Are you working against your will?

Signs of forced labor and trafficking include:

1. Valuable possessions, including passports and work permits, are withheld.
2. Threats or abuse keep you from leaving, or you didn’t get the job promised.
3. You paid to get the job, or work is coerced through debts or pay deductions.
4. Workers are below the legal age.

If so, speak up.

Report if you experience or observe any of these situations:

1. Talk to a co-worker, supervisor, or authorized worker representative.
2. Contact Walmart anytime, anywhere—
   Email: ethics@wal-mart.com
   Visit: walmartethics.com
   Call: 800-WM-ETHIC (963-8442) from the US or Canada
3. Contact appropriate governmental authorities.

Walmart
Do you work more or are you paid less than allowed?

Signs of unlawful pay and excessive work include:

- You don’t understand the terms of employment or pay
- You don’t get time off or you work more than the law allows
- You are provided less than legal wages, benefits, or overtime premiums
- You are not paid regularly

If so, speak up.

Report if you experience or observe any of these situations:

1. Talk to a co-worker, supervisor, or authorized worker representative
2. Contact Walmart anytime, anywhere—
   - Email: ethics@wal-mart.com
   - Visit: walmartethics.com
   - Call: 800-WM-ETHIC (963-8442) from the US or Canada
3. Contact appropriate governmental authorities
Are you being intimidated or discriminated against?

Signs of unfair labor practices include:

1. Your employer makes employment decisions based on factors unrelated to the job
2. You are prohibited from exercising your rights to associate or to not associate with others
3. Your employer engages in harassment, abuse, or physical punishment

If so, speak up.

Report if you experience or observe any of these situations:

1. Talk to a co-worker, supervisor, or authorized worker representative
2. Contact Walmart anytime, anywhere—
   Email: ethics@wal-mart.com
   Visit: walmartethics.com
   Call: 800-WM-ETHIC (963-8442) from the US or Canada
3. Contact appropriate governmental authorities
Do you feel unsafe while working?

Signs of an unsafe workplace include

- You are not provided personal protective equipment
- Exits, doorways and escape routes are not marked or not available for use
- Building, equipment and fixtures are not maintained
- You are asked to operate machinery and handle materials without proper training

If so, speak up.

Report if you experience or observe any of these situations

1. Talk to a co-worker, supervisor, or authorized worker representative
2. Contact Walmart anytime, anywhere—
   Email: ethics@wal-mart.com
   Visit: walmartethics.com
   Call: 800-WM-ETHIC (963-8442) from the US or Canada
3. Contact appropriate governmental authorities
Have you experienced any of the following at your workplace?

- Are you working against your will?
- Are you being intimidated or discriminated against?
- Do you work more or are you paid less than allowed?
- Do you feel unsafe while working?

If so, speak up.

Report if you experience or observe any of these situations:

1. Talk to a co-worker, supervisor, or authorized worker representative
2. Contact Walmart anytime, anywhere—
   Email: ethics@wal-mart.com
   Visit: walmartethics.com
   Call: 800-WM-ETHIC (963-8442) from the US or Canada
3. Contact appropriate governmental authorities