



2018  
**Corporate  
Sustainability  
Report**





## Letter from CEO

Dollar Tree cares ... about our customers, the quality products we provide them, our hardworking and dedicated associates, and the communities where we live, work and serve. I am proud, on the pages that follow, to show you just how much we care.

The 2018 Dollar Tree Corporate Sustainability Report is designed to provide a consolidated source for information about our operations as they relate to environmental issues, social impact and corporate stewardship. Our commitment and approach to sustainability is consistent with our mission and core values that have guided Dollar Tree for more than 30 years. We continually strive to reach excellence in all aspects of the business through honesty, integrity and respect.

Since the July 2015 acquisition of Family Dollar, we are nearly 15,000 stores strong, and we are proudly the largest and most successful single-price-point retailer in North America. Our complementary business models provide us the unique opportunity to effectively deliver value and convenience to our customers in urban, suburban and rural communities. We continue to see the transformational opportunities ahead of us as we grow and develop both our Dollar Tree and Family Dollar banners.

In March 2018, we announced our plans to reinvest \$100 million of the expected cash benefit from the Tax Cuts and Jobs Act of 2017 into the business and our associates. More details about the investment and our initiatives can be found in this report.

Our efforts and commitment are ongoing and we will continue to review, modify and improve upon these and all business practices. Our goal is to ensure that our stores will always be a place where people can shop, work and invest with confidence and pride.

Thank you for your interest in Dollar Tree and in learning more about how Dollar Tree cares.

Gary M. Philbin

A handwritten signature in black ink, appearing to read "Gary M. Philbin". The signature is fluid and cursive, with a large loop at the end.

President and Chief Executive Officer  
Dollar Tree, Inc.



## Dollar Tree Cares ... About Our Products & Customers

Every day, in each of our nearly 15,000 stores across North America, we help customers get the most for their money.

We believe a dollar should go a long way. We take pride in going the extra mile to ensure the safety and sustainability of the products available in our stores.

In fact, with respect to product sourcing, testing and quality assurance, our internal requirements typically exceed those mandated by federal, state and local governments.

Why? Because we have an obligation to protect the interests of our customers, associates and communities to the best of our abilities.

### GLOBAL SOURCING & PRODUCT TESTING

Not just any manufacturer can be a Dollar Tree supplier.

While we are currently served by more than 3,000 factories in 29 countries, the majority of our products are manufactured in the United States. Regardless of the location, we have established a rigorous process for certifying a product manufacturer before it can supply our stores.

But the vetting doesn't end there; we regularly and thoroughly test the quality and safety of those products.

Under the direction of our Senior Vice President for Global Sourcing, we have assembled a team of experts focused on ensuring the factories that serve us meet or exceed government regulations, best practices and our own expectations.

**Expertise.** Our worldwide quality experts hold numerous global and region-specific certifications, such as those from the Occupational Safety and Health Administration (OSHA), Administration of Quality Supervision Inspection and Quarantine (AQSIO), Customs Trade Partnership Against Terrorism (CTPAT) and Social Accountability International auditor (SA8000).

**Children's Products.** Dollar Tree cares about the safety and quality of all products. For children's products, our product testing methodology meets or exceeds all regulatory requirements.

While regulations allow for composite testing of products, by which all materials may be tested when combined, Dollar Tree mandates a more rigorous testing procedure for our children's products: **component testing.**

This protocol calls for each individual component material for children's products to be tested independently, another "above and beyond" policy to help ensure the safety of those products.



### Commitment to Eliminate Priority Chemicals.

In 2017, we established a list of 17 **chemicals of high concern** that must be excluded from any Dollar Tree product by 2020. We sent letters to each of our suppliers communicating our commitment and the expectations that they will reduce and eliminate the use of all priority chemicals (as listed below) from our products.

Currently, one of our third party testing providers is validating our thousands of products to determine the presence of these chemicals. We will continue to report our progress.

Lead in children's products in excess of federal and state limits

Asbestos in children's products

BPA in children's products

Formaldehyde

Cadmium and Cadmium compounds

Toluene

1-Bromopropane

Diethyl phthalate

1,4-Dioxane

Nonylphenol ethoxylates

Cyclic Aliphatic Bromides Cluster of flame retardants (HBCD)

Butylparaben

Octamethylcyclotetrasiloxane (D4)

Dibutyl phthalate

Tetrachloroethylene (PERC)

Propylparaben

Trichloroethylene





**Compliance.** To qualify to become (and remain) a Dollar Tree manufacturing facility, companies are assessed beforehand (and regularly, thereafter) on their compliance with these and other policies:

- Labor laws
- Health and safety
- Anti-discrimination
- Zero tolerance for disciplinary practices
- Environmental requirements
- Human trafficking regulations
- Workplace conditions

**Palm Oil Policy.** In recent years, we have established rigorous requirements that our manufacturing partners must abide by with respect to the use of palm oil.

Implemented in 2016, the policy calls for suppliers to only procure palm oil in a manner that supports deforestation-free production, including the protection of natural forests.

Plus, they must have methods in place to provide traceability to production mills. Our goal is for 100% compliance with the palm oil policy by 2020.

**Animal Testing.** Dollar Tree is committed to always running our business with the highest ethical standards. We do not conduct animal testing.

**Commitment to Cage-Free Eggs.**

Dollar Tree is committed to working toward a goal of 100% cage-free eggs by the end of 2025 based on available supply, affordability and customer demand.

Although our egg business is relatively small, this demonstrates our commitment to the ethical treatment of animals. We continue to work with our suppliers to improve our food offerings while maintaining the affordable prices that our customers expect.





## Dollar Tree Cares ... About the Environment

Given the size and scope of our Company, Dollar Tree has the opportunity, and obligation, to make a positive impact on environmental sustainability – and we eagerly do so, in a variety of ways.

**Cleaner Shipping.** To keep our nearly 15,000 stores stocked with the products customers crave, we maintain a steady flow of shipments from our warehouses every day. We're cognizant of the impact that can have on the environment.

That's why, since 2013, Dollar Tree has participated in the U.S. Environmental Protection Agency (EPA) **SmartWay Shipper**



**Performance Program.** By doing so, we are taking steps to advance supply chain sustainability by measuring, benchmarking and improving freight transportation efficiency – all key steps in reducing our environmental footprint.

In 2016, the most recent reporting year, 100% of Dollar Tree truck shipping was completed using SmartWay-certified carriers, above the industry peer average of 89%. And 85% of our shipments were made using the most efficient carriers, as rated by SmartWay.





**Wetlands Restoration.** Dollar Tree supports **Growing Wetlands in the Classroom**, a program developed by Lynnhaven River NOW and the Elizabeth River Project, in Virginia. Funding provides equipment, training and support to area teachers and students who grow native wetland plants in their classrooms and schoolyards, which are then transplanted into different wetland restoration areas throughout the region.

**Efficient Lighting.** Dollar Tree has embarked on a multi-year project to convert existing stores from fluorescent to LED lighting. Besides the significant upgrade in lighting quality, the LED lights will vastly reduce power consumption and heat load, while dramatically lowering energy costs. As new stores open, they too will be equipped with energy-efficient LED lights.



**Landfill Diversion.** Each Dollar Tree store is committed to recycling efforts that, collectively, are having a dramatic effect on waste diverted from North American landfills.

Using balers, compactors or recycling containers, where allowed, our stores and distribution centers recycled approximately **77,275 tons of baled cardboard** in 2017. That number is equivalent to the following yearly savings:

	Trees Saved	1,313,675
	Gallons of Water Saved	540,925,000
	Pounds of Air Pollution Avoided	4,636,500
	Kilowatts of Energy Saved	309,100,000
	Cubic Yards of Landfill Space Saved	231,825

Also, as new stores are built, all construction waste is recycled in accordance with local regulatory requirements.

**Information Technology.** Dollar Tree IT takes continual steps to institute practices and technologies that foster the collection of and access to data while reducing our reliance on energy inefficient systems.

For instance, in the past year, dual wiring (network and voice) has been eliminated in our store support centers and distribution centers. By implementing IP phones and encouraging the use of personal mobile phones and corporate-issued tablets, we are reducing the use of less efficient laptops and desktops in the enterprise.



## Dollar Tree Cares ... About Society

With more than 176,000 associates serving customers in thousands of stores across North America, Dollar Tree plays a vital role in the communities we serve. These cities, towns and neighborhoods are our hometowns too, and we take pride in supporting the needs of our stakeholders everywhere.

### Philanthropy

We are committed to bolstering the quality of life in the communities surrounding our store support centers, our 23 distribution centers and our nearly 15,000 stores. From financial donations, to associate volunteerism and partnerships with non-profit organizations, we are determined to make a difference when disaster strikes.

Dollar Tree is a longtime national sponsor of **Operation Homefront**, which provides emergency, financial and other assistance to the families of United States service members and wounded warriors. Through monetary aid and our customer-purchased donations during in-stores Back-to-School Supply Drive and Holiday Toy Drive, millions of toys, school supplies and other items are annually distributed to our military families and neighbors.

Dollar Tree is investing in tomorrow's leaders through contributions to the **Virginia Foundation of Independent Colleges Brighter Futures Scholarship Program**. Annually, the program provides academic scholarships for students with academic promise and financial need.

Dollar Tree has given a yearly monetary gift to the **ACCESS College Foundation** since 1995. This support has helped underrepresented students throughout Southeast Virginia discover their potential for attaining post-secondary education, navigate the college admission process and successfully complete their degree or certificate programs. 90% of ACCESS Scholars are completing their college program within 6 years as compared to the 59% current national average.

Our associates are ardent supporters of the **American Diabetes Association (ADA)** and Dollar Tree has raised more than \$160,000 for the organization in recent years. Throughout our partnership with the ADA, nearly 400 associates have supported the Tour de Cure cycling fundraiser, which is ADA's signature event.



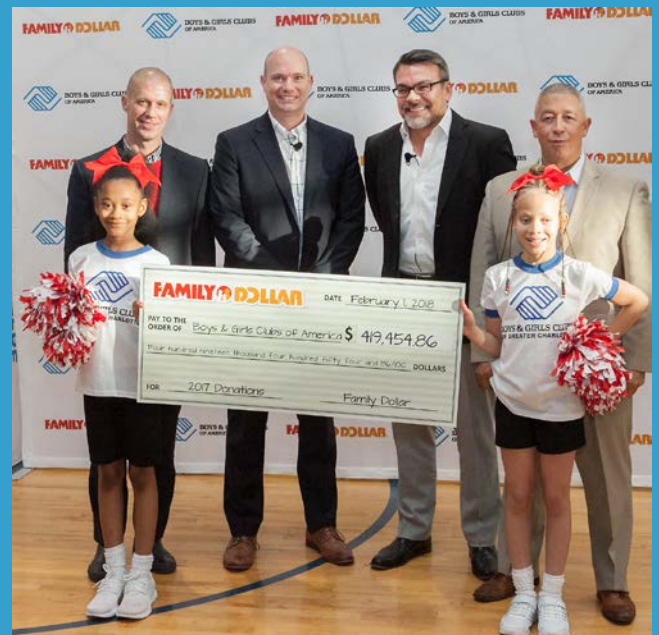


Like Family Dollar stores, **Boys & Girls Clubs of America (BGCA)** are located in communities and neighborhoods throughout the country. The Company has raised more than \$1 million over the course of the partnership with BGCA, through a variety of efforts driven by customers, associates and vendor partners. Family Dollar is committed to supporting BGCA's mission, in order to positively impact its communities and to help America's children reach their full potential in a safe and supportive environment.

The devastating effects of Hurricanes Harvey, Irma and Maria prompted the Dollar Tree and Family Dollar teams to spring into action. As part of its efforts to support communities and associates affected by the storms, Dollar Tree donated \$250,000 to the **American Red Cross**. To also help with these relief efforts, our generous customers were responsible for the incredible collection of more than \$2.6 million at our store registers during the month of September 2017.

In helping to eliminate hunger in our communities, Dollar Tree and Family Dollar donated a total of more than 20,000 pounds of food in 2016 and 2017 through coordinated efforts with the **Foodbank of Southeastern Virginia and the Eastern Shore**, **Second Harvest Food Bank (SHFB) of Metrolina**, and the **Matthew Help Center**.

In December 2017, Family Dollar also made a \$10,000 donation during the Feeding the Carolinas event, which supported the **SHFB North Carolina** and **SHFB South Carolina**.



*For teens like Tatiana Aguilar, a high school senior in Charlotte, NC, the Salvation Army Boys & Girls Club of Greater Charlotte has become a second home for the past five years.*

*From tackling homework with tutors to practicing layups on the basketball court, Boys & Girls Clubs across the country provide a safe, positive and engaging environment after school. To keep programs like this active, Family Dollar stores and Coca-Cola are teaming up on the "Make Every Sip Count" campaign, which will raise up to \$1 million for BGCA in 2018.*

*"I'm very proud to spend my time after school in a safe and productive environment that has impacted and enriched many lives, including mine," said Aguilar. "I am so thankful to have the support of companies like Coca-Cola and Family Dollar to help me develop into a healthy, intelligent, confident and creative woman."*



## Associates

We care deeply about our associates. And they care for each other, in good times and bad.

The Company has two established funds, **Dollar Tree Associate Disaster Relief Fund** and **FamilyHope**, which aid and support associates in time of need and natural disaster.

In 2017, numerous associates in the Gulf states and Southeast suffered damaged homes and other losses from Hurricanes Harvey and Irma. As a result, the Company donated \$250,000 to assist our associates affected by the events.

In 2016, Dollar Tree launched an initiative to hire **Junior Military Officers (JMOs)** transitioning out of the United States Armed Forces and into the civilian workforce. JMOs bring unique talents in leadership, teamwork and problem-solving, making them great additions to our team.

In March 2018, we announced our plan to invest roughly 40% of the expected benefit from the Tax Cuts and Jobs Act of 2017 back into the business. The Company plans to invest approximately \$100 million through the following actions:

- Invest in stores with more hours, including training for associates.
- Invest in people with increased average hourly rates.
- Add Family Dollar eligible associates to the Defined Contribution Plan starting in fiscal 2017 and increase contributions in fiscal 2018.
- Establish paid maternity leave for eligible associates.

## DISTINGUISHED GENTLEMEN

*Three associates formed the Distinguished Gentleman's Mentoring Group at Matthews Elementary School, near the Family Dollar Store Support Center.*

*They met weekly – January to June 2017 – to mentor 4th graders struggling with conflict resolution, classroom etiquette and taking responsibility. Throughout the year, teachers and counselors noticed the positive progress the young men made, in part due to the mentoring group. Their grades improved and they made better choices.*

*During the closing ceremony, the young gentlemen spoke about how the mentors helped them and their parents thanked the group for taking the time to mentor their sons.*





## Dollar Tree Cares ... About Corporate Governance

Dollar Tree is dedicated to responsible corporate governance with respect to all stakeholders, and to value creation for our long-term shareholders.

Being above reproach regarding operational and financial decisions is among our longest-standing commitments, and is why we mandate that all associates, officers and directors abide by all sound corporate governance practices that are in the best interests of the Company or as required by applicable laws and regulations.

### OUR MISSION

Dollar Tree, Inc. is a customer-oriented operator of variety stores, focused on delivering great value and convenience to customers across North America. We will operate profitably, empower our associates to share in its opportunities, rewards and successes; and deal with others in an honest and considerate way. The Company's mission will be consistent with measured and profitable growth.

### OUR CORPORATE VALUES

#### **Attitude - Responsibility, Integrity, Courtesy**

Attitude is everything, and often contagious, which is why we strive to keep a positive attitude in every situation. Whether we are serving customers or working with fellow associates, we are courteous, act responsibly, and carry ourselves with integrity.

#### **Judgment - Do the Right Thing for the Right Reason**

What is best for our customers and what is best for our company and associates are guiding principles in every business decision we make.

#### **Commitment - Honor and Respect for Self & Company**

From customer to coworker, Dollar Tree associates treat everyone with whom we interact with the dignity and respect that they deserve.

### OUR BOARD OF DIRECTORS

Our Board is active, involved and committed to strong corporate governance. The majority of Board members are independent directors. For additional information regarding the Company's corporate governance, please visit:

[www.DollarTreeInfo.com/investors/corporate/](http://www.DollarTreeInfo.com/investors/corporate/)

## CONCLUSION

Every day, and in countless ways, Dollar Tree cares about our customers and the products we provide them ... our employees and their families ... the environment ... and the communities we serve.

We pledge to continually review our policies and practices, to ensure that our focus on sustainability guides our efforts today, and sets a high standard for tomorrow.

For more information about our Company, mission and values, please visit: [www.DollarTreeInfo.com](http://www.DollarTreeInfo.com)