



Business Partner Code of Conduct

Family Dollar Stores, Inc. ("FDS") and its related entities and affiliates (including Tar Heel Trading entities) conduct our business in accordance with high ethical and legal standards and expect our business partners to share in this philosophy. We utilize these standards in the selection of our business partners, expecting full compliance from our business partners, including manufacturers, service providers, contractors, subcontractors and suppliers who provide products to FDS. FDS will always strive to improve the working environment for those involved in providing products to us. It is imperative that our customers and shareholders have confidence that our business partners are in full compliance with regulatory requirements regarding workers' rights, provide a safe and healthy work environment and adhere to all FDS Business Partner Code of Conduct policies as set forth herein. Participation in this program and adherence to program policy is mandatory for all FDS business partners.

All Business Partners must visibly post this Code of Conduct in English and in the shared language(s) of its employees in a common area at all facilities that provide products to FDS and its related entities and affiliates.

I. WORK AND RESIDENTIAL ENVIRONMENT

Business partners must provide a safe and healthy workplace that complies with all local, state and national laws. Business partners who provide dormitory and/or residential facilities for their workers must ensure these facilities are safe, healthy and in compliance with local and national standards. Business partners must promote employee health and safety through internal training and awareness programs.

II. LABOR POLICY

Business partners must not use slave, child, underage, forced, bonded or indentured labor, perceived or otherwise, in the manufacture of products or procurement of materials used in products. Business partners shall not engage in or support the trafficking of human beings. Labor, including overtime, shall be voluntary at all times.

III. EMPLOYEE DISCIPLINE

Business partners must not utilize physical or mental punishment, including psychological coercion, against their employees, perceived or otherwise. Employees shall be treated with dignity and respect at all times.

IV. NON-DISCRIMINATION

Business Partners must not discriminate against their employees on the basis of their race, gender, personal characteristics or beliefs. Evidence of discrimination or discriminatory behavior in the workplace, of any form, will not be tolerated.

V. WORKERS' RIGHTS

Business partners must abide by all applicable local, state and national laws respecting the rights of workers. Business partners must develop internal programs, policies and procedures that clearly define their business practices, including age and legal right to work in the country, and provide employees with a viable means of managing conflict and resolving disputes.

VI. WORKING HOURS

Business partners must not require employees to work a number of hours, during a week, that exceed, state local or national laws or business customs. Business partners must maintain a workweek consistent with normal hours of operation for their industry, with compensated overtime, in compliance with local and national laws.

VII. WAGES & BENEFITS

Business partners must provide wages and benefits in compliance with local, state and national laws and be committed to the betterment of wage and benefit levels and provide a living wage for workers and their families

VIII. CHILD LABOR

Business partners will not be allowed under any circumstances to use child labor, defined as the employment of any worker whose age is under 16 years old or who violates the minimum age laws for the country in which the manufacturing facility is located. This provision extends to all business partner facilities.

IX. COUNTRY OF ORIGIN

Business partners must not use deceptive trade practices to deliberately misrepresent country of origin in order to evade quota or other import restrictions or duties on any product(s) that will be sold in our stores.

X. ENVIRONMENTAL Business partners must, at a minimum, be fully compliant with all applicable environmental regulations, including international treaties and protocols in addition to local laws and regulations. In addition, business partners must comply with any additional guidelines provided by FDS which may exceed standards set forth in existing laws and regulations.

XI. ANTI-CORRUPTION

Business Partners must not tolerate, permit, or engage in bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector.

Business partner agrees to permit and fully cooperate with any inspection, audit or product testing by FDS or FDS's representatives at business partner's facilities or the facilities of business partner's direct or indirect supplier(s). Failure to comply with the requirements detailed in this document may lead to the immediate cancellation by FDS of all outstanding purchase orders, statements of work or other business with business partner. Furthermore, FDS reserves the right to reject or return any products not produced or performed in compliance with the foregoing and to charge business partner for any and all cost, expenses, and/or losses in connection with such rejection or return resulting from business partner's failure to comply with said standards.

Reporting Violations:

Violations of the Code can be reported confidentially. If you have knowledge that any of these standards are being violated, please report such violations through any of the means listed below:

Code of Conduct email – CodeofConduct@FamilyDollar.com

Integrity Line - 1-855-331-8326. Anonymous and available 24/7

Legal Department – 1-800-547-0359, to report any legal concerns or violations.