

DOLLARAMA SASB INDEX  
JUNE 2021

# SERVING CANADIANS WITH PURPOSE

DOLLARAMA





## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Dollarama's 2021 ESG Report has been prepared in alignment with the Multiline and Specialty Retailers & Distributors industry standard, which SASB has identified as Dollarama's primary Sustainable Industry Classification System® (SICS®) industry, as well as select indicators from other SASB standards relevant to our business (Food Retailers & Distributors; Toys & Sporting Goods; Household & Personal Products; Apparel, Accessories & Footwear; and Drug Retailers). All data provided pertains to Dollarama's business as a whole and not to a particular sector of activity or product category, and excludes Dollarcity. Information provided is for the fiscal year ended January 31, 2021 ("2020") unless otherwise indicated. In some cases, indicators have been included in this index but the information has not yet been aggregated or quantified or is not disclosed by Dollarama at this time. Indicators suggested by a given standard not deemed applicable were excluded. Dollarama is committed to continuing to improve the quality of its ESG disclosure.

TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	SOURCE/MORE INFORMATION
<b>MULTILINE AND SPECIALITY RETAILERS &amp; DISTRIBUTORS</b>					
Energy Management in Retail & Distribution	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	CG-MR-130a.1	(1) 85,586 metric tons of CO <sub>2</sub> e At this time, this information is not calculated in gigajoules. (2) 36% (3) This information has not been aggregated or quantified by Dollarama at this time.	Sources of GHG emissions, p. 27
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	CG-MR-230a.1		A continued focus on data privacy and cybersecurity, p. 30
Data Security	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of customers affected	Quantitative	CG-MR-230a.2	(1) In 2019 and 2020, Dollarama did not experience any material breaches of its data. (2) 0% (3) None	A continued focus on data privacy and cybersecurity, p. 30
Labor Practices	(1) Average hourly wage of in-store, warehouse and distribution centre employees by region (2) Percentage of in-store, warehouse and distribution centre employees earning minimum wage by region	Quantitative	CG-MR-310a.1	(1) Store employees: \$15.08 per hour (excluding premiums and benefits) Logistics employees (i.e. warehouse and distribution centre employees): \$22.60 per hour (excluding premiums and benefits) (2) Store employees: 39% Logistics employees: 0%	Attracting and retaining the best talent, p. 9
Labor Practices	(1) Voluntary turnover rate for in-store employees (2) Involuntary turnover rate for in-store employees	Quantitative	CG-MR-310a.2	(1) This information is not disclosed by Dollarama. (2) This information is not disclosed by Dollarama.	Committed to being a responsible retailer and building a sustainable business, p. 3 Attracting and retaining talent the best talent, p. 8

To consult our 2021 ESG Report please visit the Sustainability section of our corporate website at [www.dollarama.com](http://www.dollarama.com).

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	SOURCE/MORE INFORMATION
Labor Practices	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	CG-MR-310a.3	This information is not disclosed by Dollarama.	
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for  (1) management and (2) all other employees	Quantitative	CG-MR-330a.1	(1) Management: 40% Women 60% Men  For the purposes of this SASB Index, Dollarama has defined "management" as its executive officers, senior vice-presidents, vice-presidents, senior directors, directors, regional district managers and district managers. The gender representation disclosure provided on p. 13 reflects a broader definition of "management" than described above.  (2) All other employees: 75% Women 25% Men  Racial/ethnic group representation among both management and all other employees has not been aggregated or quantified by Dollarama at this time.	A diverse and inclusive workplace, p. 13
Workforce Diversity & Inclusion	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	CG-MR-330a.2	This information is not disclosed by Dollarama.	
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	CG-MR-410a.1	This information is not disclosed by Dollarama.	
Product Sourcing, Packaging & Marketing	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	CG-MR-410a.2		A risk-based approach to safety and quality monitoring, p. 17
Product Sourcing, Packaging & Marketing	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	CG-MR-410a.3		Product packaging and product lifecycle management, p. 19 Increasing recycling and waste diversion rates, p. 30

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	SOURCE/MORE INFORMATION
<b>FOOD RETAILERS &amp; DISTRIBUTORS</b>					
Food Safety	(1) Number of recalls (2) Number of units recalled (3) Percentage of units recalled that are private-label products	Quantitative	FB-FR-250a.2	(1) 2019: None 2020: 1  (2) 2019: None 2020: 23,299 units  (3) 2019: There were no food recalls in 2019. 2020: 0%	Robust product recall procedures and safeguards, pp. 18-19
Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	FB-FR-270a.1	2019: None resulting in a recall 2020: 1 incident resulting in a recall	Robust product recall procedures and safeguards, pp. 18-19 Recalls, p. 19
Product Labeling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Quantitative	FB-FR-270a.2	This information is not disclosed by Dollarama.	
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	Quantitative	FB-FR-310a.2	0%	2021 Annual Information Form, p. 17
Management of Environmental & Social Impacts in the Supply Chain	Discussion of strategy to manage environmental and social risks within the supply chain	Discussion and Analysis	FB-FR-430a.3		Responsible sourcing, p. 22 Safeguarding human rights, pp. 23-24 A focused social audit program, p. 24 Environmental responsibility, p. 25
<b>TOYS &amp; SPORTING GOODS</b>					
Chemical & Safety Hazards of Products	Number of (1) recalls Number of (2) total units recalled	Quantitative	CG-TS-250a.1	(1) 2019: 1 2020: None  (2) 2019: 3,825 units 2020: There were no toy recalls in 2020.	Robust product recall procedures and safeguards, pp. 18-19 Recalls, p. 19
Chemical & Safety Hazards of Products	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	CG-TS-250a.3	This information is not disclosed by Dollarama.	
Chemical & Safety Hazards of Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	CG-TS-250a.4		A risk-based approach to safety and quality monitoring, p. 17

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	SOURCE/MORE INFORMATION
<b>HOUSEHOLD &amp; PERSONAL PRODUCTS</b>					
Packaging Lifecycle Management	(1) Total weight of packaging (2) Percentage of packaging made from recycled and/or renewable materials (3) Percentage of packaging that is recyclable, reusable, and/or compostable	Quantitative	CG-HP-410a.1	(1) This data is currently calculated only in certain provinces in the context of our participation in stewardship programs. (2) This information has not been aggregated or quantified by Dollarama at this time. (3) This data is currently calculated only in certain provinces in the context of our participation in stewardship programs.	Product packaging and product lifecycle management, pp. 19-20 Participation in stewardship programs, p. 20 Increasing recycling and waste diversion rates, p. 30
<b>APPAREL, ACCESSORIES &amp; FOOTWEAR</b>					
Labor Conditions in the Supply Chain	(1) Percentage of Tier 1 supplier facilities that have been audited to a labor code of conduct (2) Percentage of supplier facilities beyond Tier 1 that have been audited to a labor code of conduct (3) Percentage of total audits conducted by a third-party auditor	Quantitative	CG-AA-430b.1	Dollarama's classification system currently identifies all vendors from whom it procures goods directly – manufacturers and intermediaries – as Tier 1 vendors. Dollarama is currently in the process of segmenting manufacturers and intermediaries in order to focus its Social Audit Program on Tier 1 manufacturers.  In 2019 and 2020, 152 audit reports produced by third-party auditors were received and reviewed by Dollarama.	A focused social audit program, p. 24
Labor Conditions in the Supply Chain	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	CG-AA-430b.2	Further to a third-party social audit conducted at the end of 2020, Dollarama ended its commercial relationship with a supplier at the beginning of 2021 as a result of the inability of the supplier to execute a corrective action plan within the requested timeframe.	
Labor Conditions in the Supply Chain	(1) Description of the greatest labor risks in the supply chain (2) Description of the greatest environmental, health, and safety risks in the supply chain	Discussion and Analysis	CG-AA-430b.3		Responsible sourcing, p. 22 Safeguarding human rights, pp. 23-24 A focused social audit program, p. 24-25 Environmental responsibility, p. 25

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TOPIC	ACCOUNTING METRIC	CATEGORY	CODE	DOLLARAMA DATA	SOURCE/MORE INFORMATION
<b>DRUG RETAILERS</b>					
Drug Supply Chain Integrity	(1) Number of drug recalls issued (2) Total units recalled (3) Percentage for private-label products	Quantitative	HC-DR-250a.2	(1) 2019: 1 drug recall 2020: 1 natural health product recall (2) 2019: Quantities recalled not representative 2020: 11,740 units (3) 2019: 100% 2020: 0%	Robust product recall procedures and safeguards, pp. 18-19 Recalls, p. 19
<b>ACTIVITY METRIC</b>					
<b>MULTILINE AND SPECIALITY RETAILERS &amp; DISTRIBUTORS</b>					
Number of: (1) retail locations and (2) distribution centres		Quantitative	CG-MR-000.A	(1) 1,356 retail locations (2) 6 warehouses and 1 distribution centre	Providing affordable, everyday essentials and more, p. 2 2021 Annual Information Form, pp. 3, 9, 15 and 16
Total area of: (1) retail space and (2) distribution centres		Quantitative	CG-MR-000.B	(1) Retail space: 14,000,779 square feet (2) Warehouses: 1,668,230 square feet Distribution centre: 495,686 square feet	Providing affordable, everyday essentials and more, p. 2 2021 Annual Information Form, p. 15
<b>APPAREL, ACCESSORIES &amp; FOOTWEAR</b>					
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1		Quantitative	CG-AA-000.A	Dollarama's classification system currently identifies all vendors from whom it procures goods directly – manufacturers and intermediaries – as Tier 1 vendors. Dollarama is currently in the process of segmenting manufacturers and intermediaries in order to focus its Social Audit Program on Tier 1 manufacturers.	Safeguarding human rights, pp. 23-24

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