

Supplier Leadership Program on People

One-Pager for Priority Category Suppliers | [Home](#)

PROGRAM BACKGROUND: Walmart aspires to become a regenerative company—helping to renew people and planet through our business. In service of this objective, we are focused on transforming systems on which society—including our business—relies. From galvanizing supplier action on climate to helping change worker recruitment practices, Walmart seeks to catalyze positive societal change in ways that are inclusive and just.

To meet this aspiration, Walmart has developed the **Supplier Leadership Program on People—Responsible Recruitment**, a program to help make responsible recruitment the standard business practice across our global supply chains by 2026. This program seeks to **inspire, support, and celebrate leadership efforts** among suppliers that are advancing responsible recruitment practices in their operations and supply chains. The program has been designed to encourage suppliers to identify meaningful actions to help make progress faster on these issues—with Walmart's help to get them started.

WHY PARTICIPATE

The work you do every day to strengthen and grow your business is an essential part of helping our customers save money and live better. We believe that a focus on responsible recruitment is a critical part of this and can contribute to your business success.

Pursuing leadership practices in responsible recruitment can help you:

- **Improve worker retention, productivity, and satisfaction**; and be better positioned to **attract workers and build stronger relationships** with customers. (Source: [RRT](#))
- **Demonstrate leadership on responsible recruitment** to your peers and customers—including Walmart!



Priority Category: Home

- Home is a diverse category that includes many different product groups, from furniture and arts and crafts products to bedding, storage products, and bathroom items.
- One sector that is significant to several Home product groups is the forestry sector. Workers in the forestry sector are often migrants, some of whom are forced to pay recruitment fees or have their travel documents withheld.*
- Migrant workers are rarely formally hired and have been subjected to forced labor, often by being compelled to work to pay off debt to their employers.*
- Forced labor can occur in logging, and may include threats, violence, poor living and working conditions, a lack of formal contracts, and non-payment of wages; and it also may occur in sawmills, where workers may have to work excessive and unpaid overtime while having their documents retained and movement restricted.*
- Much of the output of the forestry sector originates from remote areas where labor regulations are more easily disregarded by businesses.*
- Suppliers in other product groups can draw from this example when reviewing their own supply chains for potential risks around responsible recruitment.

*Source: [KnowTheChain](#).

INITIATIVES THAT COUNT TOWARDS THE PEOPLE PROGRAM

Starting in 2024, Walmart suppliers participating in multi-stakeholder initiatives that have a focus on responsible recruitment can be recognized for their participation under the People Program.

Third-party Initiative	Responsible Labor Initiative (RLI)
Specific Activity Within the Initiative	Participate in RLI's Responsible Recruitment Program
Select This Priority Area	Recruitment Practices and Capacity
Select This Leadership Practice	Built capacity and trained individuals who recruit or employ workers

HOW TO GET STARTED

Prior to Annual Reporting Season

- 1 Visit the [Sustainability Hub](#) to **review available resources** to help you get better acquainted with the program and prepare to engage this Reporting Season.
- 2 **Review [Program Playbook](#) and attend training** on the People Program. Suppliers unable to attend can access a recorded version.
- 3 **Create or update your Sustainability Portal account** to access your Sustainability Reporting.

Reporting Season (September through November)

- 4 **Create, review and/or update your goals** in the Sustainability Portal through the People Program; aim to have at least one active goal in one or more Priority Areas.
- 5 **Report your progress** in the Sustainability Portal through the People Program. Suppliers should report progress on a Specific Action(s) that they took for the goal(s) they set.

5 GUIDING PRINCIPLES FOR BEST PRACTICE REPORTING

- 1 **Provide Sufficient Information.** In most situations, suppliers should aim to provide at least 2 to 3 full sentences describing the actions that they took.
- 2 **Provide Relevant Information.** Suppliers should aim to provide information that is relevant to responsible recruitment and the Specific Action in which they selected to report progress on.
- 3 **Go Beyond Compliance.** Suppliers are encouraged to report actions that go beyond compliance. This program is about inspiring leadership practices. Focus on areas where risks are greatest.
- 4 **Be Specific.** Describe timebound progress and results. Name specific programs, initiatives, organizations or collaborations
- 5 **Be Clear and Complete.** To ensure accurate understanding of the submission and avoid misinterpretation, suppliers should provide descriptions that are clear, simple and easy-to-understand.