



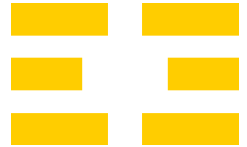
Dollar Tree

Subsidiaries: Family Dollar

Locations: Virginia (HQ)

Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with the HRC's controversial demands, Dollar Tree increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Dollar Tree forces employees to undergo multiple ideological trainings and uses its corporate funds to support controversial sex and gender ideologies. Dollar Tree has not publicly terminated business relationships based on views or beliefs. The company does not discriminate against charitable organizations based on views or beliefs, but does not provide viewpoint protections for its employees. Dollar Tree has not used its corporate reputation or political contributions to advance ideological causes. For these reasons, Dollar Tree receives a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Dollar Tree received a score of 85 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). Dollar Tree has pledged to vet vendors for LGBTQ policies (3). The company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs, however.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Dollar Tree's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Dollar Tree does not discriminate against charitable organizations based on views or beliefs. Dollar Tree's charitable giving priorities are CARES: children's education initiatives, the arts, regional (communities near Dollar Tree stores), the environment, and supporting socio-economic disadvantaged families (3).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Dollar Tree's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides a specific benefits guide with a

comprehensive explanation of transgender services funded by the company (1)(2). Dollar Tree does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Lower Risk

Dollar Tree has not supported ideological causes or policies(1).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk

Dollar Tree's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.

Uses corporate political contributions for ideological, non-business purposes. Lower Risk

Dollar Tree has not used its political contributions for ideological purposes (1)(2)(3).

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