

Walmart Inc. (Walmart)

TICKER
NYS:WMT

MARKET CAPITALISATION
US\$374.92 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

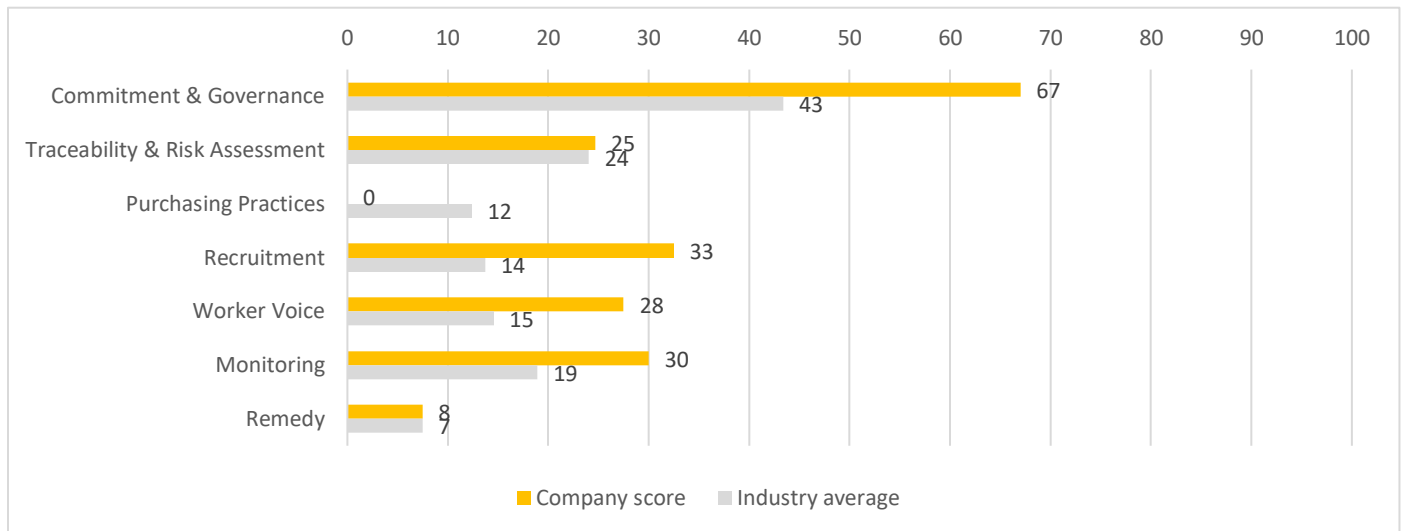
19 out of 65

[2021 Rank](#): 18 out of 37

OVERALL SCORE

30 out of 100

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST

No

RISK ASSESSMENT

Yes

DATA ON PURCHASING PRACTICES

No

ENGAGED WITH KNOWTHECHAIN²

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK RAW MATERIALS¹

Cotton, leather, wool

SUMMARY

Walmart Inc. (Walmart), the world's biggest company,³ ranks joint 19th out of 65 companies. Since 2021, the company improved on the themes of Traceability & Risk Assessment and Recruitment, disclosing information on its tracing process for raw materials in its supply chains, and training with the International Organisation for Migration for 100 supplier facilities in Thailand and Malaysia on managing the risks of migrant worker exploitation, and for more than 90 recruiters in seven countries. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Purchasing Practices and Remedy. As such, the company's rank has dropped by one place.⁴ The company's score is based on its stronger performance on the theme of Commitment & Governance.

KnowTheChain identified one allegation of forced labour in the company's supply chains. The company reports checking whether the facilities were disclosed within its supply chains and finding they were not listed. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers.

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: While the company notes training for its sourcing associates on how their decisions could influence supply chain working conditions, 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, and disclose quantitative data evidencing the implementation of responsible purchasing practices. 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: The company provides information on a process for managing and responding to allegations and grievances in its supply chains. 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 For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 apparel & footwear benchmark [findings report](#).

² Research conducted through June 2023 or through September 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](#).

³ Fortune (2023), "[Walmart](#)." Accessed 4 December 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. In addition, the number of companies assessed in the ranking has increased from 37 in 2021 to 65 in 2023. See [here](#) for more information.