

EXTENSION OF SETTLEMENT AGREEMENT BETWEEN DOLLAR TREE & OSHA

On August 17, 2023, Dollar Tree, Family Dollar, and the Occupational Safety and Health Administration (“OSHA”) agreed to a Settlement Agreement resolving citations issued by OSHA. The Settlement Agreement remained in effect until August 18, 2026 with the option of a one-year extension. Dollar Tree and OSHA have agreed to extend the term of the Settlement Agreement as between them for an additional one-year period through August 18, 2027.

The Settlement Agreement includes numerous commitments on the part of Dollar Tree, all of which are designed to enhance store safety and regulatory compliance in those areas covered by the Company’s S.P.E.E.D. initiative:

Exit routes and exit doors may not be blocked by any materials or equipment.
Materials in storage shall not be stacked in an unstable manner nor stacked higher than 8 feet.
Exit doors must remain unlocked and able to be opened without keys, tools, or special knowledge from the inside at all times. Exit routes must be maintained at least 28” wide at all times.
Materials may not be stored in front of or around portable fire extinguishers in such a manner that access to the fire extinguishers is obstructed.
Materials may not be stored in front of or around electrical panels in such a manner that access to the panels is obstructed.

This Document provides a general summary of some provisions of the Settlement Agreement and its extension, including some of the enhancements already instituted. If you have any questions regarding this Settlement Agreement or its extension, you may reach out to the EH&S department of Dollar Tree at safety@dollartree.com.

Associate Participation

As a result of the Settlement Agreement, Dollar Tree has already:

- Implemented and will maintain a 24/7 hotline for associates to report safety concerns. The companies will track and analyze calls to the hotline for OSHA compliance trends. Store associates are encouraged to use it to report any safety violations or unsafe conditions at stores at 1-833-77SPK-UP.
- Established and will maintain a safety incentive program that recognizes safety and health achievements at the store level.
- Established and will maintain a safety advisory group of at least fifteen associates to analyze store safety compliance issues and advise EH&S leadership on improvement opportunities.

Engineering and Administrative Controls

Dollar Tree, as a result of the Settlement Agreement, evaluated, implemented, and will maintain various engineering and administrative control measures at their retail stores in an effort to ensure compliance with the S.P.E.E.D. initiative and the OSHA standards covered by the Settlement Agreement. At a minimum, for all stores, Dollar Tree has already:

- Developed and disseminated S.P.E.E.D. signage.
- Reinforced the responsibility store leadership has to promptly notify EH&S of any situation where store management needs additional support or resources to promptly address any safety issues.
- Evaluated select stores to determine whether shelf extenders will help to reduce hazards or enhance regulatory compliance.
- Evaluated select stores to determine if floors are appropriately painted or taped to demarcate doors, exit routes, and electrical panels and paint or repaint yellow lines (or equivalent taping) on floors around doors, exit routes, and electrical panels where appropriate.

Associate Corrective Action Programs

Dollar Tree, as a result of the Settlement Agreement, has already implemented and will maintain enhanced Corrective Action Programs for associates comprised of:

- Revising the Corrective Action Policies to include a new safety-focused disciplinary policy.
- Developing a matrix for associate Corrective Actions that are applied to safety violations.
- Identifying safety violations that will result in immediate termination if warranted by investigation.

APPENDIX G

Audit Program

Dollar Tree, as a result of the Settlement Agreement, has already implemented and will maintain a mandatory audit program comprised of the following elements:

- District Manager review of S.P.E.E.D. compliance upon every store assessment visit.
- Approximately 1,700 total backroom camera S.P.E.E.D. audits at Dollar Tree stores per month.
- Targeted in-person audits conducted by EH&S representatives.

Training

Dollar Tree, as a result of the Settlement Agreement, has already implemented and will maintain the following training initiatives:

- Electronic-based training nationwide on S.P.E.E.D. awareness for all store associates and field leadership, including annual refresher training.
- Train all store associates and field leadership on the Corrective Action Programs.
- Train all new hires on the topics the Settlement Agreement requires within thirty (30) days of hire.
- Conduct safety training at annual field leadership meetings.

OSHA Monitoring

Through August 18, 2027, OSHA shall be permitted to enter Dollar Tree stores to conduct monitoring inspections to verify compliance with the specific standards covered by the Settlement Agreement. As part of any such visit, OSHA will not be required to obtain subpoenas for access to non-privileged documents, associate witnesses, or other information related to the standards covered by the Agreement. Such visits should be limited to verifying compliance with those standards. However, if other non-compliant conditions are observed in plain view of an OSHA representative during the monitoring inspection, the inspection can also include those conditions. If a store receives an OSHA visit from a compliance officer during the term of this Agreement, the store manager should immediately complete a survey in Ops Center, in order to notify EH&S that OSHA is on-site and should inform the OSHA compliance officer that Dollar Tree management will coordinate with the OSHA inspector directly to facilitate the monitoring inspection under the terms of the Agreement.

Immediate 48-Hour Abatement of Non-Compliance

During the term of the Settlement Agreement extension, Dollar Tree will be required to immediately – within 48 hours of notice provided by OSHA under the procedures set forth in the Agreement – abate the non-compliant conditions or be subject to stipulated penalties defined by the Agreement. Dollar Tree also must provide proof of abatement pursuant to the terms of the Agreement and 29 C.F.R. Sections 1903.19(c) and (d). Failure to abate or provide timely abatement verification may result in OSHA conducting an on-site inspection and issuing citations based on any identified non-compliance, even if stipulated penalties have been assessed under the terms of the Agreement. Additionally, within 30 days, Dollar Tree will investigate the other stores within the District to ensure safety and compliance with OSHA standards.

Anti-Retaliation

Dollar Tree prohibits any adverse action, discrimination, or retaliation against any employee who: (1) made a complaint or raised concerns regarding non-compliance with the Settlement Agreement; (2) exercised their rights under the Settlement Agreement; (3) exercised their rights under the OSH Act, the OSH Act's implementing regulations, or any other anti-retaliation statute or regulation that OSHA enforces, including but not limited to the provisions of § 11(c)(1) of the OSH Act, or exercised their rights afforded by any of these Acts or regulations on behalf of others; and/or (4) filed any complaint or has instituted or caused to be instituted any proceeding under the jurisdiction of OSHA, or has testified or is about to testify in any such proceedings. Complaints of unfair treatment because of the employee's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, or genetic information, can be filed with the Equal Employment Opportunity Commission (EEOC).