — staffed by Burlington HR support seven days a week — to answer questions about payroll, benefits, unemployment and other

concerns. The call center received more than 8,000 calls during the furlough period.

- We accelerated the release of a mobile communications app to our associates to provide furloughed associates with ongoing updates and helpful information for managing through the pandemic. In its first month of release, associates interacted with the app more than 1 million times.

In May 2020, following the guidance of state and local authorities, we began a phased reopening of our stores. As stores reopened, we began to recall furloughed associates and each location underwent a series of updates and changes to help prevent the spread of COVID-19. These included:

- Establishing buffers at checkouts and queues to help maintain 6 feet of social distancing between customers and associates
- Requiring all associates to wear face masks while in the store

- Requiring cashiers to wear face shields unless and until plexiglass partitions were installed
- Installing internal and external signage to remind customers and associates to practice social distancing
- Placing a Front Door Ambassador at entrances to monitor the number of customers in the store and restrict access as needed
- Disinfecting high-touch surfaces throughout the store frequently
- Establishing one-way entrances and exits at the front of the store and in department aisles
- Widening checkout lanes and adding social distancing markers on the floor

We approached the reopening process carefully, in accordance with state and local guidance, while prioritizing the health and safety of our associates and customers.

Inclusion, Diversity and Equality

A purposeful commitment to supporting inclusion and diversity in our communities and country is more important than ever before.

At Burlington we believe that this commitment must remain at the forefront of how we do business. While we acknowledge that we have made progress in this area, we also know that we have more opportunities to make meaningful change.

For many years, Burlington has been actively engaged in working to ensure that we have an inclusive and welcoming workplace and we expanded the scope of this effort in 2019. In recognition of the important accomplishments of Dr. Martin Luther King, Jr., Burlington added his birthday to our list of company holidays. Additionally, we hired our first Manager for Inclusion and Community Partnerships (MICP),

a position dedicated to ensuring that all associates have equal access to opportunity, support and recognition. Our MICP drives inclusion and community efforts through a variety of activities including supporting our Inclusion and Diversity Councils, building on Burlington's community partnerships with organizations such as the Human Rights Campaign, and managing the Burlington Associate Assistance Fund (AAF), our Day of Giving events and other community efforts.

“

Having spent most of my career being the only person in the room that looks like me, I joined the Council to engage in critical conversations around inclusion and diversity to be part of creating a safe space where everyone feels seen and can bring their authentic whole self to work.

To me, diversity means recognizing and celebrating differences and inclusion means the intentional choice of incorporating those differences into the very fabric of a company to create a place where everyone, regardless of what makes them different, has both a seat and a voice at the table.

”

—T.D., Corporate/Supply Chain Inclusion and Diversity Council Member



47,000 associates
as of the end of 2019

75% self-identify as female

71% self-identify as having a racial or ethnic minority background



Inclusion and Diversity Councils

To further foster collaboration and progress toward our goals of inclusivity, diversity and equality in our workplace, Burlington maintains Inclusion and Diversity Councils for our Corporate/Supply Chain and Field/Store associates. These councils are made up of individuals dedicated to building on the strength of our diversity and helping drive positive change throughout Burlington. The councils meet regularly during the year, and through dynamic exercises and presentations, explore how we can all become more empathetic and connected with one another.

- The Corporate/Supply Chain Inclusion and Diversity Council, founded in 2015, is open to all associates at every level of the corporate/supply chain organization, with representation from each department. The 80+ person council meets quarterly and associates are invited to apply every year. Recent topics on this council have included gender identity and fostering inclusion in the workplace, among others.
- The Field/Stores Inclusion and Diversity Council, founded in 2016, is comprised of more than 100 associates representing our regional, territory and store teams. This council conducts six to eight virtual meetings a year and provides an opportunity for each member to play an active role in researching, analyzing, and presenting topics on inclusion and diversity. Recent topics included: generational differences, contributions of cultural and ethnic minority groups to American history, and diversity of thought.

To ensure the knowledge and insights gained through council participation are shared throughout the organization, all council members are encouraged to share their learnings with their colleagues and teams.

“

I want each and every associate to embrace that when we collaborate, we can accomplish almost anything.

”

— E.R., Executive Vice President,
Merchandising

Philly PRIDE Parade

June 2019 marked Burlington's first official corporate participation in the Philly Pride Parade. Associates, their families and their friends came together to proudly walk the streets of Philadelphia in support of the LGBTQ+ community. Our theme, which was displayed on our banner and t-shirts, read “Burlington: All Hearts Welcome.” In addition to participating in the Philly Pride Parade, we dedicated an entire page on our intranet “Heartbeat Portal” to highlight what pride means to our associates.





Associate Engagement

Your Voice Survey

Our 2019 survey, which included feedback from more than 30,000 associates, revealed:

92%

believe Burlington makes it easy for people from diverse backgrounds to fit in and be accepted

89%

reported that their manager treats them with dignity and respect

88%

believe in our Core Values

For the past nine years, Burlington has listened to associates' voluntary feedback using the annual company-wide Your Voice engagement survey. Our survey results consistently rank above the retail norm for engagement but more importantly, through the survey, our associates let us know that they feel welcome, respected and part of an organization where they can grow their careers.

As an employer of choice, we are committed to listening to our associates' feedback and taking steps to create positive change in our organization. The survey results help us understand the associate experience, evaluate our performance, identify our strengths and pinpoint opportunities for improvement.

We continuously update our processes and policies — and often make changes driven by

survey feedback — as we strive to create a great workplace for all associates. Changes have included improving our benefits, offering more flexible work hours, participating in more community activities, and providing more training and development opportunities. We believe that our survey participation is high because associates see changes to our policies that stem from their survey feedback and recognize that their voices are a key part of how we make Burlington a great place to work. By continuing to share their feedback in the Your Voice survey, our associates can influence positive change in our workplace policies.

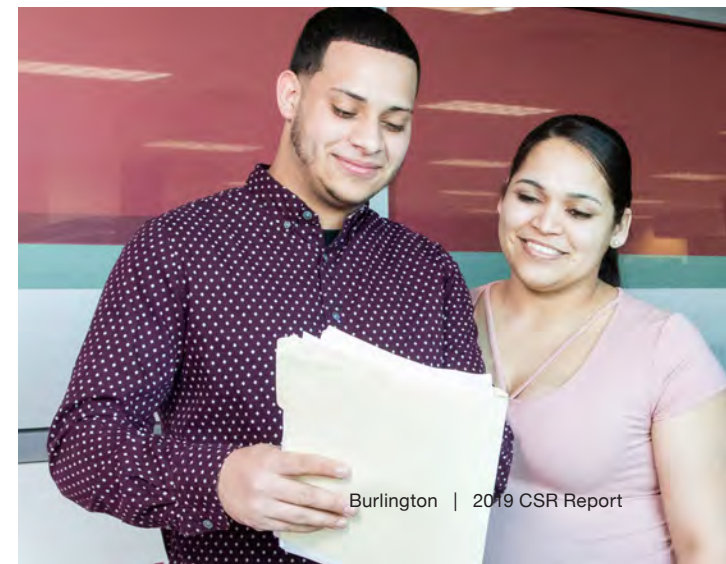
Internal Recognition

There are several ways we recognize associates in our stores, corporate offices and distribution centers. Our recognition vehicles include peer-to-peer, manager-to-associate and corporate leadership-to-associate. Below are a few examples of the ways we recognize our associates:

- **Brags:** Brags recognize outstanding contributions, adherence to our Core Values and collaboration among teams. Each week an average of 1,000 Brags are submitted by associates and managers to celebrate each other's accomplishments.
- **CEO Awards:** The most distinguished form of recognition at Burlington is the CEO Award. Distributed quarterly to associates in stores, supply chain and corporate, this award recognizes

those who have gone above and beyond to drive results and positively impact our business. In 2019, more than 400 Burlington associates earned a CEO Award.

- **Store Rallies:** Each morning our store leaders gather their associates together to review important information and updates about their business. As part of this exercise, Store Managers call out the accomplishments of individual associates so they can be recognized in the moment by their peers.
- **Department Town Halls:** Every corporate and supply chain department hosts town halls during the year. These forums provide updates on initiatives, department and company news. This also includes the senior leader publicly acknowledging the achievements of individuals or groups.





Learning and Development

We support our associates' career growth by offering a blended learning approach that includes online education, on-the-job training, coaching and career development.

1.5 million eCourses

completed by associates in 2019, equating to approximately 300,000 hours of learning

All associates, including full- and part-time, in our stores, distribution centers and corporate offices, are offered training and development opportunities.

Whether an associate wants to excel in their current position or aspires to the next role, Burlington offers various training, learning and development tools to support their success. These include, among others:

- **Onboarding and Required Learning:** All associates are assigned specific learning curriculum to support their onboarding. Store management positions require approximately 20 hours of eLearning in addition to on-the-job training and coaching feedback. Every associate is required to complete courses on Combatting Harassment in the Workplace, Active Shooter Safety and Awareness, Diversity at Burlington, STEPS to Effective Problem Solving and more.
- **Leading @ Burlington (L@B):** L@B is a leadership development program for more than 3,000 management leaders throughout the organization. Learning focuses on the development of attributes and competencies from the Burlington Leadership Competency Model. Every series is unique and may include

instructor-led sessions, e-learning, publication sharing, leadership tips, podcasts and more.

- **Growing @ Burlington (G@B):** G@B is a learning program available to all corporate, supply chain and distribution center associates. The program focuses on the development of soft skills, industry knowledge and Burlington best practices.
- **Merchandising Development Programs:** Our merchandising development programs are designed to support the success of newly promoted or newly hired talent into the buying, planning and allocations teams. Learning content and duration varies by program, but all include online learning, instructor-led learning, experience-based learning, job shadowing and coaching. Participating associates learn the off-price retail business model and how it relates to success in their roles and ultimately, success for the organization.
- **Tuition Assistance:** To help our associates continually learn and develop their skills, eligible associates taking classes at an accredited college or university can apply to receive reimbursement of 50% of their tuition (up to \$5,000 per year) upon the successful completion of their coursework.
- **Talent and Learning Management System:** Our talent and learning management system provides Burlington associates with a platform for

managing their career development. Associates and managers use the tools to support growth and development including eLearning, annual performance objectives, performance appraisal tools and identification of career interests.

- **Individual Development Plans (IDPs):** IDPs outline personal development goals and the steps necessary to meet them. In partnership with their manager, associates work to identify areas of strengths and opportunities, and the relevant competencies they need in support of their professional career goals.
- **Talent Review:** Throughout the year, with an emphasis on year-end, our senior leaders conduct a talent review, known as the Organization Development Review (ODR). The ODR results in robust talent discussions, high-potential talent identification and succession planning at various levels of the organization.

Our learning and development programs are integral to the development of our associates and enable them to take on new and expanded roles across our organization.

5,800+ associates promoted

in 2019 to positions of higher responsibility across our business

Compensation and Benefits

As part of our commitment to offer competitive wages, Burlington works to ensure that our pay structure aligns with industry standards.

In addition to being merit based, Burlington reviews compensation for all associates at every level of the business based on market analysis, seeking to ensure associates are fairly and appropriately compensated for their commitment to Burlington.

Through this process, we have increased the wages of our hourly associates every year since 2010.

In response to feedback from the Your Voice survey, we have updated our paid time off policy to further enhance work/life balance for our associates. In 2019, we also partnered with a healthcare company to pilot a no-cost diabetes program for our associates.

We also offer a wide array of benefits for our associates and their families, including:

- Comprehensive medical, dental and vision benefits, as well as life insurance and short-term disability insurance for all full-time associates
- A 401(k) plan with a corporate match for eligible associates
- Paid time off for all part- and full-time associates
- Adoption assistance for eligible associates
- Tuition reimbursement for eligible associates
- A range of optional benefits including pet insurance and legal services





Occupational Health and Safety

Our Focus on Safety

While our associate population has grown along with our expanding market presence, the injury rates in our working and shopping environments continue to decrease as we emphasize the importance of safety within our organization. Our safety program has become an important element of one of our main tenets: We Are a Caring Company.

In 2019, Burlington reduced the associate injury rate by more than 6% as our associate population increased by approximately 7%¹. We also reduced the customer injury rate by more than 5% as our sales revenues increased by more than 9%.

Safety Protocols and Training

The health and safety of our associates is a top priority, and we have safety protocols and training programs in place to ensure a safe and healthy workplace. For example, we require that each Burlington location, including our stores and distribution centers, conduct monthly safety self-inspections and enter the results into a reporting system overseen by our corporate Loss Prevention team. These inspections are used to identify opportunities for improvements and guide our follow-up actions as warranted.

We also provide safety information pertaining to different workplace environments to new associates at orientation. As part of our monthly safety topic initiative, all warehouse and store locations deliver and display information on safety topics that meet

Occupational Safety and Health Administration (OSHA) Workplace Safety Training requirements for the exposures present in each specific work environment. Additionally, we provide further training for specialized positions, such as maintenance, housekeeping personnel and powered industrial truck operators, at the beginning of employment and annually or otherwise as required by law. These training programs include lockout/tag out, hazard communication, powered industrial truck re-evaluation and other OSHA training requirements.

Furthermore, in addition to job-specific training, all associates are required to complete Active Shooter Safety and Awareness courses.

“

At Burlington, the health and safety of those who walk through our doors and contribute to the success of our business is paramount. We are committed to creating a best-in-class work environment, training our associates in rigorous safety protocols and taking steps to ensure everyone feels welcome, comfortable and safe at work.

”

—Fred Hand, Chief Operating Officer/Principal

¹Burlington's summary of safety incidents/claims report is based on the December 1, 2018 to November 30, 2019, insurance policy year for worker's compensation and general liability claims.



Feedback Mechanisms

Burlington is a great place to work, where associates feel supported and comfortable addressing any workplace issues that may arise. Burlington maintains several grievance mechanisms to gather and act on our associates' concerns.

We recognize that in some instances, associates may be more comfortable using a different approach than direct conversations when expressing their concerns. In these cases, associates can choose to use Burlington's Integrity Hotline to report violations of applicable law and ethical rules, including violations of the company's [Code of Conduct](#). Associates have the right to remain anonymous when using this hotline. Burlington also has additional programs and processes for addressing associate concerns.

STEPS Program

Associates can be heard through Steps to Effective Problem Solving (STEPS), our early dispute resolution program.

The goal of STEPS is to preserve our work relationships, uphold our company's Core Values, exercise transparency with open and honest two-way communication, and enjoy a work environment that supports both individual and company success. With STEPS, associates can be heard and work through an unbiased and fair process to resolve workplace concerns.

STEPS is a three-tiered process:

1. Open-Door Policy: Associates are encouraged to discuss their situation with their supervisor or Human Resources representative.
2. Request for reconsideration: In cases where workplace issues are not resolved in Step 1 (or if Step 1 was not taken), associates can submit a written request to the STEPS program administrator for an independent review of the workplace issue. Decisions are typically made within 45 days.
3. Arbitration: In rare situations where issues cannot be resolved in Steps 1 or 2 (whether or not both steps were taken), associates can request arbitration through the American Arbitration Association, the largest provider of early dispute resolution services in the U.S.

Our intranet has a dedicated page to educate our associates about our policy against unlawful discrimination, harassment and retaliation. The page provides guidance on what associates can do if they witness or experience potential harassment or discrimination and how to report a concern using our Integrity Hotline. Burlington wants to ensure that associates feel empowered and supported to come forward if they witness or are the victim of potential harassment.

Open-Door Policy

Burlington has an Open-Door Policy and strongly supports open communication between associates and all levels of management. We encourage our associates to openly voice their concerns, and our management team will work to respond quickly and be available for support, counsel and assistance as appropriate. Associates can use the Open-Door Policy without fear of reprisal. To the extent possible, management will respect the confidentiality of associates and their concerns.

Below is a sample list of topics that associates can address using the Open-Door Policy:

- Pay and benefits
- General questions such as work/life balance and Burlington's work environment
- Scheduling concerns
- Harassment
- Acts of bias or discrimination
- Job tasks and assignments
- Concerns about coworkers and/or management
- Violations of our associate handbook or [Code of Conduct](#)

Our Communities

We care about our associates, our customers and the communities in which we live and work. Therefore, we support causes that are important to our associates and customers and that have an impact both locally and nationally.

In 2019, we continued to deepen our legacy of supporting various nonprofit and charitable organizations. Burlington raised nearly \$8 million from our customers for our national philanthropic partners. Through these relationships, we have facilitated customer donations totaling nearly \$61 million over the past 18 years.

The Burlington Coat Drive

We use our long history in outerwear to help those in our community stay warm. In 2019, Burlington again partnered with the national nonprofit Delivering Good to collect and donate coats through local nonprofit agencies to individuals and families in our communities across the U.S. We have donated more than 2.3 million coats over the past 13 years, including approximately 172,000 in 2019.

AdoptAClassroom.org

Schools are a central part of our communities. Burlington supports local teachers and students through our back-to-school point of sale campaign to support [AdoptAClassroom.org](https://www.adoptaclassroom.org), a web-based nonprofit that helps teachers receive the funding they need to purchase classroom supplies critical for students' academic success. Since the beginning of Burlington's partnership with AdoptAClassroom.org in July 2017, Burlington has raised nearly \$5.5 million for the organization and "adopted" more than 2,200 schools across the U.S. In 2019, Burlington raised more than \$2 million through customer donations in stores to AdoptAClassroom.org — the largest donation the organization has received from a one-time corporate contribution. These funds have helped more than 28,000 teachers and 720,000 students.





The Leukemia & Lymphoma Society

Burlington is the Leukemia & Lymphoma Society's (LLS) #1 National Corporate Partner and Honored Friend. Over the last 18 years, Burlington has raised more than \$43 million for blood cancer research and lifesaving treatments. Fred Hand, Burlington's Chief Operating Officer/Principal, has been on the Greater Philadelphia board of trustees for LLS' Eastern Pennsylvania chapter since 2015.

To celebrate our 2019 LLS/Burlington point-of-sale campaign, Burlington and LLS collaborated with the Council of Fashion Designers of America's fashion designer Christian Siriano to help spread awareness for Burlington's partnership with LLS and support young cancer survivors. Siriano helped cancer survivors find fashion pieces from Burlington that matched their style for their transition out of treatment.

Associate Assistance Fund

As a caring company, Burlington is focused on ensuring our associates receive support, especially in the wake of unforeseen events or disasters. In 2018, we launched Burlington's Associate Assistance Fund (AAF), a cooperative program funded by Burlington associates, for Burlington associates. AAF offers grants of up to \$2,500 to help eligible associates with qualifying expenses resulting from a natural disaster, escape from domestic violence, death of an immediate family member or other qualifying event. Additionally, family members of associates who have passed away can apply to receive a grant to help pay for the associate's funeral expenses. Grants are tax-free and never need to be repaid. Burlington makes an annual contribution to the AAF to cover all administrative costs and provide support to associates in need. In 2019, Burlington awarded 25 AAF grants to our associates.

The AAF is administered by a 501(c)(3) nonprofit organization with deep experience managing emergency funds for Fortune 1000 organizations. The organization confidentially reviews and assesses all grant applications and makes grant decisions based on set criteria.

Community Partners Program

Burlington's Community Partners Program works with many local and national organizations that provide charitable support to their local communities. This program offers both private and federally funded organizations an opportunity to purchase needed items from Burlington in large quantities at bulk pricing. In addition, Burlington provides support to local government and charitable organizations through the acceptance of purchase orders or vouchers in stores.

Hometown Support

Three years ago, we established a Day of Giving to encourage our associates to volunteer at local nonprofits. In 2019, our associates volunteered more than 4,800 hours at nearly 60 individual events, supporting a total of 25 different organizations, including Habitat for Humanity, Meals on Wheels and the Ronald McDonald House.

We also support our neighbors around our corporate campus in Burlington, New Jersey. In 2017, Burlington offered the Burlington Township Food Pantry one of our buildings to use, free of charge, when we learned the organization needed a new space. And in 2019, we built upon this partnership and formally donated the space for the organization to use as their permanent home, helping to ensure that they further their mission to feed local families in need for years to come.

These efforts reflect our commitment to support the communities that we serve.

Burlington's Toy Drive: Puerto Rico

2019 marked the seventh year Burlington stores in Puerto Rico have partnered with La Fundación Infantil Ronald McDonald during the holiday season. To date, Burlington has donated more than 52,000 new toys for children fighting illness.



Our Environment

A responsible business is one that manages its impacts and acts as a steward of the environment. Today's environmental challenges — from climate change to pollution to resource scarcity — mean that all companies must prioritize sustainability; and at Burlington, we are doing our part.

Businesses have a unique opportunity to increase efficiency and reduce their environmental impacts. Burlington continues to evaluate and execute ways to achieve those objectives. Within our corporate structure we have a Sustainability Team responsible for finding opportunities to reduce Burlington's environmental impact.

To determine the critical environmental topics for Burlington to report on, as well as to understand our primary environmental impacts, the Sustainability Team conducted a materiality assessment, referencing GRI's methodology for doing so. We completed this assessment prior to calculating our greenhouse gas (GHG) footprint.

Since our baseline year of 2016,
**we have reduced our Scope 1 and 2
emissions by 25%**





Sustainability Education and Outreach

We use a number of communication resources to help ensure our associates understand our commitment to sustainability and to encourage associate contributions to our sustainability goals.

Heartbeat Portal Resources

In 2019, Burlington launched our internal sustainability page on our intranet site, the “Heartbeat Portal.”

The sustainability page highlights our sustainability work and provides information and resources on how our associates can get involved. It includes:

- A live feed of our headquarters’ solar panels
- Data on what our solar energy is offsetting
- Information on how to use the electric vehicle charge stations at all corporate buildings and the charge notification app
- Energy efficiency, waste and recycling information and resources
- Motivating ideas and tips associates can use at home and work to live a more sustainable lifestyle
- Easy access to our corporate social responsibility report to learn more about sustainability at Burlington



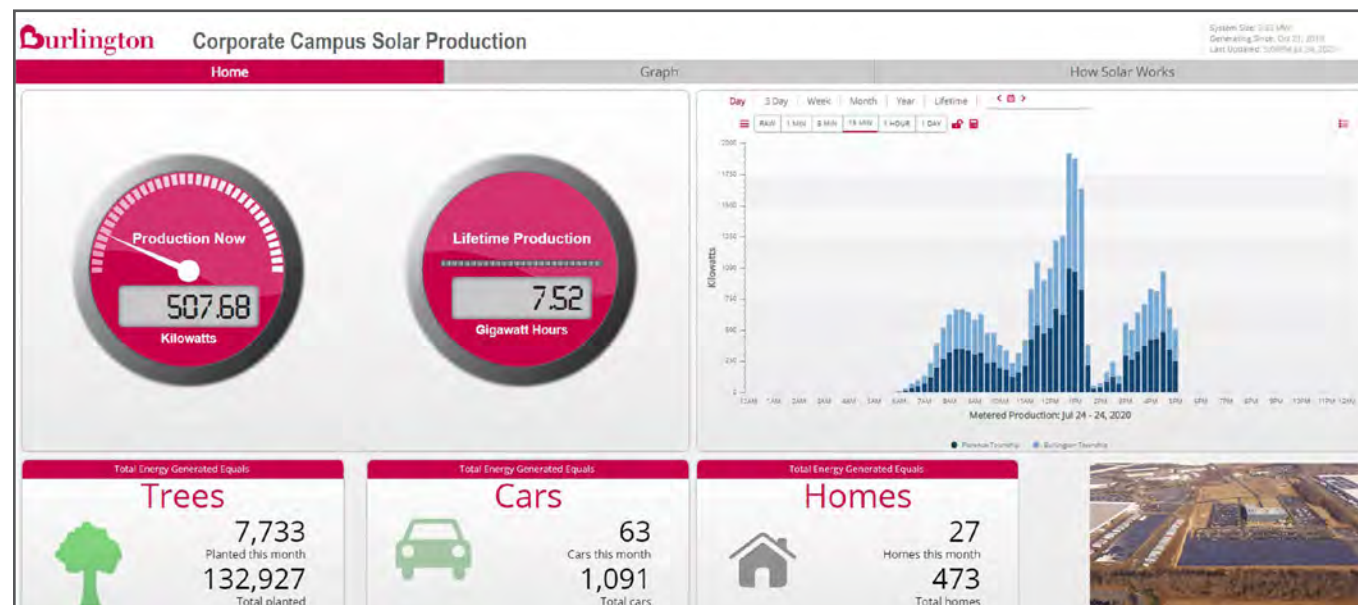
Recycling Education Initiative

Burlington is committed to reducing our waste footprint. In 2019, we launched an initiative to increase corporate recycling through education and associate engagement. We added new signage on all common area recycling bins and provided instruction to associates on how and what to recycle based on local regulations. In addition, we placed recycling tips on internal corporate monitors throughout our corporate headquarters. Burlington also invested in

waste equipment upgrades and increased training for cleaning and maintenance staff. These efforts have helped drive improvements in associate participation in recycling at our corporate and store locations.

Sustainability E-mail

In conjunction with the sustainability page, we created an e-mail address to gather associates’ sustainability ideas and feedback. We use the feedback to drive positive environmental changes within Burlington.



Climate Change

Climate change is one of the biggest challenges the world faces.

According to the Intergovernmental Panel on Climate Change (IPCC), GHG emissions from human activity are driving an increase in global temperatures, which in turn exacerbates droughts, floods, hurricanes, wildfires and sea level rise. In order to avoid the worst impacts of climate change, the IPCC recommends that the world reduce GHGs enough to limit global temperature increases to well below 1.5 degrees Celsius, as codified in the Paris Climate Agreement. Burlington strives to support this goal through our environmental initiatives.

We also recognize the importance of managing climate-related risks and building climate resilience into our facilities. We have seen impacts on our stores and associates from devastating hurricanes in a number of locations in recent years. In 2019, wildfires in California impacted numerous Burlington stores and displaced many associates.

In order to adapt to these climate impacts, **we have strengthened our infrastructure and supported our impacted associates**

In hurricane-prone areas such as Puerto Rico, we deployed backup electricity generators where needed and leveraged the Associate Assistance Fund to help associates in need





Greenhouse Gas Emissions

A cornerstone of our environmental efforts is GHG management. The first step in managing GHG emissions is ensuring that primary environmental impacts are identified and accurately measured.

Burlington is an off-price retail company, and as such our GHG emissions stem primarily from the facilities we operate and the transportation of the merchandise we sell, which is why we start our measurement in these areas. Beyond our immediate impacts, we also look to our supply chain to better understand where and how we can reduce emissions.

We focus on measuring and reporting on emissions that we have determined to be material to our business operations and those that we can directly control and impact. This includes Scope 1, Scope 2 and select Scope 3 emissions. The primary sources of Burlington's GHG emissions are the electricity

consumed in operating our stores, distribution centers and corporate facilities; waste generation from retail merchandise sold; and merchandise transportation across our supply chain. We measure, report and work to reduce emissions associated with these categories, as well as business travel. For example, we use energy efficiency measures in our stores and low-carbon transport for our freight.

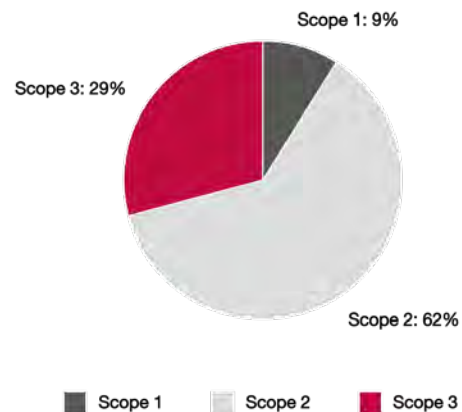
We added 52 net new stores in 2019, ending the year with 727 stores. In addition, our revenues increased from \$6.7 billion in 2018 to \$7.3 billion in 2019. Despite this growth, we reduced our Scope 1 and 2 emissions by approximately 48,000 metric tons CO₂e

— an overall decrease of 12%. We also completed a Scope 3 analysis of our upstream transportation, waste generation and business travel activities. In 2019, we generated approximately 79,000 metric tons of CO₂e in Scope 3 emissions.

Burlington's Scope 1, 2 and 3 emissions decreased 9% in total, or 17% per number of stores operated and 19% per dollar of sales revenue compared to 2018. Since our 2016 base year, we have reduced our total Scope 1 and 2 emissions by 25% and overall emissions by 10%.

In 2020, we submitted our 2019 GHG footprint to CDP for the first time.

2019 GHG Emissions by Source



Year	Baseline Year (2016)	2018	2019
Emissions category	Emissions (MT CO ₂ e)	Emissions (MT CO ₂ e)	Emissions (MT CO ₂ e)
Scope 1	16,672	12,388	24,793
Scope 2	231,212	209,447	167,929
Total (Scope 1+2)	247,885	220,835	192,721
Scope 3	Upstream Transp.	43,570	62,902
	Waste Generation	5,272	6,371
	Business Travel	-	4,607
Total (Scope 1+2+3)	296,726	283,737	260,926



Transportation Logistics

Managing our transportation logistics is key to Burlington's GHG emissions reduction strategy. In recent years we have focused our efforts on increasing efficiency of transport.

We also aim to be more efficient with the freight we transport. Burlington uses a state-of-the-art Transportation Management System with robust load consolidation technology to combine multiple single loads into an aggregated consolidated load, which takes trucks off the road. We have ongoing initiatives in partnership with our merchandise vendors to "floor-load" full truckloads, rather than palletizing freight, where operationally feasible. This loading process maximizes the cubic capacity of the trailer, resulting in fewer trucks on the roads.

Burlington is planning to expand development of optimization technology to drive efficiencies and leverage our regional distribution network locations to reduce delivery miles. For example, in 2019, we worked to design, and in the future we intend to implement, a "Load-to-Ride" program, which seeks to match our

partial truckloads with other non-Burlington shippers' freight on the same truck, taking part in a "ride-share" program for freight.

We are also making progress toward our ambition that 100% of our long-haul carriers will participate in the Environmental Protection Agency's SmartWay program. SmartWay helps carriers demonstrate their efficiency achievements, show continuous improvement and learn best practices. Registered SmartWay Carrier Partners measure, benchmark and track their efforts to increase efficiency and fuel economy.

These efforts help ensure that we can serve and meet the needs of our customers while minimizing our impacts on the environment.

> 24,000 full truckloads

(or ~71%) of Burlington's total long-haul volume from February 2019-January 2020 moved via intermodal rail

~88,000 MT CO₂e
realized in GHG emissions savings



Energy

One of the most impactful ways we manage our carbon footprint is by addressing and reducing our energy use in stores, distribution centers and corporate buildings. Burlington is committed to maximizing energy efficiency and scaling renewable energy.

Renewable Energy

At our headquarters and distribution centers, we are deploying solar photovoltaic technology. In 2019, solar energy production provided approximately 40% of the total power needed in two of our New Jersey corporate campus buildings, which house approximately 1,250 associates. We also entered into a power purchase agreement (PPA) for rooftop solar at our new California distribution center, and a virtual power purchase agreement (vPPA) for 100% of our deregulated supply in Texas. We anticipate that both projects will go live in 2020, and we are exploring additional renewable energy to supplement these projects.

Energy Efficiency

Innovation. Our energy efficiency programs demonstrate success at driving down energy intensity and usage, managing demand costs and reducing our GHG footprint. Our stores offer a wide range of opportunities to pilot energy efficiency technologies that we can observe, assess and scale where appropriate. For example, we rolled out rooftop unit demand-limiting technology to 65 stores, used an enzyme-based coiling cleaning and liquid additive to enhance our heat, ventilation and air conditioning (HVAC) system performance for more than 20 stores, and recently piloted high-performance reflective white

roofing in some locations. In addition, in 2019 we completed a three-year project to convert nearly all stores' lighting to LED technology.

~462,000 MWh
Total energy consumption in 2019
~48,000 MWh
(or 9%) reduction from FY2018

Corporate facility projects. Burlington is making similar efforts at our three corporate offices in New Jersey. At our Kingsbury building, we implemented retro-commissioning of the HVAC systems and installed enhanced energy metering. We completed a renovation at our Edgewater Park building in 2019 that added insulation above the plenum for improved energy performance. We also replaced air conditioning units at our largest data center in Edgewater Park. The new system includes a high-performance economizer functionality that improves energy efficiency. Additionally, we installed highly efficient LED lighting and HVAC units during the renovation of the second-floor offices in our Burlington building.

New store prototype. In 2019, we added 52 net new stores. Each new store is built utilizing an energy-efficient new store design. Burlington's energy team worked with an engineering consultant to create a comprehensive energy model of the new store prototype to understand potential design and technology enhancements that could increase energy efficiency. We completed energy modeling to compare the prototype against a baseline of IECC 2015/ASHRAE 2013 energy codes. The results indicated that the Burlington new store design performed up to 29% better than the baseline.

Energy efficiency features include:

- 100% LED lighting that is more than 50% more efficient than code minimums
- High-efficiency HVAC equipment
- Energy Management Systems (EMS) that remotely monitor and control lighting and HVAC to ensure optimal occupant comfort and maximize energy efficiency
- New construction commissioning for all new stores to ensure the buildings have been constructed to Burlington prototype design specifications

Electric Vehicles

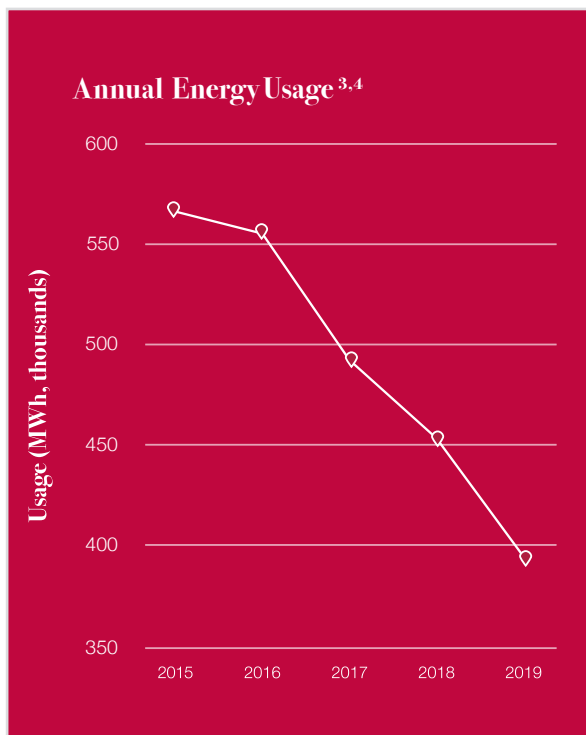
Burlington has electric vehicle (EV) charging stations at all three New Jersey corporate buildings to support our associates who are using low-carbon transport in their daily commutes. Currently, there are five charging stations across the three facilities, each allowing two drivers to charge their EVs at once. An EV sharing app notifies associates when chargers are available for use throughout the day, and electricity is provided to associates at no cost.

Energy Management System (EMS)

Burlington utilizes an EMS in nearly all facilities in order to control building lighting and HVAC systems. EMS is the most effective and dynamic tool we use in managing energy expenses and ensuring building occupant comfort. Through passive and active monitoring via EMS, stores maintain set point temperatures, follow lighting schedules and allow our energy team to remotely diagnose equipment issues and make adjustments without sending a technician.

The data collected and analyzed via the EMS allows the energy team to identify inefficient stores, enabling us to target those stores for future energy-saving projects.

Through our energy efficiency projects and programs in our stores and offices we were able to save 37.1 million kWh in 2019. This reduction is equivalent to taking almost 6,000 cars off the road for one year, in terms of carbon avoided.²



³ 2015: Operating 538 locations 2016: Operating 556 locations
2017: Operating 623 locations 2018: Operating 678 locations
2019: Operating 730 locations

⁴ This number includes stores, corporate offices and Distribution Centers for which Burlington pays the bills directly or through the landlord. This does not include stores where we pay for usage through common area maintenance costs.

² <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>



Waste Management and Recycling

Burlington recognizes that the waste generated by our business operations is one of our company's primary environmental impacts and we work hard to manage and reduce our waste footprint. We measure and report emissions from waste and recycling in our Scope 3 GHG footprint.

We have made investments in our stores and distribution centers to improve waste and recycling processes, which aim to drive performance and increase waste diversion.

Burlington does not calculate or report waste and diversion rates for construction waste from remodels, renovations or new store construction.

Below are our operational waste totals for 2019. All figures are approximate and in tons.

	Stores	Distribution Centers	Corporate Offices
Waste sent to landfill	34,600	860	560
Waste recycled	33,500	14,000	1,600
Hazardous waste generated	180	16	0

~58% total diversion rate in 2019
this is a 3% improvement over 2018





Recycling Programs

We maintain a framework that provides employees with tools for how to dispose of waste and maximize recycling. We created the framework to increase efficiencies, reduce the amount of trash that Burlington sends to landfills and ensure that we comply with local and state recycling regulations.

Our recycling and waste diversion efforts to help us lower our waste footprint include:

- **Pallets:** 6,230 tons recycled in 2019. Our distribution centers reuse pallets when possible and recycle all broken or unusable pallets. Pallets from our stores are returned to network distribution points for reuse or recycling.
- **Metal:** 310 tons recycled in 2019. Metal recycling dumpsters are located at all Burlington distribution centers to capture and divert metals.
- **eWaste:** 48 tons recycled in 2019. Electronic waste (eWaste) consists of any unrepairable electronic devices in our stores and corporate offices. All eWaste from across our locations is returned to a distribution center for proper recycling.
- **Fluorescent Bulbs:** We conduct programmatic recycling as part of retrofits and electricians who come to our locations to perform work collect and recycle old tubes.
- **Cardboard:** 40,487 tons recycled in 2019. Burlington prioritizes the recycling of all incoming cardboard boxes to our distribution centers. We utilize vendor boxes for redeployment of goods to our stores to decrease the number of new boxes needed. Any boxes that we cannot reuse are properly recycled under applicable regulations.

- **Furniture:** All phased-out office furniture from our corporate campuses is donated to various organizations and individuals.
- **Hazardous Waste:** Burlington collected and properly disposed of 197 tons of regulated or hazardous waste in 2019. Products considered regulated or hazardous include merchandise that should not be disposed of in the standard trash because they could cause negative environmental impacts. These products may be flammable or toxic, such as skincare or cleaning supplies, or less toxic but still regulated in select states, like olive oil and shampoo. Burlington store associates nationwide are trained to segregate and properly store these hazardous and regulated materials. Materials are then collected by a third party specializing in proper disposal of these materials.

Reusable Bags

Many consumers are concerned about the impact that single-use plastics, such as plastic bags, have on the environment. In accordance with applicable local legislation, we participate in plastic bag recycling and/or elimination initiatives in our stores. Our customers are welcome and encouraged to bring their own reusable bags for shopping with us, and we provide a seasonal assortment of reusable totes for purchase near all store checkouts.

Water

While our operations and facilities do not consume significant amounts of water, we lead many initiatives to reduce water consumption.

For new stores, Burlington requires that toilets and urinals be low flow. We also specify the requirement for touchless, metered faucets with aerators that exceed code requirements, and we only install irrigation systems where required.

Below are our water totals for 2019. All figures approximate and in kGal.

Location	Water Usage	Irrigation Usage	Total
Stores	172,300	18,400	190,700
Corporate Offices	4,300	160	4,460
Distribution Centers	10,000	9,000	19,000
Total	186,600	27,560	214,160



55 total water stations

at all corporate buildings,
distribution centers and
buying offices

**~700,000
bottles diverted**

from landfill due to water
stations in 2019





Our Supply Chain



Burlington's commitment to corporate social responsibility and our Core Values extends to our global supply chain, which includes the strong relationships we have across our network of approximately 5,100 brands that we carry in our stores. Our expectations on responsible business practices apply to all our suppliers.

Burlington does not have any manufacturing facilities in the United States or overseas, and we source all products from domestic or international suppliers. All suppliers are required to meet the applicable regulations at federal, state and local levels, and where necessary, provide us with a certificate of compliance with applicable regulations.

Issues such as

**human rights, environmental impacts
and responsible sourcing**

inform how we manage the suppliers we rely on to
stock our facilities and stores

Human Rights

Burlington prohibits the practice of using forced, trafficked or child labor to produce goods at any point in our supply chain. Burlington expects that human rights are respected throughout our supply chain, and we partner with organizations that uphold workers' rights.

We expect our vendors to pay their associates at least the prevailing minimum wage, provide one day off in every seven-day period and limit the work week to 60 hours — or less if local limits are lower. We turn to international frameworks and domestic legislation, including the United Nations Universal Declaration of Human Rights and California's Transparency in Supply Chains Act of 2010, to inform our expectations for applicable practices and policies.

Burlington did not identify any issues with child, forced or trafficked labor in our supply chain in 2019.





Standards for Suppliers

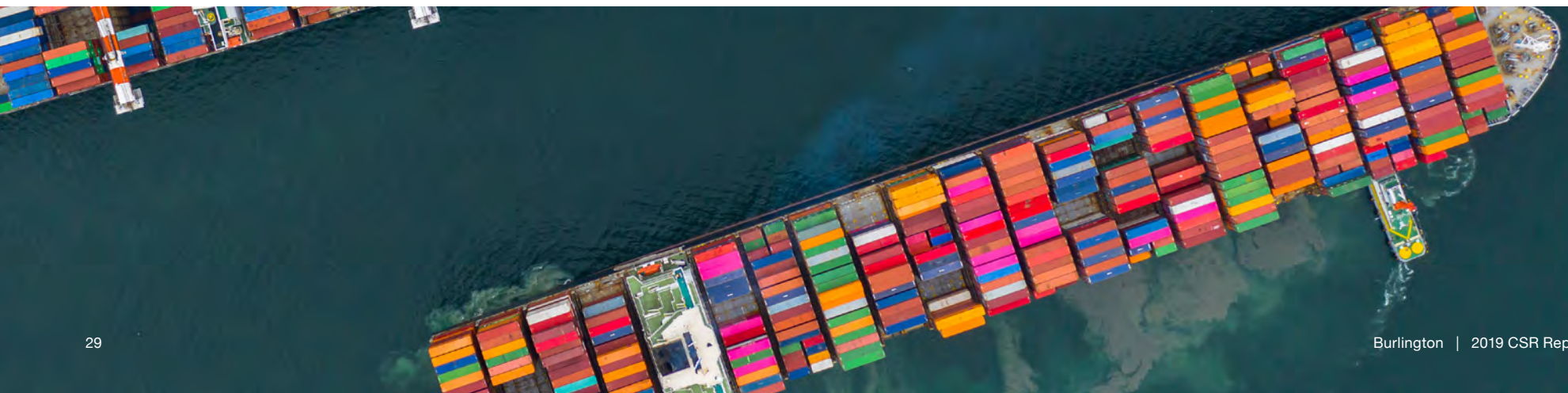
Burlington expects our suppliers to conduct business in a responsible and ethical manner. We require companies that we partner with to provide products that meet or exceed all applicable safety standards and we ensure that we clearly communicate these expectations to our suppliers.

All Burlington suppliers are expected to act in accordance with our [Code of Conduct](#). We reserve the right to terminate our business relationship with partners who do not uphold the principles set out in the Code of Conduct. Suppliers must maintain readily available documentation demonstrating they are compliant with our Code and relevant laws.

Burlington periodically provides vendors with compliance updates, including changes that could cause increased liability. We also encourage our associates to bring any concerns about product safety or compliance to our attention through our Open-Door Policy without fear of retaliation.

To assess our direct import suppliers' compliance with our expectations, Burlington asks those suppliers

to complete a questionnaire or undergo a third-party assessment, depending on the risk assessment of the country in which the supplier is located. The risk assessments are based on each individual country's adherence to laws and number of incidents related to, among other things, money laundering, child labor, forced labor, human trafficking, terrorism, contraband smuggling and organized crime. In addition, each year factories are randomly selected for on-site visits by Burlington's director of international transportation. If we encounter indications of noncompliance with our policies, Burlington will open an investigation and work with the supplier to implement a corrective action plan to address any problems. Burlington did not identify instances of noncompliance with our policies in our supply chain in 2019.



Managing Risk in the Supply Chain

Our suppliers are located around the world, including in the United States. Assessing risk, particularly human rights risks, is an essential step in making vendor partnership decisions.

In instances where Burlington imports merchandise from international vendors, we conduct due diligence — including audits — to help ensure that our expectations for responsible behavior are upheld. If we are not the importer of record, suppliers are responsible for conducting audits and assessing compliance with our policies.

As a member of the Importer Self-Assessment (ISA) program, Burlington created a new ISA handbook in 2019 to make our auditing process more robust. ISA is a self-assessment. Burlington tracks all compliance-related issues and reports them annually to U.S. Customs and Border Patrol. Burlington reports a 10% sample size of direct imports based on a combination of internal, external, quantitative, qualitative and random risks. This includes any post-summary corrections to the entries, any risks that have been identified based on internal Burlington risk, and external risk. 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. Vendors that fail an audit item are to submit corrective action plans within six months to a year following the violation.

Burlington is a certified active Tier III member of the Customer Trade Partnership Against Terrorism (CTPAT), which we first joined in 2005. CTPAT is

a voluntary public-private partnership program between the trade community and U.S. Customs and Border Protection (CBP) to protect and strengthen international supply chains against terrorism. Our Tier III status, granted in 2018, is recognition of our security measures exceeding the minimum criteria and our overlapping and interlocking layers of defense that are actively monitored by management personnel. Factories from which we directly import must have a third party perform a CTPAT Security & Social Compliance Audit or complete Burlington's Security & Social Compliance questionnaire. CTPAT's audit verifies that our supply chain factories or locations are not at risk of terrorist attacks and our Social Compliance report safeguards against sourcing from factories using child labor, human trafficking or forced labor. Corrective action plans may be requested if a factory's security does not meet CTPAT or Social Compliance standards.





Product Safety

Product safety is a top priority for Burlington. Although we purchase only finished products from suppliers, we require that the products our vendors manufacture comply with all applicable U.S. federal, state and local safety regulations and legislation, and meet our high ethical standards.

We work with our suppliers to ensure we are providing our customers with safe and responsibly sourced products.

We turn to relevant legislation and safety standards when designing our purchasing and selling strategies. While we do not buy or sell hazardous chemicals, we recognize that some consumer products may contain natural components and synthetic chemicals as ingredients. To protect the safety of consumers, including children, we require that vendors' products comply with the Federal Hazardous Substances Act. The Act mandates proper labeling, warning requirements and product testing. The children's products we sell are subject to rigorous requirements. Vendors must adhere to the Consumer Product Safety Improvement Act. Compliance is strictly enforced by

the Consumer Product Safety Commission (CPSC) and Burlington requires that importers issue a Children's Product Certificate confirming they meet the CPSC's requirements.

Our cosmetic and food product safety policies are similarly rigorous. Our cosmetics standard operating procedure requires that suppliers submit labeling and ingredients for pre-approval and abide by regulations from the Food and Drug Administration.

Animal fur is another product area of concern. Burlington does not knowingly purchase or sell products that contain real animal fur. If we discover fur in any of our items, we return the merchandise or donate it to a charitable, not-for-resale organization.

**Burlington does not
knowingly purchase or sell products
that contain real animal fur**



Our Governance and Ethics



Burlington's strong standard of ethical business practices and governance systems is key to our success as a company.

These standards serve as a foundation for all of Burlington's operations, from how risk is managed, to how associates treat one another, to accountability structures within the top levels of the organization. Burlington's commitment to be a caring company means ensuring we hold ourselves to the highest standards in all realms and that we consistently challenge ourselves to do better.



Board of Directors

Burlington's 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 has adopted policies and processes that foster effective board oversight of critical matters such as strategy and risk management. 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.

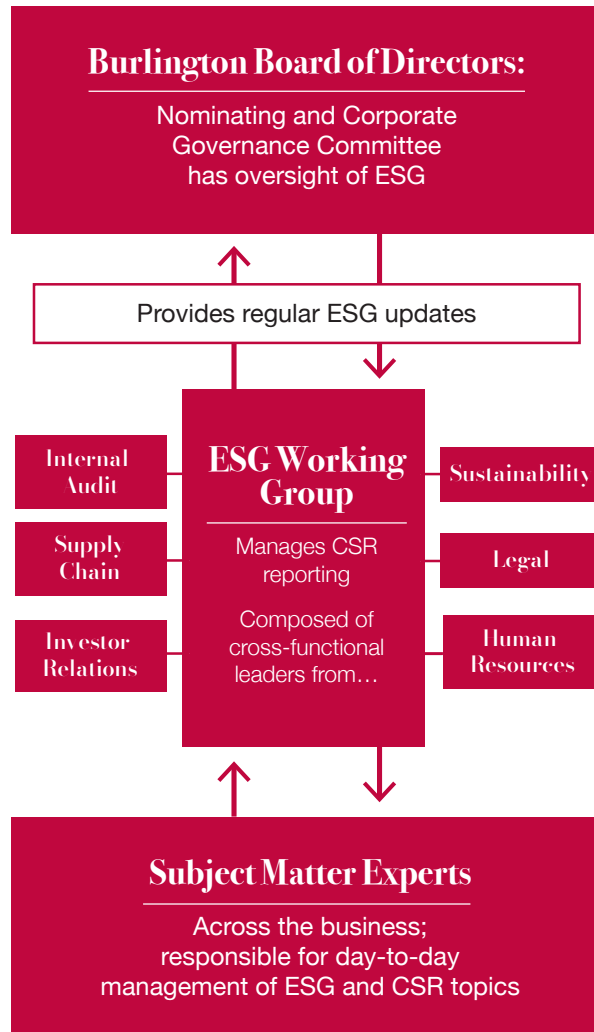
Please see our 2020 [proxy statement](#) for a detailed description of Burlington's corporate governance framework. Corporate governance highlights include:

- Independent board chair
- 8 out of 9 directors are independent
- 3 out of 9 directors are female
- Each director attended at least 85% of the meetings of the board and of the committees of which such director was a member in FY2019
- Majority voting and director resignation policy for directors in uncontested elections
- Majority of director compensation paid in stock
- Pay-for-performance philosophy
- Annual board, director and committee self-evaluations
- No unequal voting rights
- Robust CEO, executive and non-employee director stock ownership guidelines





Risk Oversight



While our Board of Directors is ultimately responsible for risk oversight, the Board has delegated to the Audit Committee the primary responsibility for oversight of our risk assessment and management process.

The Audit Committee reviews periodic assessments from our ongoing enterprise risk management process, which is designed to identify potential events that may affect the achievement of our objectives or have a material adverse effect on the company.

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

Our Board committees also consider and address risk as they perform their respective committee responsibilities. For example, the Nominating and Corporate Governance Committee considers risks related to the company's overall corporate governance profile and processes, including monitoring our corporate social responsibility practices. As outlined in its charter, this committee is responsible for overseeing the social, political and environmental trends, issues and concerns — including legislative and regulatory developments — that could significantly affect our public affairs. The committee receives periodic updates on CSR issues.

Day-to-day, all issues pertaining to the environment, energy and sustainability fall under the purview of the Vice President of Sustainability – Energy, Waste & CSR. The vice president is responsible for all tasks pertaining to benchmarking environmental

performance, setting sustainability goals and engaging with industry groups. This includes identifying, evaluating and addressing potential risks that may exist at the enterprise, strategic, reputational, financial, operational, compliance and reporting levels.

In addition, our Environmental, Social & Governance (ESG) Working Group regularly meets to review risks and opportunities as it pertains to all ESG issues, including reporting and disclosure. This group includes the Vice President of Sustainability – Energy, Waste & CSR, as well as representatives from business units across the company including Investor Relations, Legal, Supply Chain, Human Resources and Internal Audit.

Operating Ethically

All associates are expected to adhere to our Burlington [Code of Conduct](#). The Code establishes policies and procedures that address many issues, including general ethics, anti-discrimination and harassment, and maintenance of a safe and healthy workplace.

All associates receive training on diversity and combatting harassment in the workplace as part of their onboarding process. Furthermore, all corporate associates are required to complete Code of Conduct training annually.

As noted in the Code, Burlington is 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 2018 we formed an internal Ethics and Compliance committee composed of senior management representatives

The Ethics and Compliance Committee reports to the Audit Committee and oversees our ethics and compliance programs





Data Privacy and Protection

We are committed to safeguarding the personal data we collect and maintain on our own behalf and on behalf of our customers and associates. Burlington has established a robust internal framework to support the management of customer and associate privacy rights, and all associates must abide by our [Privacy Policy](#).

In 2019 we launched our Data Governance Council, which is comprised of a cross-functional team made up of members from across the organization. The council is responsible for the oversight and handling of our data and oversees Burlington's approach to privacy rights management and compliance, including our privacy program. Our privacy program is led by our privacy attorney and consists of a cross-functional team composed of internal data owners from across the company responsible for their department's compliance activities related to privacy.

We use privacy management software to assist with managing personal information and data. The program offers customers opportunities to opt out of the collection of certain personal information and provides a program that allows us to collect, receive, track and respond to customer requests for access or deletion of personal information, in accordance with state law.

In the future, we intend to enhance our use of this software to improve efficiency and automation.



Safe Harbor for Forward-Looking and Cautionary Statements

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

All statements other than statements of historical fact included in this report are forward-looking statements. Readers can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. Burlington Stores, Inc. does 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 Burlington Stores, Inc. 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, including those described from time to time in our filings with the Securities and Exchange Commission.



Burlington Stores: 2019 Investor-Focused Data Table

Topic	2019 Disclosure/Metric	ESG Reporting Framework
Social		
Number of associates	47,000	GRI 102-7.a.i
% of associates that are female	75%	GRI 405-1.b.i SASB: CG-MR-330a.1
% of associates that are of a diverse/minority background	71%	GRI 405-1.b.iii SASB: CG-MR-330a.1
Number of hours associates spent in eCourses	300,000	
Injury rate reduction: associate	>6% reduction	GRI 403-9.a.iii
Injury rate reduction: customer	>5% reduction	
Environmental		
Renewable energy generated	4,548,635 kWh	
Total energy use	393 million kWh	GRI 302-1.e SASB: CG-MR-130a.1
Energy intensity	9 kWh/square foot	GRI 302-3.a
Total energy reduced from FY2018 (gross building) ⁵	47,975 MWh 9%	GRI 302-4.a
Total energy reduced from FY2018 (comp building) ⁵	58,888 MWh 13%	GRI 302-4.a
Total energy reduced from FY2018 (stores)	59,659 MWh	GRI 302-4.a
Total energy reduced from FY2018 (corporate offices)	696 MWh	GRI 302-4.a
Scope 1	FY2019 emissions: 24,793 MT CO ₂ e Reduction from FY2018: 8,125 MT CO ₂ e	GRI 305-1.a
Scope 2	FY2019 emissions: 167,929 MT CO ₂ e Reduction from FY2018: 56,301 MT CO ₂ e	GRI 305-2.a
Scope 3 (Upstream transportation; Waste generation; Business travel)	FY2019 emissions: 78,803 MT CO ₂ e Reduction from FY2018: 21,654 MT CO ₂ e	GRI 305-3.a
Total emissions reduced across Scopes 1, 2 and 3 from FY2018 (%)	9% overall 17% per number of stores operated 19% per dollar of sales revenue	GRI 305-5.a,d
Total water consumption	214,160 kGal	GRI 303-5.a
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	See "Product Safety"	SASB: CG-MR-410.a2
Total hazardous waste diverted from landfill (weight)	199 tons	GRI 306-2.a
Total non-hazardous waste recycled (weight)	47,515 tons	GRI 306-2.b.ii
Total non-hazardous waste landfilled (weight)	35,470 tons	GRI 306-2.b.vii
Governance		
% of board directors that are female	33%	GRI 405-1.a.i
Number of directors on the board that are independent	8 (out of 9 total directors), including the board chair	
% of board and relevant committee meetings each director attended	>85%	
Description of management approach to identifying and addressing data security risks	See "Data Privacy and Protection"	SASB: CG-MR-230a.1

⁵ Gross energy calculations include data from all buildings owned by Burlington, existing stores and new construction. Comparative building energy calculations include stores that were open from 2015-2019, but do not include new stores or stores that were relocated or closed during that period.