

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.

PROVIDE PROPER MEAL AND REST BREAKS for associates.

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

CLASSIFY all associates properly based on their job functions.

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

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

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

WHAT TO LOOK FOR

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

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

INCONSISTENT PRACTICES concerning associate selection, hiring, and compensation

WORK PERFORMED by associates without appropriate work authorization

IMPROPER WORK CLASSIFICATIONS for associates

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

FAILURE TO MAINTAIN employment records or data on employment practices

FAILURE TO PROVIDE the proper employment benefits

FAILURE TO POST required employment and labor notices

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 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

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