



Code of Ethics Policy 2024

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Definitions

Code- this Code of Ethics and all of its terms and conditions.

Associates- all officers, directors, and employees of Dollar Tree, Inc. and each of its subsidiaries and affiliates, including Family Dollar Stores, Inc.

We/Us/The Company- Dollar Tree and Family Dollar.

Vendors- Company agents, contractors, representatives, vendors, and suppliers.

Audience

This Code of Ethics applies to all Associates of the Company. In addition, Vendors must abide by this Code in all of their dealings with, and on behalf of, the Company. Associates must act in good faith and integrity while performing their job responsibilities and comply with all applicable laws, rules, and regulations.

Associates have a responsibility to further the Company's goals and work on behalf of its best interests.

Dollar Tree prohibits retaliation against any Associate who, in good faith, raises a concern or question regarding any suspected law, regulation, or Code of Ethics violations.

Purpose

The Company's Board of Directors and executive management have adopted this Code, which summarizes the principles and values that guide all Associates' work-related conduct. The purpose of the Code is to promote

- Honest and ethical conduct
- Disclosures that are full, fair, accurate, and timely
- Compliance with all applicable laws, rules, and regulations
- Protection of Company assets, including confidential information.

The Code also aims to deter wrongdoing and ensure accountability for adherence to its terms.

The Code aims to prevent and detect violations of law. All Associates must be familiar with the Code, comply with its terms, and report any suspected violations as described below.

The Code supplements all related Company policies and procedures (e.g. the Associate Handbook, the Insider Trading Policy, and the Anti-Money Laundering Policy) and takes precedence if conflicts or ambiguities with other policies arise. The

Company reserves the right to modify, supplement, or discontinue any supply of this Code at any time.

Responsibility and Reporting Violations

The Board of Directors has overall responsibility for the Code. It has delegated day-to-day administration to the Chief Legal Officer and his designee(s).

Associates must, in good faith, report violations or possible violations, and they may do so without fear of retaliation. We will promptly and discreetly investigate Allegations of Code violations. Should an Associate violate the Code or fail to report a Code violation, they may receive disciplinary action, up to and including employment termination. In certain cases, a Code violation may result in civil/criminal liability or prosecution.

Associates must report violations or possible violations, and they may do so anonymously.

Resources for Reporting

- Dollar Tree's toll-free hotlines and internet resources, which are available 24/7
- Dollar Tree Associate Connection line at 1-800-876-8077 or the Family Dollar Human Resources Contact Center at 1-866-377-6420 to report concerns about store-related issues, including
 - Improper/illegal activities
 - Loss prevention
 - Safety
 - Payroll
 - Benefits
 - Harassment
 - Discrimination
 - Human Resource issues
- Dollar Tree Speak Up Line at 1-888-835-5792, Family Dollar Speak Up Line at 1- 877-309-2962, CodeofConduct@familydollar.com, or CodeofEthics@dollartree.com to report concerns about
 - Ethical issues
 - Accounting irregularities
 - False financial statements
 - Insider trading
 - Financial fraud
 - Code of Ethics violations

- Vice President, Internal Audit (757-321-5549)
- Chief Legal Officer (757-321-5419)
- Code of Ethics Hotline (757-321-5495)

Policy

Honesty and Integrity

Associates must perform their job responsibilities with honesty and integrity. Associates must uphold the Company's values when dealing with other Associates, Vendors, and other external business partners.

Commitment to Associates

We foster an inclusive environment where individual differences are understood, respected, appreciated, and leveraged as a valuable resource to strengthen the Company.

We treat all Associates with fairness, dignity, and respect.

We prohibit discrimination on the basis of race, national origin, ancestry, nationality, color, religion, sex, pregnancy, age, marital status, domestic partnership status, civil union status, disability or handicap which is actual or perceived, sexual orientation, gender identity or expression, service in the armed forces, atypical hereditary cellular or blood trait, genetic information, refusal to submit to genetic tests, or refusal to make available results of genetic tests, or any other category protected by federal, state or local law.

We will make reasonable accommodations for Associates with disabilities, in accordance with the law.

We comply with all applicable state and federal wage/hour laws and pay Associates for all time worked.

We strive to provide a positive workplace free from harassment, intimidation, and other unprofessional workplace conduct unrelated to its business. The Company will not tolerate inappropriate or offensive behavior in its workplace, such as sexual comments, jokes, or advances, or remarks or actions based on race, color, religion, national origin, gender, sexual orientation, gender identity, age, or marital status.

We prohibit retaliation against Associates who engage in protected activity under federal, state, or local law.

Product Safety, Safe Workplace, and Environmental Responsibility

The Company strives to provide safe, quality products at an incredible value.

We comply with laws and regulations governing the manufacture, labeling, and distribution of products sold at our stores. In particular, we adhere to the quality and safety requirements of the Consumer Product Safety Commission and the Food and Drug Administration.

We provide a safe working environment for all Associates and comply with all Occupational Safety and Health Administration regulations. Associates should identify and, where possible, immediately correct any unsafe work situations. Associates must report all unsafe situations to a supervisor immediately. The Company's [Health and Safety Policy](#) provides additional details on this topic.

We conduct business in a sustainable and environmentally responsible manner, and we comply with all environmental law and regulations. The Company's [Environmental Policy](#) and its [Corporate Sustainability Report](#) provide additional detail on this topic.

We encourage Associates and Vendors to conserve energy and natural resources and dispose of waste safely and responsibly on Company premises.

Vendor Relationships

As our business continues to grow globally, we commit to our core values and, through a careful selection process, establish relationships with Vendors who share our values.

Associates must require Vendors to follow relevant Company policies, including the [Vendor Code of Conduct](#), and this Code. The Company's Vendors must also comply with all contractual commitments and applicable laws, regulations, and import requirements of the United States and the countries where they operate.

Vendors may also rely on Associates to comply with the Company's contractual commitments and provide proof of performance when requested. Associates must communicate accurately, and refrain from making misrepresentations or misleading statements, whether orally or in writing.

We expect every link in our supply chain to conduct business in a legal and ethical manner. Our Company has no tolerance for child labor, prison labor, human trafficking, and slavery. The Company's [Human Rights Policy](#) provides additional detail on this topic.

Kickbacks and Rebates

We prohibit Associates and their family members from directly or indirectly receiving personal kickbacks, rebates, or other improper payments that are conditioned upon or related to the Company's purchases or sales of goods and services.

Accepting Gifts

Associates and their family members may not receive any personal profit or gain as a direct or indirect result of dealing with Vendors.

Associates must make all business decisions on the basis of price, quality, service, and suitability to the Company's needs. Every Associate must avoid circumstances that may bring the objectivity of our business decisions into question.

Associates and their family members may not accept any gift, prize, trip, benefit, or other favors from any Company Vendor. Benefits include participation in gambling or gaming activities with Vendors. Gifts include tickets to sporting, entertainment, or other similar events.

Associates may allow Vendors to pay for reasonable meals offered during the normal course of a business meeting with said Vendors.

Associates may attend a Vendor-sponsored conference so long as the Vendor has not subsidized such attendance. For example, by paying for an Associate's transportation, accommodations, or entertainment (e.g. golf or concert tickets).

Associates may attend a trade association conference (such as ECRM) with subsidization, so long as your Chief provides written approval in advance.

Associates must return any gifts they receive to the donor with an explanation that such gifts go against our Code of Ethics. Associates must also report any gifts received to a Vice President or another member of senior management.

We will pay the expense of returning gifts. Associates must refer gifts that are impractical to return and that are less than \$100 in value to a vice-president or another member of senior management for disposal. In the case of perishables or food, this may include sharing such items with all Associates in common work areas.

Associates may never accept cash or other forms of money of any amount under any circumstances.

Conflicts of Interest

A conflict of interest occurs when an individual's private interest (or the interest of a family member) interferes, or even appears to interfere, with the interests of the

Company. A conflict of interest may arise when an Associate (or a family member) takes actions or has interests that make it difficult to perform their work for the Company objectively and effectively. Associates may not, for example, serve on the Board of Directors or on an Advisory Board of a for-profit Vendor of the Company.

Associates must work to advance the Company's interests when the opportunity arises. Associates are prohibited from taking opportunities (personally or for the benefit of friends or family members) that they discover by using Company assets, property, information, or position.

Whether or not a conflict of interest exists or will exist may be unclear. Any Associate who suspects a possible or existing conflict of interest should submit a report via the resources provided above.

Associates must avoid engaging in conduct that creates, or appears to create, a conflict of interest.

Certain related party transactions that the Board of Directors approves periodically do not constitute a conflict of interest that would violate the Code.

Anti-Corruption, Anti-Money Laundering, and Anti-Terrorism

We prohibit our Associates and agents from engaging in bribery or corruption.

Associates and agents must comply with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA). This prohibits offering anything of value to officials, political parties, or candidates in foreign countries in return for favors for a company. Associates and their agents may not, directly or indirectly, offer or promise to pay, authorize payment of, or pay anything of value to any entity, person, including U.S. or non-U.S. government officials. We do not condone securing improper advantages to gain, keep, or direct business to the Company or to any other person or entity. This prohibition applies to gifts, cash, cash equivalents, in-kind donations, or other items or services.

Associates may not engage in money laundering, terrorism-related activities, or conduct business with any person or entity involved in money laundering or terrorism-related activities. Money laundering includes engaging in financial transactions involving property or funds from activities that are illegal in the U.S. or the country in which it occurs. Money laundering also includes receiving, transferring, transporting, using, or hiding the proceeds of any criminal activity, or aiding or abetting another in such action.

Associates may not engage in any transaction that violates applicable economic or financial sanctions, trade embargoes, or the USA PATRIOT Act. This includes those imposed, administered, or enforced from time to time by the government of the

United States or Canada. Relevant government entities include the U.S. Department of the Treasury's Office of Foreign Assets Control, the U.S. Department of State, and Canada's Office of the Superintendent of Financial Institutions.

Protection of Company Assets and Intellectual Property

Associates must protect Company property and assets and prevent improper or unauthorized possession, destruction, theft, fraud, waste, misuse, loss, or damage.

Associates may only use Company property or assets for purposes that are directly related to our business. Associates may not remove or borrow assets without permission. Associates must keep all customer, Associate, and business records safe and confidential.

Associates must protect the Company's intellectual property. Intellectual property consists of

- Company trademarks and service marks
- Logos and the names "Dollar Tree" and "Family Dollar"
- Copyright, copyrightable materials, and patents
- Trade dress and trade secrets.

Confidential and Proprietary Information

There are many non-public, confidential, sensitive, or proprietary aspects of the Company's business operations and activities, its customers' information, and its Vendor relationships. Associates must vigilantly protect this confidential information.

Associates may not use or disclose any non-public, confidential, sensitive, or proprietary information without authorization or in detriment to the Company's best interests.

Confidential information includes, but is not limited to:

- Financial information such as sales, expenses, profits, percentages, ratios, forecasts, and budgets
- Real estate information such as possible site location, entry into new markets, acquisitions, and type and design of store
- Merchandising and buying information such as Vendors, sources, procedures, contracts, and merchandising techniques
- Information systems data such as point-of-sale, back office, intranet, software equipment and devices, and approaches
- Legal matters
- Sensitive personal information and personal identifying information regarding customers, applicants, Vendors or Associates, including any names,

photographs, addresses, telephone numbers, credit card or debit card numbers, passwords and pins, social security numbers, veteran or military status, and health, medical, credit history, and background information.

Associates may not steal confidential, proprietary, or trade secret information of another person or entity.

Associates may not violate the copyright, trademark, or patent rights of other persons or entities in their products, materials, or information.

Associates may not intentionally access or use confidential or proprietary business information that belongs to competitors or third parties. This includes customer lists, price lists, contracts, or other sensitive business information.

Associates should maintain records and documents in a secure, appropriate location. Only authorized Associates may access them.

Associates may communicate social security numbers on a need-to-know basis only.

For one year following employment termination, Vendors may not employ former salaried Associates who had access to Dollar Tree/Family Dollar's Confidential Information. This prohibition includes Associates acting in any capacity on the Vendor's behalf with Dollar Tree/Family Dollar. For example, making sales calls or working behind the scenes on the Company's account. After the one year period has expired, Associates may make a written request for permission to work to Dollar Tree's Chief Executive Officer. The Chief Executive Officer may grant permission to Associates considering employment opportunities with a Dollar Tree/Family Dollar Vendor or broker, or to former Associates employed under a Vendor. Such permission may only be granted in writing and may be withheld on the Company's sole discretion at any time.

Upon employment termination, Associates must return any Confidential Information in their possession no later than the next business day, regardless of form (e.g. electronic or paper). As per policy, Associates may not store Company information on any personal computer or device. If the terminating employee has any Company information on a personal computer or device despite this policy, this information must be returned to the Company. The employee must permanently delete this information from the personal computer or device (e.g. mobile phone, tablet, computer or laptop). The only exception is when the employee has been directed to comply with legal requirements, such as a legal hold order.

Associates may discuss their wages, benefits, and terms and conditions of employment with other Associates or with persons outside of the Company.

Notwithstanding any other condition of this Code or any agreement or company policy, we will not hold Associates liable under this Code, any agreement or Company policy, or any federal or state trade secret law for disclosing trade secrets or other confidential information in the form of:

- A private direct or indirect disclosure to a federal, state, or local government official, or an attorney
- A report or investigation regarding a suspected violation of law
- A complaint or other document that is filed under seal in a lawsuit or other proceeding.

Securities Trading Laws

The Company prohibits insider trading, which is unethical and illegal. Insider trading means using confidential or non-public "material" information about the Company, its customers, or Vendors to achieve an unfair advantage in buying or selling shares or other securities.

Non-public information is "material" if the Company can reasonably expect it to affect the stock's market value or influence an investor to buy, sell or hold stock. Non-public material information may include, but is not limited to: merger or acquisition negotiations, pending stock splits, and significant changes in sales, profit-margins, or earnings.

Associates must never, under any circumstance, trade or encourage someone else to trade while possessing non-public, material information.

Refer to the Company's Insider Trading Policy for further information.

Antitrust, Competition, and Truth-In-Advertising

Associates must never discuss pricing policies, pricing procedures, proprietary business strategies, territories, or product distribution, or Vendor relationships with Company competitors. They may discuss these things with non-Associates when authorized.

Associates may not use deceptive advertising to gain advantage over the Company's competition.

Associates should always give our customers clear and accurate information about merchandise, services, and pricing.

The Company fully complies with antitrust laws and other laws that protect competition. Violating antitrust law carries stiff penalties, including criminal fines and jail terms.

Financial Reporting

Associates must:

- Ensure the Company's public filings and communications contain accurate and complete information
- File communications documents in a timely manner
- Comply with generally accepted accounting principles
- Adhere to the Company's internal controls and procedures.

To ensure such accuracy and completeness, the Company encourages involved Associates to communicate clearly, openly, and frequently.

Each Associate who prepares or verifies the Company's financial statements and other financial information must accurately maintain the Company's books, records, and accounts.

Each Associate must comply with Company-adopted internal accounting and operating controls and procedures. They must also cooperate with the Company's accounting department, internal audit department, and independent public accountants and counsel.

If an Associate suspects a violation of any term of the Code of Ethics relating to Financial Reporting, the Associate must immediately inform the Company through the:

- Chief Legal Officer (757-321-5419)
- Dollar Tree Speak Up Line (1-888-835-5792)
- Family Dollar Speak Up Line (1-877-309-2962)
- CodeofConduct@familydollar.com email
- CodeofEthics@dollartree.com email, or
- Chairman of Dollar Tree's Audit Committee

Associates may report anonymously and without fear of retaliation. The Chief Legal Officer will report any securities laws violations, trustee duty breaches, or similar violations to the Chairman of the Audit Committee.

Government Investigations

Associates must fully cooperate with any government investigation. If an Associate learns about a possible government investigation or inquiry, the Associate must immediately inform the Chief Legal Officer (757-321-5419).

Political Activities

We do not abuse our corporate standing to influence political issues, nor do we become involved in unethical political activities.

Associates may voluntarily give time, money, or resources to political activities or

seek public office so long as the related activities do not interfere with the Associate's employment.

Associates may not speak, directly or indirectly, on behalf of the Company on political matters. Associates may not coerce or pressure other Associates to make political contributions or otherwise engage in political activities.

Please refer to the [Political Contribution and Expenditure Policy](#) for further guidance on our participation in the political process.

Written Waiver

If an Associate believes that a lawful exception to this Code would serve the Company's best interests, then they may seek a written waiver. Only the Chief Executive Officer, the Chief Financial Officer, the President, the Board of Directors, a committee of the Board of Directors, or your Chief may grant a written waiver.

Contact Information

If you have questions about this Policy or its application to any proposed transaction, call the Code of Ethics Hotline (757-321-5495), or email CodeofEthics@dollartree.com.