

At Walmart, we believe in using our strengths to improve people's lives and the planet. With all of our global responsibility programs, we aspire to rewire the systems surrounding an issue — in particular, retail supply chains — to achieve sustained improvement in social, environmental and economic outcomes.

In the past year we have worked with suppliers, nongovernmental organizations and other stakeholders to effect change in the areas of Opportunity, Sustainability and Community.

## Opportunity

- ▶ Walmart seeks to accelerate mobility for our own associates as well as more broadly in the retail sector through a five-year Retail Opportunity initiative we announced in 2015.
  - ▶ Walmart is executing a \$2.7 billion investment over two years in our U.S. workforce that includes higher pay, new training programs to boost upward mobility and schedule changes. All associates hired before this year now earn at least \$10 an hour.
  - ▶ Last year in the United States we promoted 200,000 people to jobs with more responsibility and higher pay.
  - ▶ The Walmart Foundation is using philanthropy to accelerate mobility throughout the entire retail sector. We want to reinforce retail as a sector in which people can start at the entry level and either rise up within the same company or use their retail experience to do something great somewhere else.
- ▶ In 2015, as part of our Veterans Welcome Home Commitment, Walmart announced that it will guarantee a job offer to any eligible U.S. veteran honorably discharged from active duty since 2013.

## Sustainability

- ▶ We continue to make progress on our three chief sustainability goals set in 2005: to be supplied by 100 percent renewable energy; to create zero waste; and to sell products that sustain people and the environment.
- ▶ Walmart doubled the efficiency of our fleet from 2005 to 2015. We did this by working with associates to establish innovative solutions for loading, routing and driving techniques, as well as collaborating with tractor and trailer manufacturers on new technologies.
- ▶ We recently exceeded our goal to eliminate 20 million metric tons of greenhouse gas emissions from our supply chain between 2010 and 2015. We will announce the total in our 2016 Global Responsibility Report.

## Community

- ▶ Last year we commemorated the 10-year anniversary of Hurricane Katrina by sponsoring a citywide day of service in New Orleans and leading a disaster resilience symposium with the mayor, other elected officials, Louisiana State University, the United Nations RISE initiative and other stakeholders.
- ▶ Walmart giving and the Walmart Foundation announced a \$25 million commitment to strengthen disaster response and preparedness over the next five years

We are proud of our work, but we are encouraged to go further and faster in collaboration with others. By working together, we can greatly accelerate progress.



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**Doug McMillon**

President and Chief Executive Officer