

Disclosure of Tractor Supply Company's measures to prevent Slavery and Human Trafficking

To prevent and help eliminate instances of slavery and human trafficking in the supply chain, Tractor Supply maintains a strict code of conduct for its suppliers. TSC reserves the right to audit suppliers' facilities to ensure compliance with the stated code of conduct. In addition, Tractor Supply expects the suppliers within the United States to be compliant with all US laws and regulations.

Tractor Supply engages a third party firm to perform an annual social audit all foreign manufacturers. The audit is based on the internationally recognized SA8000 standards.

The main goals of the social audit are to determine if the following conditions are met:

- Employment at will
- Working conditions meet minimum local law requirements
- Fair employment practices are utilized and employees are compensated fairly

The audit evaluates the supplier based on a physical inspection of the production facility and a verification of records relating to:

- Employee terms and conditions of employment
- Employee proof of age
- Time clock records and payroll registers

Foreign suppliers must pass this social audit prior to doing business with Tractor Supply. Suppliers continuing to do business with the company after one year are subject to an annual re-audit. Failure to meet audit requirements will result in necessary corrective actions and/or termination of the business relationship between Tractor Supply and the supplier.

Tractor Supply currently does not have a formalized training program for its employees on the issue of human trafficking and slavery.