

Supplier Leadership Program on People

One-Pager for Priority Category Suppliers | Seafood

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:
Seafood

Migrants in the **seafood sector** can work in different parts of the supply chain including on vessels, on farms, or in processing.

The growing demand for seafood has led the seafood industry to increasingly rely on migrant workers.

The Challenge:

- The seafood industry relies on many workers to produce, harvest, and process fish and other seafood products.
- However, taking on a new job—especially if a worker must migrate between countries for that job—is often risky.
- Even before a worker steps foot in a processing facility or arrives at a vessel, they may accrue debts that make them vulnerable to coercion, exploitation, debt bondage, and threats.
- For some seafood supply chains, including fishing vessels on the high seas, work occurs under multiple jurisdictions and exploitation during the migration process is well documented.

Source: [RISE](#).

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	Seafood Task Force (STF)
Specific Activity Within the Initiative	Educate supply chain partners on the STF Code of Conduct and engage recruitment agencies on training, capacity building, and remediation around responsible recruitment
Select This Priority Area	Recruitment Practices and Capacity
Select This Leadership Practice	Built capacity and awareness of recruitment agents

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.