

BETTER TOGETHER

Culture, Diversity, Equity & Inclusion

2020 REPORT



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Editor's Note: This report is a retrospective of Culture, Diversity, Equity & Inclusion programming which took place across Walmart Inc. for the Fiscal Year ended January 31, 2021 (FY2021), unless otherwise noted.



Building a Better Walmart – Together

Doug McMillon, President & CEO – Walmart Inc.

As we publish this Culture, Diversity, Equity & Inclusion Report in April 2021, our company, country, and communities around the world are emerging from one of the most difficult periods in memory. If this past year has taught us anything – whether responding to the global pandemic or confronting systemic racism – it is that we are at our best, and we reach our highest potential, when we are joined together. At Walmart, our belief in the idea of “Better Together” has meant redoubling our commitment to CDEI inside our company and beyond.

Our goal has been to build on the work we’ve done to create a culture where everyone feels they belong – where dignity and respect are the basis for how we interact and support each other. We remain focused on building teams that are diverse and inclusive, and on fostering an environment where people have the opportunity for continued growth and development. We believe unique identities, experiences, styles, abilities and perspectives should be respected – more than that, we believe they should be held up and valued as essential to what makes our company thrive.

Working within Walmart is only part of what we can do. We have a responsibility to help bring about change beyond the walls of our company. As the initial response to the pandemic showed, we were in position to have a positive impact by providing resources to associates and communities to help ensure their health and safety,

to create strategies designed to assist high-risk populations, and to support small businesses.

As vaccines became more widely available, we partnered with churches, community groups and cultural influencers to reduce vaccine hesitancy and increase community trust. These efforts have included engaging leaders in the Somali community in Minneapolis, the LatinX community in Las Vegas, Native American communities in Houston, and Black communities in Chicago. We are holding vaccination events in cities across the country, targeting underserved communities in Chicago, El Paso, Miami, Kansas City and Houston.

In order to help address deeper, systemic inequities that exist throughout our society, we began investing business and philanthropic resources in strategies which we believe will increase fairness, equity and justice in aspects of everyday life – focusing in particular on racial equity in our nation’s financial, healthcare, education and criminal justice systems. We’re doing this through four Shared Value Networks (SVNs) which we launched in June 2020 to help tackle the root causes of racial disparity in these systems. Through Walmart and the Walmart Foundation, we made a \$100 million commitment to create a new Center for Racial Equity within the Walmart Foundation.



There are no simple answers to the questions and challenges we all face. The structures of systemic racism are complex and deeply engrained in society. The past year was awful in many ways, but it also revealed what we’re capable of as teams, organizations and communities. We know we are stronger as a company and a country when people are heard, included and empowered. While I hope that in this report you will see some meaningful progress has been made, please know that leveraging the power of our collective strengths for good will continue to be the focus of our efforts going forward.

Connecting with the Humanity of Walmart



Donna Morris, Executive Vice President and Chief People Officer — Walmart Inc.

The challenges of the past year have taught us lessons in patience, humility, and resilience. Together, we've experienced hardship and heartbreak. Through it all, we are more connected to our own humanity as individuals and as an organization.

The events of 2020 were a catalyst at Walmart to increase transparency and intensify our focus on building a place where everyone is and feels included. We are working to increase fairness and equity by creating new policies and practices inside our company and

working to influence and shape social systems specific to education, criminal justice, healthcare and finance. We aim to have a diverse workforce at all levels of the company that reflects the customers and communities we serve, and that creates a welcoming and inclusive experience for our associates and customers alike.

We're proud of the steps we've taken. We collaborated with North Carolina A&T State University to launch the Equity in Education Initiative and will be committed to making an impact on the success of students in business

and engineering over the next five years. We collaborated with McKinsey & Company to fund and support the production of a new report examining factors that impact career opportunities for Black Americans. *Race in the Workplace: The Black Experience in the U.S. Private Sector* is one of the most comprehensive studies of its kind.

We are listening. We are learning. While we know there is much more to do this year and beyond, we are making progress for our associates and customers to live better.

Looking Ahead with 2020 Vision

Ben Hasan, Senior Vice President and Global Chief Culture, Diversity, Equity & Inclusion Officer

We were excited about our plans for the year when 2020 began, looking to build upon the progress we'd made toward our vision of "Everyone Included". We were planning to continue our training relationship with the Racial Equity Institute; modernize reporting capabilities; expand our Inclusive Leadership Education curriculum; broaden Associate Resource Groups to the field; and implement customized plans focused on increasing diversity representation across the organization.

Then 2020 happened. It's safe to say 2020 didn't unfold the way many of us planned. The global pandemic, murder of George Floyd, and civil unrest changed the game for most corporations – including Walmart.

We still accomplished most of what we planned, but some things went on hold. Meanwhile our Shared Value Networks, Center for Racial Equity, RACE Ahead series and increased data transparency – which you can learn about in this report – weren't on our radar at the start of 2020. Now, they're integral parts of our story and plans for the future. While these things were unplanned, they're all

logical next steps in the journey we've been on and ultimately were made possible by the foundation we've built over the years.

Planning is a priority for success, however final performance is often dictated by how quickly and effectively you can pivot when plans are disrupted. 2020 taught us the importance of that lesson.

Last year brought pain and trauma I'm in no hurry to relive, yet as I look ahead with hope I'm grateful to see a picture of the future that has been sharpened by 2020 vision.



More in common than we realize

Judith McKenna, President & CEO — Walmart International

It's no surprise that with more than 2.2 million associates worldwide, we are bound to encounter differences—from store to store, country to country, even associate to associate. We say that diversity is our strength. And we mean it!

But even as we celebrate these differences we know that there's so much that connects us. I have worked in retail for a long time and I can tell you that the passion for service to customers unites our team and it powers our associates. That passion to serve doesn't only flow out to customers, but to one another as well, and that becomes clear in the ways we stand together to help build a more inclusive world.

When it comes to inclusion, there are nuances in each country where Walmart operates, but what's the same is that inclusion is close to the hearts of associates everywhere. One area of focus that's shared across markets is gender diversity, where today 56.06 percent of our International workforce is made up of women, but only 40.73 percent of management and 34.48 percent of officers.

We have done a lot to make gender diversity a priority, but we all can do more. And Walmart is doing more. In Canada, for example, where we were recently recognized as the country's leading company that's championing inclusion and diversity for Canadians, we increased the percentage of female store managers by 3 percent and market leaders by 9 percent last year alone. In Mexico, we grew the percentage of female store managers by 3 percent in the last year, to 46 percent.

We're building more diverse teams in other ways, too. In Chile, we are proud to have achieved double

the legal requirements for employing associates with disabilities, who now comprise 2 percent of our workforce. Massmart is now ranked the #1 retailer in South Africa on the 2020/2021 Retail B-BBEE Scorecard, which tracks the progress companies are making in increasing the diversity of their workforce and their support of black businesses and communities.

The passion our associates have for service to customers and to one another inspires me. Whatever it is that inspires you, let's commit to building an inclusive environment built on opportunity for everyone. Let's celebrate what makes each of us unique and recognize that we have more in common than we might realize. By doing that we will help create a more inclusive world for all of us.



*** Walmart divested its retail operations in the United Kingdom and Japan in February and March of 2021, respectively.

Total Associate Count by International Market

Africa*	45,776
Canada	101,997
Central America**	37,704
Chile	46,561
China	84,802
Japan***	35,786
Mexico	193,564
United Kingdom***	141,451

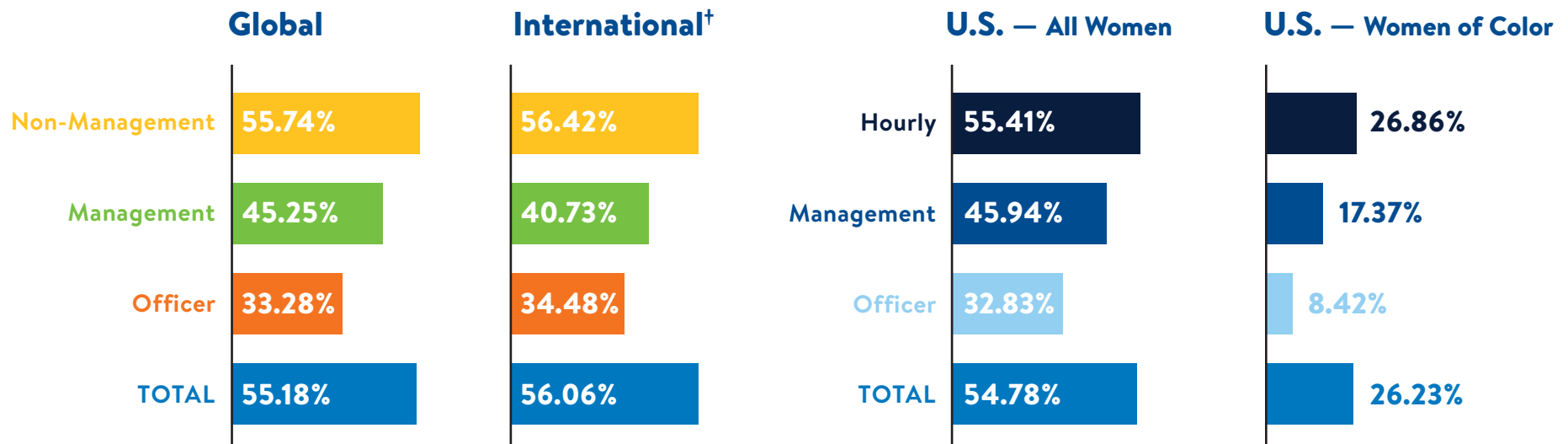
Total Workforce Representation by International Market – Women

Africa*	49.11%
Canada	56.76%
Central America**	43.55%
Chile	56.58%
China	65.92%
Japan***	63.59%
Mexico	54.90%
United Kingdom***	54.72%

Diversity & Inclusion by the Numbers

Total Associate Count by Market	
Global	2,219,364
United States	1,531,723
International [†]	687,641

WOMEN IN THE WORKFORCE



Data as of December 31, 2020 for International markets[†] and composites and as of January 31, 2021 for the United States. Global data is the combination of International and U.S. data from these respective reporting periods.

U.S. New Hires by Gender and Ethnicity

Women	49.42%
Women of Color	27.85%
People of Color	55.00%
African American/Black	28.14%
Asian	2.73%
LatinX	18.02%
Native American/Alaskan Native	1.20%
Native Hawaiian/Pacific Islander	0.45%
2+ Races	4.47%

U.S. Workforce Representation by Ethnicity

	Hourly	Management	Officer	TOTAL
People of Color	47.35%	36.72%	25.49%	46.64%
African American/Black	21.34%	11.75%	8.42%	20.70%
Asian	3.91%	10.60%	9.07%	4.36%
LatinX	17.75%	10.11%	5.62%	17.24%
Native American/Alaskan Native	1.11%	0.82%	0.22%	1.09%
Native Hawaiian/Pacific Islander	0.50%	0.36%	0.00%	0.49%
2+ Races	2.74%	3.09%	2.16%	2.76%
Caucasian	52.36%	63.28%	74.51%	53.09%

U.S. Promotions by Gender and Ethnicity

	Hourly-to-Hourly	Hourly-to-Management	Management-to-Management	TOTAL MANAGEMENT PROMOTIONS
All Women	58.02%	49.46%	46.21%	46.42%
Women of Color	27.32%	18.13%	18.87%	18.82%
People of Color	46.27%	36.31%	38.96%	38.80%
African American/Black	20.34%	12.65%	14.20%	14.10%
Asian	3.31%	4.35%	7.51%	7.31%
LatinX	17.86%	14.79%	12.78%	12.91%
Native American/Alaskan Native	1.14%	0.68%	0.91%	0.89%
Native Hawaiian/Pacific Islander	0.54%	0.28%	0.46%	0.45%
2+ Races	3.08%	3.56%	3.10%	3.13%

Definitions & Disclosures

Global: Aggregate of International and U.S. data

United States: All 50 states, excludes Puerto Rico

International*: *Africa (Botswana, Ghana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Nigeria, South Africa, Swaziland, Tanzania, Uganda and Zambia), Canada, **Central America (Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua), Chile, China, Japan, Mexico and United Kingdom. Excludes associates in India and eCommerce associates in Ireland and Israel

Non-Management

- U.S.: All hourly associates, excluding temporary associates
- International: Administrative, professional and frontline field associates

Management

- U.S.: All salaried, exempt associates
- International: Senior Directors, Directors, Managers and field managers

Officer

- U.S.: President, Executive Vice President, Senior Vice President and Vice President positions
- International: Determined using Hay Points scale with officer-level positions being those scored between 1,261-7,000 on the scale

Women of Color: An aggregate composite of U.S. women including African American/Black, Asian, LatinX, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, and women of two or more races

People of Color: An aggregate composite of U.S. associates including African American/Black, Asian, LatinX, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, and individuals of two or more races

Our Approach

TO CULTURE, DIVERSITY, EQUITY & INCLUSION

Vision: Everyone Included. By fostering a workplace culture where everyone is—and feels—included, everyone wins. Associates are happier, perform at their best and in turn, provide better service to our customers and members.

Mission: The Global Office of Culture, Diversity, Equity & Inclusion's (CDEI) mission is to create an inclusive culture where all associates are engaged to deliver on our purpose of saving people money so they can live better.

Inclusive Leadership Expectations

Leaders at Walmart must develop and demonstrate an evolved and ever-evolving set of characteristics to achieve both business results and personal career growth. One element that all our current and future leaders will need is inclusive leadership skills. Inclusive leaders are committed, curious, courageous, cognizant of bias, culturally intelligent and collaborative, according to a study published by Deloitte¹. We also believe these attributes are critical as we drive innovation through inclusion.

As part of our commitment to develop inclusive leaders, more than 72,000 U.S. associates have Inclusive Leadership Expectations as part of their annual performance evaluation. Associates with Inclusive Leadership Expectations must:

- Complete at least two approved Inclusive Leadership Education offerings such as unconscious bias training, Racial Equity Institute (REI) Phase I workshop, LGBTQ ally training, disability in the workplace module, or Values Based Decision Making workshop each year
- Actively mentor two associates, host a mentoring circle or participate as a mentor in a program such as Lean In Mentoring Circles

Guiding Principles

Our four guiding principles shape our approach to improving the company's CDEI health and set the foundation for sustainable change across the enterprise:

Accountability – Promote action through ownership and acceptance of responsibility for inclusive behaviors

Data-driven decisions – Collect and analyze data, and generate verifiable insights to make better decisions

Objectivity – Minimize subjectivity to reduce the risk of bias in talent processes

Transparency – Increase access to information through communication and collaboration

Strategic Objectives

Activate our culture – Equip every associate to be an inclusive leader who leads and makes decisions based upon our cultural values of Service, Respect, Excellence and Integrity

Associate life cycle integration – Integrate Culture, Diversity, Equity and Inclusion principles into every facet of the associate life cycle – recruit, hire, develop, promote and retire

Build an inclusive brand – Create a trusted brand experience that makes people feel like there's a place for them in the Walmart ecosystem – as a customer, associate, supplier or community stakeholder

Modernized measures – Leverage technology to monitor key performance indicators on diversity (representation and movement) and inclusion (engagement and sentiment indices) to inform strategic action plans for continued progress

Definitions

CULTURE: Our values in action (Service, Respect, Excellence and Integrity)

DIVERSITY: The unique identities, experiences, styles, abilities and perspectives of our workforce, reflecting communities we serve

EQUITY: When people of every gender, race, ability and orientation have what they need to thrive, and diverse identity is no longer a determining factor in shaping an individual's life outcomes

INCLUSION: The intentional action of understanding, supporting and championing individuals in all of their uniqueness (identities, experiences, styles, abilities and perspectives) – resulting in a culture where all associates feel welcome, comfortable and safe and are empowered to reach their full potential every day

¹ The six signature traits of inclusive leaders: *Thriving in a diverse new world. Deloitte, 2016.*

Enhancing Our People Processes

The events that unfolded throughout 2020 resulted in a broader awareness of and commitment to matters of diversity, equity and inclusion (DEI) by leaders across Walmart. This commitment was advanced by several new programs and practices spanning our People Processes that are focused on embedding DEI principles into how we recruit, hire, develop, promote and retain our associates.



► Diversity Recruiting

The foundation for a renewed diversity recruiting strategy was built in 2020 against the backdrop of civil unrest and the global pandemic, accentuating the need for quick, tactical action to improve our hiring processes. This strategy is three-fold: Broaden the Talent Pool; Enable Equitable and Inclusive Talent Practices; and Drive Accountability.

Several new practices were implemented across the hiring and selection process to operationalize this strategy and reinforce the usage of diverse candidate slates and interview panels. A new set of diversity hiring guidelines were introduced to provide a framework for selection best practices and help mitigate the potential impact unconscious bias might have on decision-making. An interview training workshop reached more than 650 associates, and a new eLearning module aimed at continuing to mitigate unconscious bias in the hiring and selection process was developed and deployed to more than 750 associates. This module addresses what unconscious bias is, how it manifests in the brain, how it can impact the hiring process, and strategies for mitigating the impact on talent selection.

► Racial Equity Education

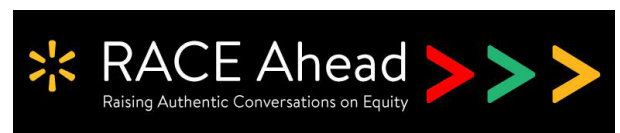
Walmart began working with the Racial Equity Institute (REI) in 2018 to offer training that examines the history of race in America as well as systemic racial inequity in its institutional and structural forms. This strategic decision took on increased significance in 2020 as social awareness of systemic racism swelled following the murder of George Floyd, leading Walmart to announce in July that all U.S. officers (Vice President and above) are now required to complete REI's two-day Phase I workshop. Walmart has hosted more than 30 REI workshops since 2018, training more than 1,000 associates including 395 officers, with an overall net promoter score (NPS) of 77.

An optional Race & Inclusion curriculum was introduced in August 2020 for U.S. associates on Walmart's ULearn platform. The curriculum features a blend of LinkedIn Learning modules (Home Office only), videos, articles and other content that is broken out by learning path. The program contains seven learning paths for Home Office associates and four field-focused paths, including modules on Unconscious Bias, Inclusive Leadership, Cultural Competence and Becoming a True Ally. More than 105,000 total learning paths have been completed as of January 2021.

► RACE Ahead

The RACE Ahead (Raising Authentic Conversations on Equity) series was created to provide a space for transparent, relevant and solutions-oriented conversations that are respectful and inclusive. In 2020, nine 60-minute RACE Ahead sessions were held virtually with more than 17,700 total attendees and more than 6,400 recording replay views as of January 2021.

Sessions feature internal and external speakers, and topics have included how to talk to your kids about race, the history of race and racial inequity in America, a celebration of African American history and culture on Juneteenth, and the disparate impact of COVID-19 on communities of color. The discussions are designed to examine the effects that racial inequities may have on associates, customers and communities, and the role we believe Walmart can play in helping to identify shared value solutions.



Diversity & Inclusion Across the Business

While Walmart's core diversity and inclusion strategy is driven by the Global Office of Culture, Diversity, Equity & Inclusion (CDEI), to operationalize our commitments and make progress, it's necessary for CDEI principles to be present across the business. Through various councils, workstreams and business strategies, diversity, equity and inclusion are becoming central considerations to many of Walmart's operating decisions.



▶ Supplier Inclusion

Walmart's supplier community has access to the more than 220 million customers and members who shop with us around the world each week, and we believe we're at our best when we promote diversity in our supply chain. A diverse supplier is a U.S. privately-held company that is 51 percent (or greater) owned and operated by a woman; African American; Asian American; Hispanic American; Native American; Native Alaskan; member of the lesbian, gay, bisexual or transgender (LGBT) community; person with a disability; veteran; or veteran with a disability. Walmart recognizes certifications from diverse suppliers in each of those classifications, and tracks diverse suppliers across the business from grocery products to construction services. In FY21 (Feb. 1, 2020 – Jan. 31, 2021), Walmart sourced more than \$13.10 billion in goods and services from 2,899 diverse suppliers.

▶ Sam's Club 7

In June 2020, Sam's Club responded to the need for greater emphasis on racial equity issues by introducing the Sam's Club 7 initiative. The program has seven distinct workstreams focused on a variety of subject matters that influence both our business and society. Each workstream is collaboratively led by a member of the Sam's Club Leadership Council, a Black officer (Vice President or above), and a leader from the People team.

Education: Provide curated content to support continuous learning around diversity, equity and inclusion at Sam's Club

Talent Management: Identify ways to consistently report diversity and inclusion data to drive critical dialogue and strategic plans while reviewing and improving performance management, career development and talent review practices

Hiring & Selection: Improve our hiring processes as we attract and hire a more diverse workforce while helping to ensure equity and fairness in the process

Operating Principles: Establish principles that will serve as Sam's Club's "true north" in building a more inclusive company

Historically Black Colleges and Universities (HBCUs): Strengthen relationships with HBCUs to create deeper ties through recruiting programs which we believe will help result in a pipeline of high-caliber talent

Health Products & Programs: Explore providing greater accessibility to healthcare through existing Pharmacy and new digital capabilities

Minority Supplier Development: Identify diverse suppliers, facilitate their integration into Sam's Club and provide the support they need to be successful

PRESIDENT'S INCLUSION COUNCIL

The societal events of 2020 made it clear that the need for diverse and inclusive workplaces has never been greater, and these events have strengthened our commitment to build a more inclusive Walmart for everyone.

The President's Inclusion Council has been vital in this journey and in supporting the CDEI mission. The senior leaders of the Council were chosen by Doug McMillon, President & CEO – Walmart Inc., to serve a two-year term (2020-22) because of their influence and reputation for modeling the behaviors consistent with inclusive leadership as well as their ability to bring diverse perspectives together to drive change.

The Council serves in an advisory capacity for Doug, the Executive Committee and the entire organization to help us sharpen our culture and dial up the inclusiveness across the enterprise. Learn more about the President's Inclusion Council and its members at www.corporate.walmart.com/global-responsibility/diversity-equity-and-inclusion.



Responding to COVID-19 WITH RESPECT AND INCLUSION

The COVID-19 pandemic presented Walmart with unprecedented challenges in serving our customers and communities in times of great need while also keeping the safety of our associates a top priority. The frontline associates working in our more than 5,000 stores and clubs in the U.S. – as well as across our distribution and fulfillment network – stepped up to the challenge with commitment and resiliency.

“Our associates have been nothing short of heroic in their commitment to serve customers, stock shelves as quickly as possible and keep their stores clean. When their communities needed them the most, our people have been at their best,” said Dacona Smith, Executive Vice President & COO – Walmart U.S.

Immediately following the initial COVID-19 surge in March and April 2020 we announced several operating changes with the health and safety of our associates and customers in mind. These included closing stores and clubs overnight to enable enhanced cleaning and sanitizing as well as daily associate health screenings and requiring associates to wear masks or other face

coverings at work. Special procedures were implemented to encourage social distancing, such as designated lanes for entry and exit; plastic barriers where associates and customers come into close contact; and limiting the number of people in stores and clubs at one time.

In addition to our existing paid time off (PTO) policy, we announced an expanded COVID-19 leave policy which the New York Times called “a standard for the rest of the private sector.” The policy waives normal attendance requirements for those missing work for reasons associated with COVID-19. Walmart continues to offer all U.S. associates no cost access to our long-time employee assistance program (EAP), Resources for Living, to help them with finding a childcare provider, budgeting and debt management, and handling relationship challenges – issues that could have been exacerbated by the pandemic. The \$4 per visit fee was waived for associates on a Walmart healthcare plan who enrolled in Doctor on Demand which allows nationwide, virtual access to healthcare providers.

While every customer experienced a heightened need for essential items during the pandemic’s critical stages, at-risk populations faced extreme access challenges. Both Walmart and Sam’s Club created special in-store shopping events and grocery pickup options for first responders, seniors, people with disabilities, and individuals designated high-risk by the Centers for Disease Control (CDC). Those with the Nextdoor app in cities across the country were able to request assistance or offer to help individuals in their community by shopping for their essential items at Walmart. This app feature enabled vulnerable community members to coordinate the pickup and delivery of their groceries, medications and other essentials with a neighbor who was already planning a shopping trip.

“In recent weeks, we’ve been blown away by the number of members who have raised their hands to run an errand, go to the grocery store or pick up a prescription for a neighbor. We’re grateful for Walmart’s partnership to make this important connection between neighbors around vital services, and we’re proud to come together to ensure everyone has a neighborhood to rely on,” said Sarah Friar, Nextdoor CEO and Walmart board member.

EXPANDING OUR Shared Value Networks

Walmart established four Shared Value Networks (SVNs) in June 2020 as part of a broader commitment to racial equity with a specific emphasis on developing strategies and investing resources to help increase fairness, equity and justice across society.

The SVNs are focused on the social systems of criminal justice, education, financial and health. Each SVN team is charged with studying national systems and defining the business strategies Walmart can deploy to help shape these systems toward more equitable outcomes.

Following six months of discovery assessing gaps in social systems, issues and solutions, each SVN identified three pillars of focus. The SVNs make recommendations to the SVN Steering Committee, led by Doug McMillon, President & CEO – Walmart Inc., on how to solve social challenges through business strategies by identifying the natural overlaps between Walmart capabilities (products, services, technology, sourcing, jobs and advancement) and opportunities to influence racial equity at scale. In some cases, that could include changing internal policies and practices. In other cases, it means identifying how to put our philanthropy (through the Center for Racial Equity) and core business to work to influence these social systems toward more equitable outcomes.



CRIMINAL JUSTICE SVN

Lead: Latriece Watkins,
Executive Vice President – Consumables, Walmart U.S.

- **Prevention (Prior to a citizen entering the criminal justice system):** Evaluating programs and partnerships to provide retail and community-based implicit bias training; assessing alternative justice programs that help retailers minimize or eliminate negative individual interactions with law enforcement; influencing the Criminal Justice process to help reduce unnecessary incarceration; and creating an internal role focused on building strategic partnerships between Walmart, Walmart associates, communities and local law enforcement nationwide
- **Intervention (During a citizen's time in the system):** Using business actions to intervene with and help improve the criminal justice system, including policy advocacy (Hate Crime laws, Fines and Fees reform and Occupational Licensing reform); working with academia; and utilizing collaborative relationships, such as with the Business Roundtable
- **After Care (Post incarceration of a citizen):** Creating pathways to employment for re-entrants and convening Community of Practice to share learnings and best approach to evolve hiring practices so non-violent, formerly incarcerated persons are appropriately considered, onboarded and integrated



EDUCATION SVN

Lead: Earvin Young,
Vice President – Club Support People, Sam's Club

- **Equitable Advancement with Training and Reskilling:** Collaborate with and/or support organizations that focus on training, hiring and advancing Black Americans, including leveraging Walmart Academies to deliver high-quality, low-cost training in the communities where we operate, while advocating for laws that provide access to educational programming and job training
- **Higher Education Access and Outcomes:** Strengthen partnerships to advance pathways for access and bridge high school students into work/higher education while further developing sourcing programs with Historically Black Colleges and Universities (HBCUs) that provide opportunity and/or advancement
- **Digital Skills and Connectivity:** Support initiatives and policies aimed at providing affordable, reliable access and connectivity to low-income communities while leveraging internal opportunities for upskilling digital capabilities

THE CENTER FOR RACIAL EQUITY

As part of a multifaceted strategy aimed at advancing racial equity announced on June 5, 2020, Walmart and the Walmart Foundation made a five-year, \$100 million commitment to create a new Center for Racial Equity within the Walmart Foundation. The Center directs the \$100 million in philanthropy to support initiatives that complement and extend the societal impact of Walmart business initiatives to advance racial equity within the national social systems of criminal justice, education, financial and health.

The Center's initiatives will fund research, advocacy, innovation of practices and tools, stakeholder convening, and non-profit capacity building. The center will focus on eradicating systematic disparities experienced by Black and African American communities in the United States. The work of the Center extends the overarching philanthropic work of Walmart.org, which seeks to embed equity into all its investment portfolios.



FINANCIAL SVN

Lead: Wayne Hamilton,
Vice President – Specialty Tax

- **Associate:** Empower associates to strengthen their financial capabilities, reduce stress and make choices that lead to a healthier financial future with embedded and intentional efforts to advance racial equity
- **Minority Spend:** Build upon existing supplier inclusion commitments while expanding and standardizing efforts across shelf-ready products and goods not for resale (GNFR)
- **Community:** Leverage internal learning to improve the economic conditions for customers and in the communities surrounding our stores and clubs



HEALTH SVN

Lead: Warren Moore,
Vice President – Neighborhood Market Pharmacy Operations, Walmart U.S.

- **Food Insecurity and Nutrition Education:** Limited or uncertain availability of food in many communities leads to poor dietary quality resulting in chronic diseases. We are working to help all people have the opportunity to make the food choices that allow them to live a long, healthy life regardless of their income, race or ethnicity
- **Infant and Maternal Health:** All mothers and children deserve an opportunity to thrive at the start of and throughout their life journey and not be negatively impacted by access to prenatal and postpartum care
- **Cardiometabolic Syndrome:** Enable access to quality care and drive innovation that delivers immediate and lasting improvements in the fight against diabetes, hypertension and high cholesterol

Equity in Education Initiative

The first major initiative to come out of the SVNs was announced in November 2020 when Walmart and North Carolina A&T State University, America’s largest and top-ranked HBCU, introduced the Equity in Education Initiative. This new program, funded through a \$5 million investment from Walmart that is in addition to the \$100 million Center for Racial Equity commitment, is aimed at increasing the number of African American college graduates securing careers in fields critical to the nation’s workforce such as business, engineering and other professional disciplines.

The Equity in Education Initiative will work to address four key focus areas: Black Male Initiative; Leadership Cohort Initiative; Advancing Blacks in Engineering; and Scholarships. Each focus area will support academic performance, enhance critical resources needed to graduate on time and with less debt burden, prepare graduates for first destination career readiness, and expand social mobility through additional economic pathways.

“This initiative is not only an important step in advancing Walmart’s focus on eliminating barriers to opportunity, it also lays foundational building blocks with a diverse pool of talent who we hope will one day consider joining the Walmart team,” said Donna Morris, Executive Vice President and Chief People Officer – Walmart Inc.

“Walmart has made a commitment to advancing racial equity, finding areas where we, as a company, can best contribute our resources and expertise to change society’s systems that perpetuate racism and discrimination. We are excited to announce our initial investment to these deserving nonprofits that help advance racial equity through their organizations every day.”

Kirstie Sims, Senior Director – Center for Racial Equity

The Center announced its first round of grants on Feb. 1, 2021, totaling \$14.3 million from a blend of Walmart and Walmart Foundation funding sources to the following 16 non-profit organizations:

HEALTH

- American Heart Association – Bernard J. Tyson Impact Fund (Walmart Foundation)
- U.S. Vaccine Adoption Grants: (Walmart Foundation)
 - Asian & Pacific Islander American Health Forum
 - Association of Asian-Pacific Community Health Organizations
 - Conference of National Black Churches
 - Interfaith Youth Core
 - Johns Hopkins Center for American Indian Health
 - NAACP Empowerment Programs, Inc.
 - National Council of Asian Pacific Islander Physicians
 - UnidosUS

EDUCATION

- Harlem Children’s Zone (Walmart)
- Martin Luther King Jr. Center for Nonviolent Social Change (The King Center) (Walmart Foundation)
- Student Freedom Initiative (Walmart Foundation)

CROSS CUTTING

- Association of Black Foundation Executives (Walmart Foundation)
- Echoing Green (Walmart Foundation)
- Local Initiatives Support Corporation (LISC) (Walmart)
- PolicyLink (Walmart)

Walmart.org

SUPPORTING EQUITY AND INCLUSION INITIATIVES

Walmart and the Walmart Foundation aim to keep diversity, equity and inclusion at the heart of our philanthropy through Walmart.org.

In each giving portfolio, Walmart.org seeks to invest in programs and organizations that create equitable outcomes. The outcomes that impact underrepresented groups and the specific barriers faced by diverse populations are studied throughout the strategic development process. An understanding of these barriers and a commitment to addressing them forms a lens that is applied to both individual investments and the overall grant portfolio.

Our philanthropy aims to complement Walmart's business initiatives in an attempt to create large-scale systems change that has lasting impact. Walmart.org aspires to build healthier, resilient systems that are good for society, and together, with grantees, associates, and communities around the world, we strive to transform systems to help create more equitable opportunities.

REBOOT REPRESENTATION TECH COALITION

The Reboot Representation Tech Coalition is a partnership of leading tech companies that joined to multiply their impact, align agendas, and pool resources to address the gender gap for women of color in tech. The Coalition leverages unique insights and resources to transform the face of tech by tackling the industry's underrepresentation of women of color and has a "collective" goal of doubling the number of Black, LatinX and Native American women earning computing degrees in the U.S. by 2025. Walmart is joined in the Coalition by Comcast Universal, Adobe, Cognizant, Verizon and Salesforce, and a total of \$1,500,000 in pooled funding will be re-granted as directed by Reboot staff to organizations working to achieve the Coalition's objectives.

WEAVE: THE SOCIAL FABRIC PROJECT

The Weaver movement seeks to repair America's social fabric, which is frayed by distrust, division and exclusion. Weavers are working across the country to end loneliness and isolation and weave inclusive communities while building social trust. Weave: The Social Fabric Project of the Aspen Institute aims to shift our culture from hyper-individualism that is all about personal success, to relationalism that puts relationships at the center of our lives. The Walmart Foundation's \$250,000 grant provides Weave with the support to enter the initiative's next phase of empowering, supporting and growing local Weavers across communities nationwide.

PFLAG NATIONAL

The Walmart Foundation provided longtime grantee PFLAG National a grant in 2020 aimed at enabling the acceleration of their mission towards a world where "diversity is celebrated and all people are respected, valued, and affirmed inclusive of their sexual orientation, gender identity, and gender expression". The grant will support PFLAG National in strengthening and expanding their programming into more communities with a focus on communities of color and creating digital supports and assets to help ensure people can connect to each other during the pandemic.

LOVE HAS NO LABELS

Walmart sponsored the Ad Council's Love Has No Labels campaign in 2020 which strives to promote diversity, equity, and inclusion of all people across race, religion, gender, sexual orientation, age, and ability. This sponsorship will help ensure the Ad Council has the resources to respond to the events of our time by creating digital and other assets that promote a more inclusive world. Several ads were released in 2020 including "Fight the Virus. Fight the Bias." And "Fight for Freedom" which took on some of the year's most pressing inclusion issues.

Fostering Equity and Inclusion in Communities

There is a Walmart store within 10 miles of more than 90 percent of the U.S. population, and we serve more than 130 million customers in stores or online each week. These customers come from all walks of life, and our commitment to diversity, equity and inclusion extends beyond our workforce to policy advocacy and community cohesion initiatives.

Belonging Begins with Us

Walmart is supporting the multi-year Belonging Begins with Us campaign, led by the American Immigration Council and Welcoming America in collaboration with the Ad Council, aimed at advancing a more welcoming nation where everyone belongs. The campaign strives to encourage a national conversation about unity and inclusion by taking audiences on an emotional journey to consider who they include and exclude in their daily lives. Belonging Begins with Us includes a series of public service announcements (PSAs) which have run on Walmart TV and Walmart.com via donated media placements.

“We believe we have a responsibility to do what we can to help foster inclusion and unity, to be a force for good in communities across the U.S. These efforts go beyond the walls of our stores and clubs. Each of us has the power to make our neighborhoods, workplaces and schools more welcoming,” said William White, Chief Marketing Officer – Walmart U.S.

Deferred Action for Childhood Arrivals (DACA)

The Supreme Court of the United States voted in June 2020 to uphold the Deferred Action for Childhood Arrivals (DACA) program which since its 2012 inception has protected immigrants who arrived in America as children from deportation. Dreamers, as DACA participants are known, total more than 650,000, including many Walmart associates and their family members. Grassroots internal advocacy via associate storytelling and listening sessions, led by the Asian Pacific Associates Network (APAN) and LatinX Network, brought the issue top-of-mind for the company and senior leadership.

Walmart issued the following statement of support after the ruling:

“The Supreme Court’s decision to uphold the DACA program is momentous and provides interim relief from ambiguity for hundreds of thousands of young people across the country. We encourage policymakers to work on a permanent bipartisan solution that provides clarity and reassurance to those who came to the U.S. in a way that was outside their control. Walmart values these individuals as our customers and fellow associates, and supports legislative solutions that avoid disrupting these families, our communities and the economy.”



COMMUNITY COHESION PROJECT

The Community Cohesion Project (CCP) launched in August 2020 as a collaboration between Walmart, Procter & Gamble and the Crystal Bridges Museum of American Art. The mission of the CCP is to bring together diverse perspectives and viewpoints to create a more inclusive environment within the Northwest Arkansas (NWA) region by encouraging and celebrating diversity through engaging local businesses and individuals within the community.

The CCP helped coordinate and host more than 70 events in 2020 across NWA, providing resources and information to connect and engage individuals and families throughout the community. Key events included Ask Me Anything with Fayetteville Police Chief Mike Reynolds; Small Business Spotlight; and a CCP Town Hall.





The Associate Resource Group experience

For more than 15 years, Walmart's Associate Resource Groups (ARGs) have been an integral part of our commitment to fostering an inclusive environment where every associate can feel welcome, comfortable and safe. Dedicated associate leaders have helped these groups evolve, grow and create lasting business impact by investing time beyond the scope of their job responsibilities to make a positive impact on their company and community.

"Thank you to our Associate Resource Group leaders for your passion for improving the associate experience; finding innovative ways to improve the business through inclusion; and helping enhance Walmart's reputation within the communities we call home. I know it takes extra effort, but it is not extra-curricular on top of our jobs rather it is our job. It's core to our strategy and our business," said Doug McMillon, President & CEO – Walmart Inc.

The ARG model remains a pivotal part of Walmart's inclusion strategy today – helping to drive business results by aiding in the attraction, retention and development of top diverse talent; enhancing Walmart's reputation in the community; and leveraging diversity through inclusion to drive innovation.

Each ARG has an executive champion who is within two levels of Doug McMillon. In addition, all ARGs have a network of officer sponsors at the vice president level or higher who help provide strategic direction, mentorship, sponsorship, and other counsel and support to their respective groups. The ARGs originated at the Home Office in Bentonville, Arkansas, and have since grown to have a strong presence at eCommerce and technology offices in California and New Jersey as well as satellite locations nationwide. Walmart SERVES is leading the way in advancing ARGs to U.S. field retail and supply chain locations, and many ARGs – particularly PRIDE – have seen chapters established in International markets.

The pandemic caused each ARG to shift their plans and priorities in 2020 to adapt to a remote work model. While this caused temporary delays and cancellations of programming in March and April, the ARGs came back strong in May with virtual events highlighted by a Mother's Monday program hosted by the Women's Resource Community (WRC) and a Mental Health Month event led by inABLE. The past year also saw two ARGs – the Black African American Resource Group (BAARG) and LatinX Network – change their names to better reflect their membership while a revamped ARG strategy focused on "the ABCs of ARGs" – Associate, Business and Community – was introduced to all groups.

Read more about each ARG and their 2020 highlights on pages 17-19.

WALMART HAS NINE ASSOCIATE RESOURCE GROUPS, INCLUDING:

- Asian Pacific Associates Network
- Black African American Resource Group
- FAVOR (interfaith)
- inABLE (disability)
- LatinX Network
- PRIDE (LGBTQA+)
- Tribal Voices Indigenous Associate Resource Group
- Walmart SERVES (Veteran & Military families)
- Women's Resource Community





VISION

To make Walmart the employer of choice for Asian and Pacific Islander talent who can influence and contribute to business results and the community.

MISSION

To foster an environment of inclusion and professional development for Asian and Pacific Islander associates and their allies.

Throughout 2020 APAN worked to identify creative ways to keep its members connected – even during social distancing. Given that associates were eating more meals at home due to the quarantine, APAN started a Cooking Club in which members gathered virtually to learn about and prepare traditional dishes for celebrations like Diwali and Lunar New Year. APAN hosted a series of virtual events in May to celebrate history and culture as part of Asian American and Pacific Islander (AAPI) Heritage Month. Highlights from the month included a crossover event with the Women’s Resource Community (WRC) to host a “Little Gods” book reading with author Meng Jin and a screening of the film “Tigertail” with a discussion featuring director Alan Yang.

APAN continued the popular “Culture Circles” sessions which are intimate conversations between a small group of associates and an AAPI officer. They held more than 10 virtual sessions throughout the year, and speakers included Anthony Soohoo, Executive Vice President – Home, Walmart U.S.; DK Singh, Senior Vice President and Chief Procurement Officer – Indirect Procurement; Jinali Desai, Vice President – Health & Wellness; and Melissa Lee, Vice President – Corporate FP&A.

“APAN creates a special sense of belonging, celebrates our culture and connects our Walmart family. I’m inspired by APAN’s programming and the many ways we develop exceptional talent and work with merchants on behalf of our customers.”

Suresh Kumar, Executive Vice President – Global Chief Technology Officer and Chief Development Officer, Walmart Inc.



VISION

Promote an inclusive, racially equitable workplace that empowers Black associates to thrive at Walmart and beyond.

MISSION

Cultivate Black leaders by elevating their representation, development, and advancement so they are equipped to excel in the workplace and the communities we serve. Partner with the business on matters of racial equity to create equal opportunity for all.

The African American Business Resource Group (AABRG) took steps in 2020 to realign with the business and better represent their community by changing their name to the Black African American Resource Group (BAARG). Black History Month 2020 events celebrated the theme “History, Hope and Opportunity,” and brought associates together to celebrate Black contributions and highlight the Black experience.

BAARG supported Black and African American voter turnout through their #GetOutToVote awareness and education campaign. The group also hosted a series of listening sessions in partnership with the African American Officers Caucus (AAOC) following the murder of George Floyd to provide a forum for feedback, address concerns and develop action plans focused on advancing racial equity.

“BAARG is furthering inclusivity through education, communication and aligning with our company’s values, goals, and business objectives. The collaboration by BAARG and other ARGs are driving greater awareness around diversity and equity along with personal and professional development.”

Dan Bartlett, Executive Vice President – Corporate Affairs, Walmart Inc.



VISION

Promote the company’s culture of inclusion by encouraging Associates to appropriately integrate their faith at work.

MISSION

Promote understanding, acceptance and inclusion.

FAVOR promoted inclusion and dedication to creating spaces that allow associates to pause and recognize common perspectives across different faiths, by launching the “My Faith. My Story.” video campaign. FAVOR promotes all major faith-based holidays to enable their membership to learn from and connect with fellow associates. A screening of the award-winning documentary “For They Know Not What They Do” was hosted in collaboration with the PRIDE group to explore the intersection of faith and the lesbian, gay, bisexual, transgender and queer/questioning+ (LGBTQ+) community. Bishop Gene Robinson, Rabbi Steven Greenberg and Daniel Karlslake, the film’s producer and director, participated in a panel conversation attended by more than 1,000 associates.

FAVOR hosted a 15-minute time, which associates could utilize in prayer or personal reflection as they chose, on June 18, 2020, as a show of solidarity with the Black community focused on justice, understanding, unity and peace.

“Our associates represent a variety of faiths around the world, and by sharing about those faiths we better understand and respect each other. By connecting and listening, we are making a difference for our company, associates and communities.”

Karen Roberts, Executive Vice President and General Counsel – Walmart Inc.



VISION

Make Walmart the most inclusive place for people whose lives are impacted by disabilities.

MISSION

Create “that place” where disability stigmas and biases do not exist, so all associates feel welcomed and valued for who they are and what they do.

Many people around the world experienced increased anxiety in 2020 due to the COVID-19 pandemic, civil unrest and racial inequities, leading to isolation and relational stress. inABLE produced several events and resources to assist associates with the transition to working from home, beginning with a video highlighting tips for self-care and available resources. The group then hosted “Mental Wellbeing” Tools to Thrive”, a virtual event held in May in recognition of Mental Health Month, which drew more than 1,200 attendees. The program featured remarks from inABLE’s executive champion Judith McKenna, President & CEO – Walmart International, a spotlight on wellbeing resources available to associates through Thrive Global, and a panel of associates from across the company sharing their experiences with mental health.

The year also saw inABLE add more associate stories to its popular “My Disability. My Story.” Series in addition to a collaboration with WeCare, the newly-formed disability ARG in India, to represent how the future of innovation comes through a commitment to accessibility.

“We all bring something different to the table, and it’s those unique things that, when respected and celebrated, make us better. Create a welcoming environment, be an ally, speak up, reach out -- decide to get involved.”

Judith McKenna, President & CEO – Walmart International



VISION

Everyone Included.

MISSION

Support Hispanic and LatinX associates by creating access to development opportunities. Serve our customers and community.

The Hispanic Latino Associate Resource Group (HLARG) consolidated three chapters across the U.S. into a single unified group in 2020, and as a result changed their name to the LatinX Network to reflect this integration and enterprise continuity. The Gateways program, a talent development initiative for director- and senior director-level associates originally created by and for the LatinX Network, was elevated to an enterprise talent program for associates from all diverse backgrounds in early 2020. The LatinX Network also continued their focus on empowering and supporting the next generation of talent by matching all LatinX summer interns with mentors, launching virtual mentoring circles, and creating the LatinX Retail Professionals in U.S. Retail page on LinkedIn.

The LatinX Network celebrated Hispanic Heritage Month through a variety of events offering opportunities to learn about the influences and achievements of LatinX history and culture, and how that connects to Walmart’s business. Highlights included learning sessions on intergenerational communication, accelerating career advancement and reaching the diverse customer.

“Our LatinX Network is supporting a more inclusive culture through advancing, connecting and developing associates. They are making meaningful progress in the recruitment, development, and retention of top LatinX talent.”

Brett Biggs, Executive Vice President & CFO – Walmart Inc.



VISION

To make Walmart Inc. the most inclusive and affirming place for the lesbian, gay, bisexual, transgender and queer/questioning+ (LGBTQ+) Community.

MISSION

To elevate, celebrate and advocate for our LGBTQ+ Associates, engage the Communities we serve, and counsel the Business

PRIDE focused their efforts in 2020 on the intersectionality between other ARGs as a response to the events in society at large which we believe demonstrated a corresponding need to show solidarity with the Black and African American communities in our own workplace. The theme for PRIDE Month 2020, “All People. All Love. All Pride. All Together.”, reflected a commitment to celebrating and fostering connections and allyship. The group also collaborated across multiple U.S. chapters and with the India PRIDE chapter to develop inclusive programs to build stronger allyship and understanding of intersectionality by providing a universal PRIDE Month experience.

Pronouns were also a strategic focus as pronoun pins were made available for corporate and frontline retail associates to order and wear at work, and the #MyPronounsAre campaign was launched along with a companion video that outlines proper pronoun usage and inclusive language. These initiatives caught the attention of leading LGBTQ+ advocacy groups as Walmart associates joined panel discussions hosted by the Human Rights Campaign (HRC) and Out & Equal to discuss the #MyPronounsAre campaign.

“We will continue to focus on inclusion for the LGBTQ+ community across the company. I look forward to the work we’ll do together to ensure all associates feel welcomed, appreciated and supported to make an impact.”

Donna Morris, Executive Vice President and Chief People Officer – Walmart Inc.



VISION

Tribal Voices works to advance Walmart's diversity and inclusion priorities.

MISSION

Tribal Voices seeks to inform, involve, and engage associates, the company, and communities on Native American and Alaska Native issues.

Tribal Voices celebrated a long-sought advocacy victory in 2020 as Walmart publicly committed to removing merchandise from its assortment that featured the prior name and logo of the Washington Football Team, proceeding the National Football League (NFL) franchise's decision to change its name from a racial slur that is offensive to indigenous people. The decision showed the power of working together to lift one voice, and demonstrates a popular motto within Tribal Voices of "Mitakuye Oyasin" which loosely translates to we are all related.

The group continued its commitment to education and storytelling throughout the year by hosting a town hall discussion focused on the history of racial inequity faced by indigenous people as well as a virtual fireside chat with Tobi Young, the first known Native American Supreme Court clerk, to discuss her personal experiences and perspectives as a member of Chickasaw Nation. Tribal Voices also sponsored virtual events with the Museum of Native American History (MONAH), including a "Four Directions. One Earth. Mission United." Event with Jon Herrington, the first Native American astronaut.

"The pandemic changed how Tribal Voices operated, however they found new and creative ways to engage members. Tribal Voices is helping advance Walmart's diversity, equity, and inclusion work, making a tremendous impact on the business and the communities we serve."

Rachel Brand, Executive Vice President – Global Governance, Chief Legal Officer & Corporate Secretary



VISION

Engage, support and empower military service members (past and present); their families; and supporters.

MISSION

Serve Walmart and its associates, customers, and communities through engagement, support, and empowerment of military service members (past and present); their families; and supporters.

Walmart SERVES celebrated achieving Walmart's Veterans' Welcome Home commitment during the 2020 Veterans Day event, highlighting that 265,000 former military service members had been hired across Walmart as of June 2020. This surpassed the goal of 250,000 by 2020 set as part of a commitment originally made in May 2013. The commitment expanded in November 2018 to include military family members, and since then Walmart has hired more than 31,000 associates through the Military Spouses Career Connection.

Even during the pandemic, the group took important steps toward its goal of becoming the first Associate Resource Group to reach field associates in the U.S. SERVES established a leadership structure that includes a chair and vice chair position for Corporate, Sam's Club, Supply Chain and Walmart U.S. operating segments.

"I'm honored to support the SERVES ARG – the first Walmart ARG to get into the field. I encourage all of our great active duty and Veteran associates to learn more about SERVES and its mission."

John Furner, President & CEO – Walmart U.S.



VISION

The Women's Resource Community is working to make Walmart a great place to work for everyone.

MISSION

To continue the development of a diverse and inclusive work environment by supporting our members and providing resources to develop the talent pipeline, while integrating our membership further with business objectives to drive a competitive advantage for Walmart.

The Women's Resource Community (WRC) hosted the 2020 International Women's Day celebration on March 6 which was the final in-person Associate Resource Group event prior to the shift to remote work caused by the COVID-19 pandemic. The event theme of "Boldly Courageous" served as a rallying point as the group sought to support its members and the company through an unprecedented year. The WRC spent the balance of 2020 focused on finding innovative ways to virtually connect with and support its members.

WRC@Home was a virtual series created to provide a space to have candid conversations, engage in authentic human interactions, and give individuals an outlet to speak their feelings around the joys and challenges of remote work. One highlight was the celebration of Mother's Monday, created by Gayatri Agnew, Senior Director – Walmart Foundation, to recognize the increased pressure the pandemic placed on mothers and caregivers and to cultivate a community of leaders working to reinvent motherhood and work.

"WRC is essential in driving progress towards becoming a more diverse and inclusive employer across our business. We are committed to empowering and developing future generations of female leaders and providing them a path to growth opportunities."

Julie Murphy, Executive Vice President and Chief People Officer – Walmart U.S.

Awards & Recognition

- 2021 Bloomberg Gender-Equality Index
- 100% – 2021 Human Rights Campaign (HRC) Corporate Equality Index
 - 100% – 2021 HRC Equidad – MX (Walmart Mexico)
 - 100% – 2020 HRC Equidad – CL (Walmart Chile)
 - Walmart one of 12 companies to score 100% on all three current HRC indices
- #32 – 2020 DiversityInc Top 50 Companies for Diversity
- #5 – 2020 DiversityInc Top Companies for Talent Acquisition, Women of Color
- 2020 Top Companies for LGBT Employees Specialty List
- 100% – 2020 Disability Equality Index
 - 5-Stars Employment, Governance & Procurement – 2020 Hispanic Association on Corporate Responsibility (HACR) Corporate Inclusion Index
 - 2020 Corporate Award – Executive Leadership Council (ELC)
- #1 – 2020 Companies Championing Diversity & Inclusion for Canadians by Solutions Research Group (Walmart Canada)
- One of China's Top 3 Most Attractive Employers in Retail by Universum (Walmart China)
- 2nd (tied) – 2020 Women's Empowerment in the Workplace by Gender Mainstreaming Awards (Massmart – Africa)
- #3 – 2020 Top 50 Companies for Multicultural Business Opportunities
- Women's Business Enterprise National Council (WBENC) Platinum Distinction Award

