

# Walmart Inc. (Walmart)

**TICKER**  
WMT

**MARKET CAPITALIZATION**  
US\$392.1 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**

UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Yes

Australia Modern Slavery Act: Not applicable

**OVERALL RANKING**

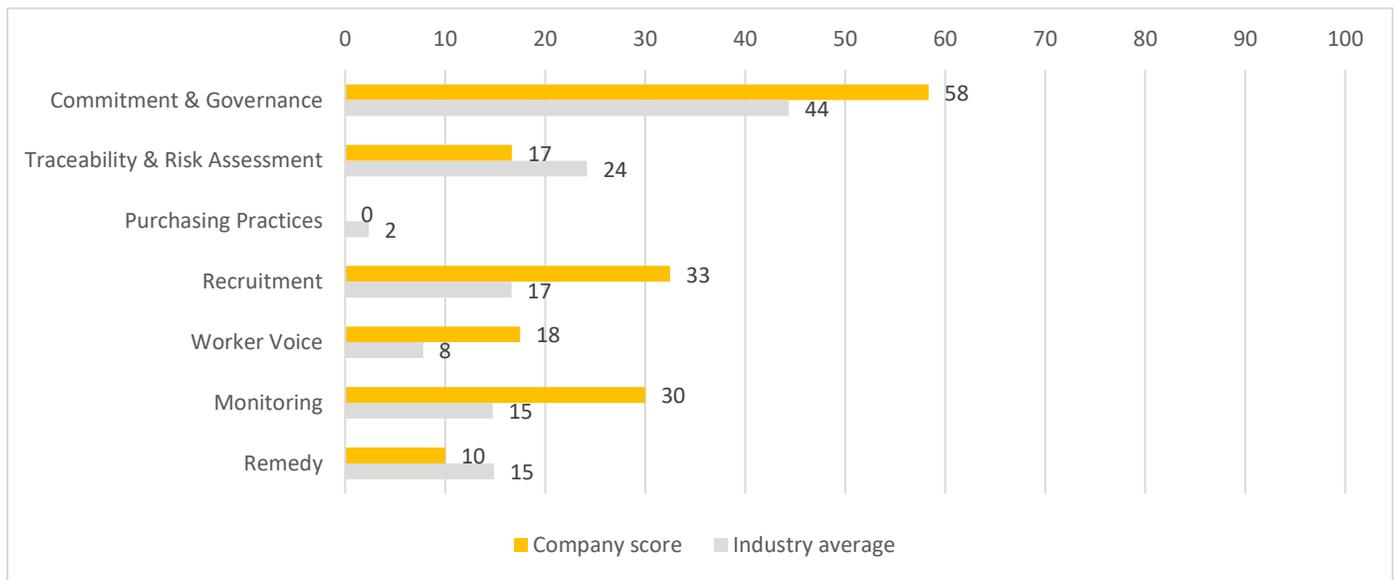
**18 out of 60**

([2020 Rank](#): 12 out of 49)

**OVERALL SCORE**

**25 out of 100**

**THEME-LEVEL SCORES**



**KEY DATA POINTS**

**SUPPLIER LIST**

🚩 No

**RISK ASSESSMENT**

Yes

**ENGAGED WITH KNOWTHECHAIN<sup>1</sup>**

Yes

**NO-FEE POLICY**

Yes (Employer Pays Principle)

**REMEDY FOR SUPPLY CHAIN WORKERS**

Yes

**HIGH-RISK SOURCING COUNTRIES**

🚩 Malaysia

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## SUMMARY

Walmart Inc. (Walmart), the world's largest company,<sup>2</sup> ranks 18<sup>th</sup> out of 60 companies. Since 2020, the company improved on the theme of Recruitment, disclosing that through its partnership with the International Organisation for Migration, training has been delivered to 100 facilities in Thailand and Malaysia on managing the risks of migrant worker exploitation and over 90 recruiters on ethical recruitment in 7 countries. It also reports that in 2022 it launched a supplier responsible recruitment initiative that invites suppliers to "adopt and report on practices related to recruiting, worker engagement, and transparency that experts believe will facilitate responsible recruitment." However, the company did not disclose improvements across other themes. The company performed particularly poorly on the themes of Purchasing Practices and Remedy. As such, its rank has dropped 6 places since 2020.<sup>3</sup> The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Worker Voice, and Remedy.

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Purchasing Practices:** To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment. The company may further consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

**Worker Voice:** To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

**Remedy:** To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

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<sup>1</sup> For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2022 ICT benchmark findings report](#). Research conducted through June 2022 or through September 2022, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

<sup>2</sup> Fortune (October 2022), "[Walmart](#)." Accessed 1 December 2022.

<sup>3</sup> KnowTheChain's 2022-23 benchmarks use a revised methodology which prioritises a focus on the implementation of policies and processes and the outcomes they result in, as well as integrating a stronger focus on stakeholder engagement. See [here](#) for more information.