




Walmart de México y Centroamérica's *Statement on Human Rights*

GRI 412: 103-1, 103-2, 103-3, 412-1

Our business and values

The purpose of Walmart de México y Centroamérica is to save people money and help them live better. We achieve our purpose through our associates, and recognize that they make the difference. Through our business, we provide customers with convenient access to affordable products and services, contribute to the communities that we serve, create career opportunities, and provide opportunities for suppliers to grow their businesses that, in turn, employ others.

Walmart de México y Centroamérica respects human rights, and our work is guided by our values:

-  **Service to our customers**
-  **Respect for the individual**
-  **Strive for excellence**
-  **Act with integrity**

We engage in diverse business activities across the globe, with more than two million full-time and part-time associates from a variety of ethnicities, orientations, backgrounds and life

experiences. Our associates are also members of thousands of local communities around the world. We endeavor to act in an ethical and responsible manner and have policies and procedures in place, which guide our decisions and behaviors.

Our associate base is large, our supply chain includes thousands of suppliers and we serve millions of customers in communities around the world through our store and online presence. We are mindful that many adverse human rights risks are complex and can be the result of systemic issues, making it challenging for any single organization to have an impact. When it comes to addressing these human rights issues, we seek to go beyond our own policies and procedures by working collaboratively with other stakeholders to inform our approach and identify root causes; sharing our work with others; and using our leverage to help drive positive change.

We identify our salient human right priorities based on the relevance to our company purpose, key categories and markets; the scale and severity of the potential human rights risks; and the company capability to make the difference. Our response to human rights issues is informed by international instruments including, but not limited to, the United Nations Universal Declaration of Human Rights, the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. We have also taken into consideration input from relevant internal and external stakeholders and experts.

This statement describes Walmart's approach to human rights in all aspects of our operations globally, including all associates at all levels of the organization.



A Foundation for Compliance

Governments have the responsibility to protect and uphold human rights of their citizens. Walmart respects those human rights and complies with the laws of the countries where we operate. We expect our associates, suppliers, contractors and others within our sphere of influence to act accordingly.

We respect the basic rights of workers as those rights are defined under applicable law in the countries where we operate and from which we source the products we sell. Those basic rights include freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced labor, the effective abolition of underage labor and the elimination of discrimination in respect to employment and occupation.

Our Values in Action

Service to the Customer

Our customers are the reason we are in business. We strive to meet and exceed their expectations by providing safer, more affordable, more accessible, healthier and more sustainable goods and services.

Respect for the Individual

We believe in treating all people with respect, whether they are co-workers, suppliers, customers or any person doing business with us. This means treating one another with fairness and dignity in all our interactions in the workplace and as members of society. We also seek and embrace differences in people, ideas and experiences.

We recognize there are different views about freedom of association. Our view is, consistent with applicable law; Walmart de México y Centroamérica respects the rights of associates to join, form or not an employee association or trade union of their choice without interference. Associates should exercise these rights in an informed manner, based on a thoughtful consideration and available information. In the exercise of these rights, we believe in the free exchange of ideas, opinions and information, provided there is no interference.

Strive for Excellence

Sam Walton, founder of Walmart, wanted his company to be a force for good, so we seek to use our scale, capabilities and influence to help people and surrounding communities. This spirit is an important component for how we engage on human rights topics to drive meaningful change. We find this approach not only mitigates risk—it can also generate significant, lasting value for our business and for society.

Act with Integrity

Acting with integrity guides how we approach our work on human rights. To implement this work, we:

- Assess, on an ongoing basis, potential adverse human rights impacts, the severity of the potential impact, and the relevant processes in place;
- Integrate relevant findings into policies and procedures, based on assessments;
- Track progress as part of Walmart de México y Centroamérica efforts to continuously improve;
- Communicate with relevant internal and external stakeholders to help shape and inform our work and priorities; and
- Adjust our human rights priorities, as needed.

While there exist a variety of mechanisms—including those offered by governments—to raise and address actual or perceived human rights concerns, Walmart de México y Centroamérica also has developed its own grievance mechanisms to enable workers, customers, workers in the supply chain, communities where we

operate and other stakeholders to be heard and be given proper consideration. These mechanisms include, but are not limited to, our [anonymous ethics hotlines](#) and our longstanding Open Door Communications Policy for associates, and the internal structures that support resolution of each issue raised. We encourage stakeholders to raise their concerns and to report activities they suspect may contravene the values and positions we express in this statement or any Walmart policy. We will not retaliate against any party for raising concerns in good faith.

We seek to be transparent about our human rights efforts and we periodically provide additional details and priorities, through our [Global Responsibility Report](#) or similar means. The work is overseen by company executives, led by cross-functional teams, relying upon existing or new standards, programs, practices, training and reports.

Our [Statement of Ethics](#) articulates how we promote our culture of integrity across the company, which is the foundation of our approach to human rights. Our work to address social issues in the supply chain of goods for resale is based on our [Standards for Suppliers](#). Our [Diversity & Inclusion](#) website lays out how we build an inclusive workplace culture where every associate feels empowered to bring their authentic selves to work every day.

Walmart de México y Centroamérica abides by this Statement on Human Rights, strengthening its commitment to doing the right thing and to acting with integrity in everything we do. This is the foundation of what we are and on which we build our success.

