

DICK'S SPORTING GOODS

EVERY SEASON STARTS AT



CODE OF ETHICS AND BUSINESS CONDUCT



“
**LET’S ALL
PROMISE TO
PLAY THIS
GAME FAIRLY.**
”



Lauren Hobart and Edward W. Stack

A Message from Ed and Lauren:

In 1948, DICK’S Sporting Goods was founded with just \$300 from a cookie jar. What started out with two employees at a small bait and tackle shop in Binghamton, NY, has now grown into hundreds of stores and tens of thousands of teammates across the United States.

Our Company has changed significantly since 1948, but one thing that hasn’t changed is our focus on always doing what’s right for our teammates, our athletes, our shareholders and our communities.

The following pages outline our Company’s Code of Ethics and Business Conduct. Our code is a valuable tool for all DICK’S teammates to understand the rules of our business and of professional conduct. It provides principles to ensure we follow the law, examples to assist us in resolving potential issues and contact information to seek advice or report concerns.

Our Code applies to everyone at the Company, regardless of role, title or seniority. Each of us must do our part to prevent, report or correct unfair play. Talk to your manager or HR Business Partner if you have any questions. You can also submit your question anonymously to our Ethics Hotline at 1-866-814-2749 or via our website. We treat reports of suspected violations as confidentially as possible, and no one who honestly reports a suspected violation will be subject to retaliation.

Let’s all promise to play this game fairly. We both pledge to follow this Code and to conduct business in an honest and ethical way every day. As a valuable teammate, we know you will do the same.

Sincerely,

Edward W. Stack
Executive Chairman

Lauren Hobart
President & CEO



“
WE EACH
MUST DO
OUR PART
”

TABLE OF CONTENTS

UNDERSTANDING THE RULES OF THE GAME	6
Our Purpose Our Shared Responsibilities Additional Responsibilities of Managers	
PLAYING BY THE RULES OF THIS CODE	9
Asking Questions and Reporting Violations Zero Tolerance for Retaliation	
PLAYING AS PART OF A TEAM	12
Fair Treatment in Employment Fair Time and Pay Health and Safety First Restricted Information	
PLAYING HARD FOR OUR SHAREHOLDERS	16
Avoiding Conflicts of Interest Personal Interests and Business with Family and Friends Gifts, Entertainment and Trips Maintaining Financial Integrity Avoiding Insider Trading Protecting Property and Information Confidential Information and Trade Secrets Physical Property Intellectual Property	
PLAYING FAIRLY WITH OUR ATHLETES AND BUSINESS PARTNERS	23
Fair Dealing Antitrust Vendor Relations Product Safety Environmental Responsibility	
PLAYING PASSIONATELY FOR OUR COMMUNITY	27
Complying with the Law Responding to Audits and Investigations Communicating with the Public Engaging in Political Activities Avoiding Bribery and Corruption The Foreign Corrupt Practices Act (FCPA)	
NOTES	32
Waivers Amendments and Other Modifications Acknowledgment Informational and Reporting Contacts	



CHAPTER 1

UNDERSTANDING THE RULES OF THE GAME



OUR PURPOSE

DICK'S Sporting Goods and its subsidiaries (collectively, the "Company" or "DICK'S") have a vision to be recognized by our customers ("athletes") as the best sports company in the world. We strive to do this by living our "Common Purpose" every day and creating confidence and excitement by personally equipping all athletes to achieve their dreams. Our teammates strive to make a lasting impact on our communities through sport and support programs that inspire and enable sports participation, because we believe that SPORTS MATTER. We do all of this while emphasizing integrity, fair play, inclusion and diversity. Above all, we are committed to building ethical, professional and meaningful relationships with our athletes, teammates, vendors, shareholders and communities.

→ ETHICAL

We are committed to building ethical, professional and meaningful relationships with our customers, teammates and vendors.

→ DISCIPLINED

We are disciplined in our business practices while developing strategies to optimize shareholder value.

→ PROFESSIONAL AND COLLABORATIVE

We foster a collaborative work environment, encouraging open communication, teamwork and learning that inspires trust and respect for others.

→ PROBLEM SOLVERS

We generate solutions that are made in the best interest of our company through innovative thinking and debate.

→ PHILANTHROPIC

We believe that SPORTS MATTER and support programs that inspire and enable sports participation.

“ WE STRIVE TO DO THIS BY LIVING OUR ‘COMMON PURPOSE’ EVERY DAY AND CREATING CONFIDENCE AND EXCITEMENT BY PERSONALLY EQUIPPING ALL ATHLETES TO ACHIEVE THEIR DREAMS. ”

OUR SHARED RESPONSIBILITIES

Following this Code of Ethics and Business Conduct (the “Code”) helps each of us live our Common Purpose and Core Values in the work we do every day. We want to avoid even the appearance of wrongdoing at all times.

Many problems are easily avoided by simply using good judgment and seeking guidance when questions arise. We each have the responsibility to ask questions and disclose ethical concerns to our leaders.

Failing to comply with this Code can damage the Company’s reputation, your reputation and your teammates’ reputation. It may even subject you or your teammates to legal consequences. The Company will enforce this Code and will take any disciplinary action necessary, including potential termination of employment. When necessary, we will also refer cases to the government or police to investigate.

Remember, honesty is the best policy. If you find that you have violated this Code, whether by mistake or otherwise, it is best to report it. Your prompt report may help avoid more serious problems. We often consider if you voluntarily report your own violation and cooperate in the investigation when determining disciplinary action.

ADDITIONAL RESPONSIBILITIES OF MANAGERS

As a leader, you must lead by example when following and enforcing this Code. Help us to create a culture that emphasizes our Core Values and expects ethical behavior. Look for opportunities to routinely discuss ethical conduct, difficult decisions or other challenging situations with your teammates. If you are unsure of the answer to a question, contact Compliance or any other resource listed in Chapter 2. Ensure that you and your teammates complete required annual training for this Code.



CHAPTER 2

PLAYING BY THE RULES OF THIS CODE



This Code applies to all teammates, officers of the Company and contractors. We want our teammates to communicate candidly and to do the right thing. The policies mentioned in this Code, together with common sense and your own sense of right and wrong, are meant to guide your business decisions.

Where local laws contain requirements that conflict with this Code, those local law requirements apply for teammates working in those locations.

ASKING QUESTIONS AND REPORTING VIOLATIONS

We should always try to do the right thing, even when nobody's looking. If you are unsure about what to do, **ASK BEFORE ACTING**. If you become aware of a possible violation of this Code, you have a duty to report it. Here are a few options:

- Discuss the matter with your manager.
- Raise the matter with your business or functional leader (e.g., Senior or Regional Vice President).
- Contact Compliance (Compliance@dcs.com).
- Contact your Human Resource Business Partner.
- Call the Ethics Hotline at 1-866-814-2749.
- Submit a report to the Ethics Hotline via the Internet at dickssportinggoods.ethicspoint.com/
- Mail correspondence to:
Attn: Compliance Department
345 Court Street
Coraopolis, PA 15108

The Ethics Hotline is staffed by an outside company and is available 24/7. Reports to the Ethics Hotline may be made anonymously. We will investigate and react to every report.

ZERO TOLERANCE FOR RETALIATION

We know that doing the right thing can be difficult, but we don't want you to worry about your employment being adversely affected. DICK'S strictly prohibits retaliation against anyone for reporting a possible violation in good faith. You don't have to be right, but you do have to provide all information you have in an honest and direct way.

Need more information? Review the **Whistleblower Policy**.



Q: I'm being asked to do something at work that doesn't feel right. I'm not sure that it's illegal or even against Company policy, but it makes me feel uneasy. I really don't feel comfortable talking to my manager about it. What can I do?

A: We all have a responsibility to make sure that we're protecting the DICK'S Sporting Goods family of brands by ensuring that every teammate is doing the right thing. You can contact the Ethics Hotline or any member of Compliance to report violations or ask questions about a potential issue. Reports can be made 24 hours a day/ 7 days a week. Reports submitted to the Hotline may be provided anonymously if necessary.

Q: My report involves my manager and teammates. Can't they gang up on me and get me fired?

A: The Company prohibits anyone from retaliating against you. Our commitment to Zero Tolerance for Retaliation means that you will not be disciplined for reporting something in good faith that you believe to be a violation of the Code, law or Company policy. A "good faith" report means a sincere and honest report.

CHAPTER 3

PLAYING AS PART OF A TEAM



FAIR TREATMENT IN EMPLOYMENT

We strive to treat our teammates with integrity and respect at all times and work to ensure we have an inclusive and diverse culture.

DICK'S is an Equal Employment Opportunity employer. We are committed to giving equal employment opportunities to qualified individuals, regardless of race, color, creed, religion, ancestry, national origin, citizenship, age, sex (including pregnancy, childbirth, breastfeeding and related medical conditions), physical or mental disability, medical condition, marital status, domestic partnership status, veteran status, military status, gender identity or expression, sexual orientation, genetic characteristics or information, family care or medical leave status, and any other category protected under federal, state or local law. We do not discriminate against teammates based on these protected characteristics.

We want our work environment to be positive, productive and characterized by respect. **We have zero tolerance for acts of racism or any kind of discrimination, hatred or harassment.** Harassment includes offensive behavior that interferes with another's work environment or that would create an offensive, intimidating or hostile work environment. Conduct will be considered harassment regardless of whether it is done physically or verbally and whether it is done in person or by other means (such as notes, social media postings, emails or text messages). Potentially offensive behavior includes unwelcome sexual advances or remarks. It may also include slurs, off-color jokes or disparaging comments about subjects such as race, color, age, disability, national origin, gender identity, sexual orientation or other protected categories.

Keep in mind that the key to determining whether or not a behavior is offensive generally depends on how it is perceived, **not how it was intended.** People often have different views about what is offensive. The fact that some people may not be offended by certain behavior does not mean that it is acceptable.

If you believe that you or someone else experienced discrimination or harassment, you must report the situation to your Human Resources Business Partner, your manager or another leader, Compliance, the Ethics Hotline, or any of the other outlets identified in this Code.

Need more information? Review your Teammate Handbook for the Company's policies regarding Equal Employment Opportunity, the **Anti-Discrimination/Anti-Harassment Policy** and the **Whistleblower Policy**.



Q: My co-worker and I are good friends but often don't see eye to eye on social or political issues. We often share posts from social media and make jokes about headlines in the news at work. Other teammates seem to really get a kick out of our discussions. It's all in good fun - no harm, no foul, right?

A: Not necessarily. Off-color jokes or jokes involving race, politics or other sensitive topics may be offensive to your co-workers or nearby customers. Even a well-meaning joke among friends can cause issues on the job. It's best to avoid off-color jokes at work. Feel free to reach out to your manager or HR Business Partner if you need more information.

FAIR TIME AND PAY

We understand that you work hard for the Company, and it's important that you get paid appropriately. The Company complies with all applicable laws and regulations related to work time and compensation. This includes our commitment to follow the rules related to matters such as breaks, off-the-clock work, overtime pay, minimum-wage requirements, employment of minors, scheduling and maximum work-week hour requirements.

As part of our team, you must comply with all policies and procedures related to timekeeping, pay and wage, and hour requirements. You, ultimately, share in the responsibility for ensuring that you receive any pay and other entitlements owed to you.

HEALTH AND SAFETY FIRST

Our teammates are our most valuable resource, and our success depends on protecting our teammates. We strive to minimize work-related injuries and illnesses, and we can continue to do so by observing the following:

- Following all applicable health and safety laws and regulations.
- Complying with all Company policies and safety procedures in our local facilities.
- Conducting ourselves in a safe manner.
- Taking all reasonable precautions when handling dangerous or unsafe equipment and materials.

It's important to maintain the safety of our teammates and athletes. We do not tolerate any type of threatening or violent behavior. In addition, teammates are not permitted to have personal weapons of any kind at work.

You must immediately report anything that jeopardizes the health and safety of our workplace. If you feel that you or someone else is in immediate danger, call the police or fire department first, and then notify any of the other reporting resources identified in this Code.

RESTRICTED INFORMATION

All of our teammates, contractors and vendors must handle restricted information with care. We have policies and procedures in place to protect both physical and electronic information. To determine if information is Restricted or Unrestricted, and the corresponding safeguards for the information, review the Company's Information Classification Policy and Guidelines. Remember, any information you create using a Company device (e.g., laptop, desktop, cell phone, tablet, etc.) belongs to the Company, not to you. The Company can review any information (photos, videos, text messages, e-mails, documents) on a Company device or system at any time. You should not create, store or otherwise retain anything on your Company device or system that you want to keep private.

Need more information? Review the **Corporate Owned Cellular Device Eligibility Policy and Procedure**.



Q: What about when we see shoplifters in our store? It is so frustrating to see them get away with items that our athletes depend on us to have. I know that I could make a difference by catching a few and sending a message to the rest that we won't stand for it.

A: We hear you and share your frustration. Our first priority is keeping people safe. Catching shoplifters is a dangerous activity. We never expect any of our teammates to engage in a potentially dangerous situation. There is no amount of merchandise that is worth getting hurt over.

Q: My manager asked me to speed up our team's engagement with a prospective vendor. The vendor can provide valuable insights about athlete shopping habits by correlating their information with other retailers. I'm just going to send over the data file so we can have the insights before the end of the week.

A: Teammates should not share restricted information, such as athlete information, with third parties without proper protections. Data breaches could cause significant damage to the Company, our teammates and our athletes. Work with the Legal and Information Security teams to make sure any transfer of restricted information to a third party is safe and secure.

CHAPTER 4

PLAYING HARD FOR OUR SHAREHOLDERS



AVOIDING CONFLICTS OF INTEREST

We have an obligation to each other, our shareholders and our vendors to make all business decisions in the best interest of the Company. A conflict of interest may occur if we have a bias or a personal interest that interferes with our ability to make an objective business decision. We should avoid any actions or relationships that create, or even appear to create, a conflict of interest.

Any time there is a situation where your potential actions or relationships may create the potential for a bias or personal interest that impacts the Company, you must report the situation to Compliance using the Compliance Disclosure Form. Your disclosure will ensure the action or relationship is documented, and the Company can put the proper protections in place to protect you and the business from potential risk.

Need more information? Review the **Conflicts of Interest Policy** and the **Compliance Disclosure Form**.

PERSONAL INTERESTS AND BUSINESS WITH FAMILY AND FRIENDS

You should not use Company property or information for personal gain. You must disclose if a member of your immediate family is employed by a vendor or competitor of DICK'S or if a member of your family proposes to engage in any activity that would be a conflict if you were you to engage in the same activity.

Need more information? Review the **Conflicts of Interest Policy**, the **Compliance Disclosure Form** and the **Related Person Transaction Approval Policy and Procedures**.





GIFTS, ENTERTAINMENT AND TRIPS

Although accepting gifts or attending events can help to build relationships with our vendors and suppliers, we must exercise caution. Remember, by accepting gifts, entertainment or travel, we may make it difficult to make objective business decisions, or we may make it appear that we show favoritism toward certain vendors.

In general, we may only accept gifts or entertainment that are professionally appropriate, lawful and have no “strings” attached.

In general, we should not give gifts to our vendors or suppliers. If you find yourself in a situation where you think you need to give a gift, please contact Compliance to discuss whether the gift is professionally appropriate and lawful **prior** to providing any gifts.

Need more information? Review the **Gifts, Entertainment and Trips Policy**, the **Anti-Corruption Policy** and the **Anti-Corruption Policy FAQ**.

MAINTAINING FINANCIAL INTEGRITY

Our Company’s financial statements must be accurate and complete. The records you create, including timecards, expense reports, inventory reports and sales data, have an impact on the financial information that the Company discloses. We must ensure that all of the records we create and submit are accurate and that we act in accordance with our internal control structure at all times.

Misrepresentations, omissions and/or inaccuracies of any kind may lead to civil or criminal liability for you and the Company. We must never condone the use of any “off book” accounting, unrecorded bank accounts, “slush funds,” or anything else that could distort records or reports of the Company’s true operating results and financial condition.

Need more information? Review the **Whistleblower Policy** and the **Anti-Corruption Policy**.

AVOIDING INSIDER TRADING

Teammates cannot trade on DICK’S stock, personally or for others, using material nonpublic information. We also cannot communicate material nonpublic information about DICK’S to anyone outside the Company (including friends, family, teammates, investors and vendors, to name a few) who may trade on that information. These activities are commonly referred to as “Insider Trading.” If you violate laws governing Insider Trading, you could go to prison and/or pay serious fines.

Our Insider Trading Policy also restricts teammates from trading on the stock of our vendors if you know material non-public information about that vendor.

Teammates are restricted from any trades in the Company’s stock during the Company’s trading blackout periods, and some are restricted from trades until they receive approval from the Company’s CEO, CFO or General Counsel. Our Insider Trading Policy helps explain more so you know if you are one of these restricted teammates.

Need more information? Review the **Insider Trading Policy**.



“**CONFIDENTIAL INFORMATION IS AN IMPORTANT ASSET OF THE COMPANY AND MUST BE PROTECTED.**”

PROTECTING PROPERTY AND INFORMATION

CONFIDENTIAL INFORMATION AND TRADE SECRETS

There's a lot to get excited about while working for DICK'S. As tempting as it is to tell everyone about it, there are some things that are best kept to yourself. Confidential information is an important asset of the Company and must be protected. Confidential information can include projected sales and/or earnings; detailed sales and margin figures; new product or marketing plans; real estate and construction plans; information about potential transactions; and personnel information.

At times you may need to exchange confidential information with another party for legitimate business reasons. Before you do, you must review the Company's Information Classification Policy and Guidelines and obtain a Non-Disclosure Agreement from the Legal Department.

Here are some tips to ensure the safety of our confidential information:

- Limit access to locations where such documents are stored or used.
- Maintain Company records in accordance with the Records and Information Management Policy.
- Be mindful of the Company's Social Media Policy and think carefully before posting any work-related content online.
- Classify and protect information in accordance with the Data Classification Policy and Guidelines.

Remember, you have a duty to keep Company information confidential even after you're no longer a teammate.

Need more information? Review the **Information Classification Guidelines**, the **Records and Information Management Retention Schedules** and the **Social Media Policy**.



12 Q: My team and I stopped by a restaurant after work to celebrate a job well done after the end of the quarter. I didn't want to carry all of my stuff with me, so I left my ID badge and computer locked in my car on the passenger seat. We won't be long. It should be fine, right?

A: We must do all that we can to protect our Company issued assets from theft, damage or misuse. If you can't keep your Company issued equipment like a phone or laptop in your possession, it's best to lock it in a safe place out of plain sight.



PHYSICAL PROPERTY

Our Company assets, including our stores, inventory, facilities, equipment, materials and cash are Company property and must only be used for proper business purposes. We have a responsibility to protect all Company assets against theft, damage or misuse.

INTELLECTUAL PROPERTY

Some of our most valuable assets are intellectual property. Intellectual property means things like our logos, brands, trademarks, patents, copyrights, software, designs, know-how and other intangible property.

We must protect our intellectual property rights – even those that are not patentable or not protected by copyright or trademark laws – to the fullest extent permitted by law.

All rights, titles and interests in and to any inventions, ideas or original works of authorship you create on Company time and expense or within the scope of your duties belong to the Company.

As part of your work for DICK'S, you agree to:

- Help us document our ownership in this intellectual property.
- Assign to us all rights, titles and interests in this intellectual property.
- Perform all acts and execute all necessary and appropriate documents to enable the Company to obtain all rights, titles and interests in and to the intellectual property.

Need more information? Review your Teammate Handbook.

CHAPTER 5

PLAYING FAIRLY WITH OUR ATHLETES AND BUSINESS PARTNERS



FAIR DEALING

Each of us must always deal fairly and honestly with our teammates, athletes and vendors. No one should take advantage of anyone through manipulation, concealment, abuse of confidential information, falsification, misrepresentation or any other unfair dealing or practice.

ANTITRUST

Antitrust laws, in the US and foreign countries, encourage vigorous, but fair, competition. When communicating with competitors, you may not discuss any Company pricing, promotions, costs, strategic or store plans or other competitive market information, including relationships with our vendors. Remember that our vendors may also be our competitors. In general, you may not make any agreements with a competitor or vendor regarding the price we charge athletes for our products. While vendors may suggest retail pricing, the actual price for our products is our sole decision.

Penalties for antitrust violations are severe, including fines and imprisonment. You should call the Legal Department before meetings with competitors to ask for meeting rules and other safeguards to make sure you comply with antitrust laws.

VENDOR RELATIONS

All contracting and purchasing decisions must be based on quality, service and price. When deciding among competing vendors, weigh all of the facts impartially. Our Non-Merchandise Procurement team must be engaged when selecting, expanding or renewing a contract with a vendor for any purchases over \$50,000 to ensure the Company receives the best products or services at the best prices from vendors of high integrity. Additionally, the Non-Merchandise Procurement team will review these opportunities to ensure our Supplier Diversity initiative is also represented and considered through the vendor evaluation and selection process.

Need more information? Review the **Contract Review and Authorization Policy** and the **Non-Merchandise Procurement Policy**.

PRODUCT SAFETY

Our athletes expect us to sell safe products that comply with applicable laws and regulations. To meet this expectation, the Company maintains policies and procedures to ensure safe products through:

- Vendor requirements, collaboration and communication.
- Private brand product testing.
- Private brand product quality control.
- Cross-functional product safety teams.

Non-private brand vendors that provide products to the Company for sale in our stores are responsible for ensuring their products comply with all applicable product safety laws and regulations.

Need more information? Review the **Undue Influence on Laboratories Policy** and the **Product Safety and Regulatory Compliance Policy**; or contact Compliance, the Ethics Hotline or the Product Safety team at SafeProducts@dcsg.com



Q: I was recently watching a video on YouTube featuring a product that we sell in-store. The product performed poorly and nearly injured the product reviewer during his demonstration. Is there something I should do?

A: We have an obligation to ensure the products we sell to athletes are safe. If a product we sell gives you cause for concern, you should contact the Product Safety team at SafeProducts@dcsg.com.

Q: I was walking through the footwear deck and noticed an aerosol can of shoe protectant leaking on a display. I promptly cleaned up the leak and threw the defective can in the garbage can. No issues here, right?

A: Almost there! Don't forget, it's unlawful to dispose of hazardous waste materials in regular garbage cans! The Company has designated special bins for the disposal of hazardous waste. Review the Company's Hazardous Waste Management Policy for additional guidance.



Q&A

Q: I am working on a project where I need to engage a vendor for approximately \$100,000 in services. The project is on a tight deadline. Can I just use the vendor I am most comfortable with that I have already used for previous projects?

A: Not necessarily. You must consult the Non-Merchandise Procurement Policy on the Company's Policy Repository to see if you need to engage the Non-Merchandise Procurement team. By following the procedures set forth in the policy, you are helping to ensure the Company uses only reputable vendors from which we will receive the best services (or goods) at the best prices.

ENVIRONMENTAL RESPONSIBILITY

We have a duty to operate responsibly by minimizing our environmental footprint. By doing so, we can reduce energy consumption and waste generation across our business. The Company is committed to minimizing its impact on natural resources and to complying with all applicable environmental laws and regulations. We are proud that several of our facilities, including our Customer Support Center, are LEED certified buildings. You can help minimize our environmental impact by ensuring that waste is contained in the proper collection bin, compactor or baler; participating in recycling programs in your location; limiting your use of paper when printing; and carpooling or biking to work when possible.

Need more information? Review our annual [Corporate Social Responsibility Report](#).

CHAPTER 6

PLAYING PASSIONATELY FOR OUR COMMUNITY



COMPLYING WITH THE LAW

We comply with the different laws and regulations that apply where we work and live. As a Company, we cannot and will not tolerate any illegal activities, from our teammates, athletes or vendors, for any reason.

RESPONDING TO AUDITS AND INVESTIGATIONS

Our daily business activities include many processes and procedures that are subject to regular inspection and/or audit by government agencies that regulate our business. Inspectors and auditors from local, state and federal agencies can visit our Stores, Distribution/Fulfillment Centers, the Customer Support Center or the Hong Kong Office.

Inspections and audits can include looking at files and documents, reviewing equipment or entire locations, and submitting requests for additional information. Inspectors and auditors visiting your location may perform any of the following: price accuracy testing, fire alarm inspection, hazardous waste process and unit inspection, business license review, review of the location's firearms sales processes and many more testing procedures.

We always want to cooperate with auditors and inspectors.

Need more information? Review the **Inspector Visits Procedures**.

COMMUNICATING WITH THE PUBLIC

The Company is committed to providing fair disclosure of material information about the Company and to complying with the legal and regulatory requirements related to the disclosure of material Company information. The Company maintains an active and open public dialogue with its shareholders and potential investors. We have a Disclosure Policy to ensure that disclosure of material information is made on a broadly disseminated basis and in compliance with the Federal securities laws and the rules of the New York Stock Exchange.

In general, only the Company's spokespersons are authorized to speak with the investment community and the media on behalf of the Company. Other than the Company's spokespersons, no teammate should discuss information on the Company's behalf.

The Company's primary spokespersons are the Executive Chairman, our President & CEO, the CFO, the CMO, the CCSO and certain team members on the Investor Relations and Communications teams. All requests for information from the Company from securities analysts, stockholders, media or the general public should be referred to one of those individuals.

Need more information? Review the **Disclosure Policy**, the **Media and Public Relations Procedures** and the **Social Media Policy**.



ENGAGING IN POLITICAL ACTIVITIES

DICK'S encourages us to support our communities by participating and supporting political activities that interest us. Because this participation should reflect your own personal viewpoints and interests, it must be on your own time and at your own expense.

AVOIDING BRIBERY AND CORRUPTION

The Company strictly prohibits bribery in any form and at any amount or value. Bribery puts you and the Company at legal risk and causes reputational damage.

Bribery and fraud can take many forms, including but not limited to theft of Company assets, forgery or alteration of Company documents, embezzlement and kickbacks. They all violate the law and can lead to your termination or possible criminal prosecution.

If you are in any doubt as to whether a transaction is proper, or if something just doesn't feel right, contact Compliance.

Need more information? Review the **Anti-Corruption Policy**, the **Anti-Corruption Policy FAQ**, the **Gifts, Entertainment and Trips Policy** and the **Whistleblower Policy**.

THE FOREIGN CORRUPT PRACTICES ACT (FCPA)

The U.S. FCPA and the laws of many other nations make it unlawful to bribe foreign government officials to obtain or retain business. Bribery includes paying, offering, promising to pay (or authorizing to offer or pay) money or anything of value to a foreign government official. This applies to all our teammates, contractors, vendors and representatives that do business on our behalf. The consequences of an FCPA violation are severe and can include criminal and civil penalties for the Company and prison time. If your duties involve business relationships with foreign vendors or government officials, you should take extra caution in your business dealings and complete our Anti-Corruption training to help you understand when and how a bribe may occur.

Need more information? Review the **Anti-Corruption Policy**, the **Anti-Corruption Policy FAQ**, the **Gifts, Entertainment and Trips Policy** and the **Whistleblower Policy**.



CHAPTER 7

NOTES



WAIVERS

In extremely limited circumstances, DICK'S may find it appropriate to waive a provision of this Code. All waivers require the documented pre-approval of the General Counsel. Only the Board of Directors or a Board Committee may issue waivers for executive officers and directors.

AMENDMENTS AND OTHER MODIFICATIONS

The Company continually reviews its policies and reserves the right to modify, supplement, amend or delete any provisions in this Code or any other Company policy.

Any amendments or other modifications to this Code (except technical, administrative or other non-substantive updates) shall be promptly disclosed to shareholders in accordance with applicable laws and regulations.

ACKNOWLEDGMENT

Teammates are required to certify and affirm their understanding of this Code through annual training courses.

INFORMATIONAL AND REPORTING CONTACTS

All policies and procedures referred to throughout this Code are available on the Company's intranet through the Policy Repository. You may also request a copy of any policy or procedure through Compliance at Compliance@dcs.com.



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CODE OF ETHICS AND BUSINESS CONDUCT