

Respect for Diversity Translates into Everyday Action with Associate Resource Groups

With more than 1.4 million associates in the U.S., we understand that diversity and inclusion is more than numbers and programs. It is, at its heart, about people - valuing their talents and abilities, seeking their unique perspectives, and creating an inclusive environment that invites and welcomes all to participate. This becomes the foundation for an inclusive, sustainable business that embraces and respects difference, develops all associates, serves our customers better, and is a partner to the community.

Our dedication to diversity extends from our board of directors to our associates, from our suppliers to our customers, reaching every aspect of our business. As the nation's largest private employer, the Walmart workforce in the U.S. is comprised of more than 257,000 African-American associates; more than 41,000 Asian-American and 5,900 Pacific-Islander associates; more than 171,000 Hispanic associates; more than 16,000 American Indian and Alaskan Native associates; more than 869,000 women; and more than 430,000 associates who are 50 years old and older. We know that attracting diverse customers, associates and suppliers is critical to our success. This commitment extends across our organization, and the Walmart Associate Resource Groups are an important part of this effort.

Associate Resource Groups build an inclusive community for associates.

In 2005, Walmart founded Associate Resource Groups at the Home Office to promote diversity and inclusion and create a sense of community among associates sharing similar backgrounds and interests.

- The groups, which are open to all associates at the Home Office regardless of race, gender, religion, disability or sexual orientation, include:
 - Asian Pacific Islander Associate Resource Group (API)
 - Hispanic Latino Associate Resource Group (HLARG)
 - Leading and Empowering Associates with Disabilities Associate Resource Group (LEAD)
 - Gay, Lesbian, Bisexual & Transgender Associate Resource Group (pride@wal-mart)
 - American Indian and Alaska Native Associate Resource Group (Tribal Voices)
 - African American Associate Resource Group (UNITY)
 - Women's Resource Council (WRC)
- Currently, there are more than 3,500 associates participating in Associate Resource Groups and 35 corporate officers serve as sponsors by providing counsel, advice and support to members. Additionally, members of executive leadership serve as Champions for each of the groups.

Associate Resource Groups are making a difference in the way we are doing business.

Associate Resource Groups at Walmart are committed to creating a culture of inclusion and innovation which leverages the diversity of our associates in ways that help people save money and live better. Their areas of focus include:

- Culture and Community
- Professional Development
- Insights and Awareness

- **Culture and Community** - increase cultural awareness, sensitivity and competence both at Walmart and in the community.
 - Increase awareness through associate-focused events celebrating cultural heritage.
 - Recognize efforts of those who promote diversity and inclusion in the greater community.
 - Facilitate roundtable discussions with associates and leaders in diversity and inclusion.
- **Professional Development** - provide relevant learning and development opportunities to help build a diverse pipeline of talent.
 - Offer collaborative workshops to prepare associates for personal and professional development.
 - Host health & wellness fairs and promote personal sustainability.
 - Develop extensive mentoring programs for associates, students and members of the community.
 - Host guest speakers on topics of personal branding, mentoring, networking and professional development.
- **Insights and Awareness** - serve as a strategic resource to support the global business strategy.
 - Benchmark with Fortune 500 companies.
 - Serve as focus groups and partner with operating divisions to promote cultural relevance.
 - Partner with merchants to develop key business relationships with diverse suppliers.
 - Support recruiting efforts and assist with new associate orientation.



For more information on Walmart's commitment to diversity, please visit www.walmartstores.com/diversity.

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