



Environmental Policy

From our beginnings as a family-run storefront, to a public company with more than 270 stores spanning across 26 states, Boot Barn epitomizes the American dream of hard work, honesty and value. At Boot Barn, we honor America's heritage – our heritage. We believe in quality products and good value. We believe in community and our duty to act in the best interest of our customers, shareholders, and the environment.

Below are the values core to Boot Barn:

- ✓ **Integrity** - We consistently do the right thing. We value honesty over all other values.
- ✓ **Teamwork** - With camaraderie, we work together effectively to achieve overall success, sacrificing our personal agendas so we can achieve our goals.
- ✓ **Accountability** - Committed to performance and results, we set clear, measurable goals and consistently monitor ourselves and our teams to ensure that they are achieved.
- ✓ **Professionalism** - We conduct ourselves within the highest standards of conduct, respect, responsiveness, approach and ethics.
- ✓ **Dedication** - We are passionate about what we do, and are willing to do whatever it takes to make a positive difference for our customers and our team.
- ✓ **Productivity** - We value people who are hardworking, efficient, effective and who are consistently willing to do what it takes to achieve our vision and implement our mission/guiding principles.

These fundamental values guide us in our efforts to be a socially responsible and environmentally conscious Company. As an organization, we strive to reduce our environmental impact as we grow across the United States. Below are the measures we currently have in place to support these efforts:

- I. *Supply Chain, Warehouse & Logistics*
 - ✓ Utilization of a professional Warehouse Management System that operates an efficient environment
 - ✓ Shipping boxes made from 70% post-consumer product and recycling of corrugated boxes
 - ✓ Waste and Pallet recycle programs
 - ✓ Utilization of propane or natural gas over oil-based fuels
- II. *Direct and Indirect Spend Purchasing*
 - ✓ Vertical sourcing
 - ✓ Consolidated purchases
 - ✓ Single source supplier bases where applicable & practical
 - ✓ Utilization of software to control purchases
- III. *Utility Management*
 - ✓ Exception Reporting for overuse
 - ✓ Reasonable efforts to implement Lighting Retrofits where practicable
 - ✓ Low Flush Toilets where possible
 - ✓ Usage of light sensors in unoccupied building/retail spaces
 - ✓ Low volume waterspouts and sensors

- ✓ Participation in City and Community Recycle programs
- ✓ Ability to fluctuate the purchase of renewable energy in de-regulated states
- IV. *Facilities & Maintenance*
 - ✓ Proper disposal of lamps containing mercury and harmful chemicals
 - ✓ Reduction of R-22 in aged HVAC equipment
 - ✓ Utilization of economizers and dampers in HVAC units
 - ✓ Utilization of programmable and lockable thermostats in retail locations
 - ✓ Installation and utilization of timers for lights and signage
 - ✓ Utilization of non-toxic/water-based cleaners
- V. *Construction*
 - ✓ Title 24 and adherence to other local state and city regulations
 - ✓ RoHS – Restriction of Hazardous Substances
- VI. *Information Technology*
 - ✓ Enabling printer restrictions to minimize paper waste
 - ✓ Electronic disposal policy

As a trusted retailer across the U.S., we believe in making decisions that not only support the growth and success of our company, but also help us take action to care for our environment. We believe there is more we can do as an organization, and we are committed to consistently re-assessing our practices and striving to operate in a more sustainable manner.