



VENDORS CODE OF CONDUCT



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1. OBJECTIVE

At DOLLARCITY, we are committed to conducting our business activities with high ethical standards, generating value for our stakeholders, acting in a socially responsible manner, and complying with the regulations of each country where we operate. Therefore, we have adopted the following Vendor Code of Conduct (the “Vendor Code”), through which we promote the fulfillment of these commitments by our vendors.

The purpose of this Vendor Code is to ensure that our vendors have a clear understanding of our expectations regarding their standards, commitments, and business practices. DOLLARCITY will encourage the initiation and continuation of business relationships with those vendors who are knowledgeable about and comply with our Vendor Code.

2. SCOPE OF THE CODE

This Vendor Code is applicable to all our vendors, regardless of the country in which they operate or conduct business with DOLLARCITY.

DOLLARCITY will only work with vendors who comply with this Vendor Code and who have signed a copy of the “Vendor Compliance Commitment”.

The term "Vendors" refers to any individual or legal entity that engages in various activities related to the supply of goods or services to DOLLARCITY. When the document refers to "applicable laws", it includes all regulations that have the binding force of law, including statutes, decrees, and other governmental acts that are in effect in each jurisdiction where Vendors operate to provide goods or services to DOLLARCITY.

For the purposes of this Code, “Vendor Commercial Partners” include vendor’s contractors, authorized subcontractors, service providers, and any other entity that directly or indirectly provides goods or services to a vendor that are used in the production of products or services sold to DOLLARCITY. Our vendors have the responsibility to evaluate and promote that their commercial partners and supply chains operate in accordance with the standards outlined in this Vendor Code and the applicable laws.

DOLLARCITY will not initiate or continue business relationships with vendors that do not meet the standards described in this Vendor Code or that are

associated with suppliers and other business partners who do not act in compliance with this Vendor Code and the applicable laws.

Those interested in becoming vendors or those who are current vendors of DOLLARCITY must ensure compliance with the following principles:

3. CODE OF CONDUCT

3.1. PRODUCT QUALITY AND SAFETY STANDARDS

DOLLARCITY expects its vendors to supply products and/or services that fully comply with Dollarcity's specifications as well as with all applicable legal requirements and that, when used as intended, are safe.

Vendors are expected to notify DOLLARCITY of any circumstances which could potentially affect the safety and/or quality of any given product or service, including in connection with vendors' own supply chains, to cooperate fully with DOLLARCITY and to take all necessary steps to address any health, safety or regulatory issues associated with products and/or services provided.

3.2. LABOR STANDARDS

3.2.1. REJECTION OF CHILD LABOR

DOLLARCITY rejects any form of child labor by its vendors, who must ensure that their workers comply with the minimum age permitted for employment according to applicable legislation. In any case, young workers should not be exposed to working conditions that have a negative impact on their health, integrity, and development.

3.2.2. REJECTION OF ALL FORMS OF FORCED LABOR

Every employment relationship must be voluntary and free from undue pressure or coercion. Likewise, workers have the right to terminate their employment without penalty. DOLLARCITY condemns the involvement or support of its vendors in any form of forced labor or labor performed under coercion, slavery (including practices associated with modern slavery, such as withholding wages or identity documents, except as expressly permitted by law)), and human trafficking in the manufacturing, distribution, or marketing of products or in the provision of services.

3.2.3. HEALTH, SAFETY, AND WELL-BEING

Our vendors are required to provide their workers with safe, hygienic, healthy work environments, adequate personal equipment, training and comply with applicable regulations regarding occupational health and safety.

Our vendors must take all necessary and reasonable measures to ensure that their facilities and the various work environments of their workers are adequately equipped to prevent accidents, illnesses, occupational injuries and must recognize workers' rights to remove themselves from imminent danger.

3.3. ENVIRONMENT

DOLLARCITY is committed to respecting the environment and complying with applicable regulations.

Our vendors must ensure compliance with the environmental regulations and standards applicable in each country where they conduct activities. Additionally, they should acquire and maintain all necessary permits, authorizations, and environmental licenses.

3.4. RESPECT FOR HUMAN RIGHTS

DOLLARCITY is committed to respecting internationally recognized human rights and expects its vendors to adhere to this commitment in the course of their operations.

Our vendors are required to identify and evaluate potential negative impacts on human rights arising from their economic activities, with the objective of preventing, mitigating, and, if necessary, remedying them within the framework of their business relationship with DOLLARCITY.

3.5.EQUALITY AND NON-DISCRIMINATION

DOLLARCITY promotes respect and equal opportunities and treatment, regardless of ethnic origin, skin color, gender, ideology, physical or mental disability, religious beliefs, marital or family status, nationality, sexual orientation, social origin, political opinion, membership in any legal organization, or other reasons. All cultural and individual differences are welcome and must be respected.

DOLLARCITY rejects any form of discrimination by its vendors and expects that all treatment of workers is based on respect, merit, and performance, especially regarding hiring, wages, benefits, disciplinary processes, and dismissals.

3.6. INFORMATION SECURITY

3.6.1. SECURITY AND CONFIDENTIALITY

All information regarding DOLLARCITY that is communicated, shared, or otherwise known to our vendors must be kept strictly confidential and adequately protected, even after the business relationship has concluded, unless expressly authorized by DOLLARCITY for disclosure.

3.6.2. PROTECTION OF PERSONAL DATA

Our vendors are responsible for obtaining the consent of the data subjects for any personal data they provide to DOLLARCITY, as required by applicable law. Additionally, vendors must protect and handle the personal data provided by DOLLARCITY in accordance with the relevant regulations of each country.

Any suspected or substantiated incident involving personal data must be reported immediately to: protecciondedatos@dollarcity.com.

3.7. COMPLIANCE CULTURE

3.7.1. INTELLECTUAL PROPERTY

Our vendors must obtain, maintain, and update any licenses and authorizations necessary for the development of their business activities. Therefore, they must ensure that the materials, services, supplies, trademarks, equipment, and other assets they use within the scope of their business relationship with DOLLARCITY comply with the relevant intellectual property laws.

No vendor may use or disclose DOLLARCITY's brand or tangible and intangible assets without prior written consent.

3.7.2. FREE COMPETITION

DOLLARCITY rejects any conduct that undermines free economic competition and improperly disrupts the functioning of the market, including anti-competitive agreements, unfair competition, cartelization, and abuse of dominant position. Vendors must comply with all applicable antitrust and free competition regulations in the country where they operate.

3.7.3. CONSUMER INTERESTS

For DOLLARCITY, customer satisfaction is important, ensuring their rights and compliance with current consumer protection regulations. DOLLARCITY requires all its vendors to protect consumer rights and refrain from engaging in improper practices that could compromise their health, safety, or decision-making capacity.

Promptly, upon request, Vendors will provide the necessary documents and information requested by DOLLARCITY in response to customer inquiries or investigations from competent authorities or potential affected third parties.

3.7.4. ANTI-CORRUPTION

DOLLARCITY has implemented a zero-tolerance policy towards corruption, and as a result, we reject any practice of corruption, whether directly or through third parties.

We reject any form of offers, payment, promises, or authorization to pay or provide any money, gifts or anything of value to any official or third party, public or private, intended to influence any act or decision in order to assist in obtaining or retaining business.

Our vendors must not engage in, accept, authorize, promise, or promote, directly or indirectly, any acts of corruption on their own behalf or on behalf of DOLLARCITY. They are required to comply with the applicable anti-corruption regulations and encourage compliance among their business partners.

3.7.5. PREVENTION OF MONEY LAUNDERING AND TERRORIST FINANCING

Our vendor must comply with and promote the applicable regulations regarding the prevention and management of money laundering, terrorist financing, and the financing of the proliferation of weapons of mass destruction.

DOLLARCITY rejects any operation or transaction involving the receipt or transfer of funds from illicit or dubious sources. Any unusual or suspicious activity should be reported immediately to DOLLARCITY.

DOLLARCITY may terminate any business agreement with just cause, in advance and unilaterally, without payment of compensation or penalty, when declared responsible (including our representatives, directors and partners/shareholders, if applicable) by competent authorities, national or foreign, of acts related to corruption, money laundering or the financing of terrorism.

3.7.6. RECORDS

All commercial activities and transactions conducted with or on behalf of DOLLARCITY must be properly recorded. We reject any changes, omissions, tampering, or falsehoods that a vendor may engage in, directly or indirectly, with the intention of hiding, covering up, or altering the true nature of the transaction or operation carried out with DOLLARCITY.

3.7.7. CONFLICT OF INTEREST

Whenever it comes to their knowledge, every vendor must inform DOLLARCITY of any relationship or connection that may give rise to a conflict of interest, including their employees, former employees, agents, executives, and shareholders.

4. WHISTLEBLOWER CHANNEL

We invite our vendors to report any situation that violates or may violate the provisions of our Vendor Code through our ethics hotlines:

- El Salvador: 800-6707
- Guatemala: 2339-9740
- Colombia: 01-800-5190900
- Perú: (0800) 80422

Scan this code with the QR Code reader on your phone to directly access our website:



DOLLARCITY will not take any form of retaliation against individuals who, in good faith, make, facilitate, or participate in the report, and we will take necessary measures to protect their identity.

5. MONITORING AND EVALUATION

DOLLARCITY reserves the right to verify, at any time and either directly or through third parties, the compliance with this Code of Conduct. Moreover, DOLLARCITY may request additional information, supporting documentation, or evidence that demonstrates vendors' adherence to this Code of Conduct.

In the event of non-compliance, DOLLARCITY may request the vendor to develop and implement a preventive or corrective action plan. DOLLARCITY retains the right to terminate or suspend any business relationship with vendors who fail to comply with this document.

All current and potential vendors of DOLLARCITY are required to sign the "Vendor Compliance Commitment," confirming their understanding and acceptance of the content outlined in this Code of Conduct.