

Walmart Inc. (Walmart)

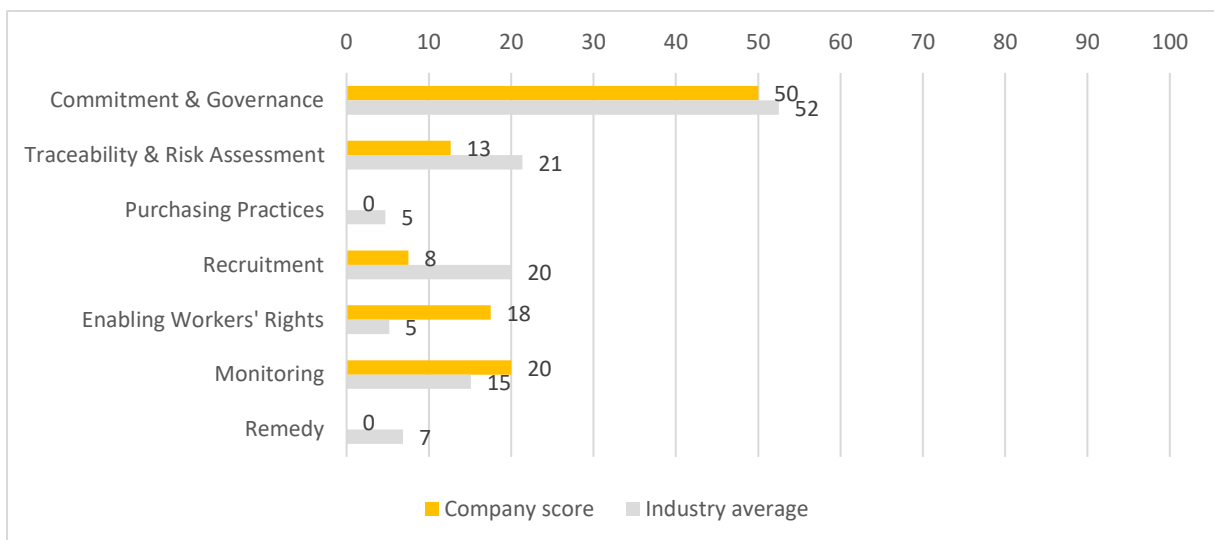
TICKER
 WMT

MARKET CAPITALISATION
 US\$198.9 billion

HEADQUARTERS
 United States

DISCLOSURES
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: Not applicable

OVERALL RANKING
24 out of 45
[2022 Rank](#): 18 out of 60¹
OVERALL SCORE
17 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT
 Yes

ENGAGED WITH KNOWTHECHAIN²
 No

NO-FEE POLICY
 Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK SOURCING COUNTRIES³
 Not disclosed

SUMMARY

Walmart Inc. (Walmart), a US retail corporation, ranks joint 24th out of 45 companies. Since 2022, the company improved on the themes of Commitment & Governance and Traceability & Risk Assessment, disclosing board oversight of its responsible sourcing programme, including forced labour risks in its supply chains, and more detail on its human rights risk assessment process. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Purchasing Practices, Recruitment and Remedy. As such, the company's rank has dropped by 6 places. It scores higher than average on the themes of Enabling Workers' Rights and Monitoring, and lower than average on all remaining themes. The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices, Recruitment and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company should further take steps to ensure that pricing includes the full cost of production, including a living wage/income, and consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Recruitment: The company discloses a policy that prohibits worker-paid recruitment fees in its supply chains. The company is encouraged to disclose how it ensures the implementation of this policy through the prevention of fees charged to workers in its supply chains, such as through: mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly. It may also consider disclosing steps taken to ensure that such fees are reimbursed to the workers and/or to provide evidence of payment of recruitment-related fees by suppliers.

Remedy: The company discloses that its Ethics & Compliance department will follow up on grievances reported through its ethics hotline, which includes labour-related issues. The company may consider disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

¹ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2025.

² Research conducted through September 2024 or through December 2024, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

³ For further details on high-risk raw materials and sourcing countries, see [KnowTheChain's 2025 ICT benchmark findings report](#).