Walmart Women’s Diversity, Inclusion and Empowerment Initiatives
February 22, 2013
Global Strategic Framework

Corporate Mission

To Become The Best Place to Work for Women at All Levels

Strategic Pillars

- Develop, Retain, & Advance Women
- Attract Female Talent
- Promote Inclusion
- Invest in Women Externally

Approach

- Ignite Passion
- Be Bold
- Leverage Scale

Impact

Metrics
Our Diversity & Inclusion Journey

- Established Office of Diversity
- Added Focus on Inclusion
- We Are Here

Rolled New Programs & Made Steady Progress

2004 - 2010

Leader in Diversity and Inclusion

2011 - 2015
U.S. Diversity Goals Program

Established: 2004

Associates: 60,000

Accountability:
• Up to 15% Bonus Impact
• 10% Performance Evaluation Impact

Components:
• Good Faith Efforts
  • Develop 2 Lead
  • Diversity Events
• Placement Goals
• D&I Business Plan
President’s Global Council of Women Leaders

- Established in 2009
- Comprised of 15 - 20 senior level women worldwide who are appointed by the CEO
- Council serves as a catalyst for change

*The President’s Council created the framework to make Walmart the best place for women to work, at all levels.*
We’re Proud of Our Progress

5 year progress with women

Market Managers
94% Increase

Store Managers
39% Increase

Co-Managers
119% Increase

Women represent 57% of our workforce.

12,000 women completed Management Trainee Program

Confidential Attorney-Client Privileged Communication
U.S. Women Representation

- Walmart
- Retail
- Fortune 500

Board Room:
- Walmart: 23.5%
- Retail: 18.3%
- Fortune 500: 16.6%

Officers:
- Walmart: 27.5%
- Retail: 17.9%
- Fortune 500: 14.3%

US Labor:
- Walmart: 48.6%
- Retail: 46.9%
- Fortune 500: 56.9%

Source: Catalyst – January, 2013
International Region Breakdown
Women’s Management, Total Workforce and Census data 2010

- Increase of women in management over stated timeframe
- Walmart total workforce of women is typically larger than census numbers

*Census 2010: http://databand.worldband.org; Census data defined as % of total gender workforce

LATAM Region
- Argentina: 45%
- Brazil: 54%
- Chile: 54%
- Mexico / Central America: 51%
- Canada: 65%
- South Africa: 42%
- United Kingdom: 46%
- China: 65%
- India: 20%
- Japan: 69%

EMEA Region
- LATAM Region
- Canada
- South Africa
- United Kingdom
- China
- India
- Japan

Asia Region
- LATAM Region
- Canada
- South Africa
- United Kingdom
- China
- India
- Japan

Confidential Attorney-Client Privileged Communication
Big, Bold Moves

Women rise at Walmart
Posted by Max Brantley on Fri, Jan 20, 2012 at 12:11 PM

Shelley Broader named new Walmart Canada CEO
Story courtesy of | Last Updated: Wednesday, September 28, 2011 | 12:01 PM EDT

Wal-Mart Names Its First Black Woman CEO
Rosalind Brewer will oversee the Sam's Club chain.

US: Walmart announces series of internal promotions

Walmart Launches Global Women's Economic Empowerment Initiative
Women in Retail Initiative
Create champions in every facility
Champions in Every Facility – Women in Retail

Three year game changing program in Walmart Canada

Every facility has a champion

Monthly meetings and conference calls
Women in Retail – Canada
Accomplishments

**Qualitative Results**

- Increased confidence and leadership behaviors
- Increased engagement and desire to make a difference
- Passion to share what has been learned with others
- Improved public speaking and influencing skills
- Developed talent/succession pipeline

🌟Launching Women in Retail program in other countries
Walmart Global Women’s Economic Empowerment Initiative
Women’s Economic Empowerment

Sourcing
- By 2016, source $20 billion from women-owned businesses in the U.S. and double sourcing from women suppliers in international markets.
- Launch dedicated women-owned/produced product marketplace on our e-commerce platform

Training
- Implement a women’s empowerment program in 150 factories and processing facilities producing for top retail suppliers in industries with high percentages of women.
- In emerging markets, train 500,000 women in the agriculture value chain for economic empowerment.
- Empowering 200,000 women through job training, education, career counseling and mentoring in the U.S. through foundation giving targeted at workforce readiness for women.
- Train 200,000 women for their first job in retail in our emerging markets over the next five years through partnerships with NGOs, public schools & universities

Diversity and Inclusion for Suppliers and Professional Services Partners
- In the US, will work with major professional service firms and prime merchandise suppliers with over $1 billion in sales to increase women and minority representation on Walmart accounts.
- Internationally, will focus on gender balance starting with global accounts.

Award $100 million globally in philanthropic support of women’s economic empowerment to power these goals.
Sourcing: 3 goals to achieve by 2016

1. Established an advisory network
   - WOBAC - internal and external stakeholders (~25)
   - Steering Committee - Senior Leadership advisors (~13)
   - Working Group - Cross-functional partners across the business (~25)

2. Contracted with a consultant to verify baseline data, outline the path as well as tools and resources needed
   - Where will the growth come from?
   - How do we provide tools and resources to enable the business to succeed in their goals?

3. Executed two supplier summits for retail, five for non-retail
   - $20B U.S.
   - 2X Int’l

Increase Sourcing from Women Owned Businesses
Empowering Women Through Commerce

• **Ecommerce Destination:** Walmart.com will develop a destination to sell products from women owned businesses around the world to US consumers this spring. This platform will utilize technology to overcome market-access barriers for small women-owned businesses, enabling women to transcend economic and social challenges.

• **Expanded Exclusive Assortment:** Walmart will partner with women-owned businesses to create opportunities in developed and developing countries, to produce a vibrant offering of products both ready-made and exclusives.

• **Platform to Tell a Story:** The destination represents an opportunity for consumers to learn more and connect more directly to the women and communities who are producing the products. It will be a portal that connects commerce, content and community.
Training: 4 goals to achieve by 2016

- 60,000 in Factories
- 500,000 inside the Agriculture Supply Chain
- 200,000 Internationally for their first job in Retail
- 200,000 in the U.S. to re-enter the workforce

Empower Nearly One Million Women Through Training
D&I Representation Reporting: Goals to achieve by 2016

In U.S., work with Professional Service Firms and Merchandise Suppliers with $1B+ in sales

Internationally, focus on Gender Balance of Supplier Teams starting with Global Accounts

Promote Diversity and Inclusion within Our Merchandise and Professional Services Suppliers