



Walmart 

  
Walmart  
Foundation

Fiscal Year 2015 Walmart and Walmart Foundation

# Giving Report

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## A message from Kathleen McLaughlin

I'm excited to present Walmart's Giving Report, which highlights the strategic giving programs of Walmart and the Walmart Foundation.

More than 50 years ago, Sam Walton created Walmart to bring affordable products to people in small towns. He put the customer first, building a strong company with dedicated associates and deeply rooted values of service, excellence, integrity and respect for the individual.

Today, our business continues to serve society by helping customers save money, employing millions of associates and taking on global responsibility initiatives designed to reduce waste, lower greenhouse gas emissions and enhance the sustainability of food and other supply chains.

Philanthropy enables us to go even further. Through our corporate giving and the Walmart Foundation, we aim to address large-scale environmental and social challenges—systematically—in three priority areas:

- **Opportunity.** We are using philanthropy to accelerate mobility in retail and related sectors, enhance economic empowerment of women around the world, support small business development and help U.S. veterans reintegrate into civilian life.
- **Sustainability.** We are helping to alleviate hunger, enhance nutrition, promote sustainable agriculture, fishing and manufacturing and support a circular economy.
- **Community.** We are working to strengthen local communities, engage and support Walmart associates through philanthropy and enhance resilience in the face of natural disasters.

In addition to cash grants, all of our strategic giving programs draw on Walmart's strengths, including: in-kind donations (especially food), the expertise and passion of our 2.2 million associates around the world, engagement of Walmart customers and—importantly—collaboration with grantees, suppliers, civil society and government agencies.

In Fiscal Year 2015 (FY2015), Walmart and the Walmart Foundation donated more than \$1.4 billion in cash and in kind. Our associates also contributed more than 1.5 million hours of their time outside of work to volunteer causes.

I am honored to work alongside hundreds of thousands of generous and passionate Walmart associates, as well as many suppliers and others in business, civil society and government. Thank you especially to our outstanding, forward-thinking grantees who work diligently to realize ambitious social and environmental goals. Together, we're helping people around the world live better.


Sincerely,

**Kathleen McLaughlin**

President, Walmart Foundation  
Chief Sustainability Officer, Walmart



# FY2015 Giving



More than  
**\$1.47 billion**  
total global giving



More than  
**\$320 million**  
global cash giving



More than  
**1.5 million**  
associate volunteer hours



More than  
**\$1.14 billion**  
global in-kind giving

# Live better. Every day.

Through our giving, Walmart and the Walmart Foundation help people in thousands of communities live better every day.

Our strategic giving programs address pressing environmental and social problems such as poverty, hunger, climate change, deforestation and natural disasters.

In addition to cash grants, each program draws on Walmart's strengths, such as in-kind donations (especially of food), and the expertise and passion of our 2.2 million associates around the world, engagement of Walmart customers and last but not least partnerships with suppliers, civil society and government agencies.

We focus on three priority areas:



## Opportunity

Increase economic mobility and foster economic growth

- Retail and related sector opportunity
- Women's economic empowerment
- U.S. veteran reintegration
- Small business development
- Local manufacturing



## Sustainability

Enhance the sustainability of global supply chains in food, apparel and general merchandise

- Hunger relief
- Nutrition education
- Sustainable commodities
- Sustainable product design and manufacturing



## Community

Strengthen local communities and inspire associates to give back

- Disaster response and preparedness
- Associate support
- Community development
- Volunteerism

**Walmart and the Walmart Foundation begin each day with a renewed sense of responsibility and commitment to use our strengths to help others. It's more than just a matter of philanthropy. It's woven into our day-to-day business activities.**



# Opportunity

Increase economic mobility and foster economic growth

## Retail opportunity

We're working to accelerate economic mobility of workers in retail and related industry sectors around the world, through programs that include:

- Developing user-friendly maps of retail and related sector career pathways
- Improving the efficiency and effectiveness of pre-employment training and placement
- Helping accelerate mobility from frontline to middle skills jobs through training, job placement and other support
- Collective action using multiple interventions in local communities

### In FY2015:

- Walmart and the Walmart Foundation made a five-year, \$100 million commitment in the U.S., with the first \$16 million in grants to seven nonprofit groups focused on helping entry-level U.S. workers in retail and related industries. One such grant is for \$3.2 million to McKinsey Social Initiative to develop an innovative retail training and job placement model that's being piloted with 650 youths from low-income families
- By the end of 2014, 13,295 women in eight countries received retail training. Pilot programs were completed this past year in Argentina, Chile, Mexico and South Africa. Using those results, the Walmart Foundation funded larger-scale programs in Nigeria, Ghana, Kenya, Argentina, India and Chile. Those grants, combined with existing programs, will allow us to train approximately 71,000 women in emerging markets around the world by the end of FY2016.

## Women's economic empowerment

From factories and farms to sales floors, women play a significant role in the global retail sector and supply chain. For example, according to the Food and Agriculture Organization of the United Nations, women are responsible for 43 percent of the world's farm labor force.

In 2011, Walmart and the Walmart Foundation committed to train 1 million women around the world by the end of 2016, including:

- Training women in emerging markets in the agricultural value chain
- Training women in factories on the core competencies necessary to be successful in the workplace, at home and in their communities
- Training women with skills they need for their first job in retail
- Helping women in the U.S. from low income households gain the skills they need for employment

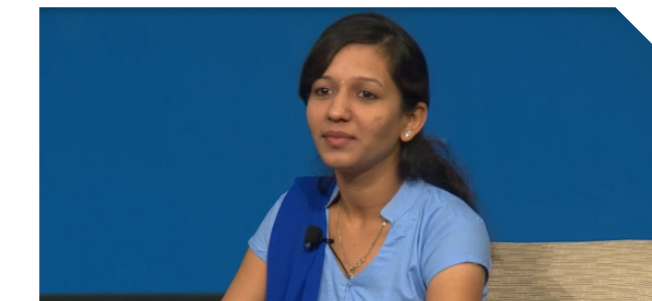
### By the end of FY2015, Walmart and the Walmart Foundation:

- Contributed \$110 million in grants and donations, and to date this has helped train 540,102 women globally
- Supported farmer training programs in Bangladesh, Brazil, China, India, Nepal, Nigeria, Rwanda and Uganda
- Supported Women in Factories Training Programs in Bangladesh (CARE), China (Business for Social Responsibility), El Salvador (World Vision), Honduras (World Vision) and India (Swasti)
- Supported retail training programs in Argentina, Chile, Ghana, India, Kenya, Mexico, Nigeria, South Africa and Uganda
- Supported women's training programs such as the Red Cross' Nurse Assistant Training and invested in research through the International Women's Policy and Research Center to study the impact of supportive services in job training

## U.S. veterans reintegration

We're helping accelerate the reintegration of U.S. veterans into civilian life and employment by strengthening collaboration between government, employers and nonprofits. Walmart and the Walmart Foundation recently fulfilled a \$20 million commitment to support U.S. veterans and, in FY2015, announced an additional \$20 million philanthropic investment over the next five years. This giving focuses on:

- Strengthening collective-impact initiatives in New York, North Carolina, Texas and California that address the challenges veterans commonly face when returning to the civilian workforce and their communities
- Supporting job training, education and transition programs that assist veterans and military family members with pre-employment and job placement



### Empowered to change and help others

The eldest of five siblings growing up in Anhar, India, Avani Bhadra didn't have the financial resources to pursue higher education. But she did find a job as a machine operator at the Welspun Factory, where her mother worked. There, she was encouraged to join the Women in Factories Training Program, organized by Swasti and made possible with funding from the Walmart Foundation.

Avani learned critical communication, leadership and budgeting skills, while immersing herself in women's equality issues through the program. Once shy, Avani developed the ambition and confidence necessary to earn a promotion to become a master trainer at Welspun, and she and her siblings are now actively pursuing higher education.

"In my village, an unmarried woman is typically not allowed to go outside the home to work, but because of my success at Welspun, young women are now able to work in the factory," she said. "I initially saw the training as a way to further my own studies, but I now see it as a chance to empower others."



### Help over the hurdles

A longtime runner and cyclist looking to solve shin splints, Susan Eastman Walton of Boulder, Colorado, worked tirelessly to develop a line of compression socks unlike any on the market. Her solution—RecoFit Compression Gear—led to her launching a small business that now sells to independent running and fitness stores, and landed a contract to supply the U.S. Military Endurance Sports program.

In 2012, Susan's husband Hugh suffered a massive stroke that required heart surgery and a year of rehabilitation. Just as Susan was able to turn her attention back to her small business, the Boulder area experienced a historic flood in 2013. Susan's basement filled with water, which destroyed much of her office and equipment and sparked an electrical fire. Because of this she didn't have the resources to fill orders and RecoFit's financials lacked the consistency most traditional lenders required. That's when Community Reinvestment Fund (CRF), a nonprofit organization that provides small business loans to struggling entrepreneurs, stepped in.

Supported through a grant from the Sam's Club Giving Program, CRF provided Susan with the resources to begin filling orders again, build inventory, further develop the RecoFit product line and market the brand.

"It was the second chance I needed to not only get my business on track but to open up so many of the new opportunities that have come my way," Susan said. "I have an expanded product line, a new website and business is thriving."

By strengthening institutions that can lend a helping hand, we hope to empower even more entrepreneurs like Susan to grow their businesses and fulfill their dreams.

### In FY2015:

- Completed the \$20 million commitment Walmart made in FY2008, which included job training for more than 20,000 post-9/11 veterans, thousands of holiday meals and toys for military families and building capacity for veteran-serving nonprofits in the U.S.
- As a first step in fulfilling our new commitment to invest another \$20 million over the next 5 years, Walmart Foundation partnered with the Institute for Veterans and Military Families (IVMF) at Syracuse University to support a three-year Collective Impact initiative to pilot new ways nonprofit, public and private sectors can work together to serve veterans in North Carolina

### Small business development

Around the world, small businesses and entrepreneurs cite access to capital as a major barrier to growth. The Sam's Club Giving Program – established by the Walmart Foundation in 2008 to help increase access to capital and training for small businesses – has provided more than \$18 million in grants to nonprofits in support of small business. Sam's Club and the Sam's Club Giving Program recently made a five-year commitment to:

- Unlock \$100 million in new capital from non-bank, community lending resources to low- and moderate-income small business owners
- Support 28,000 jobs in the small business community
- Reach 1 million underserved small business owners with education on responsible lending and better borrower practices

### In FY2015, Sam's Club and the Sam's Club Giving Program:

- Invested more than \$5 million in mission-driven Community Development Financial Institutions (CDFI's) with grants to build capacity and scale including Accion U.S. Network and Community Reinvestment Fund USA
- Invested more than \$3 million in small business development organizations to reach small business borrowers with education including how to access responsible credit given the growth of alternative non-bank lenders online. Grantees to date include SCORE Foundation, National Association of Latino Community Asset Builders and the Aspen Institute's Microenterprise FUND for Innovation, Effectiveness, Learning and Dissemination (FIELD)

### Local manufacturing

Walmart and the Walmart Foundation are helping promote a U.S. manufacturing comeback. By making production more affordable and feasible in the U.S., we can help bring people products that support U.S. jobs. To help accelerate this work, Walmart and the Walmart Foundation created a \$10 million U.S. Manufacturing Innovation Fund, with giving focused on supporting innovation research to solve manufacturing challenges in areas such as textiles, small motor assembly and plastic injection molding.

### In FY2015:

Walmart and the Walmart Foundation awarded \$4 million in grants to leading research and development institutions working to solve complex manufacturing challenges. Grants were awarded to seven institutions including the following:

- Georgia Tech Research Corporation for innovation of thread-count-based fabric motion control, a critical enabling technology for the automated production of sewn goods
- Indiana University-Purdue University at Indianapolis (IUPUI) to advance and accelerate the industrial implementation of metal 3-D printing for the manufacturing of plastic injection tooling as an alternative to current metal-shaping practices
- North Carolina State University College of Textiles to address challenges to manufacturing of furniture cushions in the U.S. by implementing new technologies in both fabric printing and cut-and-sew automation





# Sustainability

Enhance sustainability of global supply chains in food, apparel and general merchandise, for people and planet

## Hunger relief

Walmart and the Walmart Foundation are committed to strengthening the hunger relief system. In FY2014, Walmart and the Walmart Foundation delivered on a previous commitment to donate \$2 billion in the U.S., including food donations and \$250 million in grants. In FY2015, we committed to donating an additional 4 billion meals over the next five years via grants from Walmart and the Walmart Foundation and food donations from our Walmart stores, Sam's Clubs and distribution centers. Our giving is focused on the following:

- Strengthening the charitable hunger relief system including organizations such as food pantries, soup kitchens and meals programs
- Connecting children with meals through school breakfast, after-school and summer programs
- Connecting families with federal benefit programs alleviating hunger, such as the Supplemental Nutrition Assistance Program (SNAP)
- Promoting innovation and sharing of best practices in the field

### In FY2015:

- Walmart donated more than 630 million pounds of food (an estimated 525 million meals, 30 percent of which was produce) to organizations in the hunger relief system in the U.S.
- Walmart Foundation issued \$61 million in grants to strengthen the charitable hunger relief system, connect children with meals, connect families with benefit programs that alleviate hunger and share best practices
- Walmart Foundation funded a study through the Family Resiliency Center at the University of Illinois to evaluate efficiency and impacts of year-round meal programs

## Engaging with Feeding America to grow capacity, efficiency

We're working with Feeding America to help grow its capacity to rescue and distribute more food across the U.S. in a sustainable, cost-effective way.



Increase staff to manage food donation programs



Support access to SNAP, formerly known as Food Stamps



Support best practices exchange at annual National Anti-Hunger Policy Conference



Pair Walmart Logistics expertise with local food banks to help develop and implement efficiencies



Support capacity building of food banks to capture usable, but unsellable food



Raise awareness of hunger in U.S. communities via in-store and online campaigns

## Nutrition education

Walmart and the Walmart Foundation are committed to supporting programs that teach people how to shop for and cook more nutritious food on a budget. We focus on programs that:

- Encourage fruit and vegetable consumption
- Increase meals consumed at home

### In FY2015:

- Set a new goal of reaching 4 million people with nutrition education over the next five years
- Contributed \$10 million to nutrition education efforts in the U.S., which is estimated to reach more than 900,000 people with information and experiences needed to choose and use healthy food – including how to shop and cook nutritious meals.

### **Support for Cooking Matters helps promote healthy meals on a budget**

Cooking Matters, a Share Our Strength program funded, in part, through a grant from Walmart, teaches families how to stretch food budgets and cook healthy meals. Moms, dads, grandparents, caregivers, kids and teens learn to shop smarter, use nutrition information and cook delicious, affordable meals.

For example, after attending Cooking Matters, Heidi Alphen said "I put a LOT more thought into what I eat, and what I feed to my family. Going into class, I was focused more on my son, but I discovered that I can enjoy eating healthy, and that's good behavior to model for my family. Cooking Matters taught me that it can be easy, fun and even inexpensive to regularly cook nutritious and delicious meals for myself and my family. The variety of recipes and the hands-on cooking made it easy to learn that skills I need to practice on my own. I feel confident that I can cook healthy meals that my family will love!"



## Sustainable commodities

Walmart and the Walmart Foundation collaborate with grantees and other stakeholders to address social and environmental issues in commodity supply chains around the world. We prioritize risks and identify areas where philanthropy will have the greatest impact. To date, we have focused on:

- Combating human trafficking
- Assisting with training workers in the garment trade industry
- Improving the environmental sustainability of fisheries
- Contributing to farmer training

### In FY2015:

- The Walmart Foundation issued a \$785,000 grant to the International Justice Mission to help identify human trafficking-related hot spots in the seafood supply chain in Thailand. Deeper understanding of the structural, procedural, economic and/or capacity barriers which enable trafficking to occur will allow funders, government stakeholders, nonprofit organizations and other interested stakeholders to better develop and target responses
- The Walmart Foundation supported programs that trained farmers across a range of commodities including cashew, cotton and seafood

## Sustainable product design and manufacturing

Walmart and the Walmart Foundation are contributing to the pursuit of a more sustainable economy – one that decouples economic growth and development from environmental impact. To accomplish this, we’re collaborating with companies, foundations, municipalities and other organizations to focus on building incentives and programs that support sustainable product design, more sustainable manufacturing and a circular economy.

### In FY2015:

- Walmart and the Walmart Foundation collaborated with other organizations to help launch the Closed Loop Fund. The Walmart Foundation committed to an investment of \$10 million over the next five years, and the overall fund will provide \$100 million in low-interest loans to municipalities and companies to build out recycling infrastructure
- The Walmart Foundation provided \$875,000 to the University of Arkansas to support expanded research of The Sustainability Consortium, which develops research-based assessments of sustainability “hot spots” in product supply chains, and provides standardized measurement tools



## Empowering smallholder farmers

Rosemary Wanjala, a farmer from the remote village of Khaoya, Kenya, remembers when her maize and sorghum would only grow knee-high. It was a constant source of frustration, but that changed when she connected with One Acre Fund.

“I never imagined that my farm could yield so much sorghum, with big tassels like the ones I harvested this year,” Rosemary said. “All through the harvest, I felt like I was in a dream. I could not stop myself from smiling at every tassel that I touched.”

With support from the Walmart Foundation, One Acre Fund works with 280,000 smallholder farmers like Rosemary in East Africa. The organization helps growers by providing high-quality seed and fertilizer, financing, weekly farm training and post-harvest/market support. These contribute to the use of good agricultural practices and increased livelihoods.





# Community

Strengthen communities and inspire associates to give back

## Disaster response and resiliency

Walmart and the Walmart Foundation are committed to using our resources and expertise to address the needs of associates and communities around the world before, during and after disasters. Giving in this area is focused on:

- Elevating preparedness in local communities
- Providing relief to communities directly impacted by natural disasters
- Investing in disaster response programs to ensure maximum efficiency and distribution of resources

### In FY2015:

- Walmart and the Walmart Foundation co-hosted a two-day global project forum with the United Nations Office for Disaster Risk Reduction in Bentonville, Arkansas. From that meeting, key stakeholders in the public and private sector developed specific work streams to help support community resilience. These projects, collaboratively developed and subsequently funded by Walmart and the Walmart Foundation, focused on building community resilience coalitions, disaster risk education for small businesses, resiliency scoring for cities and other projects to help mitigate risk and build resiliency
- Walmart and the Walmart Foundation contributed \$2,457,000 to communities in four countries, such as Sierra Leone and Guinea, impacted by disaster
- Walmart provided a \$1 million grant to Good360 to support the development of DisasterRecovery360, a platform designed to crowd-source resources in the wake of disasters. This tool will help direct resources to specific needs globally, while also tracking and reporting the impact of donations

## Associate support

Since the day Sam Walton opened his first Walmart store, he and others fostered a culture of caring, compassion and opportunity among all associates. Two programs that continue to embrace this culture include:

- Associates in Critical Need Trust (ACNT), a public charity through which contributions by Walmart, the Walmart Foundation, the Walton Family Foundation, associates and Walmart alumni provide grants to U.S. associates struggling with unforeseen crises
- Associate Scholarship Program, a Walmart Foundation program managed by Scholarship America, provides scholarships to eligible Walmart associates and their high school senior dependents for further education

### In FY2015:

- ACNT helped 3,849 associates impacted by loss of household income due to circumstances such as a death in the family or a spouse losing their job; 342 associates impacted by natural disasters who needed food, clothing or shelter
- The Walmart Foundation provided more than \$6.5 million in scholarships to associates and their dependents, through its work with Scholarship America

“His mind was made up and I wanted to help make it happen. But, as a single mother, I honestly didn’t know where the money was going to come from.”

– Lisa Moore, Walmart Associate



### 2 dreams, 2 degrees – 1 family

Lisa Moore, a longtime associate at the Walmart in Mooresville, N.C., will never forget the day her son Joey – then just 11 years old – declared his future.

“He said, ‘Mom, I’m going to go to the University of North Carolina at Chapel Hill,’” Lisa recalled. “His mind was made up and I wanted to help make it happen. But, as a single mother, I honestly didn’t know where the money was going to come from.”

Several years later, a fellow associate turned Lisa onto the Associate Scholarship Program offered by the Walmart Foundation. Not only could associates like Lisa apply, but so could their high school dependents. So, in 2007, Joey applied for and received a scholarship – and graduated from the University of North Carolina at Chapel Hill. He has used his chemistry degree to springboard into a successful career with Henkel Corporation.

But the story doesn’t end there, as Joey encouraged his mother to follow in his footsteps. Already a pastor at Scott’s Chapel United Methodist Church in Statesville, N.C., Lisa recently decided to apply to the Associate Scholarship Program to help finance her enrollment at Hood Theological Seminary School. She, like her son, was awarded a scholarship and is on track to graduate in 2018 with her Masters of Divinity degree. At that point, she plans to focus her efforts full time on the church, pursuing her dream of becoming an elder and possibly even a chaplain.



### Training medical staff at an ebola outbreak facility in west africa

Walmart Foundation provided a \$200,000 grant to International Medical Corps to assist with continuing education for the staff of a new 70-bed unit in Bong County, Liberia, constructed to screen patients during the Ebola outbreak in West Africa.

The grant, provided in October 2014, helped International Medical Corps train staff on new equipment and procedures to ensure the safest possible environment for patients and workers.

## Community development

With more than 11,000 stores, clubs and associate councils around the world, our associates provide local insights to help identify and invest in community solutions, making the difference where it matters most. Our community support includes:

- Community grants, awarded by teams of associates (e.g., in the U.S.) and/or by customers (e.g., ASDA) in our store communities
- Community development initiatives, where Walmart collaborates with local community groups to address a set of social issues in a single community (e.g., Massmart’s program in Lebowa or Fundacion de Walmart de Mexico’s, Pequeño Productor, Cuentas con Nosotros program)
- Regional grants, where teams of Walmart associates recommend grants to be awarded by the Walmart Foundation to organizations addressing provincial or state needs and challenges (e.g., the State Giving program in the U.S. and giving in Walmart’s corporate home office communities of Northwest Arkansas and Silicon Valley)

### In FY2015:

- Through stores, clubs and distribution centers, Walmart contributed over \$47 million through more than 46,000 grants to organizations serving local needs around the U.S.
- Through localized giving teams around the world, Walmart contributed nearly \$12 million in 11 countries investing in important community initiatives
- Since 2011, Massmart’s Builders Warehouse has worked with Ripples for Good to help maintain 205 schools and Early Childhood Development centers around South Africa. Massmart’s Makro provided funding to HOPE worldwide to help support 41 ECD centers in disadvantages communities. In 2014, the project directly benefited 3,274 children below the age of five
- In Northwest Arkansas, Walmart’s home office region, Walmart and the Walmart Foundation invested over \$8.5 million in strategic grants focused on pressing needs in the region, increasing access to arts, recreation, food and healthcare for lower-income families

## Volunteerism

Walmart and the Walmart Foundation work to encourage and support associate philanthropy around the world. Whether associates choose to volunteer their time, give money or any combination of the two, Walmart and the Walmart Foundation are there to support and amplify their efforts by:

- Encouraging associates to volunteer
- Providing grants to local nonprofits based on hours volunteered by associates
- Matching associate payroll contributions to participating nonprofit organizations

### In FY2015:

- U.S. associates generated \$14 million in Volunteerism Always Pays (VAP) grants by Walmart for eligible organizations. Through VAP, U.S. associates are encouraged to apply for grants to secure financial contributions for the organizations where they volunteer
- Through the VAP, U.S. associates volunteered more than 1.5 million hours to organizations in focus areas such as education, environmental sustainability, health and wellness, hunger relief and workforce development
- Through the Associate Giving Program (AGP), U.S. associates have the opportunity to give to any of 11 participating nonprofit organizations through a voluntary payroll deduction. The Walmart Foundation matches those contributions dollar-for-dollar, ranging from \$1 million to \$8 million per charity. Through this program, associates, with matching contributions from the Walmart Foundation raised over \$20 million



### Making volunteerism a way of life

In 2014, Sreekumar Gopinathan, a Project Manager for Walmart Global Back Office Solutions, logged more than 240 volunteer hours as part of 42 local events, committees and initiatives. He has been particularly active in organizing volunteer groups to respond to regional disasters, while also leveraging technical expertise to serve area organizations with technology-related needs.

“Community work has been my passion ever since my childhood, and that’s part of the culture here at Walmart,” Sreekumar said. “I really do appreciate how Walmart encourages and stands behind its associates in that way. It’s inspiring.”

Through the Volunteerism Always Pays program, Walmart matched many of Sreekumar’s volunteer hours with charitable donations to the organizations he served.

“Community work has been my passion ever since my childhood, and that’s part of the culture here at Walmart”

– Sreekumar Gopinathan, Project Manager, Walmart Global Back Office Solutions

# Our approach

At Walmart, philanthropy helps extend the positive social and environmental impact of our business initiatives.

Our first step is to define aspirations for social and environmental outcomes related to our three pillars of Opportunity, Sustainability and Community – for example, accelerating the reintegration of veterans and their families back into civilian life, alleviating hunger, enhancing the sustainability of supply chains such as seafood and apparel and mitigating the effects of disasters.

We then work with subject matter experts and stakeholders across the field to better understand the problem, solutions already underway and gaps in solving the problem. We identify ways Walmart can help with our particular capabilities through business initiatives, and find opportunities for our giving program to accelerate social and environmental outcomes. We search for organizations around the world with a depth of knowledge and experience in specific areas and work with them to provide a combination of funding, resources and expertise to drive clear, measurable long-term goals.

These are a few of the many examples that demonstrate Walmart and the Walmart Foundation's systemic approach in action:



## Opportunity

### U.S. Veterans

**Aspiration: accelerate reintegration of veterans into local communities and the civilian workforce**

#### Walmart

Offer a job to any eligible honorably discharged U.S. veteran within the first 12 months off active duty. We expect to hire 250,000 veterans by 2020.

#### Walmart/Walmart Foundation

\$20 million commitment through 2019 to support veteran job training, education and innovative public/private community-based initiatives.

As part of this, we recently gave the Institute for Veterans and Military Families a \$1 million grant to support a Collective Impact effort to improve the direct health and well-being of North Carolina's veteran population.



## Sustainability

### Hunger relief

**Aspiration: strengthen the charitable meal system to alleviate hunger in the U.S.**

#### Walmart

Donate food and logistical expertise to Feeding America and other hunger relief organizations. In FY2015, Walmart Stores donated more than 630 million pounds of food.

#### Walmart/Walmart Foundation

Provide grants to strengthen the charitable hunger relief system. Over the past year, the Walmart Foundation contributed to grantees to enable them to buy refrigerated trucks, increase distribution capabilities and operating practices and improve food sourcing.

## Sustainable commodities

**Aspiration: strengthen sustainability of commodity supply chains for people and planet**

#### Walmart

Commit to taking steps to source products that sustain people and planet. As examples, Walmart works with industry consortia such as the Alliance for Bangladesh Worker Safety to improve worker safety in garment factories supplying Walmart and others, and sources fresh and frozen seafood from fisheries who are third-party certified as sustainable using Marine Stewardship Council (MSC), Best Aquaculture Practices (BAP) or taking other defined steps to improve environmental sustainability.

#### Walmart/Walmart Foundation

Contribute to programs that improve environmental and labor practices. The Walmart Foundation complements business initiatives with contributions to programs like the Sustainable Fisheries Partnership, which seeks to improve environmental practices of fisheries, and the International Justice Mission, which is developing tools to prosecute human trafficking.



## Community

### Disaster relief

**Aspiration: accelerate recovery and improve resilience**

#### Walmart

Leverage expertise of our Emergency Operations Center (EOC) and network of associates around the world as volunteers. Through our EOC, local associates and logistics capabilities, we are able to reopen stores quickly, providing families access to prescriptions, food, water and other basic needs, helping alleviate pressure on government and other agencies.

#### Walmart/Walmart Foundation

Support local communities following disasters through the donation of money, supplies and expertise. Increasingly, we have been investing in building the capacity and technological infrastructure of response and recovery organizations such as Team Rubicon and Good360.

# Governance

Overall, giving by Walmart is overseen by a committee of Walmart executives, consisting of President/CEO Doug McMillon and his direct reports. Walmart giving includes the company's donation to the Walmart Foundation, other cash donations, and in-kind donations. Giving is very generally divided into two categories: global priorities (such as disaster relief, sustainable commodity chains) and local market-based priorities.

The Walmart Foundation is one of the major recipients of Walmart's corporate global giving. The Walmart Foundation is a separately incorporated 501 (c) (3) private foundation. The Walmart Foundation has a self-perpetuating board of directors, comprised of Walmart executives. The Walmart Foundation Board meets regularly to shape the Foundation's global giving strategy, oversee the Foundation's financials, and approve major grants. The Foundation's financial statements are independently audited annually.

The Foundation's grant-making operations are administered by Walmart employees, whose time is donated to the Foundation by Walmart. The President of the Walmart Foundation leads the team, and reports to the Walmart Foundation Board.

Giving to address local market-based priorities is overseen by each market. Our operations in Mexico and the U.K also have their own charitable foundations, wholly funded by Walmart Mexico and ASDA respectively. These foundations have boards comprised of Walmart executives and external people.

# Stakeholder engagement

Walmart and the Walmart Foundation believe our work is strengthened through engagement with a broad array of people. Stakeholder engagement is integrated into our strategy development, program design and evaluation processes.

Here are some of the ways we engage with stakeholders:

**Grantees** – Grants are shaped through a collaborative process with our grantees. In each interaction, we aim to learn and strengthen the impact. This year, in partnership with The Grantwell Program at Brigham Young University, the Walmart Foundation conducted a grantee perception survey. Respondents to the survey included grantees in state, national and international giving portfolios. Through this anonymous survey, grantees were able to provide feedback on their relationship with the Walmart Foundation, including the dynamics of working with their program officer. While the survey results underlined our need to continue efforts toward greater clarity and transparency with grantees, the overall results were strong. 98% of respondents who have an assigned grant manager at the Foundation agreed or strongly agreed that the grant manager was respectful and professional in his/her interactions with the grantees. 97% agreed or strongly agreed that the grant manager was easy to work with.

**Walmart customers** – In addition to interacting with customers in our stores and clubs every day, we engage them in a variety of ways, including via social media, customer service

hotlines, formal research, surveys and more. By continually listening to our customers, we're able to invest in the issues that are most important to them. We have been fortunate to collaborate with our customers in two causes nationwide – Fight Hunger. Spark Change. (FHSC) and Children's Miracle Network Hospitals (CMNH). In FY2015 our suppliers donated over 75 million meals through FHSC. Through CMNH, we raised over \$49 million from our customers to support local children's hospitals throughout communities across the U.S.

**Walmart associates** – With a presence in more than 4,500 communities in the United States, Walmart's associate base of 1.2 million is a powerful local force. By living and working in their communities, our associates are uniquely positioned to help support important causes through our Volunteerism Always Pays (VAP) program. In FY2015, our associates volunteered over 1.5 million hours and helped generate over \$14 million in contributions to nonprofit organizations around the country. From supporting local food banks serving those in need to clean ups at local schools, our associates give back to the organizations where it's needed most.

**Advisors** – The Foundation team engages in conferences and conversations throughout the year to get feedback and learn more about key issues. We also create advisory boards in areas of our grantmaking that may be new or require specific expertise beyond our staff. For instance, this year we started a Workforce Advisory Board, comprised of workforce policy experts, nonprofit practitioners and established workforce funders. This group was started to help guide our \$100M investment in retail and related sector economic mobility. We believe these external experts will deepen our impact by providing insight, feedback and critiques of our work.

# Thank you to our grantees

We couldn't do anything without the outstanding work of our grantees. We value our collaboration with them, their expertise and their dedication. In FY2015, Walmart corporate giving and the Walmart Foundation made around 80,000 grants. Thank you to all of you. Below is a list of all grantees receiving \$1M+ dollars, listed by program area.

## Opportunity

Achieving the Dream, Inc.  
ACT Foundation  
Dress for Success Worldwide  
Goodwill Industries International, Inc.  
International Youth Foundation  
Jobs For The Future  
McKinsey Social Initiative  
Opportunities Industrialization Center International, Inc.  
Global Fairness Initiative  
Accion International  
Association for Enterprise Opportunity  
National Association for Latino Community Asset Builders  
Valley Economic Development Centers

The United States Conference of Mayors  
American GI Forum National Veterans Outreach Program, Inc.  
Syracuse University - Institute For Veterans and Military Families  
Institute For Women's Policy Research  
Enactus  
Georgia Tech

## Sustainability

American Association of School Administrators  
Baylor University  
Catholic Charities USA  
Feeding America  
Food Research & Action Center

National Council of La Raza  
National Council of Young Men's Christian Association of the USA  
National Council on Aging  
National League of Cities Institute, Inc.  
National Recreation and Park Association  
Action for Healthy Kids, Inc  
Alliance for a Healthier Generation, Inc.  
American Heart Association  
Common Threads  
FoodCorps, Inc.  
National 4-H Council  
Share Our Strength, Inc.  
Tides Center  
Agribusiness Systems International

BRAC USA  
Deutsche Investitions- und Entwicklungsgesellschaft  
One Acre Fund

## Community

American National Red Cross  
Good360  
American Cancer Society, Inc.  
American Diabetes Association  
Salvation Army National Corporation  
United Way Worldwide  
Crystal Bridges Museum of American Art  
Walton Arts Center Council, Inc.



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