

Dollar General Corporation Human Rights Policy

Dollar General's mission of Serving Others includes a commitment to sourcing safe, quality products from vendors and manufacturers who adhere to the law, treat their workers fairly, and maintain a healthy and safe working environment.

We recognize that helping business partners create healthy and safe workplaces is an ongoing, global challenge confronting many manufacturers, importers, and retailers. To assist in meeting this challenge, we have established human rights and workplace standards that are consistent with, and based upon, the Core Conventions of the International Labour Organization and other industry-related best practices. These standards, which apply to all vendors and their employees, include:

- Suppliers' employees in the production of Company merchandise must be at least 16 years of age, or the age required by applicable law if higher.
- Suppliers may not use involuntary or forced labor.
- Suppliers may not tolerate or condone physical, sexual, or verbal harassment or abuse of any Supplier employee.
- Suppliers' employees must be employed, paid, promoted and terminated based on occupational ability and not based on personal characteristics such as race, sex or beliefs.
- Suppliers must pay employees wages and benefits that comply with the local and country laws.
- Suppliers must demonstrate commitment to the health and safety of employees to prevent accidents and injury occurring in the course of work.

We have a zero-tolerance policy with vendors or facilities that are found to have engaged in child labor, forced or slave labor, or worker abuse or harassment.

These standards are incorporated into our vendor guides, vendor agreements, Purchase Order Terms & Conditions, Quote Sheet Terms & Conditions, and Code of Business Conduct and Ethics (the "Code of Conduct"). They are also discussed with vendors during in-person summits and meetings. Specifically, all direct import suppliers will be required to sign the Dollar General Master Supply Agreement which requires compliance with our human rights and workplace standards as well as our Code of Conduct. Additionally, all merchandise vendors will be required by the Quote Sheet Terms and Conditions to warrant that the products they supply are not produced or packaged in violation of these standards, and that they will comply with our Code of Conduct.

Auditing

Our robust and systemic audit program is designed to identify, improve, or eliminate from our supply chain, factories that do not meet our human rights and workplace standards. All facilities producing direct import merchandise for the Company will be audited at least annually by an independent third-party firm to ensure compliance with our human rights and workplace standards. These audits will also assess compliance with all applicable legal limits for working hours and the provision of safe and healthy housing. We will use multiple third-party firms to help ensure integrity in the audit, as well as a combination of announced and unannounced audits. We also use surveillance audits as needed to verify audit results.

Unsatisfactory audit results may result in increased audit or re-audit frequency, implementation of a corrective action plan, or termination of the relationship with the factory. Where appropriate, we will use a continuous improvement model to improve working conditions with factories that are willing to make needed improvements. Thus, in any instance where we find or learn of unacceptable conditions in these factories, we will investigate further and, where possible, take steps to work with the factory through corrective action plans and re-audits to improve any conditions that do not meet our standards.

Every direct import factory doing business with us must receive a passing workplace assessment score or have an approved corrective action plan. Factories receiving sufficiently low performance ratings will not be allowed to produce products for the Company until corrections have been made and an additional audit is conducted to validate the corrections. We have a zero-tolerance policy with vendors or facilities that are found to have engaged in child labor, forced labor, or worker abuse or harassment.

Training & Awareness

All employees and suppliers will be governed by the Dollar General Code of Business Conduct and Ethics. Signing the Code of Conduct is one of the requirements for employment at Dollar General, and violations of the Code of Conduct can result in discipline or loss of employment. Our employees must always consider a vendor's commitment to Dollar General's ethical values, including adherence to our human rights and workplace standards, before awarding business. Supplier or factory allegations of wrongdoing or violations of our standards will be investigated, and Dollar General reserves the right to terminate the relationship with any supplier or factory that violates our Code of Conduct.

Dollar General will conduct training for employees with supply chain responsibilities to increase their understanding of how to recognize signs of human rights violations in the supply chain. Further, we will periodically conduct training sessions to educate our vendors on our Human Rights Policy. Members of our compliance team will review any identified direct import factory issues with management and the relevant buyers. In addition, we will visit and work closely with our overseas offices to ensure consistent messaging and thorough understanding of our requirements. We will educate about the risks in certain countries and product categories, using the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor.