

Supplier Leadership Program on People

One-Pager for Priority Category Suppliers | Fashion / Apparel

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:
Fashion / Apparel

Migrant workers are common in the **garment and footwear sectors** and can be found in cutting, stitching or assembly operations.

In the past, it was common for workers to migrate from rural to urban centers, however, migrants are also crossing borders in their search for a job.

The Challenge:

- Even with many years of effort by worker advocates, governments, industry, and multilateral organizations, migrant workers in the fashion/apparel sector continue to face forced labor risks.
- The worker recruitment process can be opaque and extremely complex, and companies may be unaware of the high-risk activities that labor brokers or other recruitment actors take.
- Responsible recruitment of migrant workers remains important for companies, as risks of modern slavery or forced labor often result from poor or unethical recruitment practices.

Source: [FLA](#).

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	Fair Labor Association (FLA)
Specific Activity Within the Initiative	Sign the Commitment to Responsible Recruitment and report actions to embed elements of this commitment in company policies and processes.
Select This Priority Area	Transparency
Select This Leadership Practice	Documented and publicly reported your responsible recruitment activities

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.