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# Dollar Tree, Inc. Earns Place in Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

*Dollar Tree, Inc. announces its rating on the Human Rights Campaign Foundation's assessment of LGBTQ+ workplace equality*

CHESAPEAKE, Va. – Dec. 19, 2023 – Dollar Tree, Inc. today announced the organization received a score of 85 out of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (CEI). The CEI is the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. Dollar Tree and Family Dollar join the ranks of 1,384 major U.S. businesses that were also ranked in the 2023-2024 CEI.

"This is such a significant milestone for Dollar Tree and Family Dollar," said Jenn Hulett, Chief People Officer for Dollar Tree. "Our score is a testament to the hard work and commitment of our people advocating for LGBTQ+ equity and inclusion within our organization and in the communities we serve. I am encouraged by our score of 85 out of 100 for our inaugural inclusion in the survey, and I am confident we will continue advancing our work in this space."

"For well over two decades, businesses have played an important role in furthering LGBTQ+ equality by centering employee needs and voices when it comes to workplace inclusion. While there is much more work to be done, year-over-year growth in CEI participation is evidence of a business community that recognizes the responsibility and value in upholding equity and inclusion," said RaShawn "Shawnie" Hawkins, Human Rights Campaign Sr. Director of Workplace Equality.

The results of the 2023-2024 CEI showcase how U.S.-based companies are promoting LGBTQ+ workplace policies in the U.S. and abroad. The first year of the CEI included 319 participants, and the 2023-2024 CEI now includes 1,384 participants; further demonstrating the tremendous trajectory of the CEI, a record-breaking 1,340 businesses have non-discrimination protections specific to gender identity, up from just 17 in 2002. These critical non-discrimination protections cover 21 million employees in the U.S. and around the globe.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at [www.hrc.org/cei](http://www.hrc.org/cei).

## **About Dollar Tree, Inc.**

Dollar Tree, a Fortune 200 Company, operated 16,622 stores across 48 states and five Canadian provinces as of October 28, 2023. Stores operate under the brands of Dollar Tree, Family Dollar, and Dollar Tree Canada. To learn more about the Company, visit [www.DollarTree.com](http://www.DollarTree.com).

## **About the Human Rights Campaign Foundation**

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice.