

Wal-Mart Stores, Inc.
STANDARDS FOR SUPPLIERS

Wal-Mart Stores, Inc. ("Wal-Mart") is successful by adhering to three basic beliefs since its founding in 1962:

1. Respect for the Individual
2. Service to our Customers
3. Strive for Excellence

Wal-Mart strives to conduct its business in a manner that reflects these three basic beliefs and expects its suppliers to adhere to these beliefs in their contracting, subcontracting, and other business relationships. Additionally, because the conduct of Wal-Mart’s suppliers can be attributed to Wal-Mart and its reputation, Wal-Mart requires its suppliers, and their contractors, to meet the following standards, and reserves the right to make periodic, unannounced inspections of suppliers’ facilities and the facilities of suppliers’ contractors to ensure suppliers’ compliance with these standards:

COMPLIANCE WITH APPLICABLE LAWS AND PRACTICES: Suppliers shall comply with all local and national laws and regulations of the jurisdictions in which the suppliers are doing business as well as the practices of their industry. Should the legal requirements and practices of the industry conflict, suppliers must, at a minimum, be in compliance with the legal requirements of the jurisdiction in which they are operating. If, however, the industry practices exceed the country's legal requirements, Wal-Mart will favor suppliers who meet such industry practices.

Wal-Mart expects its suppliers to comply with the following conditions of employment.

- **Compensation:** Suppliers shall fairly compensate their employees by providing wages and benefits which are in compliance with the local and national laws and regulations of the jurisdictions in which the suppliers are doing business, or which are consistent with the prevailing local standards in the countries, if the prevailing local standards are higher.

- **Hours of Labor:** Suppliers shall maintain reasonable employee work hours in compliance with local standards and applicable laws of the jurisdictions in which the suppliers are doing business. Suppliers’ employees shall not work more than 72 hours per 6 days or work more than a maximum total working hours of 14 hours per calendar day (measured midnight to midnight). Supplier’s factories should be working toward achieving a 60-hour workweek. Wal-Mart will not use suppliers who, on a regularly scheduled basis, require employees to work in excess of the statutory requirements without proper compensation as required by applicable law. Employees should be permitted reasonable days off (at least one day off for every seven-day period) and leave privileges.

- **Forced/Prison Labor:** Forced or prison labor will not be tolerated by Wal-Mart.

- **Child Labor:** Wal-Mart will not tolerate the use of child labor. Wal-Mart will not accept products from suppliers or subcontractors who use child labor. No person shall be employed at an age younger than the legal minimum age for working in any specific jurisdiction. In no event shall suppliers or their subcontractors employ workers less than 14 years of age.

- **Discrimination /Rights:** All conditions of employment must be based on an individual’s ability to do the job, not on the basis of personal characteristics or beliefs. Wal-Mart favors suppliers who do not discriminate on the basis of race, color, national origin, gender, sexual orientation, religion, disability, and other similar factors.

- **Freedom of Association and Collective Bargaining:** Suppliers will respect the rights of employees regarding their decision of whether to associate or not to associate with any group, as long as such groups are legal in their own country. Suppliers must not interfere with, obstruct or prevent such legitimate activities.

- **Immigration law and compliance:** Only workers with a legal right to work shall be employed or used by a supplier. All workers’ legal status, must be validated by the Supplier by reviewing original documentation (not photocopies) before they are allowed to commence work. Procedures which demonstrate compliance with these validations must be implemented. Suppliers must regularly audit employment agencies from whom they obtain workers to monitor compliance with this policy.

WORKPLACE ENVIRONMENT: Factories producing merchandise to be sold by Wal-Mart shall provide adequate medical facilities and ensure that all production and manufacturing processes are carried out in conditions that have proper and adequate considerations for the health and safety of those involved. Wal-Mart will not do business with any supplier that provides an unhealthy or hazardous work environment or which utilizes mental or physical disciplinary practices.

- **Security:** Suppliers will maintain adequate security at all production and warehousing facilities and implement supply chain security procedures designed to prevent the introduction of non-manifested cargo into outbound shipments (e.g. drugs, explosives bio- hazards and/or other contraband). Additionally, each production and warehousing facility must have written security procedures and maintain documented proof of the adequate controls implemented to guard against introduction of nonmanifested cargo.

CONCERN FOR THE ENVIRONMENT: We encourage suppliers to reduce excess packaging and to use recycled and nontoxic materials.

RIGHT OF INSPECTION: Wal-Mart or a third party designated by Wal-Mart will take certain actions, such as inspection of production facilities, to implement and monitor these standards.

CONFIDENTIALITY: Suppliers shall not disclose to others and will not use for its own purposes or the purpose of others any trade secrets, confidential information, knowledge, designs, data, skill, or any other information considered by Wal-Mart as “confidential”.

The “Standards for Suppliers” must be posted in a location visible to all employees at all facilities that manufacture products for Wal-Mart. If you know of a violation of these standards by a supplier, factory, or Wal-Mart associate contact the Wal-Mart Global Ethics Office. Call toll-free 10-800-110-0549 or write to Wal-Mart Stores, Inc., Global Ethics Office, 702 SW 8th Street, Bentonville, AR, 72756-0860 or e-mail ethics@wal-mart.com.

Signature: _____
(Factory Management)

Wal-Mart Stores, Inc.

供應商標準

Wal-Mart Store, Inc. (以下簡稱“Wal-Mart”) 的成功建立在從 1962 年創立以來一向秉持的以下三個基本信念：

1. 尊重個人
2. 服務顧客
3. 力求卓越

Wal-Mart 一向以反映這三個基本信念的方式來經營，也期望 Wal-Mart 的供應商在承包、分包和其他業務關係上恪守這些信念。此外，由於 Wal-Mart 供應商的行為可能會影響 Wal-Mart 及其聲譽，因此 Wal-Mart 要求其供應商、和供應商的承包商共同遵守這些標準，Wal-Mart 保留對供應商的工廠和供應商之承包商的工廠進行不定期、不先行通知的檢查之權力，以確保供應商遵守這些標準：

遵守相關法律及慣例：供應商應遵守其營業所在司法區的所有地方和國家法律規定，以及業界之慣例。若法律規定和業界慣例有衝突時，供應商應該，最起碼，遵守其營業所在司法區的法律規定。但是，若業界慣例高於國家法律規定，Wal-Mart 會選擇那些達到業界慣例的供應商。

Wal-Mart 的供應商應遵照以下的聘僱規定。

- **報酬：**供應商應遵照其營業地的地方及國家法律規定，或該國盛行的地方標準 (如果盛行的地方標準較高的話)，提供他們雇員合理的工資及福利。
- **工作時數：**供應商應遵守其營業地的地方標準和適用法律，採用合理的雇員工作時數。供應商的雇員每 6 天不得工作超過 72 小時或每個月曆日 (從午夜至午夜計算) 總工作時數不得超過 14 小時。供應商之工廠應該朝每一工作周 60 小時的目標努力。Wal-Mart 不會採用那些經常要求員工在法律規定的工作時數之外工作，而沒有依法給予適當的報酬的供應商。雇員應被准予合理的休假天數 (至少每 7 天有一天休假日) 和請假權利。
- **強迫或囚禁勞工：**Wal-Mart 不允許強迫或囚禁勞工的情形。
- **童工：**Wal-Mart 不允許使用童工。Wal-Mart 不接受使用童工的供應商或分包商之產品。不得雇用任何年齡小於製造業司法所規定的人員。無論如何，供應商及其分包商皆不得雇用年齡小於 14 歲的工人。
- **歧視/權利：**所有聘僱的條件皆根據個人的工作能力，而非個人的特徵或信仰。Wal-Mart 會選擇那些不因種族、膚色、國籍、性別、性傾向、宗教、殘障或其他類似因素而歧視他人的供應商。
- **結社自由和集體談判權利：**供應商應尊重雇員是否參加任何團體的自由，只要這類團體在他們國家是合法。供應商不得干涉、阻擾或禁止這類合法的活動。
- **移民法和政策的遵守：**供應商僅能夠雇用或使用有工作證的合法工人。在批准工人工作之前，供應商必須審核他們的工作證正本 (非影印本) 以確定所有工人的合法身份。務必實施工人合法身份確認手續。供應商必須經常審計雇員代理機構，監督政策的遵守。

工作環境：製造 Wal-Mart 銷售商品的工廠應該提供適當的醫療設施，並確保所有的生產和製造過程是在合乎工人健康、安全的條件下進行。Wal-Mart 不與任何提供不健康或危險工作環境；或利用精神或肢體懲戒方法的供應商有業務來往。

- **保安：**供應商應在所有的製造工廠和倉儲設施採取適當的保安措施，並實施供應鏈保安程序以預防非列於貨單的貨櫃混入出口貨運 (如禁藥、炸藥、危險生化物品和/或其他違禁品)。此外，每個製造工廠和倉儲設施必須有書面的保安程序，並保存管制程序實施紀錄以茲證明。

關心環境：我們鼓勵供應商減少包裝並使用可回收和無毒性材料。

檢查權：Wal-Mart 或由 Wal-Mart 指派的第三方會採取一些行動，例如檢查工廠，來實施和監督以上這些標準。

機密性：供應商不可向他人透露，也不會為私人的或他人的目的而使用，任何商業秘密、機密資料、知識、設計、數據、技術、或其他 Wal-Mart 認為機密的資料。“供應商標準”必須張貼在各個製造 Wal-Mart 產品的工廠內，所有雇員都看得到的地方。如果你知道有供應商、工廠或 Wal-Mart 的夥伴違反這些標準，請撥 10-800-110-0549 (當地電話)。或寫信到: Wal-Mart Stores, Inc., Ethics Office, 702 SW 8th Street, Bentonville, AR, 72756-0860，或發送電子郵件到: ethics@wal-mart.com。

簽名： _____
(工廠經理)

Wal-Mart Stores, Inc.

供货商标准

Wal-Mart Store, Inc. (以下简称“Wal-Mart”) 的成功建立在从 1962 年创立以来一向秉持的以下三个基本信念:

1. 尊重个人
2. 服务顾客
3. 力求卓越

Wal-Mart 一向以反映这三个基本信念的方式来经营, 也期望 Wal-Mart 的供货商在承包、分包和其它业务关系上恪守这些信念。此外, 由于 Wal-Mart 供货商的行为可能会影响 Wal-Mart 及其声誉, 因此 Wal-Mart 要求其供货商、和供货商的承包商共同遵守这些标准, Wal-Mart 保留对供货商的工厂和供货商之承包商的工厂进行不定期、不先行通知的检查之权力, 以确保供货商遵守这些标准:

遵守相关法律及惯例: 供货商应遵守其营业所在司法区的所有地方和国家法律规定, 以及业界之惯例。若法律规定和业界惯例有冲突时, 供货商应该, 最起码, 遵守其营业所在司法区的法律规定。但是, 若业界惯例高于国家法律规定, Wal-Mart 会选择那些达到业界惯例的供货商。

Wal-Mart 的供货商应遵照以下的聘雇规定。

- **报酬:** 供货商应遵照其营业地的地方及国家法律规定, 或该国盛行的地方标准 (如果盛行的地方标准较高的话), 提供他们雇员合理的工资及福利。
- **工作时数:** 供货商应遵守其营业地的地方标准和适用法律, 采用合理的雇员工作时数。供货商的雇员每 6 天不得工作超过 72 小时或每个月历日(从午夜至午夜计算)总工作时数不得超过 14 小时。供货商之工厂应该朝每一工作周 60 小时的目标努力。Wal-Mart 不会采用那些经常要求员工在法律规定的工作时数之外工作, 而没有依法给予适当的报酬的供货商。雇员应被准予合理的休假天数(至少每 7 天有一天休假日)和请假权利。
- **强迫或囚禁劳工:** Wal-Mart 不允许强迫或囚禁劳工的情形。
- **童工:** Wal-Mart 不允许使用童工。Wal-Mart 不接受使用童工的供货商或分包商之产品。不得雇用任何年龄小于制造业司法所规定的人员。无论如何, 供货商及其分包商皆不得雇用年龄小于 14 岁的工人。
- **歧视/权利:** 所有聘雇的条件皆根据个人的工作能力, 而非个人的特征或信仰。Wal-Mart 会选择那些不因种族、肤色、国籍、性别、性倾向、宗教、残障或其它类似因素而歧视他人的供货商。
- **结社自由和集体谈判权利:** 供货商应尊重雇员是否参加任何团体的自由, 只要这类团体在他们国家是合法。供货商不得干涉、阻扰或禁止这类合法的活动。
- **移民法和政策的遵守:** 供货商仅能够雇用或使用有工作证的合法工人。在批准工人工作之前, 供货商必须审核他们的工作证正本 (非复印件) 以确定所有工人的合法身份。务必实施工人合法身份确认手续。供货商必须经常审计雇员代理机构, 监督政策的遵守。

工作环境: 制造 Wal-Mart 销售商品的工厂应该提供适当的医疗设施, 并确保所有的生产和制造程序是在合乎工人健康、安全的条件下进行。Wal-Mart 不与任何提供不健康或危险工作环境; 或利用精神或肢体惩戒方法的供货商有业务来往。

- **保安:** 供货商应在所有的制造工厂和仓储设施采取适当的保安措施, 并实施供应链保安程序以预防非列于货单的货柜混入出口货运 (如禁药、炸药、危险生化物品和/或其它违禁品)。此外, 每个制造工厂和仓储设施必须有书面的保安程序, 并保存管制程序实施纪录以兹证明。

关心环境: 我们鼓励供货商减少包装并使用可回收和无毒性材料。

检查权: Wal-Mart 或由 Wal-Mart 指派的第三方会采取一些行动, 例如检查工厂, 来实施和监督以上这些标准。

机密性: 供货商不可向他人透露, 也不会为私人的或他人的目的而使用, 任何商业秘密、机密数据、知识、设计、数据、技术、或其它 Wal-Mart 认为机密的信息。

“供货商标准”必须张贴在各个制造 Wal-Mart 产品的工厂内, 所有雇员都看得到的地方。如果你知道有供货商、工厂或 Wal-Mart 的伙伴违反这些标准, 请拨请拨 10-800-110-0549 (当地电话)。或写信到: Wal-Mart Stores, Inc., Ethics Office, 702 SW 8th Street, Bentonville, AR, 72756-0860, 或发送电子邮件到: ethics@wal-mart.com。

签名: _____
(工厂经理)

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