Ross Stores, Inc.

Corporate Social Responsibility
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At Ross Stores, Inc., which includes Ross Dress for Less and dd's DISCOUNTS, treating our Associates, our communities, and our environment with respect is a priority every day. We are also committed to ethical business practices as a cornerstone of our Company.

While we have a number of corporate social responsibility programs today, our commitment to this area constantly requires new thinking and new approaches. As a result, we are always looking for ways to improve.

Corporate Social Responsibility at Ross Stores, Inc.

EMPOWERING OUR ASSOCIATES
We strive to provide a work environment where our Associates can grow, succeed and contribute to the communities where they live and work.

SUPPORTING OUR COMMUNITIES
Through our community giving program, our Company and Foundation partner with organizations that work in our communities to build academic achievement and life skills for the young people who need us most.

OPERATING SUSTAINABLY
Our sustainability efforts not only help us be responsible corporate citizens, but also lower costs and enhance our ability to deliver the value our customers expect.

CONDUCTING BUSINESS ETHICALLY
Ethical business practices play a critical role in our approach to maintain transparent and effective governance.

“Ross is committed to creating value for our Associates and our communities, and doing so with a high level of ethics and integrity. In addition to fulfilling our mission of offering customers the best name-brand bargains possible, we aim to empower our Associates, operate in ways that reduce our environmental impact, and give back to the communities where we conduct business.”

—Barbara Rentler, Chief Executive Officer
By finding bargains and keeping costs low, our Associates play an essential role in delivering great value to our customers. We work hard to provide an environment where our Associates can grow, succeed and contribute to the communities where they live and work.

**OPPORTUNITIES WE PROVIDE INCLUDE:**

- Training and development programs
- Advancement opportunities
- A commitment to diversity
- Volunteering in the community
- A scholarship program for Associates and their dependents
- Competitive benefits and total rewards package
- A safe work environment
- Inviting feedback regularly
- Hiring in our communities
- Military recruiting program
TRAINING AND DEVELOPMENT PROGRAMS

Our training and development programs foster a culture that empowers Associates to do their best and realize their full potential. Throughout the year, Associates, managers and executives receive both technical and leadership courses.

In our stores, computer-based training programs offer custom courses that complement the personal training and individual development plans that begin the first day an Associate comes to work with us.

For recent graduates interested in a career in retail management, we offer a six-week, full-time, hands-on store management experience. For current juniors going into their senior year of college, there are ten-week internships to explore retail management in a Ross Dress for Less or dd’s DISCOUNTS store.

At our distribution centers, our bonus plan gives full-time, hourly, and temporary workers the opportunity to increase their earnings by meeting higher levels of productivity. Due to the diverse nature of our workforce, several of our distribution centers offer on-site Spanish and English as a Second Language classes. This program breaks down barriers and fosters improved communication, while also providing Associates an opportunity to learn a second language. For college students interested in a career in supply chain management at our distribution centers, we offer a 10-week summer internship program for supply chain management.

Read more about our commitment to training and development on our Careers website.

ADVANCEMENT OPPORTUNITIES

We offer Associates interested in leadership roles the opportunity to gain the training and experience they need to advance within the Company. We are proud that so many current managers and executives started their careers with us as retail Associates.

Learn more about the opportunities at Ross Stores, and the career journeys of some of our Associates by visiting our Careers website.
A COMMITMENT TO DIVERSITY
Diversity at Ross means promoting the acceptance and appreciation of every individual. Through our policies and training, we instill a culture of respect and dignity throughout the workplace, and require every employee to exhibit this in every interaction they have with customers and their peers. Our diversity program includes:

• Standard training on Ross’ Code of Business Conduct and Ethics for full-time employees during hiring and orientation.
• Non-harassment training for all Associates.
• Benefit coverage offered to same-sex domestic partners.
• Support for cultural events in communities.
• Commitment to broad communication with translations to seven languages available to our distribution center Associates.

As a result of these efforts, our workforce is diverse, composed of people with a range of economic and ethnic backgrounds. Currently, 72 percent of our Associates are people of color and 77 percent are women.

Ross is an equal employment opportunity (EEO) employer committed to diversity. Our full EEO statement is available at corp.rossstores.com/eeo.

VOLUNTEERING IN THE COMMUNITY
We’re proud that many of our Associates volunteer in the communities around our stores and offices.

• Many Associates volunteer with the Boys & Girls Clubs of America, where they help children with their homework, work on facility restoration projects, host career readiness workshops, and collect school supplies and holiday gifts.
• Associates from dd’s DISCOUNTS volunteer with their local First Book programs by volunteering to read to children.
• Associates in the New York Buying Office participate in the annual JPMorgan Chase Corporate Challenge, which raises money for the Central Park Conservancy.
• The Buying Offices donate home and clothing samples weekly to support community shelters and local nonprofit organizations.
A SCHOLARSHIP PROGRAM FOR ASSOCIATES AND THEIR DEPENDENTS

The Stuart Moldaw Scholarship Program was created in 2009 to honor the life of Stuart G. Moldaw — Ross’ founder and Chairman Emeritus — for his lifelong commitment to education. Stuart was a tireless advocate for many community efforts. His legacy lives on through this program that provides Ross Dress for Less and dd’s DISCOUNTS Associates and their dependents with tuition assistance for undergraduate, graduate, and vocational-technical education.

Recipients are selected on the basis of academic record, demonstrated leadership, participation in school and community activities, and financial need. Recipients may apply to renew their awards for up to three additional years.

Applications are accepted beginning in February. For more information, please visit https://scholarsapply.org/moldawscholarship.

COMPETITIVE BENEFITS AND TOTAL REWARD PACKAGE

Ross offers full-time Associates a package that includes competitive pay, a comprehensive benefits package, a merchandise discount, and other benefits.

A SAFE WORK ENVIRONMENT

We are committed to providing a safe and secure environment where our customers and Associates can shop and work. We operate in a manner that promotes safe stores and work practices, and follows all federal and state regulations. It is our priority to:

• Incorporate safety best practices throughout our operations.
• Be prepared with emergency response protocols and crisis management training to keep customers and Associates safe.
• Develop and deploy programs to be compliant with health and safety laws.
• Provide quality safety training and support materials to all our Associates.
• Maintain neat, clean, and organized stores.

We also offer free certification to Buying Office employees for those interested in learning CPR, AED, and basic first aid. These programs, combined with the dedication of our Associates, have helped create a culture where safety is a top priority.
INVITING FEEDBACK REGULARLY
To ensure we are living up to our commitment to our Associates, we offer many opportunities for them to share feedback and make suggestions throughout the year.

We conduct a periodic multi-language electronic survey in our distribution centers. Our stores also conduct periodic surveys from which we learn and improve, resulting in above-average survey participation rates and positive outcomes.

HIRING IN OUR COMMUNITIES
When we open a new distribution center, Ross Dress for Less store, or dd’s DISCOUNTS store, we make it a priority to hire from within the community. We host job fairs and partner with agencies such as the YMCA and local Employment Development Department offices to source local talent. As a result, around 90 percent of our workforce in distribution centers and stores comes from local communities, which ensures our presence helps support the local economy and area residents.

MILITARY RECRUITING PROGRAM
We are proud to support the men and women of our United States Armed Services as they choose to re-enter civilian life and our local communities. As Ross continues to grow, we are committed to enhancing our leadership by attracting, hiring, developing, and retaining veterans through our Military Recruiting Program. This program aligns the teamwork, leadership, and problem-solving skills that veterans learned in the military with the talent needs of our high-growth organization. In addition to traditional veteran partnerships, the Military Recruiting Program also participates with the Employer Support of the Guard and Reserve Program and the Military Spouse Employment Partnership Program.

IN 2017, ROSS OPENED
OVER 90 NEW LOCATIONS
CREATING OVER 1,100 NEW JOBS
Investing in the communities where we operate is an important pillar of our corporate social responsibility (CSR) program. We support organizations that work in our communities, with an emphasis on programs that help build academic achievement and life skills in the young people who need us most.

OUR PHILANTHROPIC MISSION

In 2013, Ross Stores, Inc. established the Ross Stores Foundation to help us achieve our philanthropic mission. The Ross Stores Foundation is a signal of our steady commitment to investing in the communities where we operate.

Ready with Ross: Preparing today’s youth for a bright tomorrow

We invest in brighter futures by supporting programs that unlock the full potential of the next generation. With a goal of building competence, confidence, and character in the young people who need us most, Ross Stores, Inc. and the Ross Stores Foundation partner with organizations that work in our communities to build academic achievement and life skills.

We provide support through the engagement of our Associate-volunteers and charitable contributions. Read more about our Store-Based Giving Guidelines and our Regional Giving Guidelines on pages 16-19.
OUR NATIONAL COMMUNITY PARTNERS

The Boys & Girls Clubs of America seeks to enable all young people, especially those in need, to reach their full potential as productive, caring, responsible citizens. Ross has partnered with the organization for over a decade and is a national sponsor of Power Hour, an after-school homework help program.

First Book is a nonprofit organization dedicated to providing access to new books for children in need. Through customer and company donations, dd’s DISCOUNTS has joined forces with First Book to purchase books for local educational programs.

SUPPORTING DISASTER RELIEF

As part of our commitment to local communities where we operate, Ross partners with the American Red Cross to support disaster relief.

COMMUNITY GIVING NEAR OUR STORES

Ross values our relationships with the communities where our Associates and customers live and work. We provide support—usually in the form of gift cards—to charitable organizations that serve a population within 25 miles of a Ross or dd’s DISCOUNTS store. Specifically, we invest in organizations that meet our giving guidelines and align with our philanthropic mission to create brighter futures by building academic achievement and life skills for today’s youth who need us most. Read more about our Store-Based Giving Program on pages 16-17.

We also donate to local, youth-related charities that align with our philanthropic mission each time we open a new Ross Dress for Less or dd’s DISCOUNTS store.
COMMUNITY GIVING NEAR OUR OFFICES AND DISTRIBUTION CENTERS
Ross invests in regions where we have a strong business presence. Read more about our Regional Giving Program on pages 18-19.

BUYING OFFICES
Key buying offices are located in New York and Los Angeles. These offices support numerous fashion- and community-related charities. In addition, our buying offices provide internships and scholarships to students interested in retail careers as part of the YMA Fashion Scholarship Fund. To support our communities, our Associates are active in donating clothing, home goods, and toys to support local families through our partnerships with organizations like GOOD+ Foundation in both New York and Los Angeles.

CORPORATE OFFICE
Headquartered in the San Francisco Bay Area, Ross proudly supports several local charities and initiatives. For example, Ross sponsors the Golden State Warriors’ Read to Achieve program, which highlights the importance of reading, imagination, and academic achievement to Bay Area youth.

We have also supported numerous other Bay Area charities that share our mission to create brighter futures by building academic achievement and life skills for today’s youth who need us most.

DISTRIBUTION CENTERS
Ross Stores’ distribution centers are located in Southern and Central California, Central Pennsylvania, and South Carolina. Non-profit organizations that serve a community near our distribution centers may be eligible to apply for a donation through our Regional Giving Program.
For over a decade, Ross and Boys & Girls Clubs of America (BGCA) have worked together to help children achieve academic success, build confidence and lead healthy lives. Ross believes in BGCA’s mission to enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

POWER HOUR AND SCHOLARSHIPS
We have “adopted” more than 38 local Boys & Girls Club organizations, representing approximately 100 Clubhouses. In the adopted Clubs, the Ross Stores Foundation offers an annual grant and scholarship program for high-achieving college-bound seniors. Ross is also a national sponsor of Power Hour, an after-school homework-help program. During Power Hour, Club members receive support in completing their homework to improve their academic performance and develop a sense of personal responsibility.
IN-STORE FUNDRAISING
Every February, Ross Associates at all of our Ross Dress for Less stores across the U.S. lead a fundraiser to benefit BGCA. Thanks to our dedicated Associates and generous customers, over $11M has been donated since 2015 to support Power Hour at local BGCA Clubs.

CLUB ACTIVITY SUPPORT
Over the years, support has expanded beyond Power Hour. Ross Associates also host picnics, help run afternoon Club activities, and hold career readiness workshops. Volunteering in these ways not only supports youth, but creates a rewarding experience for our Associates. From a volunteer day with his team, a store manager shared the following story: “Today’s Boys & Girls Club event made a huge impact on me. I cannot wait for the next one. It’s great to do work for the Clubs, yet it’s all about the kids.”

GRAND OPENINGS
As Ross grows, so does our partnership with BGCA. Whenever we open a new Ross Dress for Less or dd’s DISCOUNTS store, we invite the local Club to join in the grand opening celebration.
Reading is one of the strongest predictors of a child’s future success – in school and in life. Yet millions of kids across the country lack access to books.

To address this need, dd’s DISCOUNTS joined forces with First Book, a nonprofit organization dedicated to providing new books to children in need. In partnership with First Book, dd’s DISCOUNTS’ customers and Associates are turning local kids into readers, learners, and leaders by equipping them with new, high-quality books.

**BACK-TO-SCHOOL CAMPAIGN**

dd’s DISCOUNTS runs an annual back-to-school donation drive with First Book. When checking out at the register, our customers are invited to make a donation that will go directly to local educational programs. The local programs then choose the right books for their students, based on age, language, and need. Every customer donation at a dd’s DISCOUNTS store means First Book can deliver more great books to children who need them most.

**VOLUNTEERING**

Our Associates also support First Book by volunteering to read and distribute books to children from local educational programs. A dd’s DISCOUNTS manager who participated in a book distribution event said, “It was awesome to participate in an activity that will make a difference! Our teams are connected to our communities and the hard work we put in daily makes a difference.”
Every year, disasters affect communities across the U.S. and around the world. Supporting our Associates, customers and neighbors in times of need is important to us, which is why the Ross Foundation supports the American Red Cross. The Red Cross has the knowledge, expertise, and resources to quickly and efficiently help communities impacted by all types of disasters.

RESPONDING TO U.S. AND GLOBAL DISASTERS
In recent years, the Ross Stores Foundation has donated to the American Red Cross to support response efforts for hurricanes, wildfires, tornadoes, mudslides, and typhoons in the U.S. and around the world. This partnership has helped us respond quickly to local disasters such as Hurricanes Harvey and Irma and the California Wildfires in 2017. We also supported recovery efforts for Hurricane Matthew and the flooding in Texas and Louisiana in 2016. Our support helped the Red Cross provide shelter, meals, mental health services, and many other types of immediate relief in the aftermath of these disasters. International disasters can also touch the lives and hearts of our community members, and Ross has supported American Red Cross’ responses to numerous international incidents, including Hurricane Maria in 2017.

IN-STORE CAMPAIGNS
When our Associates and customers are deeply affected, Ross Stores works with the American Red Cross to run donation campaign in our stores. Through these campaigns, customers can make donations at our registers, with all proceeds going directly to the American Red Cross. For instance, our Ross Dress For Less and dd’s DISCOUNTS stores hosted a campaign in 2017 that raised over $1M for Hurricane Harvey relief.
STORE-BASED GIVING GUIDELINES
The Ross Store-Based Giving Program provides support – primarily in the form of gift cards – to federal tax-exempt 501(c)(3) organizations, schools, and government programs serving a community within 25 miles of a Ross Dress for Less or dd’s DISCOUNTS Store.

ELIGIBILITY
Please review our giving guidelines and eligibility requirements for this program in full below before applying for a donation using our online application: www.cybergrants.com/ross/storebasedquiz.

In summary, your organization must:

• Be a federal tax-exempt 501(c)(3) organization, school, or government program.
• Align with our charitable mission to create brighter futures by building academic achievement and life skills in economically disadvantaged youth, ages 3-24.
• Serve a community within 25 miles of a Ross Dress for Less or dd’s DISCOUNTS Store. Use the Ross Dress for Less and dd’s DISCOUNTS store locators to see if your organization qualifies.
• Have not received a donation from Ross (Ross Stores Foundation, Ross Stores, Inc., or dd’s DISCOUNTS) within the past 12 months.

Due to the volume of requests we receive, it may take six to eight weeks for recipients to be informed of an award. Ross does not accept email, mail, or fax requests.
ELIGIBLE PROGRAMS

Academic Achievement: Programs that build a foundation of academic competence that will help young people succeed in a competitive workforce. These include:
- Literacy
- STEM
- Tutoring
- School clothes/supplies
- Pre-school/Headstart
- GED Programs
- Stay-in-school efforts
  - Anti-truancy
  - Attendance support
  - Drop-out/re-entry
- College readiness
  - SAT/ACT preparation
  - Counseling for financial aid, grant applications, and loans
  - Scholarship programs

Life Skills: Programs that build confidence and character in young people. These include:
- Mentoring
- Financial literacy
- After-school literacy
- Gang-prevention/anti-violence
- ‘Soft skills’
  - Active listening/communication
  - Conflict resolution
  - Leadership
- Career readiness/job skills
  - Mock interviews
  - Professional dress
  - Resume writing
  - Retail- or fashion-specific career programs, excluding fashion shows

INELIGIBLE PROGRAMS

While we understand that there is a great need across our communities, in order to deliver the greatest impact on our philanthropic mission, Ross will not support programs outside of our focus areas. Ineligible programs include:
- Medical and health programs
- Youth sports, fine arts, and recreation activities
- Religious-focused programs
- Cash reserves or endowments
- Political or advocacy support
- Direct support for individuals
  - Scholarships or tuition
  - Research or travel grants
  - Stipends or fellowships
  - Personal assistance
  - Conferences
  - Training or learning programs
  - Travel for any event
  - Mission trips
- Research
- Event sponsorship
  - Sober graduation parties
  - Prom, homecoming, or other school dances
  - Galas
  - Walk-a-thons
  - Golf outings
  - Benefits
  - Conferences or seminars
- Animal welfare
- Capital campaigns or building upgrades
REGIONAL GIVING GUIDELINES
Ross invests in a small number of direct grants to federal tax-exempt 501(c)(3) organizations, schools, and government programs that serve a community in an area where we have a large presence and many Associates, as described below. We consider donation requests from organizations that are strongly aligned with our philanthropic mission.

ELIGIBILITY
Please review our giving guidelines and eligibility requirements for this program in full below before applying for a donation using our online application: www.cybergrants.com/ross/regionalquiz.

In summary, your organization must:

• Be a federal tax-exempt 501(c)(3) organization, school, or government program.
• Align with our charitable mission to create brighter futures by building academic achievement and life skills in economically disadvantaged youth, ages 3-24.
• Serve a community in an area where Ross has a large presence and many Associates, which are the following areas:
  - **California**: San Francisco Bay Area, Los Angeles Area*, Moreno Valley, Perris, Shafter
  - **New York**: Borough of Manhattan
  - **Pennsylvania**: Carlisle
  - **South Carolina**: Rock Hill, Fort Mill

  *Eligible programs in the Los Angeles Area will serve the communities north of Long Beach, south of Burbank and Pasadena, and west of I-605.
• Have not received a donation from Ross (Ross Stores Foundation, Ross Stores, Inc., or dd’s DISCOUNTS) within the past 12 months.

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  - Resume writing
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**INELIGIBLE PROGRAMS**

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  - Travel for any event
  - Mission trips

- Research
- Event sponsorship
  - Sober graduation parties
  - Prom, homecoming, or other school dances
  - Galas
  - Walk-a-thons
  - Golf outings
  - Benefits
  - Conferences or seminars
- Animal welfare
- Capital campaigns or building upgrades
Our efforts to be efficient and sustainable help us reduce our impact on the environment and generate cost savings, which we pass on to our customers. Our commitment to use less energy and fewer natural resources goes back more than 20 years, and we continue to improve our performance year after year.

ENERGY EFFICIENCY AT OUR STORES AND DISTRIBUTION CENTERS
Our approach to lighting, heating systems, and insulation enables us to conserve energy throughout the Company.

SUSTAINABLE PRODUCT TRANSPORTATION
Transporting products is a significant part of our environmental footprint. We work with our partners to be more sustainable, consolidating shipments where possible and reducing the number of trips to stores each day.

REDUCING WASTE AND INCREASING OUR EFFICIENCY
We encourage Associates in our stores, distribution centers, and corporate offices to participate in practices that increase our recycling, reduce waste, and decrease our use of natural resources.

SUSTAINABILITY AT OUR HEADQUARTERS
Our corporate headquarters follows the standards of Leadership in Energy & Environmental Design (LEED) Gold certification, with features that make the work environment more comfortable for our Associates, while also minimizing our impact on the environment.
Energy Efficiency at Our Stores and Distribution Centers

For over 15 years, our stores have conserved energy by adjusting the lighting and heating, ventilation, and air-conditioning (HVAC) systems so they operate efficiently and only when needed. Additionally, we process our energy management information online, which helps us resolve inefficiencies quickly and keep energy use to a minimum. Today, we require high-efficiency HVAC units to further lower energy consumption, and continue to look for new ways to reduce our footprint through effective energy management.

ENERGY MANAGEMENT

A highlight of our energy management program in several of our distribution centers is our “air purging” program. During the day, the sun heats up our buildings. At night, when temperatures drop, we purge the hot air from the building and welcome fresh, naturally cool air. This allows us to avoid several hours of air-conditioning every day, thereby saving energy costs. What’s more, the purging program reduces our electricity demand from high-peak daytime hours and therefore reduces pressure on the electricity grid. Our distribution centers also save energy through high-efficiency motors and automated systems that shut-off equipment when not in demand.
RAISING THE BAR ON LIGHTING EFFICIENCY
In the 1990s we achieved a 20 percent reduction in our electricity use in stores and a 12 percent reduction in the 2000s. Our stores and distribution centers have also pursued lighting efficiency through retrofits to LED lighting and use of skylights.

CONSTRUCTION INNOVATION
In 2007, we began using thicker, higher-quality insulation in roofs for new store construction, which reduces the demand for air conditioning. While we do not own many of our store buildings, we are often able to work with our landlords on energy efficiency improvements. In Texas, Arizona and Southern California, some stores have “white roofs” that reflect heat from the sun, which can reduce the cost of cooling by 40 percent during the summer months. We plan to continue leveraging these and other new ways to develop more environmentally friendly buildings.
Merchandise transportation represents a significant part of our environmental footprint. Although we do not own our fleet of trucks, we employ several strategies to make product transportation more sustainable.

- We ship more than 25 percent of our products by rail, which is less polluting than standard ground transportation.
- Over 75 percent of our transportation partners participate in the SmartWay Transport Partnership, a U.S. Environmental Protection Agency program that improves fuel efficiency and reduces air pollution.
- We combine and optimize truck loads in between distribution points to have fewer trucks on the road.
- We also adjust store deliveries on a day-to-day basis to minimize the number of miles driven.

All of these approaches help us reduce air pollution, limit greenhouse gas emissions, and achieve significant cost savings.
Reducing Waste and Increasing Our Efficiency

One of the most important ways we can operate sustainably is to commit to using fewer natural resources, reducing our waste, and recycling materials. We encourage all divisions of the Company to apply a range of practices to fulfill this objective.

RECYCLING CARDBOARD BOXES

With locations across the country, we send and receive millions of cardboard boxes each year. Cardboard represents the majority of our waste by volume. Recycling boxes is an important part of our effort to reduce our waste and demonstrate our commitment to being a responsible retailer. We continue to test new recycling systems at our distribution centers and stores, which not only divert tons of waste from going into landfills, but also help us reduce waste disposal costs and decrease Associate labor.

Ross’ reusable bags provide a fashionable and sustainable alternative to disposable bags.
CARDBOARD RECYCLING IN DISTRIBUTION CENTERS
Our distribution centers receive merchandise from many countries around the world, and we process and ship these goods to stores across the country, typically in cardboard boxes. We use a packing and shipping system that minimizes the number of boxes and trucks required to deliver merchandise, as well as a system to recycle millions of boxes each year. As a result, we currently recycle almost 45,000 tons of material each year at our distribution centers, and this measure grows each year.

CARDBOARD RECYCLING IN STORES
Our stores participate in an expanded recycling program, where boxes are collected and taken to a nearby recycling facility. With more than 100 boxes per delivery, this effort to recycle quickly adds up. We recycle an estimated 27,000 tons of cardboard boxes annually through this program, and this number continues to grow each year. The current recycling rate eliminates almost 20 tons of cardboard per store from the waste stream.

SMALLER INITIATIVES THAT ADD UP
In addition to these larger waste reduction initiatives, the small changes in how we operate our stores, distribution centers, and offices also have a positive impact on the planet.

Some examples of these initiatives include:
• We use recycled paper.
• We do not issue paper catalogs like many other retailers, which significantly minimizes paper waste.
• The default setting on our printers is for double-side printing.
• We sell branded totes at our stores and encourage customers to use reusable shopping bags. We sold 2.9 million reusable, branded totes in 2017.
• Our stores and offices use large capacity, refurbished printer toners, which results in less plastic, steel, aluminum, and rubber waste compared to traditional toners.
• The majority of our Associates receive electronic paychecks.
• We use filtered tap water and reusable cups and glasses at our headquarters instead of bottled water and paper cups.
In 2014, we moved our headquarters to a new campus, which is certified Gold by Leadership in Energy & Environmental Design (LEED), the premiere program providing third-party verification of green buildings. This reflects our growing commitment to environmental stewardship.

Our headquarters has features that conserve natural resources and help our Associates work in a safer and healthier environment, including:

- Recycling and composting systems.
- Low flow fixtures that reduce water waste.
- Electric vehicle charging stations.
- Energy management equipment such as high-efficiency HVAC equipment, Energy Star appliances, and lighting with motion sensors and daylight controls.
- Low-emitting office materials that reduce the number of indoor air contaminants that are irritating or harmful to occupants.
- Systems that recycled construction waste.
- Close proximity to public transportation.
Ethical business practices play a critical role in our corporate social responsibility program. We aim to operate with high standards of integrity and transparency, and adhere to several policies to ensure we meet these standards.

SUPPLIER DIVERSITY
We are dedicated to sourcing goods and services from a diverse set of suppliers, and are continuously seeking ways to build and reinforce long-lasting relationships. Our membership with the National Minority Supplier Development Council (NMSDC) gives us the opportunity to continually increase partnerships with minority-owned suppliers. Similarly, as a member of the Women’s Business Enterprise National Council (WBENC), Ross is committed to supporting women-owned businesses.

OUR APPROACH TO SOURCING AND HUMAN RIGHTS
At Ross Stores, ethical business practices are at the core of our culture and can be seen every day in the way we treat all of our constituents, from customers and Associates to vendors and investors. This focus on ethical business practices is also reflected in Ross’ policy that we will not knowingly purchase merchandise from any manufacturer involved in the use of child, slave, prison, or forced labor.
The majority of the apparel, footwear, accessories, and home-related merchandise sold in our stores is purchased from suppliers after they have been produced and imported to other retailers’ specifications. Though Ross does not have direct control over the manufacturing processes for these products, we require suppliers to uphold our ethical standards, both contractually and through enforcement. Ross also orders and imports some products directly through its international buying agents. For these items, we have additional requirements in place to monitor and enforce compliance.

Ross’ standards and requirements related to sourcing and human rights are incorporated in various Company documents, including Ross’ Code of Business Conduct and Ethics, Vendor Compliance Manual, Purchase Orders, Vendor Indemnification Agreements, and Buying Agent Agreements. Our Code of Business Conduct and Ethics is located under Corporate Governance in the Investors section of www.rossstores.com and our Vendor Compliance Manual can be found at http://partners.rossstores.com.

Ross communicates its standards and requirements to vendors, buyers, and overseas buying agents during our purchasing processes.