



Interview with Zach Freeze, Director, Sustainability

Zach Freeze is responsible for product sustainability, working with buyers and suppliers in Wal-Mart's general merchandise and consumables categories, on key initiatives like factory energy efficiency, chemicals, and packaging. Zach has been on the sustainability team for over 3 years, and with Walmart for over 9 years and has held a number of roles in Walmart, including roles in environmental compliance and indirect sourcing and procurement.

Prior to joining Walmart, Zach's experience includes hazardous waste brokering, environmental consulting, and product specification testing. Zach earned his Bachelor of

Science degree in Chemistry from Arkansas Tech University and a Master of Science in Operations Management from the University of Arkansas.

Q. What does your team do?

A. The sustainability teams at Walmart are responsible for working with our own operations and our suppliers on achieving our 3 aspirational commitments; to have 100% renewable energy, to create zero waste, and to sell products that sustain people and the environment. Our role is to work inside and outside the organization to make progress on these goals, and lead initiatives to convene suppliers on key topics of importance, like sustainable agriculture, factory energy efficiency, and sustainable packaging, developing tools, providing guidance, and sharing best practices to make a bigger impact.

Q. What makes a great supplier as it relates to your work?

A. A great supplier for us is one that is striving to be more sustainable, and there are a wide variety of examples of how suppliers can be more sustainable. We don't paint people as a sustainable or not - but it is important to us that our suppliers are on the path to become a more sustainable. One program we administer to guide suppliers on this path is our sustainability index program, where we provide a category specific scorecard to assess where they are based on what matters in that category, and provide improvement opportunities to improve your score.

Q. What advice do you have for women-owned suppliers?

A. Sustainability improvements have to be good for not only the environment, but for business too. The way we talk about sustainability to our merchandising business is positively affecting one or more of these three elements; cost reduction, risk mitigation, or innovation opportunities. As Lee Scott, our former CEO said, running a good business and a sustainable business aren't mutually exclusive, but they are one in the same.

Q. Most important resource from your team that every WOB supplier should use?

A. Packaging is great place to start. It affects everybody, and it is important to the customer. This new [packaging playbook](#), and the index (in available categories) are great places to start on the journey to become a more sustainable supplier. My challenge would be to start there. Learn how we can move the needle together on making packaging more recyclable!



Sustainable Packaging Playbook

Walmart recently released their latest sustainable packaging playbook. It provides an overview of sustainable packaging best practices for suppliers interested in improving and innovating packaging. While the focus is on consumer facing packaging, practices may impact or also be applied across the entire packaging system.

[Download Playbook](#)



Women In Toys - Empowerment Day

On September 26, Women in Toys (WIT) hosted their annual Empowerment Day in Dallas. The event was designed for entrepreneurs, manufacturers, inventors and business owners who want to grow their business or catapult their career in the area of toys, games, licensing and entertainment. Attendees had the unique opportunity to pitch

their products to Walmart buyers, and pitch products and concepts to top toy companies including Hasbro, Spin Master, Moose Toys and Jazwares. Additionally, there were interactive information sessions, delving into topics such as crowdfunding, financing, patents and trademarks, packaging, manufacturing and distribution, marketing and PR.

[For information about Women In Toys and the 2017 Empowerment Day visit...](#)

Do you attend trade shows? We'd love to know which ones. Please click on the button below to share what trade shows you attend and what your experiences have been.

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2016 Investment Community Meeting

At our 2016 Investment Community Meeting earlier this month, Walmart outlined the company's strategic framework to grow by serving customers across all channels, creating a seamless shopping experience. The company has also shared select guidance information along with its capital expenditure estimates for the next fiscal year.

[Watch the meeting](#)

Make History: Big Bets & Bold Goals



2016 Net Impact Conference

At today's Net Impact Conference, Walmart president and CEO Doug McMillon outlined a roadmap that will guide the company's role in society on critical issues over the next several years, pointing to a "new era of trust and transparency." The roadmap added fresh detail to Walmart's sustainability agenda and contained new commitments that reflect a wider recognition of the company's impact on communities and the planet.

You can learn more about the Net Impact Conference by downloading the [press release](#) or reading [the speech](#). Alternatively watch the video by clicking below.

[Watch the meeting](#)



Supplier Resources on Retail Link

Supplier Resources on Retail Link are updated frequently. For a brief guide on how to access these materials please click the button below. You will be taken to a simple how-to slide.

[Retail Link Guide](#)



Any suggestions or questions?

Contact the WEE Team at womenowned@walmart.com; the Supplier Diversity Team at supplierdiversity@wal-mart.com; or, the Supplier Administration Team at supadm@walmart.com.

