

Tractor Supply Company Human Rights Policy

Tractor Supply Company, its subsidiaries, and affiliates (“Tractor Supply Company”), is committed to fostering and maintaining a corporate culture that respects and adheres to principles aimed at promoting, protecting, and supporting all internationally recognized human rights. Tractor Supply Company seeks to respect and promote human rights in all aspects of our business regardless of sex, race, religion, age, disability, citizenship, national origin, pregnancy, religion, marital status, genetic information, sexual orientation, gender identity or expression, military service, veteran status, and any other characteristics protected under law.

As a rural lifestyle retailer, we believe that people are our most valuable resource that deliver not only products, but an experience of our culture and beliefs as a company. Tractor Supply Company’s leadership, management, and team members are all expected to uphold and respect the rights of individuals. Additionally, our expectation is that each Tractor Supply Company location, including retail stores, distribution centers and our corporate headquarters also adhere to the principles of this Human Rights Policy (“this Policy”). Tractor Supply Company conducts training and education programs to foster an environment that promotes inclusion and ensures equal employment opportunities for all. All employees receive regular anti-discrimination training and annually verify compliance with the Code of Business Ethics and Conduct.

In accordance with relevant laws, regulations, and international standards, Tractor Supply Company is committed to the following:

- Promoting a diverse and inclusive work environment free of discrimination and harassment.
- Prohibiting child labor, forced labor, and human trafficking.
- Providing fair and equitable wages, benefits, and other conditions of employment.
- Providing safe and healthy working conditions.
- Recognizing employees’ right to freedom of association.
- Promoting gender equality and ending workplace gender violence.

This Policy complements and aligns with our Code of Ethics, Environmental, Safety and Sustainability Policy and our vendor requirements. Tractor Supply Company is dedicated to the belief that all persons should be treated with dignity and respect. Tractor Supply Company makes every effort to uphold the principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, in accordance with the U.N. Guiding Principles on Business and Human Rights. Tractor Supply Company also monitors U.S. State Department notices of human rights violations and subsequent laws designed to address injustices.

Tractor Supply Company recognizes it has a responsibility to ensure products it sells come from a supply chain that adheres to the principles outlined in our Policy. Tractor Supply Company is committed to partnering with vendors that adhere to high standards regarding responsible sourcing and human rights. All vendors should treat workers with integrity and respect and are mandated to adhere to our Vendor Code of Conduct which requires Tractor Supply Company’s vendors to protect workers’ human rights. In line with this Policy, our Vendor Code of Conduct strictly prohibits all vendors from using any forced, bonded, indentured, trafficked, slave, or prison labor. Tractor Supply Company is committed to managing the principles of human rights

following an approach that includes monitoring factories and operations through recurrent evaluation. Factories from which Tractor Supply Company procures products and where it is the importer of record are subject to social and security audits that are conducted by an independent third-party on behalf of Tractor Supply Company. These audits are based on global guidance for workplace conditions and are conducted using an approach in line with the reference tools developed by the Global Social Compliance Program. When needed, corrective actions are developed to address identified issues. While our primary approach to resolving corrective action issues is to improve conditions by working with vendors and others, we will exit a vendor relationship that repeatedly fails to meet this Policy.

Tractor Supply Company values open communication, and we encourage anyone to come forward with a human rights concern by reporting it through these channels:

- Call Human Resources directly at 844-872-4357
- Email WeAreListening@TractorSupply.com
- Report confidentially via our OUT HERE HOTLINE at 833-882-5837 or on the web at www.outhereline.ethicspoint.com.