Welcome to our latest CSR Report. This year’s theme is collaboration – it’s about working with our corporate peers, stakeholders, and even retail competitors to pursue the solutions to challenges which concern us all.

We see this report as a powerful tool for corporate good. Our size gives us considerable influence and with it comes considerable responsibility – a role we embrace in order to help Canadians save money and live better.

Our goal is to present an open look into the impact of our operations in Canada over the past year. This latest report frames our diverse activities into four broad categories of CSR: Environment, People, Ethical Sourcing and Community.

In each area, we highlight our efforts and actions, both large and small – and summarize our current programs and challenges while outlining plans to keep improving in the future.

Now ready to share this report with stakeholders, we are tremendously proud of the progress to date but equally aware of how much is still left to do. In the spirit of collaboration that permeates this report, I welcome your feedback to help us better pursue and attain our goals.

David Cheesewright
President and CEO, Walmart Canada

What to look for in our 2011 CSR Report:

Key Performance Indicators (KPIs) .......................................................................................................................... 3

Environment ................................................................................................................................................................... 7

See the progress we’re making as we strive to be leaders in sustainability.

People ............................................................................................................................................................................. 17

When our associates succeed, so does our business. Find out what we are doing to help our 86,000 associates learn, advance and grow in their working lives.

Ethical Sourcing .......................................................................................................................................................... 24

Learn how we ensure the products on our shelves are sourced ethically from suppliers in over 71 countries around the world.

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Committed to creating a positive economic impact on Canadian communities.

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Working to improve the quality of life for Canadians.
About this report

This Corporate Social Responsibility (CSR) Report takes an in-depth look at the environmental, social and economic impact of Walmart Canada Corp. and the actions taken to meet our CSR commitments during our fiscal year from February 1st 2010 to January 31st 2011.

This report includes the performance metrics that we are using to track and evaluate our CSR progress going forward. Our intent is to share information on issues that are most relevant to our stakeholders, customers, associates, suppliers, fellow retailers, and the communities where we operate. To learn more about sustainability at Walmart around the world, please visit www.walmartstores.com/sustainabilityreport.

Our Social Commitment

At Walmart Canada, corporate social responsibility (CSR) is a commitment to operate in a way that promotes positive outcomes for our environment, our associates, those who manufacture the merchandise on our shelves, and the communities in which we do business. From the beginning, our mission has been to lower prices to save Canadians money so they can live better. Today, we have a greater appreciation of how the many choices we make as a company can enable others, both in Canada and around the world, to do just that.

Reporting standard

To create this report, Walmart Canada has reviewed a number of external resources to help shape and draft its content. These include the Global Reporting Initiative (GRI) standards, the most widely accepted sustainability reporting framework for companies worldwide. The GRI standards are used as a benchmarking tool only.

Stakeholder engagement

To ensure that we are reporting accurately and relevantly to stakeholders, Walmart Canada is partnering with consultants from Canadian Business for Social Responsibility (CBSR). CBSR is a non-profit CSR consultancy and peer-to-peer learning organization that works with member companies across Canada to improve their respective social, environmental and economic performance.

In February 2010, CBSR helped Walmart Canada to initiate a formal stakeholder-engagement process to identify and invite individual stakeholders to participate in discussions in Ontario and Quebec. We asked community leaders, non-governmental organizations and others to help review and guide content for our CSR reporting. We have used this feedback as a content guide for this report and will continue to do so into the future.

CSR Task Force

Christine Bomé - Director, Government Affairs 
Ken Farrell - Vice President, Store Development 
Tan Gill - Director, Ethical Sourcing  International Retail Markets 
Bob Hakeem - Senior Vice President, People Division 
John Lawrence - Director, Corporate Social Responsibility 
Erin Mackey - Manager, Community Involvement 
Ritika Ghutarora - Manager, Community Involvement 
Andrew Pelletier - Vice President, Corporate Affairs and Sustainability 
Alex Roberton - Director, Corporate Affairs, Quebec 
Ronald Strathdee - Vice President, General Counsel and Secretary 
Andrew Telfer - Manager, Sustainability 
Jim Thompson - Chief Operations Officer

About us

About Walmart Canada

Walmart Canada was established in 1994 by acquiring 122 Woolco stores. With headquarters in Mississauga, Ontario, Walmart Canada now operates 329 stores, including traditional discount stores and supercentres.
# Key Performance Indicators

## Environment

### Greenhouse Gas (GHG) produced in Canada:

<table>
<thead>
<tr>
<th>Reporting Area</th>
<th>2008 Results</th>
<th>2009 Result</th>
<th>2010 Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emissions per retail sq. ft - metric tonnes CO2 Equivalent</td>
<td>0.0078</td>
<td>0.0077</td>
<td>0.0075</td>
</tr>
<tr>
<td>Direct - Metric Tonnes CO2 Equivalent</td>
<td>89,093</td>
<td>96,880</td>
<td>96,271</td>
</tr>
<tr>
<td>Indirect - Metric Tonnes CO2 Equivalent</td>
<td>206,028</td>
<td>207,443</td>
<td>224,817</td>
</tr>
<tr>
<td>Total electricity intensity per sq. ft.</td>
<td>19.343 kWh</td>
<td>18.65 kWh</td>
<td>18.54 kWh</td>
</tr>
</tbody>
</table>

*(Greenhouse Gases have increased as a result of opening new stores. However, improvements in design and energy efficiency measures have mitigated an increase in electricity intensity per square foot.)*

<table>
<thead>
<tr>
<th>Reporting Area</th>
<th>2008 Results</th>
<th>2009 Result</th>
<th>2010 Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total waste diversion</td>
<td>123,658,592 Kg</td>
<td>124,093,518 Kg</td>
<td>135,312,890 Kg</td>
</tr>
<tr>
<td>Percentage of waste diversion</td>
<td>65%</td>
<td>80%</td>
<td>85%</td>
</tr>
<tr>
<td>Number of environmentally improved products (sku count)</td>
<td>700+</td>
<td>1000+</td>
<td>1200+</td>
</tr>
</tbody>
</table>

*Note: Redefining program*

## People

### Percentage of managers/senior managers who are women

- 2008: 45.60%
- 2009: 47.40%
- 2010: 48.50%

*(Sr. Management 2008 - 26%; 2009 - 29.9%; 2010 - 29.5%)*

### Number of associates promoted

- 2008: 9,900
- 2009: 6,600
- 2010: 3,951

### Number of associates who received operational and leadership training

- 2008: 2,383
- 2009: 5,300
- 2010: 3,741

## Ethical Sourcing

### Number of Factory Audits:

<table>
<thead>
<tr>
<th>Reporting Area</th>
<th>2008 Results</th>
<th>2009 Result</th>
<th>2010 Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Imports by Walmart Canada</td>
<td>814 audits of 551 factories</td>
<td>539 audits of 465 factories</td>
<td>339 audits of 303 factories</td>
</tr>
<tr>
<td>Domestic Imports (imports by Canadian suppliers)</td>
<td>492 audits of 346 factories</td>
<td>542 audits of 510 factories</td>
<td>622 audits of 540 factories</td>
</tr>
<tr>
<td>Percentage of Unannounced Audits</td>
<td>15</td>
<td>26</td>
<td>50</td>
</tr>
<tr>
<td>Number of Factories disapproved</td>
<td>11</td>
<td>17</td>
<td>23</td>
</tr>
<tr>
<td>Number of suppliers and factory managers attending Ethical Standards training (globally)*</td>
<td>14,297</td>
<td>2,940</td>
<td>8,819</td>
</tr>
</tbody>
</table>

## Community

### Community Investment

<table>
<thead>
<tr>
<th>Reporting Area</th>
<th>2008 Results</th>
<th>2009 Result</th>
<th>2010 Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of new jobs created</td>
<td>5,083</td>
<td>1,714</td>
<td>3,800</td>
</tr>
<tr>
<td>Number of new jobs created in construction trades</td>
<td>5,000</td>
<td>5,400</td>
<td>6950</td>
</tr>
<tr>
<td>Number of Canadian suppliers and service providers</td>
<td>6,879</td>
<td>7726</td>
<td>7543</td>
</tr>
<tr>
<td>Payments to Canadian suppliers and service providers</td>
<td>$13.8 Billion</td>
<td>$14.2 Billion</td>
<td>$15.1 Billion</td>
</tr>
</tbody>
</table>

### Community Involvement

<table>
<thead>
<tr>
<th>Reporting Area</th>
<th>2008 Results</th>
<th>2009 Result</th>
<th>2010 Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Raised through Fundraising</td>
<td>$14.6 Million</td>
<td>$17.8 Million</td>
<td>14.3 Million**</td>
</tr>
<tr>
<td>Donated by Walmart Canada</td>
<td>$7.9 Million</td>
<td>$7.7 Million</td>
<td>$8.7 Million</td>
</tr>
</tbody>
</table>

*No Canada specific data is available for this statistic, as many of the factories producing merchandise for Walmart Canada also produce merchandise for Wal-Mart Stores, Inc.

**Less due to the Haiti Campaign of 2009
Wal-Mart Stores, Inc. (global)
Walmart's defining principles such as Everyday Low Prices, our Three Basic Beliefs, Servant Leadership and our Open Door Policy are common to all Walmart operations.
Ethical Sourcing is managed by Walmart’s Ethical Sourcing team, based in retail markets and sourcing countries around the world.
Wal-Mart Stores, Inc. may launch major global initiatives aligning all worldwide operations such as our global commitment to operate sustainably. However, our specific initiatives to meet our sustainability goals here in Canada are largely made-in-Canada solutions.

At a Glance (as of September 2011)

<table>
<thead>
<tr>
<th>In Canada since</th>
<th>1994</th>
</tr>
</thead>
<tbody>
<tr>
<td>Walmart Discount Stores</td>
<td>181</td>
</tr>
<tr>
<td>Walmart Supercentres</td>
<td>148</td>
</tr>
</tbody>
</table>

Our Mission
Saving Canadians money so they can live better.

Our Beliefs
Respect for the individual. Service to customers. Strive for excellence.

Our relationship to Wal-Mart Stores, Inc.
Walmart Canada operates largely as an independent company within the global Walmart organization. While ideas like the Walmart operating philosophy and values come to us from our parent company, most decisions that impact our business and our customers on a daily basis are made in Canada.

Contact us
We welcome your feedback regarding our CSR Report. Please email us at CACSR@wal-mart.com.

Wal-Mart Canada Corp.
Home Office
1940 Argentia Rd.
Mississauga, ON
Canada
L5N 1P9
Telephone: 905-821-2111
Awards & Recognition

Winning ways from the past year

Walmart Canada is honoured to be recognized by our peers for outstanding accomplishments across the spectrum of our business. In 2010 we are particularly proud to have won awards in categories including environmental achievements, merchandising excellence, associate satisfaction and charitable giving. This diversity of honours reflects our vision to achieve true excellence in everything we do as an organization.

<table>
<thead>
<tr>
<th>2010 Award</th>
<th>Presenter</th>
<th>Result</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellence in Retailing: Retail Corporate Social Responsibility Award</td>
<td>Retail Council of Canada</td>
<td>Winner</td>
<td>Presented for excellence in innovation at our environmental demonstration store in Burlington, Ontario – proving how a large-scale Canadian retail operation can be both sustainable and efficient.</td>
</tr>
<tr>
<td>OPA Certificate of Recognition</td>
<td>Ontario’s Chief Conservation Officer, Peter Love</td>
<td>Winner</td>
<td>In recognition of the high energy conservation standards in our Burlington store.</td>
</tr>
<tr>
<td>Mobius Environmental Award</td>
<td></td>
<td>Winner</td>
<td>Given to our Bridgewater store for outstanding sustainability practices – including its 98 per cent diversion rate from municipal landfills and its status as a community role model in Nova Scotia.</td>
</tr>
<tr>
<td>Globe Corporate Award for Environmental Excellence</td>
<td>Globe Foundation</td>
<td></td>
<td>Named as finalist.</td>
</tr>
<tr>
<td>Hermes Creative Award</td>
<td></td>
<td>Co-winner with our PR firm Reputations Corporation</td>
<td>Co-recipients of the platinum Hermes Creative Award for the communications strategy and execution of the Walmart Green Business Summit. Hermes is an international competition with over 3,600 submissions this year.</td>
</tr>
<tr>
<td>Top Ten Most Generous Companies in Québec</td>
<td>Léger Marketing</td>
<td>#10 on the list</td>
<td>Walmart Canada was named one of The Top Ten Most Generous Companies in Québec based on the results of a 2010 survey by Léger Marketing.</td>
</tr>
<tr>
<td>Platinum winner - 10 Most Admired Corporate Cultures</td>
<td>Waterstone Human Capital Inc.</td>
<td>Winner</td>
<td>Walmart Canada achieved platinum level status this year for Canada’s 10 Most Admired Corporate Cultures.</td>
</tr>
<tr>
<td>2010 Award</td>
<td>Presenter</td>
<td>Result</td>
<td>Details</td>
</tr>
<tr>
<td>-----------------------------------------------------</td>
<td>---------------------------------------</td>
<td>--------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Canada’s Ideal Employer</td>
<td>Universum</td>
<td>Winner</td>
<td>Walmart placed 97th on the list for Canada’s Ideal Employer Rankings 2010 – compiled by Universum through a survey with 10,000 Canadian undergrads.</td>
</tr>
<tr>
<td>Best Employers Award for 50-plus Canadians for 2011</td>
<td>Workplace Institute</td>
<td>Winner</td>
<td>Walmart Canada is a repeat winner with our continuing focus on recruiting and hiring older workers.</td>
</tr>
<tr>
<td>Mississauga’s Top 100 Employers</td>
<td>Mississauga Business Times</td>
<td>Winner</td>
<td>Named to list.</td>
</tr>
<tr>
<td>Employer of the Year - Windsor Women</td>
<td>Windsor Women Working With Immigrant Women</td>
<td>Winner</td>
<td>Presented to Samantha Russell, store manager in our Windsor, Ontario store in recognition of her ‘Interviewing Tips/Skills Workshop’ given to a local women’s group.</td>
</tr>
<tr>
<td>Commitment to Care Award</td>
<td></td>
<td>Winner</td>
<td>Won by Roger Tam, Pharmacist in Winnipeg for his work in seniors’ health and fall prevention.</td>
</tr>
<tr>
<td>Passport to Prosperity Employer Champion Award</td>
<td>Provincial Partnership Council (PPC)</td>
<td>Winner</td>
<td>Awarded to the North York Walmart in recognition of outstanding commitment to providing meaningful experiential learning programs for high school students in the community.</td>
</tr>
<tr>
<td>Lieutenant Governor’s Persons with Disabilities Employer Award 2010</td>
<td>Employment Opportunities Partnership</td>
<td>Winner - south region</td>
<td>Honoured by Employment Opportunities – one Partnership of ten partnerships across Nova Scotia who provide services to Persons with Disabilities.</td>
</tr>
<tr>
<td>Excellence in Retailing: In-store</td>
<td>Retail Council of Canada</td>
<td>Winner</td>
<td>Recipient of the Large Chain In-Store retail merchandising Retail Merchandising Award for our Project Patio’ program, a multi-channel merchandising and marketing initiative to help customers create outdoor living solutions.</td>
</tr>
</tbody>
</table>
Achieving more through collaboration

Walmart Canada can report progress in our efforts to reduce the environmental impact of our stores across Canada. We drive these commitments by targeting three core goals shared with Walmart globally:

- Be supplied 100 per cent by renewable energy
- Create zero waste
- Sell products that sustain people and the environment

Walmart thinks sustainability is great for business – because the more sustainable we are, the more efficient our business becomes. Now through initiatives like our Green Business Summit, we’re working with fellow retailers and even competitors, to show how the business case for sustainability can benefit us all.

Walmart Canada Green Business Summit

Collaboration in action: The Walmart Canada Green Business Summit

As Vancouver prepared to host the 2010 Winter Olympic Games, on February 10th Walmart Canada invited more than 350 leaders from the worlds of business, retail, government and NGOs to participate in its landmark Green Business Summit.

The purpose of the day-long event was to present, explore and discuss the business case for sustainability, leading up to the group co-signing the Sustainability Challenge and launch of the website ShareGreen.ca as a means for all stakeholders to build momentum moving forward.

The Green Business Summit focused on the power of collaboration and teamwork – working transparently with partners and competitors alike to more effectively achieve common goals.

For President and CEO David Cheesewright, the message was clear: “This Summit is an opportunity for leaders of the Canadian business community, academics, government officials, and NGOs to learn from each other’s successes and work together to lead Canada into a new era of sustainable business.”

From David Suzuki: The urgency of action

The summit’s keynote speaker, award-winning scientist, environmentalist and broadcaster, Dr. David Suzuki, set the tone with an urgent call for business to take action to solve environmental challenges: “We have to understand, that the economy is something humans created, and that nature is the very source of our economic well being. So the nature surely needs to be put at a higher priority.”

A lively panel discussion on Green Business Leadership saw six influential Canadian business leaders share stories from the marketplace of how they’re driving sustainability initiatives to successfully benefit the bottom line.

Walmart’s own perspective was well represented by President and CEO David Cheesewright and Matt Kistler, recently the SVP of Sustainability for Walmart Global, who provided a thumbnail guide to our next steps in the sustainability journey.

All participants were actively engaged in group discussions and interactive, collaborative exercises to challenge their views and thinking on sustainability.

Taking the Sustainability Challenge

The Summit was capped off with the Sustainability Challenge, where we asked a number of senior executives representing prominent Canadian companies to co-sign the following commitment: “My organization will launch a major sustainability project over the next year in Canada focused on waste, energy, water or sustainable products or services.”
The Summit Legacy: Sharegreen.ca

We also announced the launch of www.sharegreen.ca – an open online forum for corporations and organizations to share their sustainable business practices across the Canadian business community.

ShareGreen.ca currently features a growing archive of more than 120 sustainability case studies submitted by leading Canadian corporations, educational institutions and NGOs:

- studies focus on areas including waste and energy reduction, sustainable products, water conservation and employee green engagement
- submissions to date include best practices from SC Johnson, Heinz, Maple Leaf Foods, Mountain Equipment Co-op, Simon Fraser University, World Wildlife Fund and the Sustainable Forestry Initiative

Balzac, Alberta:
Opening our first sustainable distribution centre

In Balzac, Alberta on November 10, 2010, we officially opened our first sustainable fresh food distribution centre. This first-of-its-kind facility is targeted to be 60 per cent more energy-efficient than our traditional refrigerated centres and help reduce energy costs by approximately $4.8M over five years.

Designed to be one of North America’s most energy-efficient distribution centres, the Balzac facility is a living lab of sustainability and includes our first pilots of hydrogen fuel cells, solar, thermal and wind power, as well as LEDs for general overhead lighting.

Andy Ellis, SVP of Supply Chain and Logistics spoke at the launch. “Balzac showcases the immediate business returns of investing in green innovations and the positive impact of a sustainability mindset through all phases of a project. Its successful completion supports our long-held belief that environmental and business sustainability can go hand-in-hand.”

Then Environment Minister John Baird sent this message, “The Government of Canada congratulates Walmart Canada for its commitment to environmental leadership. Projects like this innovative Perishable Distribution Centre create a showcase for industry in Alberta and keep our nation on the cutting edge of green technologies.”
Walmart Canada invested $115M to build the 400,000 sq ft centre. One of Canada’s largest refrigerated buildings, it serves as a hub for fresh and frozen food destined for 104 Walmart stores in Western Canada. Over the course of its construction, an estimated 800 jobs were created in trade and construction roles. The Walmart-owned facility is operated by Supply Chain Management, a third-party logistics provider and employs approximately 600 team members.

Key sustainability features: Balzac distribution centre

Hydrogen Fuel Cells
- powers a fleet of 71 material handling vehicles
- reduces C02 emissions by 55 per cent or 530 tonnes annually

Wind and Solar Power
- two wind turbines generate about 60 kWh per year
- 16 solar thermal panels provide energy to heat domestic hot water for use in offices and maintenance areas
- solar array generates over 205 kWh per day

LED Lighting
- 69 per cent more energy efficient than incandescents
- optimal for refrigerated environments
- projected to save seven million kWh over five years

Smart Refrigeration
- uses ammonia as a coolant not ozone-depleting Freon
- 33 per cent more energy efficient than traditional Freon system
- demand-response capability draws electricity during off-peak grid times

High-Efficiency Dock Doors and Doorways
- improved energy efficiency between different temperature zones
- minimal gaps reduce refrigerated air loss

National FSI Flyers: Now certified forest-friendly

In 2010, Walmart Canada switched over the printing of all national Free Standing Inserts (FSI) to more sustainable production methods using tree-friendly fibres.

Karen Fraser, Manager, Advertising Operations, who oversees all our vendors for the printing of FSI flyers from coast-to-coast, saw the opportunity for a more sustainable approach and went to vendors to encourage the use of tree-friendly fibres in all our FSI printing.

Success came faster than expected: by October 2010, Karen managed to get all flyers from Ontario eastwards to be FSC Certified (Forest Stewardship Council). And then working from Manitoba westward, she teamed up with SFI (Sustainable Forestry Initiative) to ensure that by January 2011, all those flyers would be SFI certified as well.

This is a huge change for the better – now with the stamp of approval and certification by third-party organizations FSC and SFI.

Kathy Abusow, President and CEO of SFI confirms their strong level of support: “We are so thrilled that Walmart sources products from SFI certified forests and sources. Doing so is just one of several procurement measures Walmart has taken that demonstrates their commitment to communities and forest sustainability.”
My Sustainability Plan (MSP):

In late August 2010, we launched My Sustainability Plan (MSP), a new program designed to provide our 86,000 associates with a way to bring environmental practices directly into their daily lives. MSP is a global, voluntary and associate-driven movement that encourages each individual to choose small daily actions that combine to make a difference.

“Environmental sustainability continues to be one of the top issues on the minds of our associates,” says Veronica Maschek, sustainability specialist and MSP program lead. “Our new MSP program empowers associates to engage sustainability on their own terms. It stands for helping our associates live healthier, greener and better.”

Built around the program’s three pillars of Planet, Health and Life, My Sustainability Plan asks associates to find something they are passionate about, develop a plan to make it part of their daily lives, then track their progress, and ultimately share their story to inspire fellow associates.

Canadian Associates choose the Planet

Canadian associates largely chose MSPs focused on protecting the environment. The program itself is run by a company-wide team of MSP captains who serve as individual program leaders in each store. They distribute MSP program materials, track participation, motivate fellow associates and share success stories.

Examples of MSPs to date include cycling to work, cleaning up a local park, quitting smoking, composting, switching to green cleaning products and using reusable shopping bags.

Walmart Canada and Walmart Brazil were the first two operations within our 15-country network to launch the new MSP program. The company expects to roll the program out in all 15 countries in the near future.

Zero Waste: In pursuit of perfection

We succeeded in making major progress toward our second core environmental goal to create zero waste in two of our national retail stores in 2010.

Our Walmart Canada stores in Bridgewater, Nova Scotia and Waterdown, Ontario both reported near zero waste diversion for the year, achieving more than 95 per cent. Our Mississauga home office achieved 91 per cent waste diversion in its main building – nearing its ultimate goal of 95 per cent.

With the near zero waste success now in two stores, the focus shifts to expand the program to more stores across Canada. To improve from 85 to 100 per cent waste diversion, we must find ways to deal with the lack of recycling infrastructure in some localities.

Enabling stores to chart progress

We are equally keen to improve waste diversion from the internal reporting side. That means getting reports back to stores more frequently so they can monitor their progress.

Our plan in 2011 is to install a new reporting system capable of collecting richer data and share this information with stores on The WIRE, our Walmart Canada intranet. We think it will work well for positive feedback: store managers will be able to print off the latest results and share them in team meetings to celebrate their improvement.
## Diversion (estimates in kg.)

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (kg)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OCC</td>
<td>95,160,805</td>
</tr>
<tr>
<td>Plastics</td>
<td>1,315,085</td>
</tr>
<tr>
<td>Metals</td>
<td>523,078</td>
</tr>
<tr>
<td>Wood</td>
<td>15,807,238</td>
</tr>
<tr>
<td>Mixed Recycling</td>
<td>712,811</td>
</tr>
<tr>
<td>Polystyrene</td>
<td>15,987</td>
</tr>
<tr>
<td>Paper</td>
<td>5,725,939</td>
</tr>
<tr>
<td>Organic Oil and Rendering</td>
<td>701,036</td>
</tr>
<tr>
<td>Bottles and Cans</td>
<td>229,177</td>
</tr>
<tr>
<td>Misc. Organics</td>
<td>96,405</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>135,276,890</strong></td>
</tr>
<tr>
<td>Inorganics</td>
<td>67,357</td>
</tr>
<tr>
<td>Paint</td>
<td>113,723</td>
</tr>
<tr>
<td>Aerosols</td>
<td>141,203</td>
</tr>
<tr>
<td>Tires</td>
<td>4,768,322</td>
</tr>
<tr>
<td>Motor Oil and Filters</td>
<td>2,400,638</td>
</tr>
<tr>
<td>Batteries and Lead Weights</td>
<td>2,752,156</td>
</tr>
<tr>
<td>Electronic</td>
<td>206,826</td>
</tr>
<tr>
<td>Organics</td>
<td>4,418,815</td>
</tr>
<tr>
<td>Photo</td>
<td>120,289</td>
</tr>
</tbody>
</table>

### Recommissioning: Giving stores a new lease on life

Seeking new ways to be more energy efficient, we continue to realize the value of giving our existing stores a clean energy tune-up. It starts with a process to save energy called recommissioning – where our teams go into stores to identify and fix problems in the building’s energy systems. More than just repair, the goal of recommissioning is to optimize current systems and equipment to perform in the most efficient and integrated manner. And it’s proving to be a highly cost-effective method to upgrade the energy performance and comfort level of our stores.

Make enough small changes and the benefits can be huge. So how much energy usage did Walmart Canada save in 2010 through recommissioning?

- Energy efficiency increased by 14 per cent by lowering the wattage of the store lighting
- Efficiency boosted 5 to 6 per cent by overhauling store HVAC systems
- Overall, our existing stores are now 19.6 per cent more energy efficient

We continue to find new opportunities to save energy and reduce greenhouse gas emissions. For example, we are testing various different refrigerants in our buildings – from ammonia to CO₂ to refrigerants with lower CO₂ factors.

The benefits of recommissioning go far beyond saving energy:

- creates a more comfortable working environment
- extends the life of energy systems and equipment
- protects the original building investment
- reduce costs for operating and maintenance
How green is green?
Creating the Product Sustainability Index

The Product Sustainability Index is a comprehensive new program launched in Canada in 2010 to ultimately develop a customer-friendly 'green' ratings system to apply to every product in our stores.

This program is divided into three main phases with an estimated time frame of five to seven years:

- Phase 1 - Supplier sustainability assessment
- Phase 2 - Creation of product database
- Phase 3 - Development and launch of customer tool

The first phase is all about learning: we have sent out a Supplier sustainability assessment with 15 simple questions for all vendors – to register the basics like how they source materials or measure their carbon footprint. On the basis of their response, we can start the dialogue and see where the majority of vendors fall within the sustainability scale and design our programs accordingly.

At the same time, we’re also keeping suppliers in the loop regarding key sustainability areas like packaging. In 2010, we shared new packaging goals with vendors – to address specifics for issues like packaging requirements for rigid plastic.

### Sustainability Product Index: 15 Questions for Suppliers

1. Have you measured your corporate greenhouse gas emissions?
2. Have you opted to report your greenhouse gas emissions to the Carbon Disclosure Project (CDP)?
3. What is your total annual greenhouse gas emissions reported in the most recent year measured?
4. Have you set publicly available greenhouse gas reduction targets? If yes, what are those targets?

#### Material Efficiency: Reducing Waste and Enhancing Quality
1. If measured, please report the total amount of solid waste generated from the facilities that produce your product(s) for Walmart for the most recent year measured.
2. Have you set publicly available solid waste reduction targets? If yes, what are those targets?
3. If measured, please report total water use from facilities that produce your product(s) for Walmart for the most recent year measured.
4. Have you set publicly available water use reduction targets? If yes, what are those targets?

#### Natural Resources: Producing High Quality, Responsibly Sourced Raw Materials
1. Have you established publicly available sustainability purchasing guidelines for your direct suppliers that address issues such as environmental compliance, employment practices and product/ingredient safety?
2. Have you obtained third party certifications for any of the products that you sell to Walmart?

#### People and Community: Ensuring Responsible and Ethical Production
1. Do you know the location of 100 per cent of the facilities that produce your product(s)?
2. Before beginning a business relationship with a manufacturing facility, do you evaluate the quality of, and capacity for, production?
3. Do you have a process for managing social compliance at the manufacturing level?
4. Do you work with your supply base to resolve issues found during social compliance evaluations and also document specific corrections and improvements?
5. Do you invest in community development activities in the markets you source from and/or operate within?
Contributing to a global initiative
Our efforts here are part of a Walmart global initiative to establish the index and learn more about the products themselves. Our American counterparts have partnered with other leading corporations, NGOs and universities to form the Sustainability Consortium, www.sustainabilityconsortium.org, a collective effort to find sustainable solutions for a better tomorrow.

The Consortium plans to study the entire lifecycle of products within their scope to create a comprehensive database – detailing every stage of the product’s evolution from a green perspective: from raw materials to the manufacturing process and distribution, through to its actual usage and recycling or disposal.

Walmart is also accelerating the agricultural focus of the index, starting with a Sustainable Produce Assessment for top producers in its Global Food Sourcing network by the end of 2011.

Lake Friendly: Helping Manitobans keep Lake Winnipeg clean
Last year, a group of concerned citizens living near Lake Winnipeg started the Lake Friendly campaign in an effort to reduce wastewater pollution entering the lake. The organization assembled a group of familiar household products which are indeed lake-friendly, and then brought them to the attention of the Walmart store in Selkirk. The store responded warmly by creating a special Lake Friendly in-store display, making it easy for customers to choose environmentally approved products that won’t harm the lake.

Sustainable Food Commitments: A Fresh start

As our food business continues to grow with our Fresh produce department, it is vital to form clear direction regarding sustainable food practices in the sourcing of our products.

We made major headway in 2010 with the launch of a Sustainable Seafood Policy in March followed by the introduction of new Sustainable Agriculture Commitments in October.

Fish Stories
Behind every policy lies a detailed process. Through 2009, our sustainable seafood team educated itself by meeting with key stakeholders like the Marine Stewardship Council, the World Wildlife Fund, Greenpeace and the Global Aquaculture Alliance. They also studied the sustainable seafood policies of Walmart U.S. and other competing retailers.

The team was mindful to align our policy with those of the other retailers to make it easier for vendors to comply effectively. In March, the team invited all our sustainable seafood vendors to home office to present them with the following final policy:

The Walmart Canada Sustainable Seafood Policy
Overfishing is threatening the availability of fresh fish and seafood for future generations, therefore we are committing to providing our customers with quality seafood that is harvested in a sustainable manner.

Sustainable seafood goals:
- To source wild-caught fresh and frozen fish certified to the Marine Stewardship Council standard, or minimum equivalent, by 2013
- To ensure that our farm-raised fish vendor-partners adhere to Best Aquaculture Practices, or minimum equivalent, by 2013
- Global Aquaculture Alliance, Aquaculture Certification Council, etc
- To source all canned tuna from an International Seafood Sustainability Foundation (ISSF) member by 2013

Our plan:
We have a significant plan to support and reach our stated goals, which include:

Assessing our current seafood assortment:
- We will continue to source seafood from sustainable sources where we are already doing so
- We will work to find new suppliers of sustainable seafood
- We will work with suppliers which are willing to improve the environmental performance of their operations
- We will de-list fish products and suppliers which refuse to improve the environmental performance of their operations
Working with vendor-partners to improve seafood product labelling:

- Working with our vendor-partners to ensure they are sourcing environmentally responsible seafood
- Working with various environmental non-governmental organization stakeholders to ensure our actions have a positive impact on the sustainability of seafood around the world
- Connecting with our retail associations in Canada to determine if the retailer community can affect positive change together given their size and importance to the Canadian seafood industry
- Educating our associates and customers about our sustainable seafood policy
- Not procuring seafood caught from illegal, unreported or unregulated (IUU) sources; nor knowingly sourcing seafood from ships currently on any official IUU vessel list
- We currently do not, and will continue to not source Atlantic bluefin tuna

What we encourage:

- Our seafood vendor-partners to support and participate in the Aquaculture Dialogues
- Our seafood vendor-partners to require sustainable practices of their suppliers – all throughout the chain of custody down to the original fish harvest
- Our canned tuna vendor-partners to join the International Seafood Sustainability Foundation (ISSF) and to support their mission (to undertake science-based initiatives for the long-term conservation and sustainable use of tuna stocks, reducing by-catch and promoting ecosystem health)
- Full transparency of all seafood products within the seafood industry and full traceability from point of catch to the consumer
- The cessation of the over-fishing of any and all world-wide fish stocks deemed to be in peril; specifically we encourage policy-makers to improve and develop laws and regulations that support the improvement of fisheries and aquaculture management and enforcement

We will regularly review our Sustainable Seafood Commitment, and update as needed, to ensure its relevancy.

New goals for sustainable agriculture

We also introduced four sustainable agricultural goals which underscore our intent to source more fresh local produce when in season.

**SUSTAINABLE AGRICULTURE COMMITMENTS**

- **Walmart Canada** will purchase 30% of the produce assortment in Canada on an annual basis by December 31, 2013.
- **Walmart Canada** will reduce in-store food waste by 10% by December 31, 2015.
- **Walmart Canada** will increase its organic produce assortment to 5% of produce sales by December 31, 2013.
- **Walmart Canada** will require sustainably sourced palm oil in all of its private brand products by December 31, 2015.
Designing smarter stores

Walmart Canada has designed and constructed a series of model stores as working prototypes for the next generation of supercentres and stores. These projects provide the ideal opportunity to put sustainable practices into action at each phase of the building process: from the planning and construction stage to working out the fine details of the store’s energy and operational systems.

For us, sustainability is all about improving efficiencies at every turn – and this guides our approach to the mechanics of exterior and interior store design. Our ongoing objective is to test out environmentally friendly technologies, innovations and materials in a real-world setting – so that we can apply our best practices and learning to all new stores in the future.

Building the next generation Walmart Canada store:

**Heating, ventilation and air conditioning (HVAC)**
- highly efficient rooftop HVAC units
- uses modern refrigerant (R410) with no CFCs

**Refrigeration**
- exceptionally efficient refrigeration systems with no CFCs
- re-designed compressors use less energy
- LED lighting with motion detectors turns off when customers not present

**Temperature Control**
- store heating and cooling centrally controlled
- cooling used only as needed

**Lighting**
- LED lighting in storefront signs, refrigerators and product display cases cuts related energy use by 90 per cent
- lower wattage sales floor bulbs reduce energy use by more than 20 per cent
- usage of natural light reduces summertime lighting costs

**Roofing**
- white roofing membrane reflects almost 90 per cent of sunlight from stores
- reduces need for peak-load summer air conditioning and “heat island” effect of commercial buildings

**Renewable Energy**
- Walmart Canada is one of the nation’s largest commercial purchasers of green power
- actively testing new technologies like geothermal heat pumps, photovoltaic solar systems, wind and other renewable sources
Our Sustainability Goals for 2011 and beyond

To create zero waste
- Divert 95 per cent of our waste from landfill by 2015
- Reduce plastic shopping bag waste in all Walmart international countries by 50 per cent by 2013 (2007 baseline)
- Reduce in-store food waste by 10 per cent by year end 2015
- Reduce packaging by 5 per cent by 2013

To be 100 per cent supplied by renewable energy
- Reduce greenhouse gases at our existing stores by 20 per cent by 2012 (2005 baseline)
- Eliminate 20 million metric tons of greenhouse gas (GHG) emissions from Walmart’s global supply chain by the end of 2015

To sell products that sustain people and the environment
- Reduce phosphates in laundry and dish detergents in specific Walmart North and South American (except US) countries by 70 per cent by 2011
- Develop a product sustainability index that allows customers to identify sustainable product choices
- Ensure the sustainability of all wild-caught, fresh and frozen seafood sold in our stores
- Increase our organic produce assortment to 5 per cent of produce sales by year end 2013
- Use only sustainably sourced palm oil in all of its private brand products by year end 2015
Raising the level of engagement

Walmart Canada is powered by a remarkably diverse workforce of over 86,000 associates who run our stores and supercentres across the country as well as our home office in Mississauga, Ontario.

Our People Division is responsible for the well-being of our associates – providing them with opportunities and programs to learn, advance and grow – not only at work, but in their personal lives as well.

When our associates succeed, so does our business. The more we develop their potential and inspire higher levels of engagement, the more effectively we can deliver on our brand promise to help Canadians save money and live better.

Women in Retail: Creating a better balance

In 2010, Walmart Canada launched the program Women in Retail (WIR) with a series of initiatives to promote diversity and equality in our workplace and create meaningful opportunities for women to advance in our organization.

The success of every successful Walmart Canada store is driven by literally thousands of women. The vast majority of customers who shop at our stores plus a full 69 per cent of our associates are all women.

Women in Retail reflects and builds upon this business reality: the group exists to support the advancement of women in field management positions and provide networking, education and development resources for its members.

Chantal Glenisson, senior vice-president of operations for Quebec and eastern Canada, leads the group with a clear mandate, “Our goal is simple: create a better balance between female and male leaders. This will allow us to take advantage of new perspectives and merge ideas of our male and female leaders to create new ways of thinking and help us build a company that is even more competitive.”

Encouraging personal and professional growth

The current WIR membership is comprised of female district managers, store managers, co-managers and high potential assistant managers. They meet regularly in Women in Retail councils to encourage personal and professional growth, to discuss the business, and explore issues facing women in the workplace.

At Walmart Canada, we believe promoting greater diversity in the workplace will ultimately strengthen our business model. The same things that are good for women in the workplace are good for our business in general. We have every reason to move forward to embrace the future as Chantal Glenisson explains, “Women in Retail is about achieving our business objectives because we understand if we don’t grow and engage female talent then we will not have the human capital to run this business effectively.”

2010 WIR Initiatives

The Women in Retail group has been particularly active with initiatives across three key strategic areas designed to build a pipeline of female talent and fast-track advancement for female associates within Walmart Canada.

1. Develop & Advance Female Leaders
   - Through the WIR initiative, 47 high potential female district managers, store managers, co-managers and assistant managers from across the country formed three Regional Councils
   - Launched the WIR Mentorship Program to match experienced senior field and home office staff with WIR Council members to act as role models, build skills and develop leadership abilities
2. Promote Inclusion via Education & Training

- Conducted the WIR Leadership Development Webinar for all Council members to develop personal branding and networking skills. Keynote speakers included Trudy Fahie, President and CEO of Walmart Canada Bank and Shelly Broader, Chief Merchandising Officer for Walmart Canada; 47 female associates from the field and homeoffice participated.

- Organized the WIR Leadership Conference in October 2010 with a series of dedicated workshops on topics including Career Self Management, Leadership Styles and Personal Action Plans.

3. Support Women Internally & Externally

- Participated in start-up of Network of Executive Women Chapter in Canada (first International Chapter).

- Platinum Sponsorship of WeConnect Canada inaugural conference and Bronze Sponsor of the Catalyst Canada Honours Award Dinner.

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Women in Retail: Defining your personal brand

WIR empowers women to excel as retail professionals. With this goal in mind, Walmart Canada presented a series of conferences, workshops and webinars in 2010 where participants could learn new ways of thinking about business and themselves. Case in point: Natalie Houlder (fourth from left), the manager in our London, Ontario store and member of the WIR Council, participated in a webinar on building your own personal brand. Natalie found the event to be surprisingly insightful: “Personal branding gives you awareness and confidence in who you are and what’s important.” Natalie learned to define her personal brand: “as an influential leader who delivers results with integrity, respect and a drive for excellence.” The experience enabled her to explore how her brand influences her professional life, “where I take ownership of my career, my development and ultimately my success.”

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FYI: Associates & Benefits

Student Opportunities at Walmart Canada:

Did you know?

- In 2010, we donated $1 million to The Leslie Dan Faculty of Pharmacy at University of Toronto in a five-year grant to create the Walmart Canada International Pharmacy Education Centre.

- At a time when other retailers withdrew their support of pharmacy education programs because of financial constraints, Walmart Canada responded by dramatically increasing funding as well as hiring 200 pharmacy students and graduates to work in our stores.

The new Centre will feature a 100-seat classroom and student break-out areas equipped with state-of-the-art video-conferencing and audiovisual equipment designed to enhance and expand the International Pharmacy Graduate (IPG) program.

Selasi Badasu, Graduate IPG Program, Pharmacist, Walmart – Welland, Ontario and Eric Muir, Senior Vice President, Health and Wellness, Walmart.
Walmart Canada prides itself on recruiting and developing top talent and is committed to providing a solid work experience in return. In 2010, Walmart Canada partnered with select schools to hire students to participate in our internship program. Interns have the opportunity to work within their specific field of study to gain hands on experience, develop new skill sets and complete meaningful work within a fast-paced retail environment. We have been fortunate to have many high-potential full-time associates that began their careers in the Intern Program.

We also continued our Summer Student program at the Walmart Home Office. These are students who are relatives of Walmart associates or part-time associates from our stores, who are hired into junior positions within various departments to experience our award-winning culture first-hand.

In July 2011, Walmart Canada launched D.A.R.E. (Developing Accelerated Retail Expertise) an innovative university graduate program focused on developing recent top graduates into the next generation of Walmart managers. Graduates participate in a one-year rotational program – working within key areas of the company to gain hands-on experience and knowledge of how we buy, move and sell products. The D.A.R.E. program is designed to develop well-rounded associates with strong skill sets and an overall understanding of the end-to-end processes of our core business.

Associate recognition: My Profit Share

In a challenging year when many retailers struggled to show a profit, let alone pay out bonuses, Walmart Canada has enhanced its bonus program.

In 2010 our People Services Team rolled out My Profit Share: a win-win annual bonus program tied to achieving set targets. The goal is to encourage associates to achieve great results and unite towards a common objective.

The program enables associates to share in the success of their stores along with their store managers. In 2010 more stores achieved the maximum payout under My Profit Share than with the previous program.

FYI: Associates & Benefits

At Walmart Canada, our goal to help customers live better applies equally to our associates as we continue to find new ways for them to grow. By providing better job and career opportunities, innovative reward programs, personal benefits and support services, our associates are able to live better at work and home.

FYI: Associates 2010

- 86,282 associates from coast-to-coast
- 3,800 new jobs created
- 3,951 associates promoted
- 3,741 associates received operational and leadership training
- $52,000,000 invested in the associate retirement Profit Sharing Plan
- $30,000,000 saved by associates using the Walmart associate discount card
- $112,865,170 total in bonus payments received by associates for the 2010 fiscal year
- 70 per cent internal promotion rate to assistant manager
- 89 per cent internal promotion rate to store manager
- 49 per cent of managers and 30 per cent senior managers are women
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<th>Benefits</th>
<th>Full-Time Associates</th>
<th>Part-Time Associates</th>
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<td>Competitive Wages</td>
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<td>Associate Discount (10%)</td>
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<td>Associate Stock-Ownership Plan</td>
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<td>“Shining Star” Recognition</td>
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<td>Deferred Profit-Sharing Plan (100% funded by Walmart)</td>
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<td>Stakeholder Program (bonus based on store performance)</td>
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<td>Accidental Death &amp; Dismemberment Insurance</td>
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<td>Illness Protection Plan/Short Term Disability</td>
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<td>Leaves of Absence (including medical, personal and educational)</td>
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<td>Career Advancement Opportunities</td>
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<td>Scholarship Programs</td>
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<td>Group Auto and Home Insurance</td>
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<td>Corporate Discount Programs (i.e.: wireless plans, gym memberships, sporting events, hotels and car rentals)</td>
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Empowering associates: Respecting their voices and their rights

Walmart Canada promotes an open work environment where associates are encouraged to voice their opinions and exercise their rights.

**Open Door Policy**

It is critical to keep the lines of communication open with our associates. Their feedback helps to grow and improve our business. Our Open Door Policy encourages associates to voice concerns and share ideas with any of their managers or other members of their management team.

The Open Door extends around the world with a toll-free global ethics hotline. This 24-hour anonymous line allows associates and the associates of our suppliers to report any ethics violation. Leaving this door open gives us a better understanding of the needs, concerns and challenges our associates, suppliers and customers face every day. In turn, we can respond in a way that addresses their needs and further reinforces a positive workforce.

**Engaging our associates**

We strive to ensure that Walmart associates have a strong voice at work. Beyond our Open Door Policy, associates participate in grassroots meetings throughout the year where they bring forward questions, ideas and concerns to their management team for discussion. In addition, “Tell Dave” is a program that encourages associates to submit their ideas directly to our president and CEO, David Cheesewright.

**Associate Opinion Survey**

“I have learned a great deal more about ways to improve our Walmart Company from listening to individual associates in stores, warehouses and offices than from my own knowledge”. Sam Walton, founder.

Respect for the individual is a hallmark of who we are. We demonstrate this in many ways – one of which is our passion for associate engagement.

We know that associate engagement increases when people feel they’re being heard. Each year, Walmart Canada conducts the Associate Opinion Survey (AOS), asking more than 86,000 people across the country for their feedback, concerns and ideas. The results help us understand our business from their perspective.

But it doesn’t stop there.

We take action. Using feedback from the survey, we create and implement plans that help us improve our business. By listening and taking action, engagement increases. In fact, between 2009 and 2010, associate engagement increased 19 per cent. Truly engaged associates delight our customers and drive business results.

**Associate satisfaction and unions**

Walmart Canada believes in providing associates with a work environment based on respect, dignity and a true partnership in the business. We foster an environment that welcomes the identification of challenges or problems and a mutual resolution of those challenges.

As a company, we value our associates’ right to communicate any and all concerns they have directly to their supervisor, who must quickly work to a fair and proper resolution. Our culture of open communication is important to meeting our associates’ needs. The key to preserving the climate in which we conduct our business is to always uphold the beliefs upon which Walmart was founded.

Walmart Canada also supports and respects our associates’ right to exercise freedom of association, including the decision to join or not to join a union. Associates have the legal right to make such choices, free from intimidation, coercion or undue influence from anyone.
Associate recognition: Stars of the Year 2010

The Star Program recognizes and rewards individual associates for exceptional job performance – all the way from their local store to the national stage. The program shines a light on associates who go above and beyond to deliver on Walmart’s corporate beliefs and values in their work and community.

**Star of the Year 2010: Rafia Moreno**

Upon learning she was nominated for Star of the Year, Rafia Moreno’s first reaction was to enthusiastically share credit with her team. That spirit of selflessness is typical for Rafia who as department manager oversees the electronics department and wireless centre at the Grandview store in Vancouver.

Rafia is an exceptional associate with a truly positive outlook on life. During a 2010 store visit, the director of merchandising for electronics commented that her department was best-in-class and wanted to roll it out as a model for the rest of the company.

Rafia is also highly active in her local community and with a number of charities. Amongst other things, she volunteers by working with troubled teens at a local adolescent centre, serves as an assistant softball coach and teaches seniors how to use social media.

She also volunteers actively with Children’s Miracle Network, Breakfast Clubs of Canada, United Way and Canadian Red Cross. Interestingly enough, her passion is recycling, especially electronics. On the strength of her outstanding performance, our 2010 Star has recently been promoted to assistant manager.

**Our annual journey to the Stars**

Recognition starts at store level where associates can nominate deserving candidates to be a Star. From this group, the store selects their Star of the Month. Every year, stores nominate one Star associate from the previous 12 months to be entered for district and then regional honours.

All 9 winners plus the Star associate from home office are brought to Toronto to attend the annual Walmart Canada Awards Gala. During their stay, the Star nominees tour the city, share a meal with President and CEO David Cheesewright and get to join senior management for the Year Beginning Meeting (YBM).

The highlight of the Awards Gala comes with the announcement and prizes for Star of the Year – one very deserving individual chosen from the eleven finalists from an original pool of more than 78,000 nominations.

**Walmart Canada: One of Canada’s 10 Most Admired Corporate Cultures**

Walmart Canada has been recognized as a Platinum Level winner of Canada’s 10 Most Admired Corporate Cultures by Waterstone Human Capital Inc.

First named in 2009, this past year we were elevated to Platinum Level Status, which extends the designation for an additional two years following an annual review of key corporate performance indicators. We are the largest employer and the only grocery and general merchandise retailer on the top 10 list.

Marty Parker, Waterstone’s Managing Director commented on our selection, “Walmart Canada hires for fit and trains for skill – as an organization, they are completely aligned. Combined with their culture of recognition, an engrained corporate social responsibility strategy and their stellar performance, they are a clear winner.”
Our culture is growing

In receiving the award, Andrew Pelletier, Vice President Corporate Affairs and Sustainability offered this insight: “Corporate culture has a huge positive impact on hiring and retention at Walmart. We have many young associates who are joining us for the first time to begin their careers but we also employ many mature associates, and our culture is so universal, it crosses all those generations.”

The selection process was intensive – taking close to six months and polling over 200 senior Canadian executives in the process. Seventy-one finalists were selected from 400 candidate companies and Waterstone’s Board of Directors selected the 10 Most Admired Corporate Cultures. The Platinum Level status represents an elite group of re-qualified winners.

Our Goals for 2011 and Beyond

• Improve management and millennial associate engagement by examining and addressing their unique engagement concerns
• Implement new practices to address workplace issues raised by “Women In Retail”
• Enhance Diversity Management Awareness in our home office and store leadership teams
• Promote associate development through defined management and merchant career pathways
• Continue to build Retail and Merchant Academies
• Enable associate base growth by implementing group recruitment process in 200 stores
• Continue to create thousands of new employment opportunities as we expand into new markets across Canada
Creating a better life at the source

Our ethical sourcing division is responsible for monitoring and strengthening environmental practices and working conditions in the supply chain.

Our goals are to ensure:

- all suppliers respect and follow Walmart’s Standards for Suppliers
- our suppliers meet specific social and environmental standards in their factories
- strong community support by partnering with local NGOs

Walmart thinks sustainability is great for business – because the more sustainable we are, the more efficient our business becomes. Now through initiatives like our Green Business Summit, we’re working with fellow retailers and even competitors, to show how the business case for sustainability can benefit us all.

Fire safety in Bangladesh

Improving safety at the source: Fire prevention in Bangladesh

Our commitment to providing a better life for customers and communities around the world extends well beyond our store walls. We are also looking to improve overall health and safety for factory workers: a priority issue affecting our suppliers around the world.

A major focus, initiated in 2010, has been to improve factory conditions in Bangladesh – in an effort to build more positive relationships with suppliers and help their workers lead a better life.

Walmart Canada is very active in Bangladesh with a number of factory suppliers in the region and also by funding HOPE schools for learning. The high frequency of fire safety incidents in the country’s urban garment industry factories has become a serious concern. We are moving aggressively towards applying long-term measures to improve much-needed fire safety preparedness, in partnership with our suppliers, the Bangladesh government and local industry associations.

We started with a fire safety evaluation at each factory in urban areas that produces Walmart merchandise. In addition, we have advised suppliers to phase out factories operating in buildings that are structurally unsafe or at high-risk. The highest risk factories fall into the following categories:

- residential buildings converted to factories
- multi-story buildings located in market areas
- factories in multi-story industrial buildings shared with other factories

Taking steps to ensure worker safety

Factory management has been encouraged to adopt a number of preventative measures to lessen the risks associated with factories in multi-story buildings:

- factories are now required to conduct regular, combined fire drills with all other businesses sharing the building
- train workers in fire safety practices and what to do in event of emergency
- relocate their current facilities to safer approved facilities

We have also collaborated with a number of fellow retailers and brands who source products in Bangladesh to work towards a common solution regarding fire safety in the local garment and textile industry with an emphasis on root cause analysis and prevention. We seek to build an industry-wide approach to manage the situation so that it results in safer working conditions for all our supplier factories in the region.
Walmart’s Standards for Suppliers

Walmart requires its suppliers and their sub-contractors to meet our Standards for Suppliers.
We reserve the right to make periodic, unannounced inspections of the facilities of our suppliers and their sub-contractors to ensure compliance with these standards.

Compliance with Applicable Laws and Practices: Suppliers shall comply with all local and national laws and regulations of the jurisdictions in which the suppliers are doing business as well as the practices of their industry.

Walmart expects its suppliers to comply with the following standards: (See page 26)

Supplier Energy efficiency: Exceeding targets in China

We have successfully met a key sourcing environmental goal for 2010 by working with partner suppliers in China to improve the energy efficiency of their factories.

Our efforts are aligned with the global Walmart Energy Efficiency Program whose goal is for the top 200 factories in China to achieve 20 per cent greater energy efficiency by 2012*. Walmart Canada enrolled 223 factories into the program by March 2011.

Meeting timelines in Canada

As of January 2011, we can report that 84 of the supplier factories affiliated with Walmart Canada have already reported at least 20 per cent improvement per unit of production. Essentially, these suppliers have met the global Walmart goal two years ahead of schedule.

There are currently more than 300 factories in China enrolled in the full global program for direct import suppliers. The purpose is to identify opportunities for energy savings and our combined efforts and action plans have resulted in measurable progress:

Sustainability on the rise

- 141 participating factories have demonstrated 10 per cent energy efficient improvement
- 120 of these factories showed 20 per cent improvement
- 84 of the factories working with Walmart Canada met or exceeded their 20 per cent target

To aid the efforts of the Energy Efficiency team, participating factories are provided with technical training in cooperation with Business for Social Responsibility (BSR). In addition, a project platform is created through collaboration with the Environmental Defense Fund (EDF), allowing energy experts to assist factories with technological retrofits.

On the leading edge

In September 2010, an awards ceremony was held at the Shanghai Expo to recognize 12 supplier factories for their leadership in energy efficiency improvement. Here are the success stories for two of those factories affiliated with Walmart Canada:

Loftex China Ltd. has more than 3,000 employees and is a strategic supplier in producing towel and textile products. Loftex formed its Energy Cost Control Management Team, and implemented 177 energy saving projects which include:
- installation of motor frequency converters on fans and pumps
- heat retaining coating sprayed on dye machines to reduce steam consumption
- waste water heat recovery

Intex Industries (Xiamen) Co. Ltd. is a strategic supplier of sports goods, leisure and entertainment inflatable products. Since joining our Energy Efficiency Program in 2009, Intex has established a task force for monitoring energy saving measures whose actions include:
- an incentive program to recognize employee engagement
- meters installed to measure and analyze energy data
- eco-friendly energy alternatives like CFL lighting and natural gas instead of diesel

*Baseline set in 2007
Standards for Suppliers

Standards for Suppliers ("Standards") are Walmart’s fundamental expectations from its suppliers regarding their activities in relation to the workers producing merchandise for sale by Walmart and the impact of their manufacturing practices on the environment. Additionally, suppliers must comply with Walmart’s Gift and Gratuity and Conflicts of Interest Policies and conduct their business in an ethical manner and consistent with accepted accounting principles.

Standards

1. Compliance with Laws
Suppliers and their designated manufacturing facilities ("Suppliers") must fully comply with all applicable national and/or local laws and regulations, including but not limited to those related to labor, immigration, health and safety, and the environment.

2. Voluntary Labor
All labor must be voluntary. Child, forced, bonded, prison, or indentured labor will not be tolerated. Workers must be allowed to maintain control over their identity documents. Suppliers must provide workers with rest days and must ensure the working hours are consistent with local regulations and not excessive.

3. Hiring and Employment Practices
Suppliers must implement hiring practices that accurately verify workers’ legal right to work in the country and age prior to employment. All terms and conditions of employment including, but not limited to, hiring, pay, promotion, termination, and retirement must be based on an individual’s ability and willingness to do the job.

4. Compensation
Suppliers must compensate all workers with wages, overtime premiums, and benefits that meet or exceed local legal standards, local industry standards, or collective agreements, whichever are higher. Suppliers are encouraged to provide wages and benefits that are sufficient to meet workers’ basic needs and provide some discretionary income for workers and their families.

5. Freedom of Association and Collective Bargaining
Suppliers must respect the right of workers to choose whether to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.

6. Health and Safety
Suppliers must provide workers with a safe and healthy work environment and, where applicable, safe and healthy residential facilities. Suppliers must take proactive measures to prevent workplace hazards.

7. Environment
Suppliers must ensure every manufacturing facility complies with national and local environmental laws, including all laws related to air emissions, water discharges, toxic substances and hazardous waste disposal. Suppliers must validate that all input materials and components were obtained from permissible harvests consistent with international treaties and protocols in addition to local laws and regulations.

8. Gifts and Entertainment
Suppliers must not offer gifts or entertainment to Walmart associates.

9. Conflicts of Interest
Suppliers must not enter into transactions with Walmart associates that create a conflict of interest.

10. Anti-Corruption
Suppliers must not tolerate, permit, or engage in bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector.

11. Financial Integrity
Suppliers must keep accurate records of all matters related to their business with Walmart in accordance with standard accounting practices such as Generally Accepted Accounting Principles (GAAP) or International Financial Reporting Standards (IFRS).

Reporting Violations

Violations of Walmart Standards can be reported confidentially in a local language. If you have knowledge that any of these standards are being violated, you are encouraged to report the issue. Contact methods are listed below.

- Email: ethics@wal-mart.com
- World Wide Web: www.walmartethics.com
- Phone: +0800-891-4093

Walmart Canada
Respecting the lights: Walmart’s auditing and factory ratings system

Walmart Canada conducts factory audits either directly or via third-party representatives to ensure that direct import, private brand and non-branded merchandise we sell is sourced responsibly. We use a colour-coded system to assess the findings and decide on next steps based on the results of the audit.

**Colour-Coded Audit Ratings**

- **Green**
  - Minor Violations
  - Re-audit in 2 years

- **Yellow**
  - Medium Risk Violations
  - Re-audit in 1 year

- **Orange**
  - High-Risk Violations
  - Re-audit in 6 months

  *Note: Factories that receive those Orange ratings in a 2 year period are Red-disapproved for 1 year.*

- **Red**
  - Failed
  - (underage labour, forced/prison labour, corporal punishment, life-threatening working conditions, transshipment)

  - No Future Business

Supplier Development Program: Raising the bar

For the past two years, Walmart Canada has worked proactively with our core group of strategic suppliers around the world to help raise standards and practices through our Supplier Development Program (SDP). Walmart is the first global retailer to apply a proactive approach with its suppliers on such a comprehensive scale.

If one of our strategic suppliers receives an Orange audit assessment indicating high risk violations, we will work with them directly to investigate and repair the root causes of the violations and these may go through Orange School Plus. Our Supplier Development Program is proactively focused to help prevent factories from going to an orange rating. Currently, we have 190 suppliers in the program.

Starting with an evaluation of the supplier’s current practices, the program aims to provide them with the core management systems and tools they will need to monitor their supply chain in a socially and environmentally responsible manner.

**An intensive approach**

The program is holistic in nature – Walmart dedicates a team of Supplier Development Specialists over a period of nine to 12 months to improve policies, procedures and practices:

- recruiting, selecting, hiring and training workers
- managing wages, benefits, production and work hours
- rewarding and promoting workers
- communicating with workers
• ensuring workers meet certain standards of behaviour
• managing harassment and abuse
• managing environmental impacts

Once a strategic supplier completes the program successfully, the supplier is ready to recognize and anticipate challenges around working conditions and environmental standards. The supplier is engaged at a deeper level into their own business which makes them also engaged with Walmart at a proactive level.

Our Goals for 2011 and beyond

• 100 per cent Factory Audit Completion for Direct Import factories, factories producing private label and non-branded merchandise through domestic suppliers (on-shore and off-shore production) for all retail markets by December 31, 2011.
• We require that all direct import suppliers through WGS including DSG source 94 per cent of their production from factories that receive one of the two highest ratings in audits for environmental and social practices by January 31, 2012.
• We require that all domestic suppliers (private brand and non-branded) source 86 per cent of their production from factories that receive one of the two highest ratings in audits for environmental and social practices by January 31, 2012.
• Expand Supplier Development program to additional strategic suppliers.
• Partner with suppliers to improve energy efficiency by 20 per cent per unit of production by 2012 in the top 200 factories in China.
Serving Canada one community at a time

When it comes to investing in the community, Walmart Canada thinks locally – working to develop and sustain positive partnerships by investing, operating and contributing directly to many local communities.

Now with 329 stores across Canada, we seek to offer a true one-stop-shopping destination for Canadian customers. With this goal in mind, our current focus is to expand our product offerings by integrating food in the majority of our stores under the supercentre banner.

In 2010, we made considerable progress towards realizing our ongoing community goals:

- 3,800 new jobs created
- 6,950 jobs created for workers in the construction trades
- 7,543 Canadian suppliers and service providers
- $15.1 billion to Canadian suppliers and service providers

Mompreneurs on the rise: Organic baby food now at Walmart

Call it the birth of an industry. In January 2011, Walmart Canada proudly launched a new line of made-in-Canada organic baby food created by Edmonton mom/entrepreneur Jennifer Broe.

At Walmart Canada, we’re always open to a great business idea – especially from local innovators. So when Jennifer Broe/mompreneur came to us with a fresh product concept for organic baby food, we were all ears.

Jennifer had done her homework and it showed. Her idea for Baby Gourmet came about when she started to study baby food options on the shelves of her local supermarket. Dismayed by the fillers, additives, preservatives, and sheer lack of taste, Jennifer developed her own set of recipes to allow infants to experience the same taste and nutrition the rest of the family enjoys.

Baby Gourmet gives packaged baby food an organic makeover

The mother of two young children, Jennifer understands the stress that can come with raising a busy family. Baby Gourmet’s recipes, which are first developed in her own kitchen in consultation with a child nutritionist, show parents they need not compromise when purchasing store-bought food.

Jennifer is confident the timing for her products is right, “With high-profile issues such as childhood obesity and issues with BPA dominating headlines these days, we want to ensure babies receive the best start in life.”

Jennifer began selling Baby Gourmet meals at The Calgary Farmers’ Market in Alberta in 2006. Baby Gourmet’s meals are specifically designed to introduce babies to a diverse range of tastes and textures, while supplying optimum nutrition in a convenient 128mL pouch.

Her new Baby Gourmet line officially launched in January 2011 at Walmart locations across Canada. We officially now think of her as part of the family.
Inbox conversions: The supercentre shift

In 2010, Walmart Canada continued its program to remodel existing stores with inbox conversions to create new-generation supercentres offering a more diversified one-stop-shopping experience.

Walmart Canada is keeping pace with emerging trends in the retail environment with our shift towards smaller store footprints and the inclusion of grocery departments.

The movement to a smaller footprint fits in perfectly with our sustainability vision to maximize both efficiencies and profit picture – in keeping with the classic Walmart business model. By integrating grocery departments into our stores, we can significantly grow a high-potential business to better serve our customers.


Our converted supercentres enable us to refresh both the merchandising mix and our store experience. The new store designs optimize space and business efficiencies by introducing higher volume departments and to cut less profitable lines.

We envision the Fresh Market concept will improve and diversify the overall shopping experience and build more repeat business by becoming a regular grocery destination for customers.

These new supercentres also affect our impact on the communities where we do business:

- A reduced emphasis on building bigger stores
- Saving on the materials-intensive construction process
- Expending less energy, reusing space and producing less waste
- Introducing our grocery business to a receptive public

Walmart garden centres: Growing the local economy

Every spring, Walmart Canada partners with local growers Hilltop Greenhouses on Vancouver Island to stock our garden centres with a season-long supply of fresh plants and flowers. It’s a partnership that dates back to 1994, our first year in Canada and one of many such relationships we enjoy with independent growers across the country.

Hilltop Greenhouses is a family-owned plant nursery based in Victoria that’s been growing annuals and perennials for over 40 years. Richard Murray and his two brothers who run the nursery, formed a partnership with Walmart Canada right from day one to supply stores and supercentres in Vancouver Island and the lower mainland.

Business is blooming non-stop

That partnership has flourished and now a full 75 per cent of Hilltop’s business is directed to Walmart Canada with impressive results; the Murray brothers have seen sales leap an average of nine per cent, year over year.

The Walmart connection has boosted their profitability by vastly increasing the scale of the local market. Our recent shift towards supercentres means increased sales and more foot traffic to our stores. This translates to more sales for our garden centres as customers buy more and more plants at Walmart versus the competition.

Hilltop Greenhouses is now preparing to build more greenhouses to meet the rising demand. For the Murray family, the future looks greener and more prosperous than ever.

Store of the community: Walmart Canada thinks local

The Store of the Community (SOTC) program enables each Walmart Canada store to better serve its particular community through a combination of targeted merchandising, cross-cultural marketing, store design, and local engagement.

The roots of this national program trace back to Walmart founder, Sam Walton who strongly believed that a store should reflect the community it serves. He made it a point to stock merchandise that reflected the local population and to participate in community life by supporting local individuals, causes and traditions.
In that same spirit, we launched the SOTC program in 2007 to more effectively reach Canada's diverse urban, rural and ethnic markets and communities. The strategy is proving to be as relevant and successful in the modern retail environment as it was nearly half a century ago. In 2010 we continued to support and champion ethnic events such as Chinese New Year, Diwali, Ramadan and Passover – often with events and celebrations held right inside our stores.

Acheté au Québec: Boosting local supply and demand

Walmart Canada’s Acheté au Québec (Buy Québec) program enables it to meet and build customer demand for locally sourced products.

Launched in 2006, Acheté au Québec is an initiative that inspires interaction between Walmart, its customers and suppliers in the province. The program enables Québec customers to easily find local products at Walmart with the help of Acheté au Québec product tags and in-store signage. At the same time, local suppliers benefit from associated promotional campaigns that stimulate demand for their products.

Our guiding principle for selecting Acheté au Québec products is that their purchase clearly generates a return for the local economy. We support the program through targeted promotions like our Supplier of the Month campaigns that showcase Québec-based suppliers in all 54 Québec stores. Local sourcing also helps Walmart to meet its sustainability objectives while reducing transportation costs. Last year, Walmart Canada purchased more than $2.29 billion dollars worth of products and services from suppliers in the province.

Balzac distribution centre: Adopting made-in-Canada energy solutions

To perform the heavy lifting at the new sustainable fresh food distribution centre in Balzac, Alberta, Walmart Canada counts upon a fleet of 71 zero-emission forklifts –each powered by a hydrogen fuel cell stack from Ballard Power Systems in Burnaby, British Columbia.

The Balzac distribution centre has been described as a living lab of sustainability that is designed to be 60 per cent more energy-efficient than traditional refrigerated centres. We’re able to achieve these energy savings by partnering with renewable energy pioneers like Ballard Power Systems and Air Liquide Canada from Montreal to literally drive our operations.

The hydrogen-powered forklift fleet is a model of efficiency in action. Compared to a traditional battery system, Ballard’s hydrogen fuel cell stacks offer constant power and minimal refuelling time to ensure optimal productivity 24/7.

The economic, operational and environmental benefits are undeniable. It’s also helping companies like Ballard to chart the growth they deserve. According to Gary Schubak, Ballard’s Material Handling Market Manager, “Walmart was one of the first to test fuel cell-powered forklifts in a working warehouse. So, it’s certainly meaningful for us that Walmart Canada is now relying exclusively on our fuel cells to move goods at the Balzac operation.”

So far, the results are impressive. Since the fuel cells emit only a trickle of water as exhaust, we expect to realize a 55 per cent reduction in CO₂ emissions or 530 tonnes every year. The ensuing boost in productivity will also save us an estimated $1.3 million over the next five years.

Our Goals for 2011 and beyond

• 40 construction/remodel projects planned for 2011
• Expand local sourcing for produce
• Continue to expand food assortment in existing and new stores
Helping the local communities that drive our success

Walmart Canada strengthens its ties to the community by supporting a diversity of organizations and charities. We contribute particularly to programs that help families in need, whether that be for healthcare, education, hunger, or in recovering from a natural disaster. Our work is both national and local in scope. In 2010, we successfully donated and raised more than $23 million to our Canadian charity partners and non-profits. These corporate programs draw strength from our thousands of associates who lend both time and energy to our causes.

Amongst our 2010 highlights, we reached a new milestone by surpassing $57 million in overall contributions for Children's Miracle Network. We were also ranked one of The Top Ten Most Generous Companies in Québec by Le Journal du Québec.

Children’s Miracle Network: Champions Across Canada

2010 proved a major achievement as Walmart Canada surpassed the $57 million mark in overall contributions to Children's Miracle Network since 1994.

CMN is one of our top four national charities with $10 million of that contribution directed towards Sick Kids Foundation (The Hospital for Sick Children) in Toronto.

For the sixth year running, we also proudly sponsored CMN's annual Champions Across Canada program in an effort to focus attention on the many critical issues surrounding children's medical treatment and healthcare.

Each year a child from every Children's Miracle Network hospital in Canada is chosen as an ambassador on behalf of the over 2.6 million children treated by CMN-member hospitals across the country each year. These 'Champions' are given the opportunity to meet up for an annual trip to some special destinations in Canada and the U.S.

Meeting with the Governor General of Canada

First off, the children travel to Ottawa to meet with local and national leaders, which this last year included a visit with The Right Honourable Governor General David Johnson. From there, they flew to Walt Disney World in Florida to meet with their U.S. counterparts and participate in the annual Children's Miracle Network Celebration. We were happy to help the kids prepare for the journey with a $1,000 shopping spree at their local Walmart Canada store.

A vote of thanks to doctors and nurses

With its focus on children's health, the Champions Across Canada program provides a tremendous opportunity to highlight the innovative research and treatment programs currently underway at Canada's world-class children's hospitals.

Thanks to the help of the Champion children, we can put a face to the tireless dedication of medical professionals and caregivers who commit their professional lives to ensuring the health of Canadian children.

2010 Review: National and Community Partnerships

Knowing the importance of building our place in the community, Walmart Canada donated and raised an average of $440,500 every week of 2010 as the corporate sponsor for four national programs and in support of more than 1,000 other community-directed charity grants.
**National Programs:**
- Children's Miracle Network
- Breakfast Clubs of Canada
- Canadian Red Cross
- Evergreen

**Community Programs:**
- Juno Beach Centre
- Scholarship & Education Programs
- Local Matching Grants

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<th>Charity / Event</th>
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**2010 Total Contributions**
- Raised through fundraising: $14.3 million
- Donated by Walmart Canada: $8.7 million
- Total: $23 million

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**Children's Miracle Network**

Walmart Canada donated and raised $8.7 million to Children's Miracle Network in 2010 through corporate funding and annual fundraising events like the Walmart Walk for Miracles. This international non-profit organization raises funds for more than 170 children's hospitals worldwide with 14 in Canada alone. Donations support medical care, research and education that help to save and improve the lives of more than 2.6 million Canadian children each year. Since 1994, Walmart Canada has contributed more than $57 million to their cause.

Visit their site [www.childrensmiraclenetwork.ca/](http://www.childrensmiraclenetwork.ca/)

**Breakfast Clubs of Canada**

Walmart Canada donated and raised $3.1 million to Breakfast Clubs of Canada in 2010. Their dream is for all children to have an equal chance to start their school day with a nutritious breakfast in an environment that promotes self-esteem. School breakfast programs help to level the playing field for disadvantaged children, giving them an equal chance to grow and flourish throughout life. They provide much needed funding, food donations, start-up equipment and training to ensure that the school breakfast programs are high quality and sustainable. Breakfast Clubs of Canada serves 16 million breakfasts to more than 107,000 Canadian kids annually.

Visit their site [www.breakfastclubscanada.org/](http://www.breakfastclubscanada.org/)
Canadian Red Cross
Walmart Canada raised and donated just over $3 million to the organization to support domestic disaster relief efforts in 2010. The Canadian Red Cross helps roughly 10,000 people each year – affected by emergencies and disasters, with situations ranging from a house fire to a flood disrupting an entire region. Following a disaster, the Red Cross works with governmental and other humanitarian organizations to provide for people’s basic needs – food, clothing, shelter, first aid, emotional support and family reunification.
Visit their site www.redcross.ca

Evergreen
Walmart Canada contributed $652,000 in 2010 to Evergreen, supporting 58 local community greening projects across Canada. Evergreen is a not-for-profit organization with a mission to bring communities and nature together for their common benefit. By empowering Canadians to take a hands-on approach to their urban environments, Evergreen is working to improve the health of our cities and our place in nature – now and for the future.
Visit their site www.evergreen.ca/

Juno Beach Centre
Walmart Canada raised and donated $739,700 to the Juno Beach Centre, a Second World War (WWII) memorial and education centre located in Normandy, France. The Juno Beach Centre showcases the war effort made by all Canadians, civilians and military alike, during the Second World War. As the charter corporate sponsor, Walmart Canada is honoured to have been part of the Juno Beach Centre right from its beginning.
Visit their site www.junobeach.org

Scholarships
Walmart Canada awarded 73 scholarships for a total of $175,500 in bursaries to graduating Canadian high school students pursuing a post-secondary education. Walmart currently offers three scholarship programs – Community, Associate and Lou Puim Memorial scholarships. Applicants are evaluated on the basis of academic achievement, financial need, extracurricular activities, community involvement and environmental stewardship.

Local Matching Grants
Walmart Canada raised and donated $3.9 million in 2010 to more than 1,000 local charities and non-profit organizations across Canada through our Local Matching Grant program.

Walmart scholarships: Making the grade
In 2010, Walmart Canada awarded 73 scholarships to graduating Canadian high school students to reach a total of $175,500 in bursaries. Walmart Canada offers three annual scholarship programs for Canadians pursuing a post-secondary education: The Community scholarship for students, the Associate scholarship and the Lou Puim Memorial scholarship for associates and their families. We evaluate applicants on the basis of academic achievement, financial need, extracurricular activities, community involvement and environmental stewardship.
Evergreen: Planting for the future

Dedicated to making cities more liveable, Evergreen has been one of our top four national programs since 2009.

Evergreen is a not-for-profit organization that is a leading national funder and facilitator of local, sustainable greening projects in schoolyards, parks and communities across Canada. We are proud to align ourselves with such a visionary group involved with such relevant environmental causes.

Good things growing
Starting in 2005, we’ve helped to fund 375 Evergreen Green Grant projects across Canada with some real success stories now taking root. This is a long-term multi-million dollar commitment that’s the largest community granting program of its kind in Canada.

Two projects from 2010 illustrate how the grants can have a positive impact on local communities:

- The province of Ontario needs to plant over a billion trees to achieve the 30 per cent forest cover needed to ensure a healthy ecosystem. Local tree planting initiatives are needed to get the ball rolling and so Walmart awarded a $5,000 Green Grant to the Urban Forest Renewal Program to fund a project in Napanee. Not afraid to get their hands dirty, Walmart volunteers arrived with shovels in hand to help program staff get the trees in the ground.

- In Prince Edward Island, the Friends of Covehead Brackley Bay (FCCB) are helping younger residents appreciate the rich aquatic and terrestrial wildlife in local freshwater ponds. On the strength of a Walmart Green Grant, the Friends developed and installed a pair of interpretive signs at two local ponds. Now schoolchildren are able to visit and identify 26 kinds of flora and fauna – a small step towards becoming meaningfully engaged with their precious local habitat.

Community spirit in action: Salvation Army donations

Walmart Canada firmed up its national Store Donation Policy in 2010 – providing a clear set of guidelines for stores to support the local Salvation Army.

In the spirit of giving back to our communities, stores are now empowered to make donations consisting of dry grocery, clothing and consumable items – all detailed in our new policy. The Store Donations Program officially started in all Walmart Canada stores on February 1st, 2011.

With literally thousands of products on our shelves, it was critical to create a policy that enables stores and associates to easily identify which products can and cannot be donated.

Increasing product donations

Stores may now make donations from a wide range of products including dry grocery items like cereals, soups, dry pastas and canned fruit, as well as clothing. The policy ensures all donations will be in good condition with an eye to maintaining consistent quality control.

From a sustainability perspective, the Donations Program also enables us to reduce waste costs and ensure perfectly good items are not unnecessarily going to landfill.

Now that the Donations Policy and program are up and running, every Walmart Canada store is now better able to serve the needs of its community where help is needed the most.

Our Goals for 2011 and beyond

- $9M in corporate donations
- $15M in raised funds
- Launch fresh food donation program