

COMPLIANCE CERTIFICATE — A

Family Dollar Services, Inc. ("Buyer") requires its vendors to comply with all applicable legal requirements and standards of the countries in which the vendor is doing business and to abide by the following principles in conducting business:

- Child Labor:** No vendor shall use workers unless they meet the applicable minimum working age requirement or are at least 14 years of age, whichever is greater. The vendor shall comply with all applicable child labor laws.
- Involuntary Labor:** No vendor shall use involuntary labor of an any kind, including prison labor, debt bondage or forced labor.
- Disciplinary Practices:** No vendor shall engage in corporal punishment or other forms of mental or physical coercion with regard to its employees.
- Wages and Benefits:** Each vendor's wage and benefit structure, including overtime compensation, must comply with all applicable laws and regulations.
- Health and Safety:** Each vendor must provide a safe and healthy workplace for its workers, including their residential facilities, if provided, and comply with all applicable laws and regulations regarding occupational health and safety.
- Equal Opportunity:** No vendor shall discriminate in hiring, salary, benefits, advancement, termination or retirement on the basis of gender, race, religion, age, national origin, political affiliation or any other personal beliefs or characteristics.
- Environment:** Vendor must comply with all applicable environmental regulations.

Failure to comply with this Certificate may lead to the immediate cancellation of all outstanding purchase orders with vendor and refusal to continue to do business in any manner with vendor. Furthermore, Buyer reserves the right to reject or return any merchandise not in compliance with the foregoing and to charge vendor for any and all costs, expenses and/or losses in connection with such rejection or return and for vendor's failure to comply with this Certificate.

ACKNOWLEDGMENT AND AGREEMENT

I, _____ (name), of _____ (vendor), warrant, represent, and certify that all merchandise will be produced or manufactured by _____ (vendor) in full compliance with the above referenced requirements.

Signed: _____

Title: _____

Date: _____