



Responsible Sourcing

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To: Walmart suppliers
From: Jan Saumweber, Senior Vice President – Walmart Responsible Sourcing
Date: June 30, 2017
RE: **Changes to Walmart's expectations for suppliers**

Dear Supplier,

You play an important role in making worker safety and wellbeing top priorities in your supply chains. By complying with our requirements and continuously improving conditions in your facilities, you also help our customers feel confident that the products they purchase are produced in the right way.

Walmart is committed to promoting worker dignity, and we are simplifying our Responsible Sourcing program to focus our resources on areas that make the biggest difference for workers in our supply chain. To support this focus, we are announcing several key changes to our program that affect your responsibilities as a Walmart supplier:

- Updated Standards for Suppliers
- Third-party audit approach for monitoring facility compliance
- Responsible Sourcing Academy Training Portal

These changes are intended to clarify our expectations of you as a Walmart supplier, particularly in key areas such as preventing forced and underage labor and unsafe working conditions. They also re-emphasize your ownership of facility compliance, streamline our audit approach and provide you with more training and resources to help support your efforts toward continuous improvement.

I hope these changes to our program will encourage you to become even more engaged and involved in leading and promoting responsible practices in your supply chains. By working together, we can continue to improve worker dignity and build customer trust and confidence.

Updates to Walmart's Standards for Suppliers

We have updated our Standards for Suppliers, which serve as the foundation of our Responsible Sourcing program. The Standards are an important part of your Supplier/Vendor agreement with Walmart, and this update reflects our renewed focus on your responsibilities to workers and your accountability to Walmart. The new Standards are effective immediately. You can download a copy from our [corporate website](#) and from Retail Link (Retail Link > Docs > R > Responsible Sourcing > Standards).

The Standards frame the kind of relationship we expect to have with you – one based on transparency, cooperation, honesty and continuous improvement. We also have included new or clarified expectations around priority topics, including promoting responsible recruitment and addressing forced labor, human trafficking and unsafe working conditions. These are areas of increased focus for us as we work to be the most trusted retailer for our customers by meeting their expectations regarding worker dignity.

Additionally, the Standards support important changes to our audit approach (*details below*) and address our expectations of you around:

- complying with facility [disclosure requirements](#)
- obtaining [required audits](#)
- conducting supply chain monitoring and oversight
- understanding and assessing risk
- addressing risk and remediating issues

We expect you to cascade our expectations throughout your supply chains and to encourage workers to speak up when something is not right. To help you do this, we have created [new posters](#) and expect that you will post those most relevant to your industry, geography, and risks in the facilities you are using to produce merchandise for sale at Walmart. Please familiarize yourself with our new Standards and accompanying [disclosure](#) and [audit policies](#) by reviewing these [Frequently Asked Questions](#) about the updated Standards.

Moving to a Third-Party Audit Approach

Beginning August 1, 2017, you will be required to submit a valid audit report from an approved third-party audit program when a current audit is due to expire for your facility. We believe that moving to a third-party audit approach will simplify the audit process and help us focus resources on addressing priority supply chain issues and working together on initiatives that promote worker dignity. This new approach gives you the autonomy to work with an approved audit program that best suits your business, and it may help to reduce audit duplication.

The transition to third-party audits replaces the requirement for Walmart’s traditional Responsible Sourcing audits. Below is a list of third-party programs we have approved for this new audit approach:

<p>Approved Audit Programs*</p>	<ul style="list-style-type: none"> • Best Aquaculture Practices (BAP) • Business Social Compliance Initiative (BSCI) • Better Work • Electronic Industry Citizenship Coalition (EICC) • International Council of Toy Industries CARE • SEDEX Members Ethical Trade Audit (SMETA) • Social Accountability International (SA8000) • Worldwide Responsible Accredited Production (WRAP) <p>The third-party audit programs listed below are regional and industry specific. We are still evaluating these programs and they will be accepted during the evaluation process.</p> <ul style="list-style-type: none"> • South Africa Agriculture - Sustainability Initiative of South Africa (SIZA) • Brazil Apparel - Brazilian Textile Retailers Association (ABVTEX) <p>When an audit is normally required, small suppliers have a choice to submit audits from approved audit programs or participate in the approved capacity building program.</p> <ul style="list-style-type: none"> • Small Supplier Program administered through Intertek <p>*Additional programs may be approved and added to this list in the future.</p>
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Under normal circumstances, Walmart will not endorse or direct you to select one audit program over another. Please take the opportunity to review and understand these programs and select the one that makes the most sense for your business. In some higher-risk geographies or supply chains, we may develop a policy that requires or encourages your participation in one specific program. When that is the case, we will notify you directly.

As part of these changes, beginning August 1 you will no longer receive our standard Audit Due notification from Responsible Sourcing for each of your facilities. Instead, we will send you a quarterly report that lists all of your disclosed facilities and indicates when an audit is due for each facility. It is your responsibility to review this report and work with your facilities to keep their third-party audits current.

Please review the approved audit programs listed above and become familiar with each one. Information about each program is available by clicking the links above. A guide is available [here](#) to help you understand the new process for selecting an audit program and submitting your audit reports.

Although our auditing approach is changing, many aspects of our program remain the same. This includes disclosing your facilities to us following our [disclosure policy](#), making your facilities available for

an audit following our [audit policy](#), understanding audit requirements based on our recently updated [Country Risk Categories](#) and remediating facility issues.

For more information and details about this new approach, please refer to our [Supplier Frequently Asked Questions guide](#).

Responsible Sourcing Academy Training Portal

As part of these program changes, we also are doing more to help you continuously improve your compliance with our expectations. We have launched a user-friendly training website that gives you access to helpful information and resources you can use to build a responsible supply chain. It's called the [Responsible Sourcing Academy Training Portal](#), and it includes training materials and course modules covering topics that include:

- Walmart's Standards for Suppliers
- Responsible Sourcing's supplier and facility requirements
- Guidance and information on our third-party audit process and approved programs
- Core objectives, such as addressing forced labor and other worker dignity topics

A video about these changes to our program is available [here](#).

For materials and guidance on these changes, or to learn more about our Responsible Sourcing program in general, please access the [Responsible Sourcing Academy Training Portal](#). If you have questions that are not answered through these resources, you can find contact information for additional support in the Portal.

Thank you for your collaboration as we continue working to enhance our Responsible Sourcing program. Together we are creating meaningful, sustainable changes that promote worker dignity in our global supply chain.



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