

US corporate human rights index: Tracking changes in company commitments to human rights

Walmart

Indicator	Finding	Source	Source link
Policies and commitments			
<u>General</u>			
Human rights policy - UNGPs	<p>We are committed to respecting human rights in our own operations and to making our suppliers aware of our expectation that they respect the human rights of the people who make the products we source and sell...</p> <p>Our approach to human rights is informed by international instruments including, but not limited to, the United Nations Universal Declaration of Human Rights, the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. We have also considered input from relevant internal and external stakeholders and experts, including rightsholders and human rights NGOs.</p>	Webpage - Walmart Policies and Guidelines (Human Rights)	https://corporate.walmart.com/policies#human-rights-statement
Human rights policy - ILO Core Labor Standards	See above		
Forced labor & prison labor	Walmart will not intentionally use forced labor, including underage labor or involuntary prison labor, and we will take actions to exclude forced labor from our own operations and supply chain.	Webpage - Walmart Policies and Guidelines (Global Forced Labor Prevention Policy)	https://corporate.walmart.com/policies#human-rights-statement
Human rights defenders & civic space	No evidence		
Gender equality and women's empowerment	<p>[WEPS Signatory for particular locations]</p> <p>Our strategy to grow diverse talent pipelines includes rewarding our associates equitably. Our latest pay analysis in Canada and the United States confirms that—taking into account relevant factors such as position, tenure and location—Walmart pays associates equitably regardless of race, ethnicity or gender. We conduct analyses of pay and compensation practices in consultation with expert third-party firms following industry -leading standards. Through pay and policy adjustments, we correct for unintended pay differences and where appropriate adjust for market competitiveness as part of our annual and ongoing reviews. We continue to review our processes and analyses beyond the U.S. and Canada so that we can consistently review and report on our equitable pay and practices globally.' [Environmental, Social and Governance Summary Report 2022, 21]</p> <p>'Women's Business Enterprise National Council (WBENC): Supporting WBENC's Women of Color Outreach and Development Programs, which provide education, resources and access to peer and mentor networks for businesses owned by women of color to overcome barriers to their growth.' [Environmental, Social and Governance Summary Report 2022, 22]</p>	<p>Webpage - WEPs Signatories</p> <p>Environmental, Social and Governance Summary Report 2022</p>	<p>https://www.weps.org/companies</p> <p>https://corporate.walmart.com/content/dam/corporate/document/s/purpose/environmental-social-and-governance-report-archive/walmart-ly2022-esg-summary.pdf</p>
Indigenous Peoples	Walmart recognizes that vulnerable populations, such as women, children, indigenous peoples, and ethnic and religious minorities, are often the most marginalized and at risk of human rights abuses.	Webpage - Walmart Policies and Guidelines (Human Rights Due Diligence)	https://corporate.walmart.com/policies#human-rights-statement
<u>Natural resources</u>			
Conflict minerals	This Conflict Minerals policy creates additional expectations for suppliers of products containing tin, tantalum, tungsten, or gold ("3TG" or "conflict minerals") to help ensure Walmart does not purchase goods that contribute to human rights violations in the Democratic Republic of the Congo and its adjoining countries (the "Covered Countries").	Webpage - Walmart Policies and Guidelines (Conflict Minerals Policy)	https://corporate.walmart.com/policies#human-rights-statement
Land rights	See FPIC		
Free, Prior, and Informed Consent (FPIC)	We expect Applicable Suppliers to implement the following DCF practices when sourcing Priority Commodities (whether as finished good, raw materials or ingredients): ...Respect the rights of Indigenous Peoples and Local Communities ("IPLCs"), including Free, Prior, and Informed Consent ("FPIC"), where appropriate.	Webpage - Walmart Policies and Guidelines (General Expectations of Suppliers)	https://corporate.walmart.com/policies#human-rights-statement
<u>Living wage</u>			
Living wage, own operations	Wages should be paid regularly and in alignment with local law. Wages should not be withheld or subject to illegal or excessive deductions. Workers should not be subject to excessive working hours, as defined by local laws and ordinances.' [Webpage - Policies and Guidelines]	Webpage - Walmart Policies and Guidelines (General Expectations of Suppliers)	https://corporate.walmart.com/policies#human-rights-statement
Living wage in supply chain	No evidence		
Human rights due diligence and supply chain			

Process for assessing human rights risks and impacts	The U.N. Guiding Principles on Business and Human Rights recognize four essential components of an effective human rights due diligence program. Walmart's approach to human rights due diligence reflects those components: the assessment of actual and potential adverse human rights impacts, integration and acting upon the findings of assessments, tracking the effectiveness of the response to adverse human rights impacts, and communicating how impacts are addressed.	Webpage - Walmart Policies and Guidelines (Human Rights Due Diligence)	https://corporate.walmart.com/policies#human-rights-statement
Heightened human rights due diligence in Conflict Affected and Affected stakeholder engagement	See conflict minerals When it comes to addressing these human rights issues, we seek to go beyond our own policies and procedures by working collaboratively with other stakeholders to inform our approach and identify root causes; sharing our work with others; and using our leverage to help drive positive change.' [Webpage - Policies and Guidelines - Human Rights Statement] 'Systemic issues such as forced labor, unsafe working conditions and gender inequity require collective action to bring about significant, positive and lasting protection of worker well-being. Walmart and the Walmart Foundation collaborate with suppliers, NGOs, experts and others to address root causes of these issues, foster solutions and accelerate adoption at scale.' [Environmental, Social and Governance Summary Report 2022, 35]	Webpage - Policies and Guidelines - Human Rights Statement Environmental, Social and Governance Summary Report 2022 Webpage - Stakeholder Engagement	https://corporate.walmart.com/policies#human-rights-statement https://corporate.walmart.com/esgreport/media-library/document/walmart-fy2022-esg-summary/_proxyDocument?id=00000182-21ec-d591-afe2-2bfc4df0000 https://corporate.walmart.com/esgreport/stakeholder-engagement
Human rights requirements in supplier code/requirements	This statement describes Walmart's approach to human rights in our operations globally, including all associates at all levels of the organization, as well as our promotion of respect for human rights across our supply chain. [Human Rights Statement] We expect Applicable Suppliers to implement the following DCF practices when sourcing Priority Commodities (whether as finished good, raw materials or ingredients): ...Follow all relevant laws and regulations to ensure no illegal harvesting or violations of human rights;10	Webpage - Walmart Policies and Guidelines (Human Rights Statement) Webpage - Walmart Policies and Guidelines (General expectations of suppliers)	https://corporate.walmart.com/policies#human-rights-statement
Global Framework Agreement	No	Industrial-Union	http://www.industrial-union.org/global-framework-agreements
Access to remedy			
Grievance mechanism for own employees	If you see, suspect, or are told about activity that violates our Code, compliance policies, the Standards for Suppliers, or the law, you must report it. Looking the other way or letting someone else take the lead may seem easier, but unethical or unlawful behavior hurts us all. It erodes trust. Report your concerns and cooperate fully and honestly in all internal investigations.' [Code of Conduct 2022, 10] 'All reports to Ethics & Compliance are treated as confidentially as possible. It helps with follow-up if you identify yourself. If you are not comfortable identifying yourself, you can make anonymous reports to the Ethics Helpline to the extent allowed by law.' [Code of Conduct 2022, 10]	Code of Conduct 2022 Webpage - Report a Concern	https://www.walmartethics.com/content/dam/walmartethics/documents/code_of_conduct/Code_of_Conduct_English_US.pdf https://www.walmartethics.com/content/walmartethics/en_us/report-a-concern.html
Grievance mechanism for workers - supply chain	See above		
Grievance mechanism for external individuals & communities	See above		
Governance and staffing			
Board and/or C-Suite-level oversight	The Walmart Inc. Board of Directors and Board committees actively oversee and monitor the management of the most significant human rights issues relevant to our company. The Nominating and Governance Committee of the Board is responsible for overseeing Walmart's environmental, social, and governance (ESG) agenda, including our overall approach to human rights, and receives updates on these initiatives from Walmart's Chief Sustainability Officer. Other Board committees, including the Compensation and Management Development Committee, and Audit Committee are also charged with oversight of certain salient human rights issues and company strategies to mitigate potential human rights impacts.	Webpage - Human Rights	https://corporate.walmart.com/purpose/esgreport/social/human-rights
Senior level responsibility for human rights	Walmart maintains a cross-functional human rights working group to support teams in advancing respect for human rights through our business.	Webpage - Human Rights	https://corporate.walmart.com/purpose/esgreport/social/human-rights
Reporting and transparency			
Human rights reporting (integrated or stand-alone)	Included in 2023 Environmental, Social, and Governance Highlights	Environmental, Social, and Governance Highlights FY2023	https://corporate.walmart.com/content/dam/corporate/document/s/esgreport/fy2023-walmart-esg-highlights.pdf
Transparency Pledge	No	Transparency Pledge	https://transparencypledge.org/
Global Apparel Facilities in Open Supply Hub	0	Open Supply Hub	https://opensupplyhub.org/api/facilities/?contributors=100
Memberships			
RBA	Yes	RBA	https://www.responsiblebusiness.org/about/members/
RMI	Yes	RMI	Members
RSPO	Yes	RSPO	https://rspo.org/search-members/
WEPs (signatory)	Walmart (China), Chile, and Brasil	WEPs (signatory)	https://www.weps.org/companies

Lobbying and ethics
Public statement or endorsement in support of mandatory human rights and environmental due diligence

No evidence

Anti-bribery and anti-corruption policy

We compete fairly and honestly everywhere we do business around the world. We never attempt to gain a business advantage through bribery, and we do not tolerate bribery or corruption in any form.' [Code of Conduct 2022, 32]

'Walmart is committed to following all applicable laws regarding the prevention of bribery and corruption.' [Code of Conduct 2022, 32]

'Walmart Inc. and its subsidiaries and affiliates worldwide (collectively 'Walmart' or the 'Company'), are committed to maintaining the highest possible ethical standards and complying with all applicable laws. In all of its operations, Walmart seeks to avoid even the appearance of impropriety with respect to the actions of any of its officers, directors, associates, employees, agents or representatives. This policy prohibits corrupt payments in all circumstances, whether in dealings with government officials or individuals in the private sector.' [Global Anti-Corruption Policy 2023, PDF 1]

Code of Conduct 2022

https://www.walmartethics.com/content/dam/walmartethics/documents/code_of_conduct/Code_of_Conduct_English_US.pdf

Global Anti-Corruption Policy 2023

https://www.walmartethics.com/content/dam/walmartethics/documents/global_anticorruption_policy/Global_Anticorruption_Policy_English.pdf

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