

Environmental, Social and Governance (ESG) Reporting

HIGHLIGHTS FROM WALMART'S FY2022 REPORT*

Creating shared value

Shared value—addressing societal issues in ways that create value for our business and stakeholders—lies at the heart of Walmart's enterprise strategy and our approach to ESG issues. We believe we maximize long-term value for shareholders by serving our stakeholders: delivering value to our customers, creating economic opportunity for associates and suppliers, strengthening local communities and enhancing the environmental and social sustainability of our business and product supply chains.

Opportunity

ISSUE BRIEFS

- [Human capital: Good jobs & advancement for associates](#)
- [Equity & inclusion at Walmart & beyond](#)
- [Supplier opportunity](#)

We aim to **advance equity and opportunity** throughout Walmart, our supply chain, and the communities we're in to fulfill our customer mission, strengthen our business and help people build a better life for themselves and their families.



>\$16.50
average hourly wage in the U.S.*



\$35M
invested of the \$100 million Walmart.org Center for Racial Equity commitment



>72K
associates enrolled in Live Better U since program launched in 2018

100%
of LBU students' college tuition and books paid for by Walmart, as of August 2021



>\$13.3B
in goods and services sourced from...

~2.6K
diverse suppliers for our U.S. businesses

U.S. management promotions went to:



45%
Women



40%
People of color

*The average hourly wage is over \$17 in the U.S. as of Q1 FY2023

Sustainability

ISSUE BRIEFS

- [Climate change](#)
- [Regeneration of natural resources](#)
- [Waste: Circular economy](#)
- [People in supply chains](#)
- [Product supply chain sustainability](#)

Walmart seeks to transform our business and product supply chains to be **regenerative**, addressing issues and opportunities related to climate change, nature, waste, and people working in product supply chains.



Committed to help protect, more sustainably manage, or restore, by 2030, at least

50M
acres of land and

1M
square miles of ocean



17.5%
reduction in scopes 1 and 2 emissions (2020 vs 2015 baseline)



58%
global private brand packaging estimated to be recyclable, reusable or industrially compostable



>4.5K
of our suppliers engaged in Project Gigaton™ since 2017

>574M
metric tons of CO₂e reduced or avoided, cumulative since 2017

Community

ISSUE BRIEFS

- [Serving communities](#)
- [Disaster preparedness & response](#)
- [Safer, healthier food & other products](#)

As an omni-channel retailer with stores in thousands of communities around the world, **we seek to help those communities thrive** and become more resilient.



Providing access to affordable, quality food, other essential products and services to...

~230M
customers per week in thousands of communities globally



7B
pounds of food donated to Feeding America food banks since 2006



>\$1.5B
in cash and in-kind donations globally provided by Walmart and the Walmart Foundation

>\$132M
in cash and in-kind donations provided by Walmart, Sam's Club and the Walmart Foundation since 2016 to support community preparedness and disaster relief



>\$356K
hours volunteered for local causes by...

>18K
U.S. associates through the Volunteerism Always Pays program



Reduction in priority chemical footprint in formulated consumables products (by 2020 vs 2017 baseline), exceeding our 10% goal



>5.1K
COVID-19 vaccination sites supported across all U.S. Walmart and Sam's Club pharmacies

Ethics & integrity

ISSUE BRIEFS

- [Ethics & compliance](#)
- [Corporate governance](#)
- [Engagement in public policy](#)
- [Digital citizenship: Ethical use of data & responsible use of technology](#)
- [Human rights](#)

Walmart strives to make trust a competitive advantage; integrity builds trust in our business and **modeling the highest standards of ethics and compliance** helps us create and maintain a culture of integrity.



>2M
associates trained in ethics



Provided anti-corruption training to **>77.4K** associates

Board of Directors:



27%
women



18%
racially/ethnically diverse



Partnered with the Data & Alliance Trust to adopt toolkit for evaluating algorithmic bias in workforce decisions