

Freedom of Association Policy

Walmart de México is committed to the freedom to associate of our people. Pursuant to that established under our policy, we are committed to the following:

- Permanently guaranteeing the labor rights of our associates, so they may freely choose the union to which they wish to belong
- Ensuring that our associates may exercise their right to associate or not associate with others
- Permanently recognizing our associates' right to free association and collective bargaining
- Respecting the rights of our associates to: unionize, organize, and enter into collective bargaining, legally and peacefully, without sanctions, threats, dismissals, or interference
- Ensuring that collective bargaining covers the following: remuneration, work hours, training, professional development, flex time, and equal opportunities
- Respecting and protecting the representative of our associates
- Preventing discrimination against the representative of our associates
- Guaranteeing the effective exercising of union rights at the worksite
- Ensuring our associates' freedom to associate is respected in all company operations, through risk mapping, periodic internal audits, and internal and independent claims
- Fully complying with all laws and regulations on collective bargaining and the freedom to associate