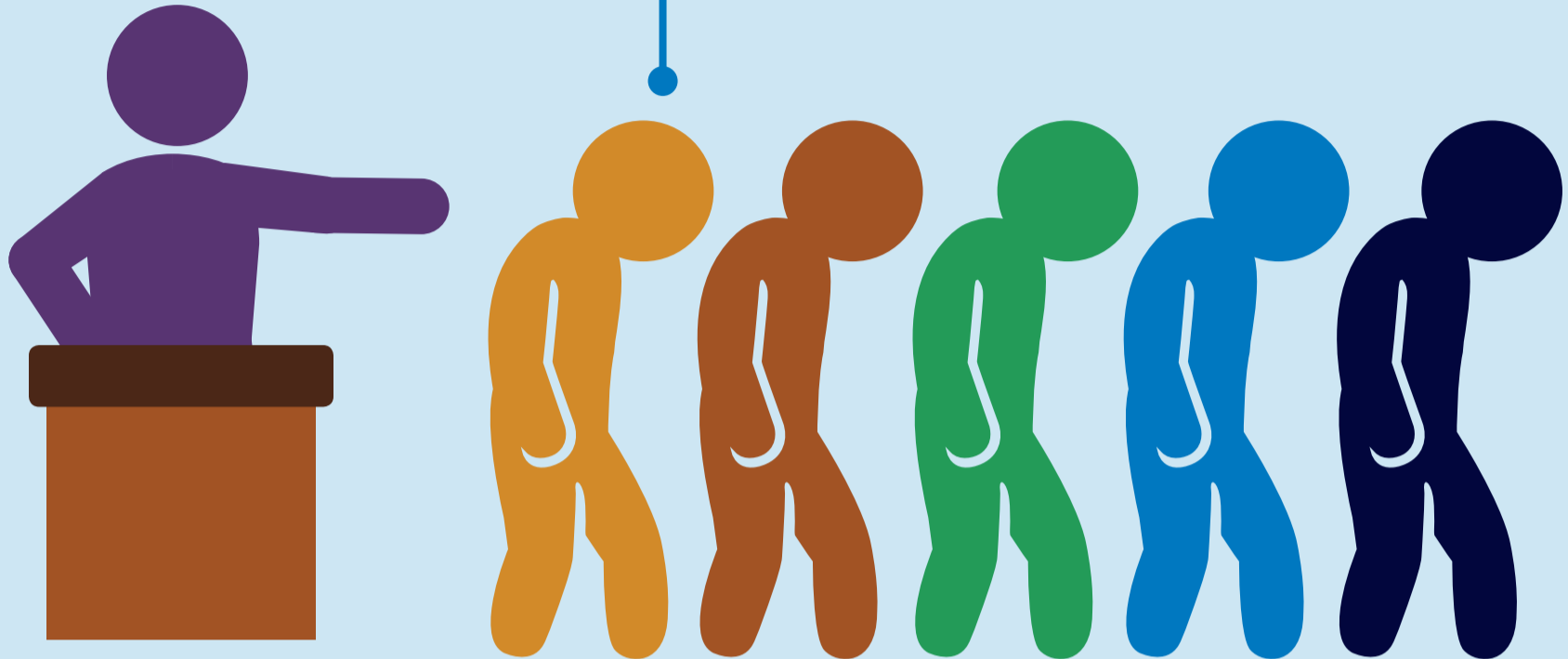


Are you working against your will?



Signs of forced labor and trafficking include



Valuable possessions, including passports and work permits, are withheld



Threats or abuse keep you from leaving, or you didn't get the job promised



You paid to get the job, or work is coerced through debts or pay deductions



Workers are below the legal age

If so, speak up.

Report if you experience or observe any of these situations



1 Talk to a co-worker, supervisor, or authorized worker representative

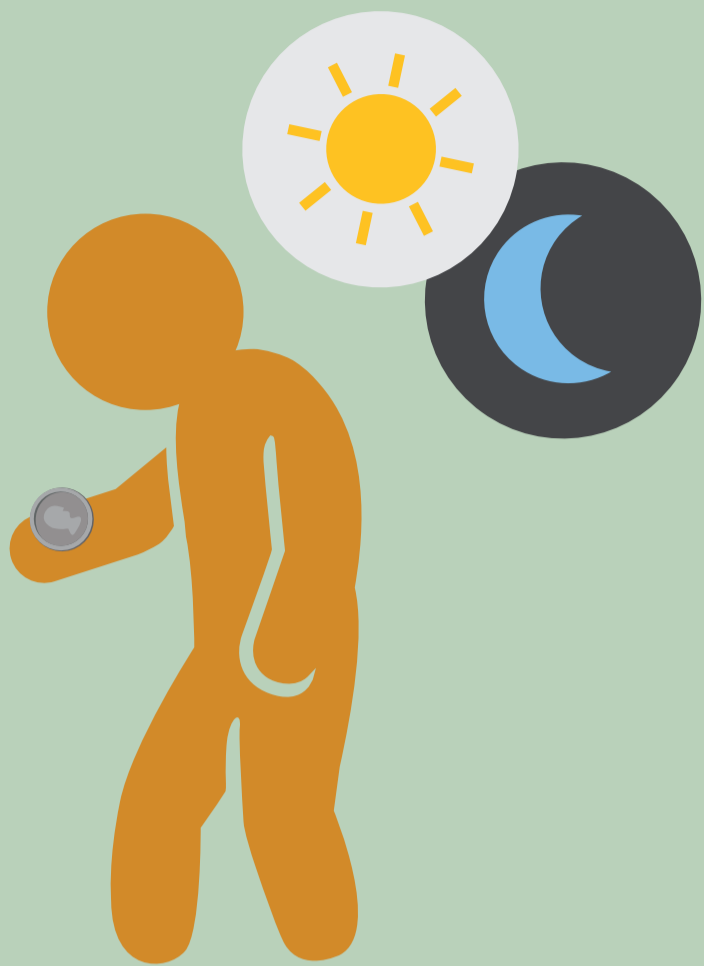
Contact Walmart anytime, anywhere—

Email: ethics@wal-mart.com

Visit: walmartethics.com

Call: 800-WM-ETHIC (963-8442) from the US or Canada

3 Contact appropriate governmental authorities



Do you work more or are you paid less than allowed?

Signs of unlawful pay and excessive work include



You don't understand the terms of employment or pay



You don't get time off or you work more than the law allows



You are provided less than legal wages, benefits, or overtime premiums



You are not paid regularly

If so, speak up.

Report if you experience or observe any of these situations



1 Talk to a co-worker, supervisor, or authorized worker representative

Contact Walmart anytime, anywhere—

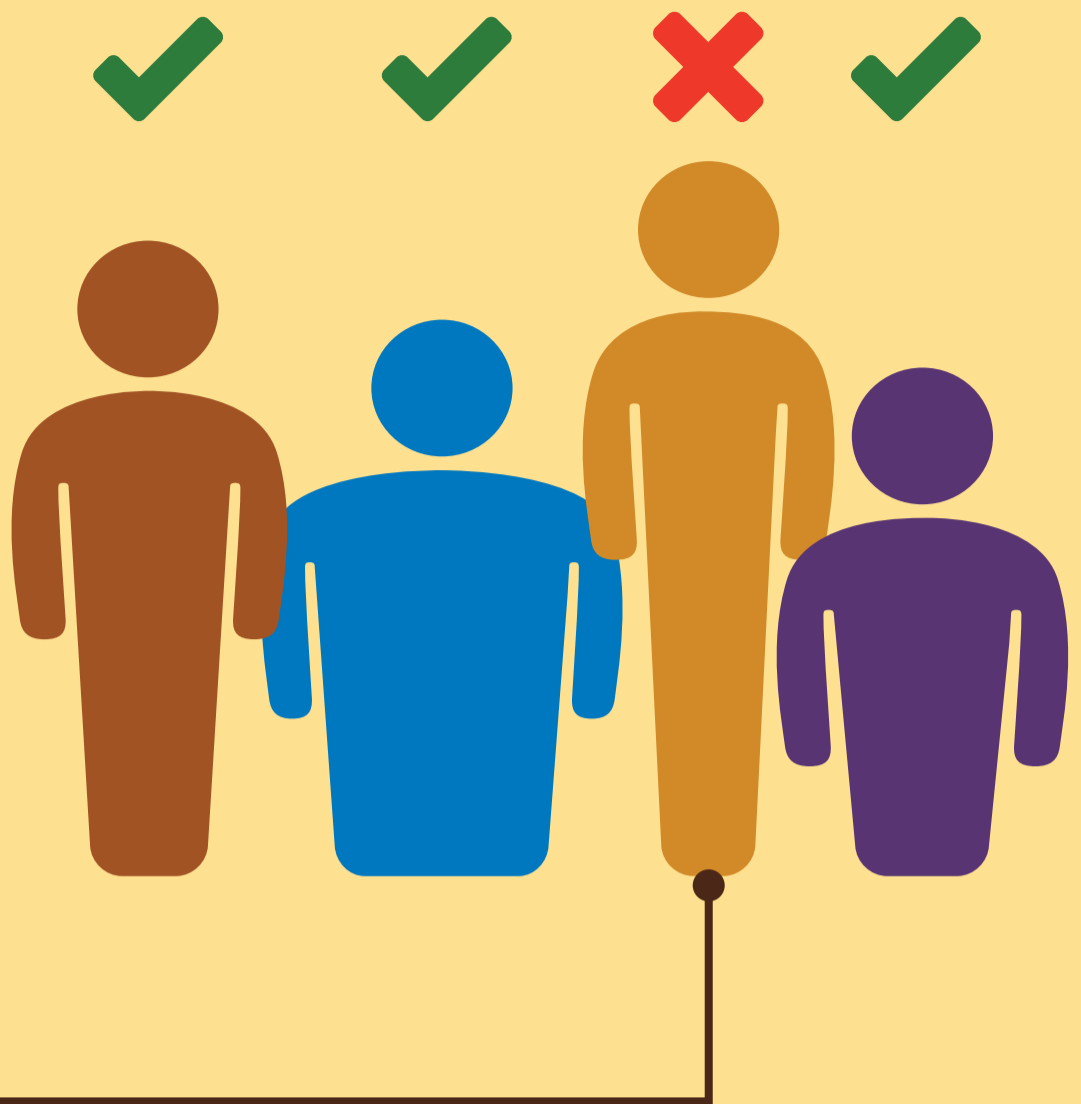
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3 Contact appropriate governmental authorities

Are you being intimidated or discriminated against?



Signs of unfair labor practices include



Your employer makes employment decisions based on factors unrelated to the job



You are prohibited from exercising your rights to associate or to not associate with others



Your employer engages in harassment, abuse, or physical punishment

If so, speak up.

Report if you experience or observe any of these situations



1 Talk to a co-worker, supervisor, or authorized worker representative

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3 Contact appropriate governmental authorities

Do you feel unsafe while working?



Signs of an unsafe workplace include



You are not provided personal protective equipment



Exits, doorways and escape routes are not marked or not available for use



Building, equipment and fixtures are not maintained



You are asked to operate machinery and handle materials without proper training

If so, speak up.

Report if you experience or observe any of these situations



1 Talk to a co-worker, supervisor, or authorized worker representative

Contact Walmart anytime, anywhere—

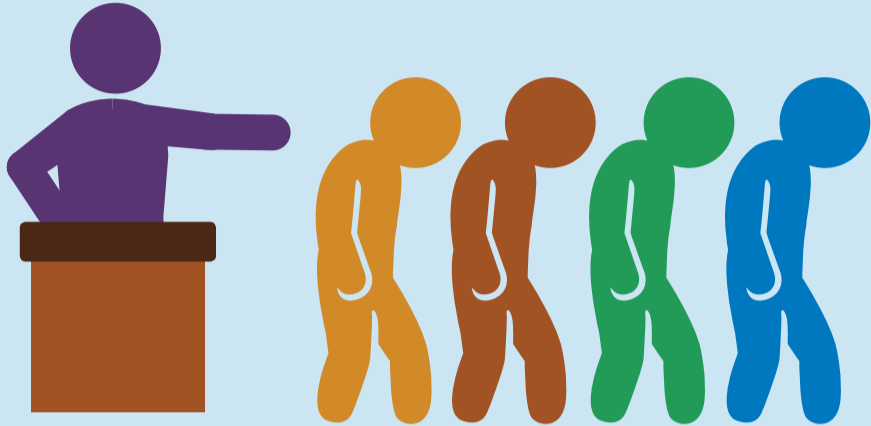
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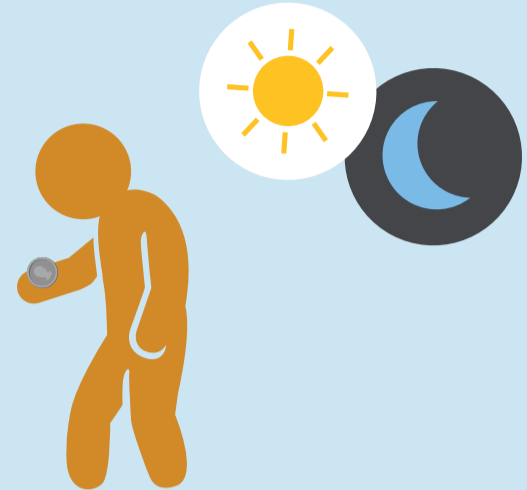
Call: 800-WM-ETHIC (963-8442) from the US or Canada

3 Contact appropriate governmental authorities

Have you experienced any of the following at your workplace?



Are you working against your will?



Do you work more or are you paid less than allowed?



Are you being intimidated or discriminated against?



Do you feel unsafe while working?

If so, speak up.

Report if you experience or observe any of these situations



1 Talk to a co-worker, supervisor, or authorized worker representative

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