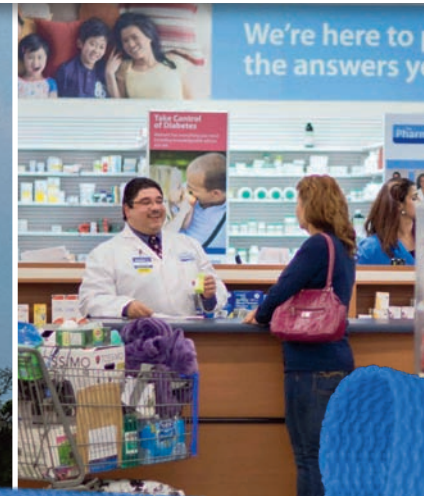




So many opportunities to
**make a
difference**



Walmart 
2014 Global Responsibility Report
Canadian Supplement

Canada



At a glance

Formats: 2

Banners: Walmart and Walmart Supercentre

Stores: 391

eCommerce: www.walmart.ca

Learn more: walmartcanada.ca

About this report

Walmart produces a comprehensive Global Responsibility Report annually that encompasses a wide variety of social, environmental, company and local responsibility initiatives throughout our global operations. In addition to this Canadian supplement, we encourage you to read the full report for further insight into areas of our global responsibility efforts you may find of interest.

For a comprehensive look at Walmart's global responsibility, please visit our online report at www.walmartcanada.ca

To Our Stakeholders:

At Walmart Canada, open communication is an essential

part of our success. We believe it is critical to meeting the needs of our customers, associates, suppliers and the communities we serve. Transparency allows us to build trust with our stakeholders by having important conversations on the subjects that matter most, like the environment, the needs of our associates and our impact on the communities where we do business.

Our commitment to make Walmart Canada the best place to work for our associates is a cornerstone of our culture. Our philosophy is simple – we must invest in the future of our associates to continue building a future for Walmart. Our award-winning Women in Retail program has helped us increase the number of female store managers by more than 55 per cent since the program began in 2010. We've also leveraged our Women in Retail store captains to coach hourly associates on career development.



Our community giving mission is to support families in need across Canada. Our work includes support for our four national charity partners – Children's Miracle Network, Canadian Red Cross, Breakfast Club of Canada, and Evergreen. In addition, our extensive local matching grant program assists non-profit organizations across the country. In 2013, we donated and raised more than \$23 million, bringing our total contributions since 1994 to more than \$200 million.

We remain committed to leadership in sustainability and continue to look for innovative ways to drive this mission and lessen our impact on the environment. In 2013, we opened our first fully LED-lit facility in Stratford, Ontario. By installing 18-watt LEDs throughout the new supercentre in place of conventional fluorescent lighting, we've reduced overall light energy consumption by an estimated 28 per cent. Product sustainability also remains a priority for us and we are implementing the Sustainability Index across multiple categories. In 2013, we also expanded our organics waste program to 20 additional stores.

I invite you to learn more by visiting www.walmartcanada.ca where you will find the full 2014 Global Responsibility Report. I hope you will find the Canadian highlights presented in this brochure informative. By listening to, partnering with and considering the perspectives of our stakeholders, we can become an even better company and deliver on our promise of saving Canadians money so they can live better.

Sincerely,

A handwritten signature in black ink that reads "Shelley Broader".

Shelley Broader

President and Chief Executive Officer
Walmart EMEA (Canada, Europe, Middle East and Africa)

Key Performance Indicators – Canada

Environment

Greenhouse Gas (GHG) produced in Canada

	2011*	2012*	2013
Emissions per retail sq. ft. – <i>Metric Tonnes CO2 Equivalent</i>	0.0075	0.0069	0.0077
Direct – <i>Metric Tonnes CO2 Equivalent</i>	142,467	120,035	166,762
Indirect – <i>Metric Tonnes CO2 Equivalent</i>	186,133	211,567	215,260
Total electricity intensity per sq. ft.	18.88 kWh	18.56 kWh	18.65 kWh

*2011 and 2012 results have been adjusted to be consistent with recommendations from the World Resources Institute.

Waste Diversion

	Percentage
2011	77%
2012	76%
2013	75%

Ethical Sourcing

Factory Audits

	2011	2012	2013
Direct imports by Walmart Canada	442 audits of 384 factories	426 audits of 393 factories	596 audits of 369 factories
Imports by Canadian suppliers	576 audits of 507 factories	535 audits of 476 factories	1,007 audits of 660 factories
Percentage of unannounced audits	50	55	41
Number of factories disapproved	8	36	74

People

Total percentage female managers

2011	51.66%
2012	54.60%
2013	53.78%

Female senior managers

2011	31.1%
2012	33.3%
2013	36.3%

Number of associates promoted

2011	5,019
2012	4,168
2013	4,979

Number of associates who received operational and leadership training

2011	2,130
2012	1,476
2013	1,427

Community

Economic impact

	2011	2012	2013
Number of new jobs created	833	3,074	1,288
Number of new jobs created in construction trades	5,650	9,150	5,500
Number of Canadian suppliers and service providers	5,027	4,985	4,817
Payments to Canadian suppliers and service providers	\$15.4 billion	\$17.7 billion	\$18.0 billion
Total Raised through fundraising	\$14.9 million	\$14.2 million	\$14.4 million
Total Donated by Walmart Canada	\$10.3 million*	\$8.6 million	\$8.6 million

*Includes \$681,000 from Walmart Canada Bank.

Workplace – Canada



Best workplace

A cornerstone of our culture is our commitment to make Walmart Canada the best place to work for our associates. Our talent philosophy is simple – we invest in associates. We offer opportunities to learn and grow through on-the-job training, classroom instruction, tools, resources and job aids.

Virtual classroom

We've developed a virtual classroom, which allows associates to learn on the job. The online solution complements the associates' day-to-day experience in stores, offering a more integrated approach to learning. We've also leveraged technology to create virtual teams and peer-to-peer learning support.

Cultural awareness

Fundamental to our associates' experience is diversity and inclusion. Walmart Canada has diverse cultural heritages from around the world, which we celebrate annually during our Cultural Awareness Day. This year, we expanded the event to our store associates across the country.

Women in Retail

Our Women in Retail program continues to lead Walmart in innovation, having recently won the prestigious Diversity Journal "Award of Excellence – Innovations in Diversity." Our Home Office program is performing well, with 65 participants. Our field program expanded this year. We leveraged our Women in Retail store captains from across the country to coach hourly associates on career development. Since the inception of the program in 2010, there has been a 55.6 per cent increase in female store managers at Walmart Canada.

Hiring for fit

We look for people with a will to win, a passion for retail and a sense of purpose beyond the paycheck. We are sourcing a broad range of talent from former military personnel with great leadership and execution skills to dynamic and innovative e-commerce professionals.

Health and wellness

Live better is our mantra at Walmart. We invest in our associates' health and wellness through a new well-being program that supports Walmart Canada associates in setting and achieving healthy living goals. We offer participation incentives by way of points they accumulate, which they can spend on prizes such as Walmart gift cards or charity donations.

Associate opportunity

4,979
associates promoted in 2013

93,500
associates in Canada

55.6%
increase in female store managers
since the launch of Women in
Retail program in 2010



Social – Canada



National charity partners

Children's Miracle Network

Walmart Canada donated and raised \$8.5 million in 2013, and more than \$85 million since 1994, to help care for the more than 4,900 Canadian youth who pass through the doors of children's hospitals each day. Every dollar we raise is used to provide excellent services through the support of life-saving medical care, ground-breaking research and important educational programs for the most vulnerable young members of our communities. Also in support of Children's Miracle Network, we recently completed the 10th annual Walmart Walk for Miracles, held in 12 Canadian cities from coast-to-coast.

Canadian Red Cross

Walmart Canada donated and raised \$3.5 million for the Canadian Red Cross to support disaster preparedness and response activities in communities across the country. This represents the largest domestic fundraising total in the 10-year union between the Canadian Red Cross and Walmart Canada. In addition to our annual fundraising campaign, Walmart Canada supported the Canadian Red Cross with relief efforts following major flooding in Alberta and the train derailment in Lac-Mégantic, Quebec. Walmart Canada raised funds, donated corporate dollars and products, provided associate volunteers and donated the use of its trucks and expert volunteers skilled in logistics and supply chain management to move a variety of supplies, including cots and rescue blankets for the Red Cross.

Breakfast Club of Canada

One in seven Canadian children is at risk of going to school on an empty stomach. Walmart Canada donated and raised \$3.4 million in 2013, and more than \$27 million since 2000, helping provide breakfast to more than 130,000 children annually.

Supporting families in need

Our community giving mission is to support families in need across Canada. Our work includes support for our four national charities and local matching grants.

Donated and raised more than
\$200 million
for Canada charities since 1994

\$23 million
donated and raised
contributions in 2013



Evergreen

We recently achieved a special milestone in the history of the Walmart-Evergreen Green Grant program: 500 projects supported across Canada since the inception of the program in 2005. Evergreen has received more than \$5 million in direct funding from Walmart Canada to the Green Grants joint action to date. In 2013, 70 communities across Canada received grants totaling \$400,000 to fund neighbourhood greening projects.

Environment – Canada



All-LED store

In November 2013, the Walmart Canada store in Stratford, Ontario, became our first fully LED-lit facility. By installing 18-watt LEDs throughout the new Supercentre in place of conventional fluorescent lighting, we've reduced overall light energy consumption by an estimated 28 per cent. In addition, LEDs generate less heat, thus reducing the use of air conditioning. Combined, these energy-saving measures cut consumption by approximately 189,000 kilowatt hours (kWh) annually – a savings of approximately \$18,000 annually.



Improving products

Product sustainability continues to be a priority for Walmart Canada. We've implemented the Sustainability Index across several categories, including toys, seafood, consumables, fresh beef and soft-home cotton products. One of several success stories from 2013 includes the conversion of our Hometrends PEVA tablecloth packaging from preprinted, fully enclosed plastic bags to an open-packaging concept. The new header box is made from folded carton materials and covers approximately half the tablecloth. In addition to allowing the consumer to touch and feel the product, the new packaging delivers a more sustainable solution to the category. In an effort to continue reducing plastics in packaging, plans are underway to expand open packaging initiatives in general merchandise private brands.



Waste diversion highlights

A significant contributor to our waste diversion success in 2013 was the expansion of our organics program to 20 additional Walmart stores, which diverted 5 per cent more organic materials from landfills. Sixty-seven of our stores now use anaerobic digestion, a process that breaks down food and other organic material into biogas, which can be used to generate electricity.

75%
total waste diversion
for 2013 (251,281,298 kg)



Yvette Bedard, Category Manager, Seafood,
Walmart Canada Sustainability Buyer of the Year
Award Recipient

Sustainable seafood

Working closely with the Walmart Global Seafood Sustainability Value Network, we made considerable progress in ensuring the seafood offerings across Walmart Canada are responsibly sourced. In June 2013, we hosted more than 100 seafood suppliers, NGOs and other stakeholders at the Walmart Canada Sustainable Seafood Summit. There, we stressed our commitment to compliance related to sustainable seafood practices and, through the end of October 2013, took several steps forward:

- Increased the amount of Marine Stewardship Council (MSC)-certified wild seafood in our supply chain from 22 per cent to 34 per cent.
- Successfully decreased the amount of high-risk seafood in our supply chain.
- Required our vendors to report seafood volume and source data quarterly, which allows us to track and monitor activity.

View the complete 2014 Global Responsibility Report
at walmartcanada.ca



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Our sustainable, next generation report.

The minimized environmental footprint of this report is the result of an extensive, collaborative effort of Walmart and its supply chain partners. The environmental and social impact continues to be an important consideration. It is printed on paper from well-managed forests containing recycled PCW fiber that is Elementally Chlorine Free (ECF). It is printed using 100 per cent renewable wind power (RECs), along with environmental manufacturing principles that were utilized in the printing process. These practices include environmentally responsible procurement, lean manufacturing, green chemistry principles, the recycling of residual materials and reduced volatile organic compound inks and coatings.

