

# Walmart Responsible Sourcing Standards



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## What is Walmart Social Compliance Audit?

Walmart is committed to promoting the dignity of men and women in our supply chains. They collaborate across industries and organizations around the world to help combat forced and underage labor, address unsafe working conditions, and promote the dignity of women.

Walmart monitors for and investigate issues in the supply chain, embed responsible sourcing practices into buying decisions, and engage in initiatives to find root cause solutions that can transform entire supply chains.

Walmart social compliance requirements are constantly evolving to address all facets of ethical supply chain management.

## What are the focus points of Walmart Social Compliance Audit?

- Compliance with Laws
- Voluntary Labor
- Labor Hours
- Hiring and Employment Practices
- Compensation
- Freedom of Association and Collective Bargaining
- General Health and Safety
- Dormitories and Canteen
- Environment
- Gifts and Entertainment
- Conflicts of Interest
- Anti-Corruption
- Financial Integrity.

Note : The above audit criteria is mentioned based on the experience & for reference purpose. As it the sole property of Walmart, the checklist/audit criteria can be modified and revised at any point in time

## **What are the document requirements for Walmart Social Compliance Audit?**

- Quality System Documentation
- Process Control & Documents
- Performance Measurement Records
- Standard Operating Procedures & Work Instructions
- Visual Management Implementation
- Health & Safety Related Requirements
- Legal & Environmental Compliance
- Human Resources Competence & Upgradation
- Operational System Improvements)

## **Which Organization are eligible for Walmart Social Compliance Audit?**

- Manufacturing units including sub-contractors in Walmart Supply chain.

## **How will Walmart Social Compliance Audit Benefit your Organization?**

- Recognition as a socially compliant organization
- Opportunity for exports
- Supplier Approval by overseas customers
- Mandatory requirement for being an out-sourcing sub-contractor to parent company
- Compliance with business, legal, contractual, and regulatory requirements
- Improved structure and focus with respect to Business Ethics and Anti-bribery Management System.

## **What does one mean by Customer Specific Requirements?**

- Customer Specific Requirements are the additional requirements imposed by the customer (Walmart Social Compliance Audit) which an organization needs to compulsorily comply with in order to become a verified supplier. In many cases, these requirements are additional to ISO certification.

## **Is this different from ISO Certification?**

- Generally, customer specific requirements are the additional requirements generated over the existing ISO certification to meet certain needs of the customer. This helps the organization gain recognition as a socially compliant organization.

## **Does my client require me to make changes in my Quality system?**

- As per specific requirements the Organization might have to make necessary changes in the Quality system to comply with the Customer Specific requirements. PQSmitra helps an organization to make the necessary changes to comply with the requirements of Walmart Social Compliance Audit in a very easy and practical manner.

## **Can PQSmitra assist in ensuring my suppliers are certified and assist in improving the overall quality?**

- Yes, PQSmitra can ensure that your suppliers are certified and we can assist them in improving the overall quality to meet your specific requirements.

## **Can PQSmitra help my organization identify requirements as per modern trend and help implement the same for my suppliers?**

- Yes, PQSmitra as an Organization remains very up to date regarding the new trends of certification & specific requirements. We provide full assistance in the implementation of the same.

## **How PQSmitra help you with a Hassle – free Implementation process for Walmart Social Compliance Audit?**

The PQSmitra Team assists with a clear understanding of Walmart's social compliance audit standards as well as simple solutions for putting them into practice. The team provides all necessary assistance in completing audit-related documentation procedures. The first assessment of the organization's current processes. To ensure satisfactory audit outcomes, 100 percent documentation support is provided. The Walmart's social compliance audit implementation process is described below:

- Initial visits and review of the existing system with respect to Walmart social compliance audit
- Gap analysis and planning for compliance
- Documentation including procedures, work instructions etc.
- Internal audits to verify the compliance prior to final audit
- Management review
- Audit / verification
- Closure of non-conformities.



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