



# Standards for Suppliers

## **A Message From Our President and CEO**

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**Valued Walmart Suppliers-**







## Respect for the Individual

When a company provides a safe and healthy work environment, it respects the individual. When a company respects the individual, it provides a safe and healthy work environment.

### Comply with all applicable laws and agreements regarding compensation and working hours

- Provide fair pay, benefits, and working conditions, based on applicable laws and agreements.
- Do not discriminate on the basis of race, gender, or other protected characteristics.

### Recognize freedom of association and collective bargaining

- Respect the right of employees to join or form a union, and to bargain collectively with their employer.

### Provide a safe work environment

- Create a safe and healthy work environment for all employees, based on applicable laws and regulations.
- Provide a safe and healthy work environment for all employees, based on applicable laws and regulations.
- Implement a safety program that includes training, hazard identification, and incident response.



## Strive for Excellence

Walmart is a leading provider of  
Wholesale, Supply and Retail

### Know your risks and take steps to address them

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- Know the risks associated with your products and the services you provide
- Assess the risks associated with your products, services, and operations, and take steps to address them
- Address the risks associated with your products, services, and operations, and take steps to address them
- Review the risks associated with your products, services, and operations, and take steps to address them
- Comply with the law
- Monitor the risks associated with your products, services, and operations, and take steps to address them

### Comply with the law

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- Understand the laws that apply to your products, services, and operations, and take steps to address them
- Monitor the laws that apply to your products, services, and operations, and take steps to address them

### Comply with Walmart policy

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- Comply with Walmart policy, including the [corporate.walmart.com/policies](https://corporate.walmart.com/policies) and [corporate.walmart.com/sourcing](https://corporate.walmart.com/sourcing).

## Be honest

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- Berpikir dan berkata jujur, dan tidak berpaling, dan tidak

# Additional Resources

## Online Resources

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- For additional information, visit [corporate.walmart.com/sourcing](https://corporate.walmart.com/sourcing)
- For more information, visit the Walmart Responsible Sourcing Academy: <https://content.interactiveservices.com/RSAPortal/>

## More Questions?

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Contact Walmart Responsible Sourcing Risk Management Operations Team:

- Risk Management > Responsible Sourcing > RSC Contact Us
- <https://content.interactiveservices.com/RSAPortal/>

Contact Walmart Global

## Reporting Violations

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Learn more about our Supplier Code of Conduct and how to report a violation:

- The Walmart Supplier Code of Conduct
- The Supplier Code of Conduct Reporting Process
- The Supplier Code of Conduct Reporting Process

## Walmart – Confidential & Anonymous Reporting

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- Email: [ethics@wal-mart.com](mailto:ethics@wal-mart.com)
- Phone: +1 (800) WM-ETHIC
- Web: [www.walmartethics.com](http://www.walmartethics.com)
- Visit [www.walmartethics.com](http://www.walmartethics.com) for additional information