



DOLLARAMA VENDOR CODE OF CONDUCT

Approved by the Board of Directors of Dollarama on December 3, 2014



VENDOR CODE OF CONDUCT

A. INTRODUCTION

Dollarama L.P. (“Dollarama”) is committed to conducting its business in an ethical and socially responsible manner and in compliance with applicable laws. Dollarama seeks to only engage in business relationships with vendors who uphold compatible business standards.

The Dollarama Vendor Code of Conduct (the “Vendor Code”) applies to companies, foreign or domestic, that supply goods and/or services to Dollarama, and is meant to ensure that Dollarama’s business partners have a clear understanding of Dollarama’s expectations concerning their business standards and practices. It is the responsibility of vendors to ensure that their employees and suppliers do not violate the standards of the Vendor Code.

B. STANDARDS OF VENDOR ENGAGEMENT

Vendors are expected to meet the standards of their industry and comply with all laws and regulations that govern their activities in the country in which they operate. The Vendor Code sets out specific expectations regarding the quality and safety of the products sold to Dollarama, vendor workplace standards, as well as vendor business and environmental practices. These expectations are consistent with Dollarama’s values, principles and policies regarding ethical business conduct and are used to assess new and existing vendors and their facilities. Dollarama will not knowingly work with vendors who do not meet the standards outlined in the Vendor Code.

QUALITY AND SAFETY

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

Vendors are expected to notify Dollarama of any circumstances which could potentially affect the safety and/or quality of any given product or service, to cooperate fully with Dollarama and to take all necessary steps to address any health, safety or regulatory issues associated with products and/or services provided.

VENDOR WORKPLACE STANDARDS

Safe and Healthy Environment - Vendors must provide their employees with a safe and healthy work environment that complies with local laws and regulations. The same applies for housing facilities, where applicable.

No Forced Labor – Employment must be voluntary and free from financial penalties or coercion. Dollarama will not knowingly work with vendors that use any form of forced labor in the manufacturing of products or the provision of services.

No Child Labor – Vendors shall not employ workers under the minimum age for employment in the country of manufacture or, in the absence of a minimum age requirement, no younger than 15 years old.

Fair Disciplinary Practices – Workers must be treated with respect and dignity, and no worker may be subject to physical, verbal, sexual or psychological harassment or abuse.



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No Discrimination - Cultural differences must be respected and workers are expected to be employed based on merit, performance and ability, and not based on personal characteristics or beliefs. Dollarama encourages vendors to eliminate workplace discrimination with respect to hiring, salary, benefits, advancement, discipline or termination on the basis of gender, race, color, religious or personal beliefs, place of origin, sexual orientation, marital or family status, disability, political opinion, membership in any legal organization or other grounds of discrimination prohibited by law.

Reasonable Working Hours – Vendors should maintain reasonable working hours. Workers must not be required to work more than the legally prescribed limits, are expected to be appropriately compensated for overtime, and shall have at least one day off for every seven-day period.

Wages and Benefits – Vendors must, at a minimum, provide wages and benefits that comply with the laws of the country in which they operate.

ENVIRONMENT

Dollarama seeks to work with vendors who strive to use resources, material and energy as efficiently and responsibly as possible and who work to minimize the adverse impact of their activities on the environment. At a minimum, vendors are required to operate in compliance with environmental laws.

CONFLICTS OF INTEREST

Vendors are reminded that Dollarama employees owe exclusive business loyalty to Dollarama and are bound by a Code of Conduct and Ethics which requires them to avoid placing themselves in a situation of conflict of interest, actual or apparent. Consequently, employees must not be put in a position where personal or financial incentives or interests may impair their judgment and ability to make sound and unbiased business decisions in the best interest of Dollarama. We expect vendors who do business or seek to do business with Dollarama to respect these ethical principles and to not offer business courtesies (such as gifts and entertainment) that exceed nominal value.

COMPLIANCE WITH ANTI-CORRUPTION LAWS

Vendors are required to comply with all applicable anti-corruption laws, including the *Corruption of Foreign Public Officials Act* (Canada). Dollarama has a zero tolerance policy for practices which are intended to reward or otherwise encourage non-compliance with such applicable laws and regulations.

CONFIDENTIALITY

Vendors must hold all confidential information regarding Dollarama which may be communicated to them or to which they may have access in strict confidence and are also expected to take reasonable means to protect such information. Confidential information includes all non-public information about Dollarama, including without limitation business plans, forecasts, retail pricing arrangements and pricing strategies, personal information about Dollarama employees, trade secrets and intellectual property. Vendors may not disclose, share or use this information other than for the benefit of Dollarama. This includes a prohibition to display or allow any supplier/vendor or factory to display items packaged for Dollarama or on the packaging of which Dollarama's name, trademark(s) or logo(s) appear in any trade



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fairs. Vendors are also expected to respect the intellectual property and other legal rights of third parties.

C. ENGAGEMENT

All vendors are required to carefully review the Vendor Code and agree to abide by its terms as a condition of doing business with Dollarama, either by completing the attached form or by signing a contract with Dollarama which incorporates the Vendor Code. Vendors will be asked to certify compliance with the Vendor Code every two (2) years.

D. MONITORING AND ENFORCEMENT

Vendors are expected to ensure that the standards outlined in the Vendor Code are communicated, understood and implemented at every level of their organization.

Dollarama reserves the right to assess and monitor vendor compliance with these standards. To this end, vendors are asked to maintain complete and accurate records and to grant Dollarama or a designated agent of Dollarama with unrestricted access to facilities, records and workers for inspection purposes.

If Dollarama determines that a vendor has violated the Vendor Code, the vendor will be required to propose and implement a corrective action plan in order to bring its business up to Dollarama's standards within a reasonable timeframe. Dollarama also reserves the right to cancel purchase orders, to terminate the relationship with a vendor who is unwilling or unable to comply with the Vendor Code or to remediate a situation of non-compliance within a reasonable timeframe, or to terminate the relationship immediately in case of serious violation or gross negligence.

E. QUESTIONS

Questions regarding the Vendor Code may be submitted to Dollarama via vendorcode@dollarama.com.

F. REPORTING VIOLATIONS

Any person who believes that a violation to the Vendor Code has occurred is encouraged to report the relevant information in confidence to the Legal Department of Dollarama at ethics@dollarama.com.

With respect to the application of the Vendor Code, the head of the Legal Department will report directly to the Audit Committee, which has been delegated the primary risk oversight responsibility by the Board of Directors of Dollarama.

Dollarama will make every effort to investigate reported violations and take appropriate measures to maintain the integrity of its business.



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VENDOR ENGAGEMENT FORM

I confirm that I have received a copy of the Dollarama Vendor Code of Conduct, that I have read and understood its contents and that my company agrees to abide by it.

To the best of my knowledge, I certify that my company is in compliance with the Dollarama Vendor Code of Conduct.

Signature: _____

*I have the authority to bind the
company (in my capacity as owner,
principal or authorized officer)*

Name of Signatory: _____

Title of Signatory: _____

Company: _____

Date: _____
