

Last Revision Date: April 9, 2020

Human Rights Policy

AUDIENCE

This Human Rights Policy applies to all officers, directors, and employees of Dollar Tree, Inc. and each of its subsidiaries, including Family Dollar Stores, Inc. (jointly, “Dollar Tree”) as well as manufacturers, service providers, contractors, subcontractors, suppliers, partners, and factories (collectively, “Vendors”) that do business with Dollar Tree, regardless of geographic location.

PURPOSE

Dollar Tree’s Board of Directors and executive management have adopted this Policy to demonstrate their commitment to respecting the human rights and dignity of all workers, domestic and international, throughout Dollar Tree’s supply chain and in our retail stores, distribution centers, and store support center. Dollar Tree has developed this policy in concert with our stakeholders, including Vendors and Associates, and with guidance from internationally accepted labor standards, including the United Nations Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

POLICY

In every jurisdiction where we operate, Dollar Tree complies with applicable laws and respects internationally recognized human rights. As part of our Vendor oversight and to assure compliance with labor, health and safety, human trafficking, discrimination and other legal requirements, social compliance audits are conducted on most of the overseas factories from which we directly source goods, and we are working to expand those audits to all relevant factories. Dollar Tree will not do business with factories that do not respect basic human rights. Specifically, Dollar Tree is committed to:

- The elimination of all forms of forced or compulsory labor;
- The elimination of child labor;
- The elimination of discrimination in employment, including discrimination based on race, color, gender, nationality, religion, age, maternity, marital status, indigenous status, ethnicity, social origin, disability, sexual orientation, HIV/AIDS status, or membership in workers organizations including unions or political affiliation.

- The elimination of slavery and human trafficking, as described more fully in Dollar Tree’s Statement on the California Transparency in Supply Chain Act (<https://www.dollartree.com/file/general/California-Transparency-in-Supply-Chains-Act-2016.pdf>).
- Implementing processes and procedures, including training initiatives, to avoid causing or contributing to adverse human rights impacts.
- Preventing and, where necessary, mitigating adverse human rights impacts that are directly linked to our business operations, including our supply chain.
- Conducting due diligence, including supplier and factory audits and surveys, with respect to human rights issues.
- Freedom of association and following all laws regarding collective bargaining.
- The right to water as a fundamental human right.

In addition to this Human Rights Policy, Dollar Tree’s Code of Ethics (https://www.dollartree.com/file/general/Dollar_Tree_Code_of_Ethics.pdf) and its Code of Vendor Conduct specifically address the Company’s positions on anti-bribery and anti-corruption, non-discrimination, child and forced labor and environmental compliance. The Code of Ethics is distributed annually and every Dollar Tree associate must read and acknowledge it annually. The Company also conducts periodic Code of Ethics training. Dollar Tree also trains the associates in its merchandising and global sourcing organization annually about anti-bribery and anti-corruption laws, slavery, forced and child labor and the other policies set forth in this Human Rights Policy.

Dollar Tree’s Human Rights’ Risks and Mitigation Strategies

As with any large retailer, there are human rights’ risks attendant to Dollar Tree’s business operations. Those risks are disclosed in Dollar Tree’s annual proxy statement and include environmental impacts caused by energy use in conducting our retail operations as well as human rights risks attendant to sourcing product internationally.

Dollar Tree has taken steps to mitigate these risks. In 2020, the Nominating and Corporate Governance Committee of the Board of Directors was given the lead role in overseeing the Company’s risks and reporting related to ESG matters and sustainability. At least semi-annually, the Committee will evaluate, discuss, and, as appropriate, direct the disclosure of the Company’s risks relating to corporate social responsibility and sustainability, including the environment, human rights, labor, health and safety, workforce diversity, supply chain, governance and similar matters affecting the Company and our stakeholders.

The Company has also formed a Sustainability Committee that includes leaders from key departments in the organization who will work collaboratively to assist senior management and the Board on sustainability issues that affect the Company.

With respect to mitigating environmental impacts, the Company has, among other initiatives, committed to installing LED lighting in all stores and distribution centers; participated in the U.S. Environmental Protection Agency's SmartWay Shipper Performance Program to reduce transportation-related carbon emissions; purchased state-of-the-art software to optimize full truckloads in our distribution network to reduce miles driven as measured on a per-store basis; and recycled more than 545,000 tons of cardboard and plastics in the past two years.

With respect to mitigating human rights risks in our supply chain, all overseas factories must be certified by Dollar Tree before order commitments can be made. As part of the certification process, Dollar Tree requires all of its overseas suppliers to complete questionnaires so that Dollar Tree can evaluate the vendor's business practices relating to, among other things, child labor, forced labor or slavery, the health and safety of workers, non-discrimination, disciplinary practices, working hours and overtime, worker compensation and benefits, and compliance with environmental laws and regulations. Dollar Tree also conducts Social Compliance Audits in many of its overseas' factories to assess labor practices, workplace conditions, treatment of employees, safety of employees, working hours and wages, and slavery, forced and child labor, and sustainability.

REPORTING AND NON-RETALIATION

Dollar Tree prohibits retaliation against any Associate who, in good faith, reports an actual or suspected violation of this Human Rights Policy.

Concerns about any Policy violations should be reported using:

- the Dollar Tree Speak Up Line at 1-888-835-5792
- the Family Dollar Speak Up Line at 1-877-309-2962
- CodeofConduct@familydollar.com or
- CodeofEthics@dollartree.com