Vendor Code of Conduct

Effective June 2025

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PURPOSE OF OUR VENDOR CODE OF CONDUCT

The Dollar Tree, Inc. Vendor Code of Conduct ("Vendor Code") reflects Dollar Tree's values and sets forth our expectations and requirements of our suppliers. While we recognize there are different legal and cultural environments in which our suppliers operate, the Vendor Code sets forth the basic requirements that all suppliers must meet to do business with Dollar Tree.

Each step in our supply chain has an impact on people, communities, and the planet. As a result, we prioritize the implementation of strong social, environmental, and ethical standards, and are committed to ensuring that every link in our supply chain meets our expectations with respect to product safety and quality, environmental stewardship, ethical and socially responsible sourcing, human rights, and compliance with all applicable laws and regulations, including anti-bribery and anti-corruption laws.

This 2024 version of our Vendor Code replaces the prior version and is informed by the *U.N. Guiding Principles on Business and Human Rights*. The provisions in this Vendor Code are derived from, among other things, key international human rights standards including the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the U.N. Universal Declaration of Human Rights.

Dollar Tree reserves the right to make reasonable updates to the Vendor Code and maintains the latest version on our corporate website and vendor portal.

WHO IS COVERED BY OUR VENDOR CODE OF CONDUCT

The Vendor Code applies to Dollar Tree, Inc. and its direct and indirect subsidiaries (jointly, "Dollar Tree"), the officers, directors, and associates thereof, as well as manufacturers, service providers, contractors, subcontractors, suppliers, partners, and factories (collectively, "Vendors") that do business with Dollar Tree, regardless of geographic location. The Vendor Code applies to all Vendors' workers, including permanent, temporary, foreign, or migrant workers, as well as workers hired directly or indirectly through subcontractors or labor providers (collectively, "Workers").

POLICY

Our Vendors must comply with our Vendor Code, their contractual commitments, and applicable laws and regulations. Our Vendors must supply and provide products and services that meet all applicable legal, industry, and Dollar Tree standards, including those relating to safety, product stewardship, human and labor rights, and the environment. Vendors that import to the United States or Canada must comply with the applicable import requirements of those countries and the export requirements of the countries in which they operate. We also expect Vendors to act in a manner consistent with Dollar Tree's Code of Conduct, which can be found here.

We encourage all Vendors to post this Vendor Code for their Workers' awareness. All of Dollar Tree's direct import Vendors are required to post the Vendor Code in English and in the shared language(s) of their Workers in a common area at all operations and facilities that manufacture, source, or provide products to Dollar Tree. Furthermore, we expect all Vendors to communicate this Vendor Code to any sub-suppliers whose materials or inputs are incorporated in the manufacture of products sold to Dollar Tree, and to monitor sub-suppliers' adherence to this Vendor Code. Vendors must adopt adequate and effective management systems, policies, and procedures, and conduct appropriate human rights and environmental due diligence, to uphold the standards and requirements set forth in this Vendor Code.

Compliance with Laws

Vendors' operations and those of their sourcing operations and/or factories shall comply with all applicable laws and regulations of the countries and jurisdictions where they are located, and with all other applicable laws, rules, and regulations, including those contained in contract provisions as well as the standards contained in this Vendor Code. Such laws include, but are not limited to, employment, labor, environmental, and intellectual property; food, drug, and cosmetics safety and quality; competition and antitrust; trade and sanctions; data privacy and security; and anti-bribery and anti-corruption laws and regulations. Any Vendor that fails to comply with applicable laws, contract provisions, or the standards contained in this Vendor Code may be subject to consequences, up to and including termination of business with Dollar Tree. We reserve the right to request relevant documentation from Vendors, and to audit or inspect Vendors, at any time, to determine their compliance with applicable laws, rules, regulations, and this Vendor Code.

Human and Labor Rights

Dollar Tree is committed to respecting human rights of individuals across our supply chain. Dollar Tree provides fair working conditions to its workers, and we expect our Vendors to do the same. We expect Vendors to be familiar with the *U.N. Guiding Principles on Business and Human Rights* and to exercise the appropriate due diligence to identify, prevent, mitigate, and account for potential human rights impacts in their own business activities, operations, and relationships.

Child Labor

We have a zero-tolerance policy for child labor, and we expect every link in our supply chain to share our dedication to conducting business in a legal and ethical manner. Child labor is defined as being below the local minimum working age, or below the age of 15, whichever age is greater. Vendors must comply with all age-related working restrictions as provided by local law and adhere to international standards as defined in the Minimum Age Convention (No. 138) and Worst Forms of Child Labour Convention (No. 182).

Discrimination

Dollar Tree does not tolerate any form of discrimination in the workplace, and we expect Vendors to commit to the same principle. Vendors shall hire, promote, pay wages and benefits, terminate, and provide access to trainings, without regard to race, color, gender, nationality, religion, age, maternity, marital status, indigenous status, ethnicity, social origin, disability, sexual orientation, HIV/AIDS status, political affiliation, or membership in workers' organizations including unions. Vendors shall ensure that hiring, promotion, and other human resource decisions shall be made based on Workers' qualifications, skills, ability, productivity, and overall job performance. Workers with the same qualifications, skills, experience, and performance shall receive equal pay for equal work in accordance with applicable labor laws.

Forced Labor and Human Trafficking
Dollar Tree does not tolerate forced labor or human trafficking in its supply chain. All forms of forced labor and human trafficking are prohibited, including but not limited to any form of prison, slave, bonded, or forced indentured labor.

Dollar Tree requires that all labor in its supply chain be voluntary and that Workers are allowed freedom of movement at all times. Vendors shall ensure that Workers are free to leave at all times, even if facility entrances are guarded for security reasons. Vendors shall not employ tactics to prevent Workers from leaving at will, such as withholding salary or charging a penalty when Workers terminate their employment contracts, or by withholding any personal identification documents such as passports or national identification documents. Vendors shall ensure that Workers can use toilets, drink clean and potable water, and take designated breaks. Direct import Vendors must formally sign a forced labor certification with Dollar Tree whereby they certify their adherence to Dollar Tree's prohibition on child and forced labor.

Freedom of Association and Collective Bargaining
Open and transparent communication and direct engagement between Workers and management are the most effective ways to address and resolve workplace issues. Vendors shall abide by all applicable local, state, and national laws respecting the rights of Workers. Vendors must develop internal programs, policies, and procedures that clearly define their business practices, including age requirements and verifying Workers' legal right to work, and provide Workers with a viable means of managing conflict and resolving disputes. Vendors must respect the legal rights of Workers to freely and without harassment participate in worker organizations of their choice.

Harassment and Abuse
Dollar Tree does not tolerate harassment in its workplace or supply chain. Vendors shall not use physical corporal punishment, force that causes bodily harm or pain, or other forms of physical contact to punish or coerce Workers. Vendors shall not engage in or permit psychological coercion or any other form of non-physical abuse, including threats of violence, bullying, sexual harassment, screaming, or other verbal and mental abuse. All disciplinary measures shall be fully documented. Workers shall be treated with dignity and respect at all times. In addition, Dollar Tree strictly prohibits any harassment or intimidation of, or violence towards, human rights defenders.

Health and Safety

Vendors shall provide a safe and healthy workplace for their Workers, taking all necessary steps to mitigate or prevent accidents or injuries that may arise in the course of work. As necessary, Vendors shall engage on-site security personnel to conduct routine and emergency activities in a way that ensures the highest levels of safety and security while also protecting Workers' dignity.

Vendors should create, maintain, and execute emergency preparedness plans and procedures that are understandable and accessible to Workers, and clearly communicate the response procedures for various emergencies, including fires, natural disasters, and security and health-related events.

At a minimum, Vendors shall provide access to adequate restrooms, clean and potable drinking water, personal protective equipment, adequate lighting, safe machinery and tools, and proper temperature control and ventilation.

Vendors that provide dormitory, residential, or dining facilities for their Workers must ensure those facilities are safe, healthy, and in compliance with local and national standards. Spaces must be secure and allow for freedom of movement to enter and exit.

Wages and Benefits

Dollar Tree is committed to upholding applicable laws regarding wages, benefits, and paid leave for Workers employed throughout the supply chain. Dollar Tree pays employees for all hours worked and we expect our Vendors to do the same. Vendors shall provide wages and benefits in compliance with local, state, and national laws, be committed to the betterment of wage and benefit levels, and provide a living wage for Workers and their families. Vendors must ensure Workers are compensated for overtime hours at legally required hourly rates.

Vendors must ensure that wages and benefits are paid in an accurate, timely, and clearly communicated manner. Withholdings or deductions must be lawful and clearly communicated to Workers and must not be used as a form of punishment.

Working Hours

Dollar Tree expects its Vendors to comply with applicable working hour laws and regulations. Vendors may not require Workers to work hours that exceed local, state, or national laws or business customs. Vendors must maintain a workweek consistent with normal hours of operation for their industry, in compliance with local and national laws. Labor, including overtime, shall be voluntary at all times. Vendors shall ensure that all legally required rest periods and work schedules are provided to all Workers.

Country of Origin

Vendors may not misrepresent the country of origin of any product they supply to Dollar Tree, including misrepresenting country of origin in order to evade quota or other import restrictions or duties.

Trade, Sanctions, and Supply Chain Security

Vendors must comply with all applicable trade and sanctions laws, regulations, and requirements, including those promulgated by the U.S. Office of Foreign Assets Control and the U.S. Customs and Partner Government Agency program. Dollar Tree is also committed to complying with appropriate supply chain security requirements and programs, including the U.S. Customs-Trade Partnership Against Terrorism program.

Environmental

Dollar Tree is committed to protecting the environment and advancing its sustainability goals and initiatives. Vendors must, at a minimum, be fully compliant with all applicable environmental laws and regulations, including international treaties and protocols and local laws and regulations. Vendors must ensure all environmental permits are obtained, maintained, and kept current and any registration, operational, and reporting requirements are followed. Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling, reuse, or disposal.

In addition, Vendors must comply with any supplemental environmental guidelines promulgated by Dollar Tree, which may exceed the standards set forth in existing laws and regulations. Vendors should seek out sustainable manufacturing practices to improve energy efficiency and conserve natural resources and to dispose of waste safely, sustainably, and responsibly. This includes measuring, managing, and disclosing environmental impacts, including greenhouse gas emissions, waste generation, packaging weight, and materials and chemical management. Vendors are encouraged to set targets and implement action plans for reducing their own environmental impacts.

Product Safety

All products supplied to Dollar Tree (including but not limited to food, drugs, and cosmetics) must comply with all applicable state and federal legal and regulatory requirements for product quality and safety—including proper manufacturing, labeling, warehousing, and distribution—as well as our own internal standards.

For example, products must be stored in clean and sanitary conditions and be free of pests and other potential contaminants. Vendors cannot sell or distribute products that are past their expiration dates, have opened packaging, or are otherwise damaged or adulterated. Additionally, Vendors are expected to respond promptly and appropriately to customer concerns regarding product safety and labeling, and to ensure timely and effective communication and execution of any product removals or recalls. The Recall Handbook for Vendors describes Dollar Tree's requirements and expectations, which Vendors must adhere to for all product removals and recalls.

Vendors must follow all applicable product safety laws, including the U.S. Consumer Product Safety Act and the U.S. Food, Drug, and Cosmetic Act (or market-equivalent laws), as well as Dollar Tree's internal standards. If a Vendor becomes aware of a safety issue with a product sold by Dollar Tree, it must promptly report that issue in accordance with the applicable procedure or contact Dollar Tree's Ethics & Compliance department or Integrity Matters hotline (EthicsandCompliance@DollarTree.com or http://integritymatters.dollartree.com/).

Anti-Corruption

Vendors must not tolerate, permit, or engage in bribery, corruption, or unethical practices, whether in dealings with public officials or individuals in the private sector. Vendors must comply with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act, which prohibits offering anything of value to government officials, political parties, or candidates for office in foreign countries in return for favors to Dollar Tree. In addition, Vendors must share our commitment to keeping accurate and honest records.

Gifts and Entertainment

When we decide to work with a Vendor, we make business decisions based on price, quality, service, and suitability to Dollar Tree's needs, not the offer or receipt of personal benefits. To that end, Vendors may not offer or provide, directly or indirectly, personal kickbacks, payments, favors, or benefits to associates or their families that are related in any way to Dollar Tree's purchasing and procurement decisions and activities.

To avoid any doubt regarding the objectivity of the business decisions we make, Vendors may not provide associates or their family members with any gift or token of more than nominal value, or any prize, trip, benefit, cash or monetary payment, or other favor.

Conflicts of Interest

A conflict of interest occurs when personal interests interfere with, or may appear to interfere with, Dollar Tree's business interests. Vendors should avoid forming close personal relationships or engaging in activities with Dollar Tree associates that would compromise, or appear to compromise, the independence, integrity, impartiality, or judgment of those associates.

Actual or potential conflicts of interest must be disclosed to Dollar Tree. In some cases, whether a close personal relationship or activity with an associate is appropriate depends on the circumstances. Vendors should direct questions regarding potential conflicts of interest to their primary Dollar Tree business contacts.

Data Privacy and Security

We are committed to carefully handling and protecting confidential information, proprietary information, and intellectual property generated or gathered by Dollar Tree, including associate and customer personal information. Vendors must maintain adequate security and technical controls to protect any confidential information provided by Dollar Tree or generated in connection with Vendors' business with Dollar Tree. Vendors are prohibited from sharing, retaining, or using confidential information in a manner inconsistent with the requirements of their contracts with Dollar Tree or in violation of relevant laws or regulations.

Anti-Money Laundering

Vendors must comply with all anti-money laundering and anti-terrorism laws and regulations, and must prevent our products, services, and properties from being used to support criminal activity, terrorism, or consumer fraud. Vendors may not use Dollar Tree to serve as a conduit for money laundering, terrorist financing, or fraud. Where appropriate, or where required by law or regulation, Vendors must establish and maintain controls designed to prevent such activity.

Licenses and Permits

Vendors must acquire and maintain all legally required licenses, permits, certifications, and registrations necessary to operate and provide services to Dollar Tree.

Conflict Minerals

Dollar Tree neither manufactures nor contracts to manufacture products covered by the Conflict Minerals rules set forth in Section 1502 of the Dodd-Frank Act. However, where a Vendor's product contains tin, tantalum, gold, or tungsten, Dollar Tree requires that such conflict minerals not be sourced from the Congo region. Vendors may be required to disclose the origin of such minerals.

Audits and Factory Certifications for Direct Import Vendors

Dollar Tree monitors compliance with its Vendor Code through its social compliance program. For direct import Vendors, Dollar Tree's quality and regulatory compliance processes include robust auditing and testing standards, as well as corrective action plans, to ensure Vendors comply with applicable laws, regulations, industry standards, and Dollar Tree requirements.

Factories must be certified by Dollar Tree before order commitments are made. As part of the certification process, Dollar Tree requires all its overseas goods-for-resale Vendors to complete questionnaires so that Dollar Tree can evaluate those Vendors' business practices.

Dollar Tree also conducts social, environmental, and safety compliance audits in many of its Vendors' overseas factories. We work with a leading provider of supply chain compliance solutions with on-the-ground presence in more than 100 countries to conduct our audits. These audits are directed at ensuring compliance with international standards that examine five categories, including forced and child labor, hygiene health and safety, working hours, and wages. Audits are conducted in person to ensure we have insight into the facilities that we contract with and evaluate compliance with the local standards within the region. The on-site audit process also consists of group and individual interviews to support transparent and honest feedback from Workers. Dollar Tree also conducts U.S. Customs-Trade Partnership Against Terrorism-related security audits.

Based on the results of an audit, we may require a follow-up audit within a designated time period from the date of the original audit. For audits that result in a follow-up, we require the factory to complete a Corrective Action Plan (CAP) agreed to with the auditors at the conclusion of the audit.

Additionally, Dollar Tree expects its Vendors to further its supply chain mapping initiatives by mapping out their direct suppliers, as well as those direct suppliers' sub-suppliers, to evidence the full supply chain for materials and articles manufactured for

Reporting

Dollar Tree values the help of individuals across our supply chain who identify and speak up in good faith regarding concerns and potential violations that need to be addressed. Dollar Tree prohibits retaliation against any Dollar Tree associate or Vendor Worker who, in good faith, reports an actual or suspected violation of the Vendor Code.

WAYS TO REPORT TO INTEGRITY MATTERS OR ETHICS AND COMPLIANCE

Known or suspected violations of the Vendor Code, including any ethical issues, product safety concerns, bribery, corruption, or violations of laws, shall be reported using:

Integrity Matters Hotline
In the US and Canada call 1-833-777-7587;
in China call 400-120-1892

Ethics and Compliance
EthicsAndCompliance@dollartree.com

Vendors should also provide a mechanism for Workers to report concerns or grievances to management and other appropriate parties without fear of retaliation.