

## WAL-MART ASSOCIATES DEVELOP PERSONAL SUSTAINABILITY PROJECTS

*Associate-driven program brings sustainability into homes and communities*

At Wal-Mart, we know that being an efficient and profitable business and being a good steward of the environment go hand in hand. And our associates know that they have the ability to make changes in their homes and communities by integrating sustainability into their own lives. That's why our associates have established Personal Sustainability Projects (PSPs) – goals that are part of an employee-driven program that help bring sustainability into their daily lives. PSPs can include recycling, developing healthier diets, using environmentally friendly products in their homes, or cleaning up parks and recreation areas in their communities.

Throughout 2007, Wal-Mart's 1.3 million U.S. associates will learn about PSPs and have the opportunity to commit to their own personal sustainability goals. Associates will work together to spread sustainability efforts by educating customers and community members. Wal-Mart plans to eventually expand the effort to its international stores.

### Sustainability in the Community

In July 2006, associates in eight stores in the Denver and Indianapolis areas participated in a pilot PSP program, through which they created personal sustainability goals and made a voluntary commitment to meet those goals. After a successful initial launch, the program was expanded in October 2006 to 130 Wal-Mart stores and Sam's Clubs in the Denver, Indianapolis and Tampa test markets. PSP successes include:

- More than 20,000 associates developed PSPs in the three test markets. In the Denver market alone, 84 percent of associates – more than 3,400 people – have adopted PSPs.
- More than 300 associates in the test markets have quit smoking.
- In the Tampa market, 300 associates established recycling programs in their homes. Paper recycling centers have been established in all stores in the Indianapolis market, and proceeds are donated to the local Children's Miracle Network Hospital. Overall, more than 16 tons of paper, aluminum and plastic have been recycled as a part of the pilot PSP efforts.
- Collectively, associates have lost more than 2,000 pounds by eating healthier and exercising more.
- Associates have walked the equivalent of two round-trips between New York and Los Angeles with their PSP exercise goals.

### What Associates Are Saying:

- "[PSPs] gave me a purpose to attack some of the things I wanted to work on myself." – Chuck Bonnet, a Wal-Mart employee who lost 10 pounds in two weeks
- "We're going to succeed because it is coming from us—your associates—not from corporate." – Monika, a Wal-Mart associate who quit smoking as part of her PSP

- *“I’ve challenged all my neighbors to purchase squiggly bulbs and a lot of them do it. My neighborhood alone has almost purchased 200 bulbs!”* – Tony Rotella, an associate in Aurora, Colorado
- *“It’s about everyday choices. Together, if we all do what is right—replacing a traditional light bulb with a compact florescent light bulb or winterizing your house—we can build a more sustainable future for generations to come.”*  
– Kim Nicholson, Sam’s Club employee in Florida

For more information on Wal-Mart’s sustainability efforts, please visit [www.walmartfacts.com](http://www.walmartfacts.com)

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