

Working Hours Policy

We establish work hours that contribute to the quality of life within the company, as well as a positive work environment.

Therefore, through our policy we commit to the following:

- Respect our associates' breaks and work schedules.
- Ensure payment of overtime to our associates.
- Conduct ongoing campaigns in all units to ensure overtime payment, thus guaranteeing appropriate compensation measures.
- Develop ongoing campaigns in all units to ensure respect for rest periods and schedules, as well as to prevent and avoid harassment.
- Establish special work schedules for students.
- Designate fixed work schedules during breast-feeding periods.
- Provide fixed work hours for single mothers or fathers.
- Create flextime work weeks for staff associates, to reduce work hours on Fridays.
- Guarantee our associates' right to vacations and time off.



Equal Pay Policy

At Walmart de México y Centroamérica, we foster a culture of belonging among our associates, with no distinction or preference of any nature, except based on achievements and performance.

As part of the commitments we have established are:

- Guarantee no wage differences due to gender, age, religion, personal identity, or political ideology.
- Ensure that any differences that exist in wages are due to individual performance and associates' achievements, which are evaluated annually.
- Comply with and exceeding the minimum wage set forth by the authorities.
- Permanently promote equal pay between men and women.
- Supervise that there are efficient internal policies and procedures on equal pay.
- Promote strategies, programs and initiatives that help to identify, develop, and retain diverse talent.
- Ensure our associates have access to social security.
- Reinforce transparency and communication when establishing and reviewing remuneration.



Our Business

Prioridades de Negocio

Shared Value

Financial Value

Annexes

Downloads