

## Integrity Matters – Our New Code of Conduct

All associates are expected to make ethical and lawful choices as we operate stores, run our business, and serve our customers. Effective July 8, 2024, our updated [Code of Conduct](#) highlights key policies and responsibilities that reflect our company values, how we operate, and what is important to us. This quick reference guide highlights the key themes covered in our Code and provides resources to help you do the right thing.

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### Quick Reference Guide

#### Conflicts of Interest

- We must act in the Company's best interests by avoiding actions or situations that hinder our ability to work objectively and effectively.
- Conflicts often arise in outside employment, business interests, financial investments, gifts, entertainment, and personal or vendor relationships.

#### Product/Food Safety and Sanitation

- We must comply with the applicable legal requirements for product quality and safety—including proper manufacturing, labeling, warehousing, and distribution—and our own internal standards.
- Products must be stored in clean and sanitary conditions, free from pests and contaminants. We cannot sell expired, damaged, or tainted food or products, and we must promptly respond to product recalls.

#### Associate Safety

- We ensure a safe workplace by complying with all OSHA standards and other state and local health and safety rules.
- Report unsafe conditions or incidents to your manager, the EH&S team, or Integrity Matters.

#### When and How to Report Concerns and Seek Guidance

- Anyone aware of or suspecting a violation of our Code, policies, or the law must report it to Integrity Matters, Ethics & Compliance, Legal, or HR. Reports may be made confidentially and, where permitted by law, anonymously. All reports are treated as confidentially as possible.
- We support associates who make honest reports of a suspected violation. We do not tolerate any form of retaliation for reports made in good faith.
- No Code can cover every scenario. When in doubt, consider what aligns with our Code and values. Contact Ethics & Compliance, Integrity Matters, Legal, HR, or your manager for guidance.

#### Resources to Report Potential Violations of Our Code of Conduct or to Seek Guidance:



Scan for more information



##### Integrity Matters Hotline

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



##### Integrity Matters Email

[IntegrityMatters@dollartree.com](mailto:IntegrityMatters@dollartree.com)



##### Integrity Matters Website

<http://integritymatters.dollartree.com/>



##### Ethics and Compliance

[EthicsAndCompliance@dollartree.com](mailto:EthicsAndCompliance@dollartree.com)