

## **SETTLEMENT AGREEMENT BETWEEN DOLLAR TREE STORES & OSHA**

On August 17, 2023, Dollar Tree and the Occupational Safety and Health Administration (“OSHA”) agreed to a Settlement Agreement resolving citations issued by OSHA. Unless terminated early, the Settlement Agreement will remain in effect for two years until August 17, 2025. The Agreement includes numerous commitments on the part Dollar Tree, all of which are designed to enhance store safety and regulatory compliance in those areas covered by the Companies’ SPEED 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’ high. Storage areas must be kept orderly and dry so as not to create a slip, trip, or fall hazard.
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, including some of the enhancements already instituted. If you have any questions regarding this Settlement Agreement, you may reach out to the EH&S department at s [REDACTED] or l [REDACTED]

### **Associate Participation**

Dollar Tree already has or, within 180 days of the execution of the Settlement Agreement, will:

- Implement a 24/7 Hotline for associates to report safety concerns. The company will track and analyze calls to the hotline for OSHA compliance trends. The Hotline has already been established and store associates are encouraged to use it to report any safety violations or unsafe conditions at stores at l [REDACTED]
- Establish a safety incentive program that recognizes safety and health achievements at the store level.
- Establish a safety advisory group of at least fifteen associates to analyze store safety compliance issues and advise EHS Leadership on improvement opportunities.

### **Engineering and Administrative Controls**

Within 180 days of the execution of the Settlement Agreement, Dollar Tree will evaluate and implement various engineering and administrative control measures at its retail stores in an effort to ensure compliance with its SPEED initiative and the OSHA standards covered by the Settlement Agreement. At a minimum, for all stores, Dollar Tree has already or will:

- Develop and disseminate SPEED signage
- Reinforce the responsibility store leadership has to promptly notify Environmental Health & Safety (EH&S) of any situation where store management needs additional support or resources to address any safety issues promptly
- Evaluate select stores to determine whether shelf extenders will help to reduce hazards or enhance regulatory compliance
- Evaluate 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 Program**

Within 180 days of the execution of the Settlement Agreement, Dollar Tree has already or will implement an enhanced corrective action program for associates comprised of:

- Revising the Corrective Action Policy 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

### **Audit Program**

Within 180 days of the execution of the Settlement Agreement, Dollar Tree already has or will commence a mandatory audit program comprised of the following elements:

- District Manager review of SPEED compliance upon every store assessment visit
- Approximately 2000 backroom camera SPEED audits per month
- Targeted in-person audits conducted by the EH&S Department

### **Training**

Within 180 days of the execution of the Settlement Agreement, Dollar Tree has already or will engage in four new training initiatives:

- Roll out of electronic-based training nationwide on SPEED awareness for all store associates and field leadership, including annual refresher training
- Train all store associates and field leadership on the new Corrective Action Program
- Train all new hires on all topics this Settlement Agreement requires within thirty (30) days of hire
- Conduct safety training at its annual field leadership meetings

### **OSHA Monitoring**

Over the twenty-four (24) months following the execution of the Settlement Agreement, 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 instances. If a store receives an OSHA visit from a compliance officer during the term of this Agreement, the store manager should immediately contact EH&S to notify Dollar Tree management 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, 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 abate the non-compliant conditions and provide proof of abatement pursuant to the terms of the Agreement and 29 C.F.R. Section 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 non-compliance identified, 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 the Occupational Safety and Health Administration, 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).