



CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

The California Transparency Act of 2010 (SB657) requires all large retailers and manufacturers to inform consumers of their efforts to prevent slavery and human trafficking in their direct supply chain. To this end, Dollar Tree, Inc., on behalf of its subsidiaries which import for and operate the retailer Dollar Tree, provides the following information with regard to its position and efforts in preventing slavery and human trafficking in its supply chain.

Although Dollar Tree does not own or have a financial interest in any of its suppliers or their facilities, Dollar Tree maintains high expectations that its supply chain is committed to conducting business in a legal and ethical manner, which includes prevention of human trafficking and slavery.

1. SUPPLIER AUDITS

Dollar Tree engages an independent third-party auditor to conduct social compliance audits of its new and existing direct import supplier facilities outside of the United States and Canada. The social compliance audits are both announced and unannounced audits and specifically target the following:

- Forced labor
- Child labor¹
- Working Hours, Wages, and Benefits
- Non-Discrimination
- Disciplinary Practices
- Environmental Impacts

The audits include inspections of the facilities, documentation review, and private interviews of workers. In addition to the social compliance audits, Dollar Tree also has independent third parties and its internal team conduct announced and unannounced capacity and manufacturing process audits of new and existing direct import supplier facilities.

2. SUPPLIER CERTIFICATION

Dollar Tree's standard Purchase Order Terms and Conditions for domestic and direct import suppliers contain a provision whereby suppliers represent and warrant that their operations and those of their sourcing operations, supply chain, and/or factories do not use prison labor, forced labor, human trafficking or slavery in any respect in the production

¹ With respect to child labor, social compliance audits assess compliance with the legal minimum age requirement where the factory is located, or the International Labour Organization conventions on child labor if the local law is unavailable.



of products produced for Dollar Tree. Dollar Tree's Code of Conduct, which is incorporated into its Purchase Order Terms and Conditions, further provides that Dollar Tree expects every link in its supply chain to prevent the use of child labor, prison labor, human trafficking and slavery.

Additionally, all direct import suppliers certify their compliance with this policy by agreeing to a "Certification Regarding Forced Labor" in which they accept prohibitions on using forced labor and forced child labor as well as prohibitions on sourcing materials or components from persons or entities using forced labor or forced child labor.

3. VERIFICATION

Dollar Tree uses its audit program, supplier agreements, and supplier certifications to verify its supply chain does not utilize slavery or human trafficking.

Dollar Tree also works with third parties to map supply chains of direct import suppliers. This includes using third party software to identify supplier connections to persons or entities that appear on various government or sanctions lists, have been identified in adverse news articles or non-governmental organization reports, or have business ties to geographical regions where the use of forced labor is believed to be prevalent.

4. INTERNAL ACCOUNTABILITY

Dollar Tree communicates its expectations regarding slavery and human trafficking in its Code of Conduct and supplier agreements. Any non-conforming activity by Dollar Tree suppliers or associates may be anonymously reported by email or telephone hotlines. Dollar Tree fully investigates all allegations. Although Dollar Tree works with suppliers on best practices with social compliance, Dollar Tree has no tolerance regarding slavery and human trafficking.

5. TRAINING

Dollar Tree annually trains its associates with direct involvement in supplier management on human trafficking and slavery. This training brings awareness and understanding of the issues and includes how to identify abuses recognized under international law such as human trafficking, slavery, debt bondage, forced labor, and child labor while visiting supplier facilities. Dollar Tree also reviews governmental resources about the risks in certain countries and for different product categories. Finally, Dollar Tree provides its associates with reporting guidelines for any suspected incidences of slavery or human trafficking.

Dollar Tree is committed to ensuring its supply chain does not participate in human trafficking and slavery.