

Walmart Inc. (Walmart)

TICKER
WMT

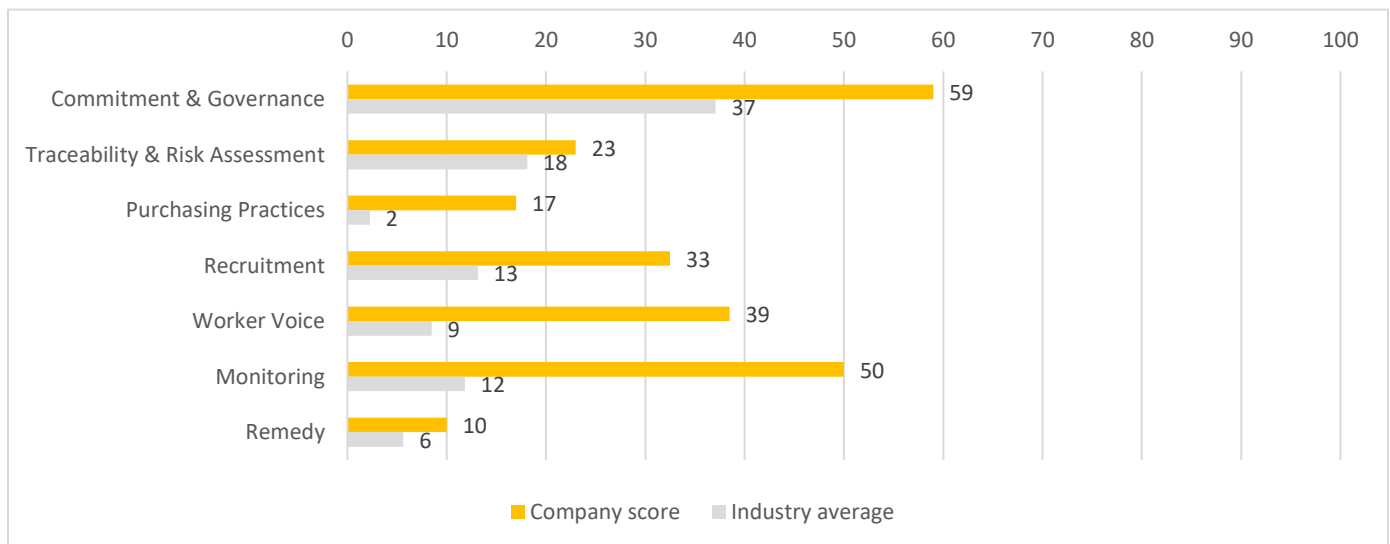
MARKET CAPITALIZATION
US\$387.8 billion

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
10 out of 60
[2020 Rank](#): 4 out of 43

OVERALL SCORE
33 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 Yes

ENGAGED WITH KNOWTHECHAIN¹
 Yes

NO-FEE POLICY
 Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK COMMODITIES²
 Fish, palm oil, tomatoes and others

SUMMARY

Walmart Inc. (Walmart), the world's largest company,³ ranks 10 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. However, the company did not disclose improvements across other themes. As such, its rank has dropped by 6 places.⁴ The company has an opportunity to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Purchasing Practices, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing the names and addresses of its first-tier suppliers (either across high-risk commodities or across all first-tier suppliers), the names and locations of below-first-tier suppliers, and the raw material sourcing countries from which it sources commodities at high risk of forced labour.

Purchasing Practices: Walmart is a member of the Fair Food Program, which includes legally binding agreements between the organisation and participating buyers and ensures a premium paid to workers. To address forced labour risks in its supply chains including across other supply chain contexts, 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.

Remedy: While the company provides some information on its process for ensuring remedy is provided to workers in its supply chains in cases of forced labour, it is encouraged to disclose details on this process, such as approval procedures, timeframes, and, crucially, engagement with affected stakeholders. 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.

¹ Research conducted through January 2023 or through April 2023, 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](#).

² For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 [food & beverage benchmark findings report](#).

³ Fortune (2023), "[Walmart](#)." Accessed 26 June 2023.

⁴ 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.