

*Last Revision Date: April 9, 2020*

# Health and Safety Policy

## AUDIENCE

This Health and Safety Policy (“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 providing every Associate in every Dollar Tree facility with a safe and healthy work environment. We are committed to complying with all applicable federal, state and local occupational health and safety laws, including the federal Occupational Safety and Health Act, and appropriate industry standards. The Company has developed this Policy in concert with our stakeholders, including Associates, and with guidance from internationally accepted health and safety 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

### I. RESPONSIBILITIES OF THE COMPANY

To promote a safe work environment and to instill a culture of safety and emergency preparedness throughout Dollar Tree’s stores, distribution centers, and corporate headquarters, the Company has established an Environmental Health and Safety (EHS) Department whose primary purpose is to oversee the implementation of the safety rules and operating procedures that are required to be fulfilled on a daily basis by all Associates wherever they work. The EHS Department has communicated health and safety protocols for our retail stores, distribution centers and corporate headquarters that specifically identify efforts Associates at all levels of the Company must take to reduce the occurrences of injuries, fatalities, and diseases in the workplace.

### II. RESPONSIBILITIES OF ASSOCIATES

Associates play a key role in maintaining a safe and healthy work environment. Associates are responsible for:

- Understanding and complying with all applicable safety policies, guidelines and rules while performing assigned duties.
- Using appropriate safety equipment and protective guards and working within established safety procedures, always prioritizing safety over expediency or shortcuts.
- Exercising maximum care and good judgment in all work activities to prevent accidents and injuries.
- Reporting workplace injuries or illnesses immediately to managers and seeking medical treatment, as needed.
- Reporting unsafe conditions, practices or equipment to a member of management immediately.
- Completing all required safety training, safety meetings, and participating in any safety initiatives.
- Adhering to all of the Company's safety rules without exception.

The Company recognizes that the responsibility of having a safe and healthy work environment is a joint effort among all Associates at every level of the organization.

### III. HAZARDOUS CHEMICALS

The Company's Hazard Communication Program applies to all work operations within our stores where Associates may be exposed to hazardous substances under normal working conditions or during an emergency situation. The Company shall use Safety Data Sheets (SDS) for each hazardous chemical to communicate information on the hazards for that chemical, including the properties of each chemical; the physical, health, and environmental health hazards; protective measures; and safety precautions for handling, storing, and transporting the chemical. Associates have the responsibility to follow all safety procedures and handle hazardous chemicals with care and in accordance with SDS directions.

### IV. WORKPLACE VIOLENCE

The Company is committed to providing a safe environment for all Associates, suppliers, and customers. Management shall communicate to Associates that they are expected to treat others in a professional and respectful manner. The Company strictly prohibits any violent or threatening behavior, even if in a joking manner.

### REPORTING AND NON-RETALIATION



Dollar Tree prohibits retaliation against any Associate who, in good faith, reports an actual or suspected violation of this Policy or any other of the Company's health and safety rules and operating procedures.

Concerns about any violations of this Policy should be reported to your immediate supervisor, a member of management, or by 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](mailto:CodeofConduct@familydollar.com) or
- [CodeofEthics@dollartree.com](mailto:CodeofEthics@dollartree.com)