GLOBAL LABOR & EMPLOYMENT POLICY

POLICY STATEMENT
We are committed to complying with all applicable labor and employment laws and regulations in every market in which we operate. We strive to provide a work environment that supports the employment needs of our associates, encourages growth opportunities, and ensures fair and consistent labor and employment practices for each associate.

WHAT TO DO

**ACCURATELY AND TIMELY COMPENSATE** all associates for all work performed for the benefit of the company.

**ENSURE EQUAL AND INCLUSIVE TREATMENT** of all associates, including equal access to employment opportunities, services, and benefits.

**PROVIDE PROPER MEAL AND REST BREAKS** for associates.

**PROVIDE ALL EMPLOYMENT-RELATED BENEFITS**, including leave entitlement, to eligible associates.

**COMPLY WITH APPLICABLE LABOR AGREEMENTS** and promote a collaborative work environment that addresses the concerns and needs of our associates.

**EMPLOY** only those associates who meet the applicable eligibility and work authorization requirements.

**CLASSIFY** all associates properly based on their job functions.

**PROVIDE PROPER MEAL AND REST BREAKS** for associates.

**PROVIDE ALL EMPLOYMENT-RELATED BENEFITS**, including leave entitlement, to eligible associates.

**COMPLY WITH APPLICABLE LABOR AGREEMENTS** and promote a collaborative work environment that addresses the concerns and needs of our associates.

**EMPLOY** only those associates who meet the applicable eligibility and work authorization requirements.

**CLASSIFY** all associates properly based on their job functions.

WHAT TO LOOK FOR

**FAILURE TO APPROPRIATELY COMPENSATE** associates for hours worked or to provide proper breaks

**A WORK ENVIRONMENT** where claims of harassment, discrimination, or retaliation are not promptly and appropriately addressed

**FAILURE TO ADHERE TO** the terms of collective bargaining and other labor contracts

**FAILURE TO MAINTAIN** employment records or data on employment practices

**INCONSISTENT PRACTICES** concerning associate selection, hiring, and compensation

**FAILURE TO PROVIDE** the proper employment benefits

**WORK PERFORMED** by associates without appropriate work authorization

**FAILURE TO POST** required employment and labor notices

**IMPROPER WORK CLASSIFICATIONS** for associates

**A WORK ENVIRONMENT** that encourages or allows working off the clock

---

**Asking Questions and Reporting Violations**

To ask a question about this policy or to report a suspected violation of this policy, please contact a member of Management, Human Resources, the Compliance department, or the Legal department.

You may also report suspected violations by contacting Walmart's Global Ethics Helpline:

1-800-963-8442

Web: [www.walmartethics.com](http://www.walmartethics.com) or Email: ethics@wal-mart.com

Reports to the Ethics Helpline are always confidential, and if you choose, you may report your concern anonymously.

Additional specific country contact information can also be found on [www.walmartethics.com](http://www.walmartethics.com)

In the U.S., you may also use the U.S. Compliance Hotline for questions: 1-800-530-9923

---

**Related Policies:** Statement of Ethics  
**Last Modified:** November 1, 2017  
**Version:** 2.0  
**Policy Owner:** Walmart Global Governance