

Tractor Supply Company

Environmental, Safety and Sustainability Policy

Tractor Supply Company believes that a healthy environment, properly managed resources and vibrant communities are keys to a secure and prosperous future for all. We recognize the importance of being a good neighbor in the rural communities we call home. Tractor Supply is committed to protecting the environment, health, and safety of our Team Members and customers and ensuring that the rural lifestyle we support is viable for future generations.

Knowing our future success is predicated on our ability to innovate and cultivate new thinking, we are committed to doing our part to address climate change, reduce waste, increase recycling, and design more sustainable products and packaging. We pledge to meet or exceed environmental laws and regulations, and to strive for an accident-free workplace. We further seek to establish and pursue ambitious sustainability goals and develop long-standing relationships with like-minded partners that share our vision for the future.

Guided by our Mission and Values and our commitment to continuous improvement, Tractor Supply is dedicated to the following tenets:

Compliance: meet or exceed federal, state, and local environmental, health and safety laws and regulations applicable to our operations and facilities as well as the products we sell. Maintain compliance programs that are integrated into business operations and accessible for Team Members to implement.

Engagement: continue to foster a culture where Team Members are trained and understand the importance of following environmental, health and safety procedures and programming. Cultivate an environment where Team Members are empowered to raise concerns while taking positive action on our vision for the future.

Continuous Improvement: develop metrics and drive continuous improvement of programs by identifying opportunities for operational modifications and technology innovations that may increase efficiencies, lessen workload, or reduce program costs. Perform periodic and systematic review of metrics and of new environmental and/or health and safety laws and regulations; new technological innovations or when changes occur to operational practices to ensure environmental, health and safety obligations are being met.

Sustainability: embed sustainability across every aspect of the Company from land selection and building design, transportation of products, and energy efficiency to product and packaging design. Set ambitious climate change goals and set additional goals as we continue to evaluate the impacts of our operations. Invite our suppliers to share their sustainability commitments and goals as well as designs for improved sustainability attributes of products and/or packaging. Establish strong partnerships with organizations that support our goals and strengthen our commitment to sustainability.

With the support of company leaders, it is expected that Team Members understand and comply with the tenets of this Environmental, Safety and Sustainability Policy as it applies to their job functions. We expect our vendors, suppliers, and third-party contractors to share the same commitment to the environment and compliance with health and safety regulations.

This Policy will be published on the Company website and revised as needed.

October 11, 2021