

SASB Index

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

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

TOPIC	CODE	ACCOUNTING METRIC	LOCATION
Apparel, Accessories & Footwear			
Management of Chemicals in Products	CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	CSR Report: Supply Chain>Product Quality and Safety; page 39 Burlington Investors Website>Our Commitment to Responsible Chemical Management Chemical Compliance Manual ; pages 5-11
	CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CSR Report: Supply Chain>Product Quality and Safety; page 39 Burlington Investors Website>Our Commitment to Responsible Chemical Management
Environmental Impacts in the Supply Chain	CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Due to being an off-price retailer, Burlington does not deal directly with supplier facilities and does not currently disclose data on environmental impacts in the supply chain.
	CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CSR Report: Governance & Ethics>Ethical Conduct>Data Privacy and Protection; page 44
Labor Conditions in the Supply Chain	CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	CSR Report: Supply Chain>Supplier Risk Management; page 36
	CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	CSR Report: Supply Chain>Supplier Risk Management; pages 36-37
	CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	CSR Report: Supply Chain>Supplier Risk Management; page 36
Raw Materials Sourcing	CG-AA-440a.1	Description of environmental and social risks associated with sourcing priority raw materials	Due to being an off-price retailer, Burlington has no direct influence over its sourcing practices and as such, does not currently disclose information on raw materials sourcing.
	CG-AA-440a.2	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	

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TOPIC	CODE	ACCOUNTING METRIC	LOCATION
Multiline and Specialty Retailers & Distributors			
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CSR Report: Environment>Energy and Climate; pages 30-32 CSR Report: ESG Data Tables; page 49
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	CSR Report: Governance & Ethics>Ethical Conduct>Data Privacy and Protection; page 44
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	CSR Report: Governance & Ethics>Ethical Conduct>Data Privacy and Protection; page 44
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	CSR Report: Associates>Growing with Burlington>Rewarding Talent; page 19 100% of our employees earn minimum wage per state mandates.
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	CSR Report: ESG Data Tables; page 56
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Burlington does not currently report this information.
Workforce Diversity & Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CSR Report: Associates>Diversity, Equity, & Inclusion; pages 13-14
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Zero incidents of discrimination were found during fiscal year 2022.
Product Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Burlington does not currently report this information.
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CSR Report: Supply Chain>Product Quality and Safety; page 39 Burlington Investors Website>Our Commitment to Responsible Chemical Management Chemical Compliance Manual ; pages 5-11
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	CSR Report: Environment>Waste and Product-End-of-Life; page 33