



FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT REPORT

Dollar Tree Stores Canada, Inc. (“Dollar Tree Canada”) has prepared this document to comply with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, which requires it to report on steps taken during its previous financial year to prevent and reduce the risk of forced labor and child labor in its supply chain. Dollar Tree Canada maintains high expectations that its supply chain is committed to conducting business in a legal and ethical manner, which includes the prevention of forced labor and child labor.

1. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Dollar Tree Canada operates approximately 250 retail stores in Canada. It sells a variety of products in its retail stores, including food, beverages, toys, lawn and garden items, party items, household disposables, kitchenware, hardware, personal care products, cosmetics, over-the-counter drugs, dietary supplements, electronics, books, apparel, pet supplies, crafts and seasonal items. Dollar Tree Canada’s products are sourced primarily from vendors located in Asia, Canada, the United States of America and Mexico. Dollar Tree Canada is headquartered in Mississauga, Ontario and is a subsidiary of Dollar Tree, Inc., a U.S.-based corporation.

2. POLICIES

Dollar Tree Canada’s standard Purchase Order Terms and Conditions for domestic and direct import suppliers contain a provision whereby suppliers represent and warrant that their operations and those of their sourcing operations, supply chain, and/or factories do not use prison labor, forced labor, human trafficking or slavery in any respect in the production of products produced for Dollar Tree Canada. Dollar Tree Canada’s Code of Ethics, which were incorporated into its Purchase Order Terms and Conditions, further provides that Dollar Tree Canada expects every link in its supply chain to prevent the use of child labor, prison labor, human trafficking, and slavery.

In addition, all direct import suppliers are required to sign a “Certification Regarding Forced Labor” in which they accept prohibitions on using forced labor and forced child labor, as well as prohibitions on sourcing materials or components from persons or entities using forced labor or forced child labor.

Dollar Tree Canada also reviews material specifications to identify products containing cotton and silica, two ingredients which may carry a greater risk of forced labor. Suppliers of such products must sign product-specific certifications stating that the products were not made wholly or in part with slave, prison, forced, child, or indentured labor.



3. DUE DILIGENCE

Dollar Tree Canada exercises appropriate due diligence to reduce the risk of forced and child labor in its supply chain.

First, an independent third party conducts social compliance audits of new and existing direct import supplier facilities outside of the United States and Canada. Social compliance audits include inspections of facilities, review of documentation and private interviews of workers. These audits, which may be announced or unannounced, specifically target:

- 1) Forced labor
- 2) Child labor¹
- 3) Working Hours, Wages and Benefits
- 4) Non-Discrimination
- 5) Disciplinary Practices
- 6) Environmental Impacts

Second, every year direct import suppliers are required to fill out and submit to Dollar Tree Canada a social compliance questionnaire that contains targeted questions relating to child labor and forced labor in their supply chains.

Third, Dollar Tree Canada works with third parties to assist with mapping supply chains of direct import suppliers. This includes using third party software to identify supplier connections to persons or entities that appear on various government or sanctions lists, have been identified in adverse news articles or non-governmental organization reports, are state-owned entities lists or have business ties to geographical regions where the use of forced labor is believed to be prevalent.

4. BUSINESS AND SUPPLY CHAIN RISKS

Dollar Tree Canada is aware that news outlets, non-governmental organizations and at least one country have identified some of the types of products that Dollar Tree Canada imports and sells, as well as some of the types of raw materials used in those products, as carrying a risk of forced labor or child labor.

5. MEASURES TAKEN TO REMEDIATE FORCED LABOR OR CHILD LABOR

During 2023, Dollar Tree Canada did not uncover any violations of the forced labor or child labor laws of the jurisdictions in which any supplier factories were located.

¹ With respect to child labor, social compliance audits assess compliance with the legal minimum age requirement where the factory is located, or the International Labour Organization conventions on child labor if the local law is unavailable.



6. TRAINING

Dollar Tree Canada annually trains employees with direct involvement in vendor management on supply chain transparency, including how to identify abuses recognized under international law such as human trafficking, slavery, debt bondage, forced labor and child labor in supply chains.

7. ASSESSING EFFECTIVENESS

Dollar Tree Canada individually assesses its business partners through a combination of social compliance audit findings and supply chain information available via third party software programs, although it does not prepare a document containing a formal assessment of its overall effectiveness in ensuring forced labor and child labor are not being used in its supply chains.

8. CONCLUSION

Through its policies, contractual terms, training and due diligence, Dollar Tree Canada is committed to ensuring its supply chain does not participate in forced labor or child labor.