

# Standards for Suppliers

*The Standards for Suppliers ("Standards") are Wal-Mart Stores, Inc.'s ("Walmart") fundamental expectations from its suppliers related to social and environmental conditions. These Standards are utilized to evaluate employment practices and environmental compliance in those facilities producing merchandise for sale by Walmart. Suppliers must also 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.*

*The Standards must be visibly posted in English and in the shared language(s) of its employees in a common area at all facilities that manufacture products for Walmart and its affiliates.*

*All Suppliers and their manufacturing facilities, including all subcontracting and packaging facilities, will be held to these standards. As a guide to help Suppliers understand the expectations and obligations of the Standards for Suppliers, Walmart has prepared the ethical and environmental Standards for Suppliers Manual ("Manual"). A copy of the current edition of the Manual may be obtained at <http://walmarturl.com/ethicalsourcing>.*

## 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. Slave, child, underage, forced, bonded, or indentured labor will not be tolerated. Suppliers shall not engage in or support trafficking in human beings. Suppliers shall certify that they have implemented procedures to manage the materials, including all labor related processes, incorporated into their products to ensure they comply with laws on slavery and human trafficking. Workers must be allowed to maintain control over their identity documents.

### **3. Labor Hours**

Suppliers must provide workers with rest days and must ensure that working hours are consistent with the law and not excessive.

### **4. Hiring and Employment Practices**

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

### **5. Compensation**

Suppliers must compensate all workers with wages, overtime premiums, and benefits that meet or exceed legal standards-or collective agreements, whichever are higher. Suppliers are encouraged to provide wages that meet local industry standards. 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.

### **6. 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.

### **7. Health and Safety**

Suppliers must provide workers with a safe and healthy work environment. Suppliers must take proactive measures to prevent workplace hazards.

### **8. Dormitories and Canteen**

Suppliers who provide residential and dining facilities for their workers must provide safe, healthy and sanitary facilities.

### **9. Environment**

Suppliers should ensure that every manufacturing facility complies with environmental laws, including all laws related to waste disposal, air emissions, 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.

### **10. Gifts and Entertainment**

Suppliers must not offer gifts or entertainment to Walmart associates.

### **11. Conflicts of Interest**

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

### **12. 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.

### **13. 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](mailto:ethics@wal-mart.com)
- **World Wide Web:** [www.walmartethics.com](http://www.walmartethics.com)
- **Phone:** +1 (800) WM-ETHIC  
(number varies by location)