

Supplier Leadership Program on People

One-Pager for Priority Category Suppliers | Fresh Produce

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:
Fresh Produce

Migrant farmworkers may migrate, following the growing and harvesting seasons.

Migrant farmworkers are often found in the upstream supply chains of sectors including **processed food, beverage and apparel**.

The Challenge:

- Practices employed by recruiters in communities of origin, farm labor contractors supplying workers to farms, and supervisors overseeing the recruitment of workers are important.
- Workers, companies, and customers can all be negatively impacted by poor and/or exploitative recruitment practices.
- A lack of knowledge or oversight, poor decisions, or exploitative recruitment practices can create risk for businesses.
- Poor recruitment practices anywhere in the labor supply chain, even if they occur before workers reach farms or packhouses, can result in risks and consequences for businesses.

Source: [EFI](#).

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	Ethical Charter Implementation Program (ECIP)
Specific Activity Within the Initiative	Support and promote ECIP LAB to assess current practices and management systems, access resources, and review information for best practices
Select This Priority Area	Transparency
Select This Leadership Practice	Strengthened your knowledge and process to assess risk to inform responsible recruitment efforts

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.