



Shared value priorities and aspirations for 2025

Ten years ago, Walmart set out three aspirational goals tied to sustainability: create zero waste, operate with 100 percent renewable energy; and sell products that sustain our resources and the environment. At the Net Impact conference on Nov. 4, 2016, Walmart President and CEO Doug McMillon outlined new targets that build upon the three original aspirational sustainability goals to guide the company on critical shared value priorities for the next decade.



Opportunity

Increase economic opportunity in retail and retail supply chains

PROVIDE GREAT JOBS AND TRAINING THAT BECOME GREAT CAREERS FOR OUR ASSOCIATES

- Building upon the \$2.7 billion investment we made in education, wages and training for millions of associates in the U.S., we will work to achieve the following
 - Be the place to go for a first job
 - Provide a clear path for career advancement
 - Put millions of associates through focused training
 - Foster predictability and stability and pay
- Accelerate the mobility of frontline retail workers beyond Walmart
- Promote culture, diversity and inclusion at Walmart
- Support economic inclusion in supply chains and communities

SUPPORT LOCAL, DIVERSE AND SMALL BUSINESS DEVELOPMENT

- Source more products locally around the world, including our goal to source \$250 billion in products supporting American jobs by 2023
- Support local and small farmers
- Foster growth of women-owned and diverse suppliers
- Support growth of small business





Sustainability

Enhancing the sustainability of our operations and value chains

REDUCE ENERGY INTENSITY AND EMISSIONS

- Be powered by 50 percent renewable energy by 2025
- Reduce emissions in our own operations by 18 percent

ELIMINATE WASTE

- Achieve zero waste to landfill in our own operations in the U.S., U.K., Japan, and Canada by 2025. The commitment is designed to meet the guidelines developed by the International Zero Waste Alliance

IMPROVING SUSTAINABILITY IN VALUE CHAINS

- Support measurement and transparency in our value chain
- Reduce environmental impacts
 - Work with suppliers to reduce 1 Gigaton of emissions between 2015 and 2030
 - Expand sourcing of commodities produced with zero net deforestation by 2020
 - Expand and enhance more sustainable sourcing to cover 20 key commodities
 - Walmart private brand products will use 100 percent recyclable packaging
 - Work with suppliers to reduce product and packaging waste and help preserve natural resources
- Make food and products healthier and more affordable
 - Double the sales of locally grown produce in the U.S.
 - Reduce sodium, added sugars and saturated fat where possible
 - Work with suppliers and our own private brand products in key markets, beginning in the U.S., to remove certified synthetic colors and artificial flavors in products where customers don't expect to find them
- Support the dignity of workers in the retail supply chain
 - Walmart is joining the Leadership Group for Responsible Recruitment, a collaboration of businesses and NGO partners working to ensure ethical recruitment and treatment of workers globally



Community

Improve the lives of people in communities

HELP RELIEVE HUNGER

- Fulfill our existing commitment to donate 4 billion meals to fight hunger by 2020 and strengthen the charitable meal system

ENHANCE RESILIENCE IN THE FACE OF DISASTERS

- Walmart and the Walmart Foundation is contributing \$25 million towards disaster relief and resiliency around the world between 2016 and 2021

DEVELOP LOCAL COMMUNITIES

- Support community engagement
- Engage associates and customers to help others

