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Materiality



Walmart de México y Centroamérica believes that Corporate Responsibility is a commitment to always doing the right thing. We have embarked on this journey of continuous improvement to achieve solid performance in social, environmental and corporate governance matters, with the firm conviction that our Company creates value and is true to its vision of improving the quality of life of families in Mexico and Central America.

Stemming from communication with our stakeholders, a socially responsible company is “one that shows its commitment to economic development and improves the quality of life, generates social programs, and works in favor of the environment, with the ability to identify its risks, be truly transparent in handling information, and holding dialogue with its stakeholders.”

Corporate Responsibility Management

In Mexico the Direction of Corporate Responsibility is in charge of the Executive Vice President of General Counsel and Institutional Affairs for Mexico and Central America. In Central America the Corporate Responsibility area is in charge of the Direction of Corporate Affairs, which reports directly to the head of Central America.

The strategy is reviewed in the Corporate Responsibility Committees developed in conjunction with the areas involved in each of the fields of endeavor; the Board of Directors is informed on these activities. It is fundamental to establish work plans, indicators, and policies and procedures so as to involve the organization in building a company with an increasingly robust Corporate Responsibility.

Corporate Responsibility Management is aimed at:

1. Involving top management in the scope of posed objectives, the analysis of challenges, the defining of the plan and in assuming leadership in the promoting of value generation;
2. Establishing long-term vision and strategic priorities;
3. Supporting the consolidation of structural changes, policies, and procedures;
4. Implementing individual performance metrics for top management by integrating the Corporate Responsibility Indicator in their performance evaluations, such that the score obtained and other variables have an impact on salary increase percentages.

Importance of Materiality in defining the strategy

As part of the commitment to align our strategy with the reality of the social and environmental context in which we operate, since 2009 Walmart de México y Centroamérica periodically updates the Materiality Study, as the core of our strategy for Corporate Responsibility.

The purpose of this study is to validate the direction of the strategic actions, as compared to the challenges currently faced, therefore making it possible to establish a long-term vision based on knowledge of the subject, its needs, and expectations.

Moreover, materiality allows for in-depth analysis of the Company's situation in each of the primary subjects of Corporate Responsibility, leading to the proper identification of the challenges, strategic programs, long-term goals, and performance indicators that will enable meeting the highest of standards for social, environmental, and corporate governance issues. This is how we authenticate our interest in helping generate value for our stakeholders.

Materiality as an ongoing process

The materiality study –conducted by a third party in 2009 for Mexico and in 2010 for each of the countries in Central America– helped to establish our five strategic pillars: associates, suppliers, communities, the environment, and ethics. Moreover, based on the study results we were able to create programs with key objectives and specific action plans, and have a better approach with improved outcomes.

Each year the study is upgraded with internal surveys, measurement tools, and information on the perception and concerns of the most important stakeholders for the Company – our customers, suppliers, associates, communities and sustainable investors. All of this allows us to monitor the impact of Corporate Responsibility and its primary challenges.

In 2014 we requested to a third party firm to conduct a new materiality study, incorporating the following subjects:

Internal self-service sector trends
Context in the 6 countries where we operate
Stakeholder expectations and concerns

This updating process included the following stages:

1. Sector Materiality to identify maturity and importance of subjects managed by leading companies, and their future commitments;
2. Evaluation of current approaches for the Company;
3. Dialogue with customers, associates, suppliers, non-governmental organizations, opinion leaders and sustainable investors, conducted by third parties through surveys, one-on-one interviews and feedback sessions; and
4. Materiality of Walmart de México y Centroamérica, resulting in the validation of 11 strategic material aspects, 7 relevant aspects and 2 non-material ones.



We have integrated Materiality results to our Corporate Responsibility pillars in this report as follows:

a. Society:

- Customers: service and protection, privacy and supply chain assessment.
- Associates: development, employment and labor conditions, diversity and equal opportunities, human rights, and health and safety job.
- Suppliers: development of small-medium sized and low income local producers, supplier management and supply chain development.
- Community: commitment with local communities (fighting against hunger, contribute with sustainability through production chains, drive women's economic empowerment and local programs including volunteerism and disaster relief).

b. Environmental:

- Waste.
- Energy.
- Water.
- Emissions.
- Biodiversity.
- Climate change.
- Supply chain development.

c. Corporate governance:

- Ethics and compliance/ anticorruption
- Crisis and risk management.

GRI Guidelines

The report has been structured in accordance with guidelines published by the Global Reporting Initiative (GRI), and at Walmart de México y Centroamérica we seek to provide continuity with the clear and honest publication of our performance. In this edition we have published under G4 Guidelines, based on the principle of comprehensiveness.

Scope

The report presents the multi-format performance by Walmart de México y Centroamérica in the 6 countries where we operate. This includes the operation of our units, distributions centers and home offices.

Period

The information included in this report covers the period from January 1st to December 31, 2014.

GRI content

Indicator	Disclosure	Page	External Assurance
	Strategy and Analysis	2-4	NO
	Organizational Profile	6	NO
	Report Parameters	31, 71, 102-106	NO
	Report Scope	102-106	NO
	Governance, commitments and engagement	65-69	NO
Identified material aspects and boundaries			
G4-17	Operational structure, referencing the information in publicly available consolidated financial statements or equivalent documents	10-14	NO
G4-18*	Process for defining the report content and the aspect boundaries	106	NO
G4-19	List all the material aspects identified in the process for defining report content	105	NO
G4-20	For each material aspect, report the aspect boundary within the organization, report whether the aspect is material within the organization	103-106	NO
G4-21	For each material aspect, report the aspect boundary outside the organization	103-106	NO
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	There were no restatements of the information provided in previous reports.	NO
G4-23	Significant changes related to previous reports	106	NO
Stakeholder engagement			
G4-24	List of stakeholder groups engaged by the organization	103	NO
G4-25	Basis for identification and selection of stakeholders with whom to engage	104	NO
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	23, 40, 49, 104	NO
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns.	105	NO
Economic			
EC1	Direct economic value generated and distributed	110	NO
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	110	NO
EC3	Coverage of the organization's defined benefit plan obligations	110-111	NO
EC4	Financial assistance received from government	111	NO
EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	111-112	NO
EC6	Proportion of senior management hired from the local community at significant locations of operation	112	NO
EC7	Development and impact of infrastructure investments and services supported	112	NO
EC8	Significant indirect economic impacts, including the extent of impacts	112	NO
EC9	Proportion of spending on local suppliers at significant locations of operation	113-115	NO
Environmental			
EN1	Materials used by weight or volume	116	NO
EN2	Percentage of materials used that are recycled input materials	116	NO
EN3	Energy consumption within the organization	116	NO
EN4	Energy consumption outside of the organization	116	NO
EN5	Energy intensity	116	NO
EN6	Reduction of energy consumption	116	NO
EN7	Reductions in energy requirements of products and services	117	NO
EN8	Total water withdrawal by source	118	NO
EN9	Water sources significantly affected by withdrawal of water	118	NO



* Walmart does not report the full process for defining the report content because it is an internal process of working within all areas of the company, this information is subject to specific confidentiality constraints.

GRI content

Indicator	Disclosure	Page	External Assurance
EN10	Percentage and total volume of water recycled and reused	118	NO
EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	118	NO
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	118-119	NO
EN13	Habitats protected or restored	119-120	NO
EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	120	NO
EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	121	NO
EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	121	NO
EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	121	NO
EN18	Greenhouse gas (GHG) emissions intensity	121	NO
EN19	Reduction of greenhouse gas (GHG) emissions	121-122	NO
EN20	Emissions of ozone-depleting substances (ODS)	122	NO
EN21	NOx, SOx, and other significant air emissions	122	NO
EN22	Total water discharge by quality and destination	122	NO
EN23	Total weight of waste by type and disposal method	123	NO
EN24	Total number and volume of significant spills	123	NO
EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	124	NO
EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	124	NO
EN27	Extent of impact mitigation of environmental impacts of products and services	124	NO
EN28	Percentage of products sold and their packaging materials that are reclaimed by category	124	NO
EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	125	NO
EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	125	NO
EN31	Total environmental protection expenditures and investments by type	125	NO
EN32	Percentage of new suppliers that were screened using environmental criteria	125	NO
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	125	NO
EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	126	NO
oIEN	Other significant social responsibility and sustainability activities	126	NO
Labor practices and decent work			
LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	127	NO
LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	128	NO
LA3	Return to work and retention rates after parental leave, by gender	128	NO
LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	128	NO
LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	129	NO
LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of workrelated fatalities, by region and by gender	129	NO
LA7	Workers with high incidence or high risk of diseases related to their occupation	130	NO
LA8	Health and safety topics covered in formal agreements with trade unions	130	NO
LA9	Average hours of training per year per employee by gender, and by employee category	130	NO
LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	131	NO
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	131	NO
LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	132	NO
LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	132	NO
LA14	Percentage of new suppliers that were screened using labor practices criteria	132	NO
LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	132	NO
LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	132	NO

GRI content

Indicator	Disclosure	Page	External Assurance
Human rights			
HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	133	NO
HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	133	NO
HR3	Total number of incidents of discrimination and corrective actions taken	133	NO
HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	134	NO
HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	134	NO
HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	134	NO
HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	134	NO
HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	135	NO
HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	135	NO
HR10	Percentage of new suppliers that were screened using human rights criteria	135	NO
HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	135	NO
HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	135	NO
Society			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	136-138	NO
SO2	Operations with significant actual or potential negative impacts on local communities	138	NO
SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	138	NO
SO4	Communication and training on anticorruption policies and procedures	139	NO
SO5	Confirmed incidents of corruption and actions taken	139	NO
SO6	Total value of political contributions by country and recipient/beneficiary	139	NO
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	139	NO
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	140	NO
SO9	Percentage of new suppliers that were screened using criteria for impacts on society	140	NO
SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	140	NO
SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	140	NO
Product responsibility			
PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	141	NO
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	142	NO
PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	142	NO
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	143	NO
PR5	Results of surveys measuring customer satisfaction	143-144	NO
PR6	Sale of banned or disputed products	144	NO
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	145	NO
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	145	NO
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	145	NO
OPR	Other significant product responsibility activities	146	NO

Performance indicators

Economic

ENVIRONMENTAL AND ECONOMIC													
Indicator	Content	2013 Mexico			2013 CAM			2014 Mexico			2014 CAM		
EC1 Direct economic value generated and distributed	Economic Value Generated (EVG)												
	Total income (mp)	367,731			57,430			378,778			62,210		
	Economic Value Distributed (EVD)												
	Operational costs (mp)	286,946			44,591			295,088			48,281		
	Community investments (mp)	464			43			466			38		
EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change		<p>Walmex strategy, through corporate objectives and internal/external periodical communication, considers risk and opportunity evaluations, as well as initiatives for energy efficiency and reduction of Greenhouse Gas emissions. All initiatives are subject to a strict review process to ensure alignment with Walmart's general business strategy before approval. Risks and opportunities are evaluated at company, market and asset level, considering the scope of their impact. Information is continuously gathered to identify risks or opportunities from all possible sources: Corporate Offices, sales floor associates, industry contacts, consulting firms, government and NGOs, news agencies, professional organizations, lawmakers, investors and members of the financial community.</p> <p>Risks:</p> <ul style="list-style-type: none">Increased energy costs.Greater impact and frequency of natural disasters affecting location of stores, and their operation.Disruption of distribution routes due to Natural Disasters.Increase in the cost of raw materials and products due to limited availability of non-renewable resources such as water and agricultural inputs.Changes on the Legislation on climate change, which can impact on raw material or operation costs.Taxes or regulation limits on direct carbon emissions or the supply chain. <p>Opportunities:</p> <ul style="list-style-type: none">Renewable energy supply which offers greater stability in energy costs through time.Economic incentives to reduce greenhouse gas emissions.Less dependency on water supply from the network and increase in water reuse percentage.Optimization in use of raw material, specifically packaging.Enhance Logistics network efficiency and trip reduction.Less number of associate commuting via the use of teleconferences.											
EC3 Coverage of the organization's defined benefit plan obligations	Retirement Plans	Pension benefits granted according to law. Mexican Social Security Institute grants retirees old-age pension. Requirements: Being 60 or 65 years of age, and having worked at least 500 weeks under the registration of the Mexican Social Security Institute (by the 1973 law), or 1,250 weeks (by the 1997 law). The Company grants the extra benefit of a three-month payment for retirees, included in its Severance Policy.			Pension Plan in line with current legislation in each country.			Pension benefits granted according to law. Mexican Social Security Institute grants retirees old-age pension. Requirements: Being 60 or 65 years of age, and having worked at least 500 weeks under the registration of the Mexican Social Security Institute (by the 1973 law), or 1,250 weeks (by the 1997 law). The Company grants the extra benefit of a three-month payment for retirees, included in its Severance Policy.			CAM (except GT): Pension Plan as provided by each country's law. GT: As of april 30, the population recieves a life-long pension when retiring.		
	Other programs												
	Total associates benefited		%W	%W		%W	%W		%W	%W		%W	%W
	Transfers/ Relocations	5,385	53	47	2,878	35	65	4,652	51	49	2,814	35	65
	Victims of natural disasters												
	Supported associates			1,005			10			777			19
	Support amount (mp)			9			0.9			11			0.2

Economic

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
	Agreements to benefit associates Benefited associates Agreements to benefit associates Savings from agreements to benefit associates Medical support (government-related) (comprehensive vaccination campaigns, identification campaign and guidance) Benefited associates Other programs	217,050 265 37 28,406	 NA	207,541 245 42 27,164	Independent Agreement through associations. NA
EC4 Financial assistance received from government	Total monetary value	Walmex does not receive financial assistance from any government.			
EC5 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation		The company complies with and exceeds the minimum wage established by the authorities. Depending on the geographic area, our general pay scale is between 24.6 % and 31.4% above the average minimum wage.	Every country in CAM has a statutory minimum wage, the company complies with wages fixed by the authorities. Minimum wage in each country equals the minimum contractual point, both for men and women at the entry-level positions of the Company.	The company complies with and exceeds the minimum wage established by the authorities. Depending on the geographic area, our general pay scale is between 33.1% and 40.5% above the average minimum wage.	Every country in CAM has a statutory minimum wage, the company complies with wages fixed by the authorities. Minimum wage in each country equals the minimum contractual point, both for men and women at the entry-level positions of the Company.
	Geographic Area “A”	No gender distinctions Dif. \$ vs MGMW (monthly general minimum wage)		No gender distinctions Dif. \$ vs MGMW (monthly general minimum wage)	
	General tab	\$47725%		\$67833%	
	Select tab	\$88746%		\$78338%	
	Geographic Area “B”				
	General tab	\$57931%		\$78541%	
	Select tab	\$98954%		\$89046%	
	Geographic Area “C”				
	General tab	NA		NA	
	Select tab	NA		NA	

Economic

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
	No border and no major problems attracting candidates cities General tab. Average salary. Select tab. Average salary. * Ranked lowest rank in the company subject to basic salary only (no tips or commissions) and corresponding to auxiliary cleaning was considered	\$2,977 53% NA The Federal District and the cities of Guadalajara and Monterrey have the highest headcount. Wherever the Company has significant operations, wages are based on the minimum ones.		\$3,215 57% NA The Federal District and the cities of Guadalajara and Monterrey have the highest headcount. Wherever the Company has significant operations, wages are based on the minimum ones.	
EC6 Proportion of senior management hired from the local community at significant locations of operation	Nationality Mexican/ CAM Foreign/ Expat Definition of "senior management"	The company has a diversity policy, thus the hiring process is focused in finding the best candidate for the position, regardless of this candidate's residence. Process: interviews, selection, psychometric evaluations, interview with the business unit committee, selection, financial offer, documents, file development, entering, welcome and training. 99 1	In keeping with local legislation, local residents have preference to a job. 99 1	The company has a diversity policy, thus the hiring process is focused in finding the best candidate for the position, regardless of this candidate's residence. Process: interviews, selection, psychometric evaluations, interview with the business unit committee, selection, financial offer, documents, file development, entering, welcome and training. 94 6	In keeping with local legislation, local residents have preference to a job. 81 19
EC7 Development and impact of infrastructure investments and services supported	Significant investment made in infrastructure (Facilities are mainly built to provide a service or public good: water supply, highways, schools and hospitals) or support services	NA			
EC8 Significant indirect economic impacts, including the extent of impacts	Improving the quality of life Openings Generated jobs (hiring and transfers) Save money to live better Supplier development	214 12,624	21 1,070	100 6,768	32 887
		Contributing towards improving the quality of life in Mexico and CAM. <ul style="list-style-type: none"> • Availability of medications, products and services for low income level people, improving their quality of life and financial capability. • Promoting social awareness in sustainability and community support. • Strengthening several areas, such as the textile industry. 			
		Walmex works closely with suppliers of all sizes that star showing their product in several stores. If their product is profitable, it is distributed in all stores of that business format. SMEs (many of them family-owned) have an increase in productivity, profitability, equipment and number of employees, among others.	Area in charge of serving and following up on Walmex supplier active portfolio. Suppliers are classified according to sales and we offer programs to improve their commercial conditions.	We work closely with suppliers of all sizes that star showing their product in several stores. If their product is profitable, it is distributed in all stores of that business format. SMEs (many of them family-owned) have an increase in productivity, profitability, equipment and number of employees, among others.	

Economic

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
EC9	% of merchandise acquired in Mexico/ CAM	96	96	98	96
Proportion of spending on local suppliers at significant locations of operation					
	Total suppliers	23,132	4,176	22,682	3,971
	% domestic suppliers	84	61	88	77
	Definition of "local"	Local supplier: supplier providing a product or service within its own area of operation or State (ex., Veracruz suppliers provide for stores in Veracruz).	Local supplier is that which sells in the country; it may be manufacturer, distributor or importer.	Local supplier: supplier providing a product or service within its own area of operation or State (ex., Veracruz suppliers provide for stores in Veracruz).	Local supplier is that which sells in the country; it may be manufacturer, distributor or importer.
	Private Label				
	Self service				
	Products	1,915	1,144	2,201	1,287
	Suppliers	268	182	312	158
	% domestic/ regional suppliers	76	87	75	87
	% sale domestic/ regional supplier	93	91	95	90
	% sales from Private Label	3	10	5	9
	% import suppliers	24	13	25	13
	Sam's Club				
	Products			292	
	Suppliers			178	
	% domestic/ regional suppliers	NA		36	NA
	% sale domestic/ regional supplier			61	
	% sales from Private Label			9	
	% import suppliers			64	
	CAT-MEX				
	Synergies with domestic suppliers	77			
	New synergies	3			
	Products developed	9,438		NA	
	Inspected garment (million)	58.2			
	Exported pieces to CAM	115,674			
	Medimart				
	Domestic laboratories	16		13	
	International laboratories	9	NA	7	NA
	Total active products	369		320	
	New product launches	25		32	
	Savings in medication (mp)	1,845		2,116	

Economic

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
	Fruits and Vegetables				
	% purchases from domestic/ regional supplier	85	80	87	79
	% purchases of domestic/ regional produc	78	80	79	
	% purchases directly from local grower	54	69 (includes Fertile Soil)	60	70
	% direct imports	12	18	13	21
	Meat				
	% purchases from domestic/ regional supplier	94	96	90	91
	% purchases of domestic/ regional produc	85	91	87	91
	% purchases directly from local grower	91	83	84	91
	% direct import	6	57	10	9
	Fish and Seafood				
	% purchases from domestic/ regional supplier	92	53	92	80
	% purchases of domestic/ regional produc	36	50	40	73
	% purchases directly from local grower	14	42	13	43
	% direct imports	8	63	8	57
	Poultry				
	% Domestic suppliers		99		99
	% Direct buys from producer		100		90
	Report if the organization has preferential policies or practices with local growers. Reasons that impact supplier selection, besides geographical location	There are no preferential conditions for local suppliers, although we do have programs to develop local suppliers and incorporate them in our portfolio (e.g. regional fairs, SME consultancy programs, and incorporation of local suppliers as 70-typed suppliers), the Sustainable Agriculture program and the marketing program for low-income farmers. There are programs in place, with the support of the SE, such as the installation of "SAP Business One". Business consultancy COMPITE".	There are no preferential conditions for local suppliers, although we do have programs to develop local suppliers and incorporate them in our portfolio: "One Hand to Grow"(manufacturing suppliers) and Fertile Soil (agricultural & industrial suppliers).	We developed the SME program for micro, small and medium enterprise. the program main objective is supporting particularly the smallest enterprises to increase sales throughout the country through our Merchandising and Supplier Development areas, via temporary supportive actions aimed at helping producers increase their productivity, competitiveness, sales and product positioning in our self-service stores.	There are no preferential conditions for local suppliers, although we do have programs to develop local suppliers and incorporate them in our portfolio: "One Hand to Grow"(manufacturing suppliers) and Fertile Soil (agricultural & industrial suppliers).
	Factors influencing the selection of suppliers in addition to their geographical location.	Innovation, competitive cost vs. market, delivery capability, compliance with legal, quality and sanitary standards required for the product, sustainable practices to contribute improve the environment and the community.			

Economic

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
	SME Supplier Development Program				
	% SMEs in consultancy	70	51	74	64
	Attending information sessions	-	571	120	549
	Attending seminars	1,787	299 participants in 17 sessions	2,500	360 participants in 9 sessions, 42.5 hours
	New SME suppliers				
	New suppliers	257	25	108	16
	Sales from new suppliers (mp)	395		145	
	Walmart consultancy (man-hours)	805		1,572	
	Items from new suppliers	3,424		157	
	Regional Buyer Program				
	New Suppliers	50	122	48	32
	Sales generated (mp)	142	5 business rounds	15	4 business rounds
	Community Suppliers				
	Total suppliers		5,859		12,334
	Handcrafted Production				
	Producers	2,072		8,081	
	Sales (mp)	5		6	
	Inclusive Agriculture		NA		NA
	Growers	1,765		2,525	
	Purchases (mdp)	5		9	
	Fertile Soil Program				
	Small and Medium-sized farmers supported		1,733		1,419
	Benefited families		5,051		8,736
	Purchases generated (mp)	NA	1,835	NA	1,066
	One hand to grow				
	Suppliers		289		309
	Total sales (mp)		5,410		7,079

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
EN1 Materials used by weight or volume	Materials used (kg) Non-renewable (kg) Diesel Natural Gas L.P. Gas Chemicals Flexible Plastic (bags, shrink wrap, sacks, canvasses, boxes, trays, etc) Renewable (kg) Bond paper (prints, TAB) Toilet paper Wood	102,441,809 17,500,000	3,002,535 NA	104,371,185 17,958,497	2,690,882 ⁽²⁾ NA
EN2 Percentage of materials used that are recycled input materials	% Plastic (bags with 30% recycled resin) % Bond paper % Toilet paper	30 68 100	0 NA NA	30 43 100	30 86 100
EN3 Energy consumption within the organization	Total internal consumption of energy (GJ) Renewable sources (GJ) Electricity (GJ) Non renewable sources (GJ) L.P. Gas Natural Gas Diesel Electricity Authorized calculation method	10,035,843 6,882,858 Power consumption data stem from supplier invoices. Conversion factor kWh to GJ is 0.0036 GJ/kWh.	1,077,297 33,776 With energy and fuel invoices; consumption is totaled depending on concept; total energy is afterwards determined in GJ through conversion factors.	10,178,599 6,020,933 Power consumption data stem from supplier invoices. Conversion factor kWh to GJ is 0.0036 GJ/kWh.	1,116,844 ⁽²⁾ 26,441 With energy and fuel invoices; consumption is totaled depending on concept; total energy is afterwards determined in GJ through conversion factors.
EN4 Energy consumption outside of the organization		NA			
EN5 Energy intensity	Power intensity by m ² (internal and external)	Internal: 1.04	227	Internal: 0.92	217
EN6 Reduction of energy consumption	Total energy savings (GJ)	220,155	35,740	136,916	14,272

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
EN7 Reductions in energy requirements of products and services	Direct Consumption		<ul style="list-style-type: none"> Changes in lightening. Energy control, low-energy use equipment, energy savings best practices in operating areas. Energy savings campaign with store best practices. 		<ul style="list-style-type: none"> Installation of doors in open cooling units. Lighting changes. Energy control systems, Energy-efficient equipment, Energy-saving best practices in operating areas. Energy-saving campaign with best practices at stores.
	Saving Initiatives (% estimated savings)				
	Energy management system	2		LED lighting replacement	12
	Conversion to T5 light	6.5		Optimum	7
	Magnetic induction in parking lot	2.5		Submeasuring	4
	Remote metering syste	3		Capacitor banks	2
	Optimization of control system	30		Doors for display cases	12
	LED lighting	12 (applied in Suburbia)		Entrance doors	4
	Door installation in open freezers	12		Dehumidifiers	5
				Control Systems	8
				Heater controls	2
	2025 goal: 100% powered by renewable energy				
	Renewable energy integration (%)	38	0	64	0
	Wind Farm	15	NA	51	NA
	Federal/state electric power companies	23	0	13	0
	Other initiatives	<ul style="list-style-type: none"> Installation of LED lamps in parking lots and stores. Optimization of the energy management system. Installation of doors on open refrigerators. Best practices internal campaign to reduce energy use. Remote measuring system. 	<ul style="list-style-type: none"> Installation of LED lamps in parking lots. Installation of energy management devices. Installation of equipment to reduce relative humidity. Low energy use refrigeration equipment and air conditioning. 		<ul style="list-style-type: none"> Installation of energy controllers Energy-efficient cooling and air conditioning units.
	Reduction in Energy Consumption (%)	3	4	2	2
	Use per area (kWh/m ²)	251	219	245	213
	Energy use (kWh)	144,067,305	274,481,039 ⁽¹⁾	1,412,774,087	288,799,253 ⁽²⁾
	Used calculation method	Total sum of energy use based on year-end billing, compared to LY energy use (comp stores in the same billing months).			

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
EN8 Total water withdrawal by source	Total catchment (m³) Public network supply Wells Rainwater catchment Comp unit use Use per m² (m³/m²)	5,590,122 5,554,793 34,001 1,328 0.9	 322,981* 1,794,340* 2	5,527,577 5,511,911 15,666 0 0.9	 386,535* 1,901,103* 2
EN9 Water sources significantly affected by withdrawal of water		Regional use is not significant based on corresponding criteria.	There are no edverse effects.	Regional use is not significant based on corresponding criteria.	There are no edverse effects.
EN10 Percentage and total volume of water recycled and reused	Water reused (m³) % vs. total water use Water treatment plants	1,686,592 30 642	NA NA 221	1,756,375 32 665	NA NA 246
EN11 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Supercenter Polígono Sur, Cancún (22,465 m²). The site had forest vegetation hence Semarnat authorizations were to be obtained and Flora and Fauna rescue activities were carried out. In addition forest offset equivalent to the land area was put in place.	SC Constitución, ES (27,373 m²). 1,516 trees planted in lands and 8,434 planted in "El Cedral" Natural Protected Area to offset emissions, construction of two surface run-off retaining structures, protection works in Quebrada Sur and Quebrada El Arenal, creation and stabilization of slopes. DCs El Coyal, CR (300,000 m³). Relocation of fill material within the same property (balancing sites) avoiding the transfer and disposal of the material.	DCs Monterrey (98,526.51m²). The site had forest vegetation hence Semarnat authorizations were to be obtained and Flora and Fauna rescue activities were carried out. In addition forest offset equivalent to the land area was put in place.	We developed water treatment systems in 36 stores. We built storm-water detention or catcnment sytems in 24 units, thus minimizing impact in discharge points.
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Operation Impact	Significant impacts associated to the manufacturing process of products we commercialize have been identified. Impacts have not been measured, but are classified into two main categories: Ecosystem degradation resulting from food and consumer good manufacture. • Soil degradation caused by intensive farm practices. • Water and soil pollution caused by the use of pesticides. • Land use change for agriculture and cattle raising. • Deforestation to use the land for agriculture and cattle raising.	Sustainable fishery: • Aquaculture: ES 64%, CR 72%, NC 9%, HN 84% y GT 55% (vs. total sales).	Significant impacts associated to the manufacturing process of products we commercialize have been identified. Impacts have not been measured, but are classified into two main categories: Ecosystem degradation resulting from food and consumer good manufacture. • Soil degradation caused by intensive farm practices. • Water and soil pollution caused by the use of pesticides. • Land use change for agriculture and cattle raising. • Deforestation to use the land for agriculture and cattle raising.	Sustainable fishery: • Aquaculture: ES 72%, CR 79%, NC 12.5%, HN 84% y GT 87% (vs. total sales).

*Consumo sobre valores teóricosde diseño

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
	Construction Impact	<p>Over-exploitation of Natural Resources</p> <ul style="list-style-type: none"> • Inefficient use of water resources for agricultural production and consumer good manufacture. • Soil Erosion • Unsustainable fishing practices <p>In order to mitigate the impact, the following initiatives have been put in place: Small farmers training on sustainable agricultural practices on the use of pesticides and fertilizers Sustainable Palm oil supply. Purchase of cellulose goods certified by the FSC or recycled fiber products.</p>		<p>Over-exploitation of Natural Resources</p> <ul style="list-style-type: none"> • Inefficient use of water resources for agricultural production and consumer goods manufacture. • Soil Erosion • Unsustainable fishing practices <p>In order to mitigate the impact the following initiatives have been put in place: Small farmers training on sustainable agricultural practices on the use of pesticides and fertilizers Sustainable Palm oil supply. Purchase of cellulose goods certified by the FSC or recycled fiber products. Implementation of the Sustainability Index to prioritize the environmental impact by item category.</p> <p>BA Escárcega Campeche, existence of Cedrela Odorata, that is the reason why a rescue program was put in place.</p>	
EN13 Habitats protected or restored	<p>Location and size of restores and/or protected habitats</p> <p>Third party collaborations on restoration and/or protection activities</p>	<p>Reforestation 47 ha, Sierra de Guadalupe Park, Edo. de Mexico. 60,000 trees during the project (2011-2013).</p>	<p>CR:</p> <ul style="list-style-type: none"> • Carara National Park, in Garabito de Puntarenas. Cleaning Day in garden areas, common areas and communal foot path embellishment. Removal of debris. • Corporate Volunteer Day I in Okayama Park in San Francisco Sports Center. Green area cleaning in parks. Tree fertilization, removal of debris and children's playgrounds painting. • Environment Day: Trasplant from nursery into bags in San Sebastián, San José. Some 300 species were transplanted and later on, 596 more. <p>NC:</p> <ul style="list-style-type: none"> • Some 200 associates worked in the National Zoo to revamp animal rescue areas, planting of butterfly host plants, waste deposit construction with recycled materials and overall cleanig in the area. 	<p>Maintenance workday in Aragón Forest, Gustavo A. Madero, Mexico City. Participation of more than 900 volunteers from Mondelex, Airwick and Walmex. Some 5,400 man hours were devoted to maintenance and enhancement works of the place, involving volunteers from 22 stores in the Gustavo A. Madero borough.</p> <p>One-year work committment to continuing with non specialized maintenance works carried out by our volunteers:</p> <ul style="list-style-type: none"> • Joint colaboration with San Juan de Aragón Forest Administration to apply antigrffiti painting in damaged areas. • Scent garden restoration. • Painting in the internal part of the Forest. 	<p>NC:</p> <ul style="list-style-type: none"> • 210 associates worked in the National Zoo to enhance the feline area of the zoo, the roof was repaired; cages were paited and plants were planted among them: butterfly host plants, ornamental and fuit-producing plants to feed monkeys and birds, thus providing better protection to species, besides cleaning green areas, the boulevard and the plant nursery. • Some 45 associates helped disabled teen-agers reforest their orchards with 370 citrus trees, thus contributing to the reforestation of the area and at the same time nourishing these teen-agers. • Volunteering activities pro store openings; in San Vicente de Paul nursing home, 50 associates got involved into humanitarian works and reforested a citrus- tree orchad benefitting elderly nourishment.

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
			ES: <ul style="list-style-type: none"> El Playón, Chanmico, natural protected area in San Juan Opico Municipality, La Libertad Department. 5,700 trees planted in 14 hectares. 1,516-tree offset in SC Constitución and 8,434-tree offset in El Cedral, natural protected area. GT: <ul style="list-style-type: none"> Campaign "Garbage?... the decision is in our hands" (¿Basura?...La decisión está en tus manos) - Environmental Education Program on waste disposal and separation, aimed at guiding the United Nations National Park visitors jointly with " Defensores de la Naturaleza Foundation. Reforestation, in the United Nations National Park, national protected area, more than 2,000 trees were planted in 2013 and more than 98 linear meters of wall have been built with Ecobricks. Some 980 trees were planted in Totonicapán. 		HN: <ul style="list-style-type: none"> Environment Day- Rossy Walther Zoo, in El Picacho. Participation of 150 associates in reforestation, cleanup works, cage- painting for protected animals; gardening works and embellishment of facades for this new stage of the Zoo. Reforestation of Escuela Pascual, located inside El Merendón Mountain Range, which is a protected area in San Pedro Sula, fruit and timber trees were planted, in addition to cleaning the basin, repaving and painting facilities. GT: <ul style="list-style-type: none"> Reforestation Campaign: 9,500 trees planted in 3 protected areas together with La Cerra Municipal Park, Los Aposentos Forest and United Nations National Parks. CR: <ul style="list-style-type: none"> Transplanting from nurseries into bags in San José Municipal Plant Nursery in Pavas. Fertilization of plants. 82 associates cleaned common areas, collected waste and recyclable materials to avoid dengue fever spreading conditions. Corporate volunteering activities in different parks of San José. Green area cleaning in parks, tree fertilization, waste collection and children's playground painting. Rio Siquiá surrounding areas were cleaned, exactly in the border with the meat and deli plant. Waste and garbage collection.
EN14 Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk				NA	

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
EN15 Direct greenhouse gas (GHG) emissions (Scope 1)	Direct emissions (Scope 1) Total emissions (tonCO ₂ eq) Total emissions related to the area built (kg/m ²) Norm and methodology used related to data	675,095 71	27,303 ⁽¹⁾ 22	613,381 63	26,436 ⁽²⁾ 20
EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Indirect emissions (Scope 2) Total emissions (tonCO ₂ eq) Total emissions related to the area built (kg/m ²) Norm and methodology used related to data	977,337 102.8	71,067 ⁽¹⁾ 56.2 ⁽¹⁾	836,073 85.1	69,490.8 ⁽²⁾ 51.2 ⁽²⁾
EN17 Other indirect greenhouse gas (GHG) emissions (Scope 3)	CO ₂ emissions resulting from merchandise transportation (tonCO ₂ eq) Emissions resulting from personnel transportation (tonCO ₂ eq)	206,864 3,040	28,316	187,011 4,682	30,137
EN18 Greenhouse gas (GHG) emissions intensity	GHG emissions per m ² (Scope 1, 2 and 3)	195.9	93.4	167.1	92.8
EN19 Reduction of greenhouse gas (GHG) emissions	Initiatives Emissions NOT generated by wind farm energy supply (tonCO ₂)	<ul style="list-style-type: none"> • Wind farm energy supply • Change in sales floor lighting (T5 lamps instead of T8). • LED lighting in parking lots and stores • Coolant leaks reduction program in refrigeration equipment. • Implementation of energy savings operational campaign. • Optimization of energy management system. • Trip reduction program for merchandise transportation. • Installation of doors on open refrigerators. • Control system for cooling doors resistors. • Electronic cooling system for the valves. 81,964	<ul style="list-style-type: none"> • Change in sales floor lighting (T5 lamps instead of T8). • Coolant leaks reduction program in refrigeration equipment. • Implementation of energy savings operational campaign. • Optimization of energy management system. • The main emission reduction initiative is related to the control of coolant leaks in 2013, reduced by 18.33% vs. the previous year. NA	<ul style="list-style-type: none"> • Power energy supply from four wind farms and a mini hydro electric power station. • Fluorescent power replaced by LED lighting. • Coolant leaks reduction program in refrigeration equipment. • Implementation of energy savings operational campaign. • Optimization of the energy supply system. • Trip reduction program for merchandise transportation. • Door installation in open cooling equipment. • Control system for cooling door resistors. • Deshumidifiers for cooling display cases. 253,363	<ul style="list-style-type: none"> • Coolant leaks reduction program in refrigeration equipment. • Implementation of operations energy-saving campaign. • Optimization of the energy supply system. • Air conditioning units replaced by high-efficient packages. • Door installation in all open cooling equipment. (except for vegetables). • Coolant leaks reduction. NA

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
	Emissions NOT generated by trip reduction initiatives for merchandise distribution (ton)	30,907	NA	30,747	NA
	CO ₂ /m ² emission reduction vs. LY (%)	7	22 ⁽¹⁾	15	9
EN20 Emissions of ozone-depleting substances (ODS)	R-22 refrigerant (kg)	23,830	2,365	13,998	1,617
EN21 NO _x , SO _x , and other significant air emissions	Emissions resulting from merchandise transportation/ use of fossil fuels (ton)				
	NO _x emissions	3,493	30	3,641	32
	SO _x emissions	235	194	245	202
	PM particle emissions	472	2	491	2
	COP emissions	0.2	ND	0.1	NA
	CAP emissions	0.03	ND	0.01	NA
	VOC emission	470	0.8	490	0.8
EN22 Total water discharge by quality and destination	Total waste water discharged into municipal drainage systems (m³)	3,903,530	-	3,771,202	-
	Treated wastewater (m ³)	1,686,592		1,756,375	
	% Treated wastewater	28		38	
		Water treated complies with norms NOM 002 and 003, using biological systems.		Water treated complies with norms NOM 002 and 003, using biological systems.	
	Goals 2025: Generate zero pollutant discharges				
	Water used relate to the area built (m ³ /m ²)	0.9		0.9	
	Drinking water saved (comp units) %	8 (baseline 2012)		9 (baseline 2013)	
	% achieved vs. annual goal	112		131	
	% units with treatment plants	31	33	31	36
	Water savings initiatives	Initiatives integrated into store specifications: <ul style="list-style-type: none"> • Dry urinals in new and remodeled units. • Water reuse for sanitation services and green areas. • Water treatment plants in applicable new units and remodels. • Backwash water recovery filtration system. 	<ul style="list-style-type: none"> • Installation of 13 waste water treatment plants in new stores to mitigate environmental impact; impact was not measured. 	Initiatives integrated into store specifications: <ul style="list-style-type: none"> • Dry urinals in new and remodeled units. • Water reuse for sanitation services and green areas. • Water treatment plants in applicable new units and remodels. • Backwash water recovery filtration system. • Collection of condensed water in air conditioning equipment. 	<ul style="list-style-type: none"> • Installation of 25 waste water treatment plants in new stores to mitigate environmental impact; impact was not measured.

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
EN23 Total weight of waste by type and disposal method	Total generated waste (ton)	313,673		315,711	
	Total hazardous waste	135		96	
	Total non hazardous waste	313,538		315,615	
	Zero % waste	73	61	74	58
	Reused waste	6,488		19,678	
	Recycled wastes	215,265	20,412	228,257	22,666
	Composted Waste	6,410	2,519	6,075	2,378
	Waste sent to landfill	85,509	14,888	80,885	16,413
	Inorganic wastes	201,534	357		295
	Units with recycling programs	1,897	100% of stores, DCs, manufacturing plants and offices.	2,157	100% of stores, DCs, manufacturing plants and offices.
	Goal for 2025: zero waste generation Goal for 2015: 76% of waste is not sent to final confinement				
Space released from landfills due to solid wastes recycling (m³)	1,298,399	130,309	1,405,551	142,619	
Treatment method determination	Treatment methods were determined based on the existing infrastructure of the country and value of wastes. Recovered valued wastes were sent to recycling. Compost was determined based on the infrastructure available.				
EN24 Total number and volume of significant spills	Location, volume, spill material. Spill consequences	No significant spills occurred.	41 chemical-leakage events were reported, no significant liquid chemical spills were reported by CAM operation. Problems with gas cylinders for sale impacted the market in CR, thus 32 gas leaks were reported by stores. In addition, 3 cooling gas leaks were reported and one waste-water spill occurred due to overflow in the system.	BA Altamira Tamaulipas: cleaning works required by the environmental authority were carried out over 211 m³ of soil with hydrocarbons, before the store was built.	26 Chemical leakage events. Operations CAM did not report any significant liquid chemical spills. Among the most relevant cases: 19 gas leaks in stores, 2 fuel spills and 3 wastewater overflow events occurred.

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
EN25 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Total weight of transported hazardous wastes (ton)	135	50	96	69
EN26 Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff		NA			
EN27 Extent of impact mitigation of environmental impacts of products and services	Construction impact Actions taken to mitigate environmental impact as a result of the construction of our stores: Land: deforestation, tree cut down, and waste generation Air: waste generation Operation impact	Mitigation actions regarding construction impacts were carried out in 215 new stores. 1,342 products with low environmental impact, such as: <ul style="list-style-type: none"> • 543 organic and hydroponic food items (128 fair-business certified) • 390 energy and water saving products • 308 biodegradable and non-pollutant products • 72 products made of recycled material, 29 reusable • 70 acoustic booths for emergency plants (24 new) • 54 soundproof electric rooms (47 new) 	<ul style="list-style-type: none"> • Sustainable products developed by suppliers, but no commercial initiatives with suppliers for said type of products • Disposal of electronic materials: 49,670 kg 	Mitigation actions regarding construction impacts were carried out in 108 new stores. 1,591 products with low environmental impact, such as: <ul style="list-style-type: none"> • 526 organic and hydroponic food items • 341 energy and water saving products • 467 biodegradable and non-pollutant products • 45 with optimized packing • 212 products made of recycled material • 89 acoustic booths for emergency plants (19 new) • 88 soundproof electric rooms (34 new) 	<ul style="list-style-type: none"> • Sustainable products developed by suppliers, but no commercial initiatives with suppliers for said type of products • Disposal of electronic materials: 68,800 kg⁽²⁾
EN28 Percentage of products sold and their packaging materials that are reclaimed by category	% vs total recycled materials				
	Collection and recycling of cardboard	77	18,100 ton	81	19,953 ton
	Collection and recycling of plastic	12	2,311 ton	6	2,418 ton
	Plastic hanger	3	7 ton	0.2	14 ton
	Shrink wrap	9	2,311 ton	6	2,138 ton

Environmental

Indicator	Content	2013 Mexico			2013 CAM	2014 Mexico			2014 CAM
EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		There is no record of administrative penalties, significant fines or non-monetary penalties (considering significant those exceeding 1.2 mp).			ND	A total of 11.3 MPs for 5 law-enforcement proceedings: MB Bochil, a 2.2 mp fine, MB Pijijiapan a 2.2 mp fine, MB Escuintla, a 2.2 mp fine, MB Las Rosas a 2.2 mp fine, Bodega Carretera Reynosa, a 2.5 mp fine. All of them due to lack of compliance with conditions and due to reforestation issues; the first four are still under litigation and the last one was already payed to the authority.			ND
EN30 Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	CO ₂ emissions resulting from merchandise transportation (tonCO ₂ eq) (EN7)	206,864			28,316	187,011			30,137
	Kilometers covered	224,227,432			22,241,875	202,707,996			23,672,435
	Gallons				2,780,234				2,959,054
	Savings due to Logistics projects and initiatives	Total	Backhaul	Reverse Logistics		Total	Backhaul	Reverse Logistics	
	Operational efficiencies (trips reduced)								
	Kilometers not covered	33,501,837	3,811,620	29,690,217	1,454,760	33,327,485	5,971,814	27,355,671	1,669,440
	CO ₂ emissions reduced (tonCO ₂ eq)	34,376	5,542	28,834	1,235	30,747	5,509	25,237	1,417
	trip reduction	206,958	63,527	143,431		204,980,000	72,827	132,153	
	collected cardboard nationwide (ton)	170,216	170,216			182,320	182,320		
	recycle shrink-wrap nationwide (ton)	11,497	11,497			14,497	14,497		
saved gallons	564,684			121,230	ND			139,120	
EN31 Total environmental protection expenditures and investments by type	Environmental investment (mp)	487 (only energy efficiency)			342 ⁽¹⁾	257 (only energy efficiency)			435
	Waste treatment costs, GHG emission treatment and restoration (mp)	126				141			
EN32 Percentage of new suppliers that were screened using environmental criteria		NA							
EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken		NA							

Environmental

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
EN34 Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms		NA			
OI1 Other significant social responsibility and sustainability activities	Significant company social responsibility and sustainability activities	Environmental leadership Eco-efficiency free program to drive the value-chain competitiveness carried out by Walmex together with Semarnat (Department of the Environment and Natural Resources). Results: <ul style="list-style-type: none"> • 99 enterprises completed the course • 150 trained people • 22.6 mp investment (ROI = 5 months) Savings: <ul style="list-style-type: none"> Water: 234 million liters per year Power: 3.9 million kWh per year GEL: 6,143 tons of CO₂ per year Recycling: 3,603 tons a year Pesos: 50 mp Sustainable Packaging Scorecard Free tool that reveals the environmental impact of packaging. The final objective is waste reduction, more efficient supply chains as well as driving innovation and sustainable practices. Results: <ul style="list-style-type: none"> • 5,265 captured items. • 185 participating suppliers. Logistics: <ul style="list-style-type: none"> • Collection of 71 tons of store donations for NGOs. • Collection of 944 tons of customer donations for the Catrina and Manuel natural disasters. 		Eco- efficient Chain Consultancy on-line Program on eco-efficiencies in order to drive our value chain competitiveness. The program is carried out by Walmex together with the IGS (Global Sustainability Institute) and the ITESM (Technological Institute of Monterrey) Mexico City Campus. Some 29 companies are registered in that program and 20 of them completed the first stage. Exchange of best practices Following-up on 2013 sustainability Forum "Juntos por un Planeta Mejor" (Together for a Better Planet) we conducted 4 workshops to share best practices among different companies. Topics: Logistics, sustainable enterprises, carbon footprint measurement and communication of sustainability initiatives to customers. Sustainability Index We conducted a pilot on the Item Sustainability Index, which is a tool aimed at identifying the most significant environmentally- impacted areas regarding product category as well as the actions to minimize such impact. This tool is life-cycle centered and focused on actions aimed at improving those phases that can drive significant changes, based on each product category. The pilot test phase included 4 categories: coffee, detergents, dairy products and household paper goods. Participating enterprises answered a questionnaire regarding the environmental areas impacted by their products, identifying achievements and improvement opportunities. Logistics Collection of 87 tons of store donations for NGOs.	

Labor practices and decent work*

Indicator	Content	2013 Mexico				2013 CAM				2014 Mexico				2014 CAM			
LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	% vs Total				% vs Total				% vs Total				% vs Total			
		100	212,541	53	47	100	31,312			100	197,106	52	48	100	32,218	41	59
	Management	1	2,672	31	69	1	349			1	2,699	32	68	1	378	37	63
	Non-management	99	209,869	53	47	99	30,963			99	194,407	53	47	99	31,840	41	59
	Permanent associates:	96	203,892	53	47	98	30,541	41	59	97	191,579	52	48	97	31,203	41	59
	Full-time	83	176,956	52	48	89	27,755			83	158,099	52	48	92	28,744	39	61
	Part-time	13	26,936	56	44	9	2,786			17	33,480	55	45	8	2,459	58	42
	Temporary associates:	4	8,649	49	51	2	760	43	58	3	5,527	52	48	3	985	41	59
	Full-time	3	6,669	48	52	2	522			72	4,000	51	49	60	589	38	62
	Part-time	1	1,980	53	47	1	238			28	1,527	55	45	40	396	47	53
	Temporary associates for Christmas season	4	9,028	46	54	0	11			3	6,490	54	46	0	30	23	77
	New associates	100	56,917	47	53	100	8,754	37	63	100	55,819	47	53	100	7,060	37	63
	Age group: <25	57	32,381	39	61	53	4,670	33	67	57	31,898	39%	61	49	3,489	33	67
	26-30	15	8,615	51	49	22	1,903	38	62	15	8,487	50	50	25	1,769	39	61
	31-35	10	5,618	58	42	13	1,141	42	58	10	5,343	59	41	14	980	42	58
	36-40	8	4,441	63	37	6	543	47	53	7	4,147	62	38	7	465	45	55
	>=41	10	5,862	60	40	6	497	45	55	11	5,944	60	40	5	357	42	58
	Associate turnover	100	110,567	44	56	100	8,754	49	85		96,137	44	56	100	8,492	35	65
	Age group: <25	58	63,859	38	62	53	4,670	34	71	57	54,452	37	63	37	3,139	29	71
	26-30	16	17,958	48	52	22	1,903	59	102	16	15,531	47	53	27	2,284	34	66
	31-35	10	10,851	53	47	13	1,141	64	92	10	9,420	52	48	16	1,353	39	61
	36-40	7	7,787	58	42	6	543	73	101	7	6,959	57	43	9	798	43	57
	>=41	9	10,112	58	42	6	497	94	109	10	9,775	57	43	11	918	48	52

* Including Banco Walmart associates

Labor practices and decent work

Indicator	Content	2013 Mexico		2013 CAM		2014 Mexico		2014 CAM	
LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Extra benefits standar for all full-time associates and part-time temporary associates								
	Full time, part time and seasonal jobs, associate standards	Full-time	Part-time/ temporary	Full-time	Part-time/ temporary	Full-time	Part-time/ temporary	Full-time	Part-time/ temporary
	Holiday period for executives	C		C		C		A	
	Holiday period for non executives	A	A	A	A	A	A	A	A
	Days off (paid holidays)	C	C	B		C	C	A	A
	Personal leave, Operation Asst. Managers	B	B	B		B	B	B	
	Leave of absence	C	C	C	A	B	B	C	C
	Food Allowance	B	B	B	B			B	B
	Electronic Coupon	B				B			
	Employee discounts	B	B	B	B	B	B	B	B
	Company Car, Executives	B				B		B	
	Car Allowence, Executives			B				B	
	Medical Check Up - Executives	B		B		B		B	
	Life insurance	B		B		B		B	
	Hospital Insurance			B				B	
	Major Medical Expense Insurance	B		B		B		B	
	Disability Allowance	B	B	C	A	B	B	C	A
	Holiday season celebration	B	B	B	B	B	B	B	B
	Seniority Acknowledgement					B		B	
	Maternity Leave					C	A	C	A
	Paternity leave					C	A	B	
	Pension Fund							A*	
								*GT: C	
LA3 Return to work and retention rates after parental leave, by gender	Number of employees with right to maternity/paternity leave	100%							
	Number of associates who have exercised their right	7,734				6,748			
	Number of associates who returned to work after leave	5,913 returned to work by December 31, 2013.		1,008		5,282 returned to work by December 31, 2014.		1,121	
LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Minimum pre-notice period - for associates and their elected representatives- that is usually used before implementing significant operation changes that could significantly impact them	The law does not include this figure.							

Labor practices and decent work

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	% of associates participating in Health and Safety Committees	18%	100% of the associates are represented by occupational health, hygiene and safety committees. Approximately 10% of them are active members of such committees.	18%	100% of the associates are represented by occupational health, hygiene and safety committees. Approximately 10% of them are active members of such committees.
	Associates per business unit	5-10	from 4 to 10 associates depending on the size of the store.	5-10	from 4 to 10 associates depending on the size of the store.
	Level of operation	Workplace/ corporate office.	Workplace/ Regional.	Workplace/ corporate office.	Workplace/ Regional.
	Associates trained	113,880	11,770 with 470 training courses.	191,530	16,456 with 814 training courses.
LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of workrelated fatalities, by region and by gender	Indicate if mild labor accidents are included or not (requiring first aid)	Mild incidents excluded.	Mild incidents not requiring medical leave are excluded.	Mild incidents excluded.	Mild incidents not requiring medical leave are excluded.
	Indicate if "days" mean "calendar days" or "work days"	Days = Calendar days.	Days = working days.	Days = Calendar days.	Days = working days.
	Accounting method for "lost days"	As per Mexican Social Security method to score lost days as "work-related accidents".	From the moment the treating physician issues the medical leave, which usually coincides with the date of the accident.	As per Mexican Social Security method to score lost days as "work-related accidents".	From the moment the treating physician issues the medical leave, which usually coincides with the date of the accident.
	Registered accidents				
	Commute-related	13,436	1,310	12,565	1,097
	Work-related risk	5	This indicator is not calculated, it is scored as accidents/one thousand associates = 4.1.	3	This indicator is not calculated, it is scored as accidents/one thousand associates = 3.9.
	Sick days	249,447	27,441	159,534	23,924
	Disabled associates	11,971	6,761	9,611	8,701
	Absolute number of work-related fatalities	0	1	2	0
	Rules and regulations to record and communicate accidents	Accidents scored as work-related, based on Mexican Social Security rules and regulations. Mild incidents excluded.			

Labor practices and decent work

Indicator	Content	2013 Mexico			2013 CAM			2014 Mexico			2014 CAM		
LA7 Workers with high incidence or high risk of diseases related to their occupation		<ul style="list-style-type: none">• Maintenance personnel.• First-aid brigade personnel who may be in contact with biological waste.• Display personnel who may be affected by solvent exposure -Personnel in DCs exposed to hazardous fluids such as ammonia.			Based on the risk mapping of different positions in the company, the possibility of contracting a specific disease as the sole result of the job is very low.			<ul style="list-style-type: none">• Maintenance personnel.• First-aid brigade personnel who may be in contact with biological waste.• Display personnel who may be affected by solvent exposure.• Personnel in DCs exposed to hazardous fluids such as ammonia.			Based on the risk mapping of different positions in the company, the possibility of contracting a specific disease as the sole result of the job is very low.		
LA8 Health and safety topics covered in formal agreements with trade unions		Compliance with labor law in each country where we operate.											
LA9 Average hours of training per year per employee by gender, and by employee category	Training investment (mp)	93			5			77			8		
	Classroom	54						66					
	Distance learning	39						11					
	Total trained associates (including associates not with the company)	212,444	%W	%M	21,775	240,496	53	47	11,374	41	59		
	Man-hours (million)	2.6			0.1			2.9			0.2		
	Training (man-hours)												
	Senior management level	4,084			539			7,371			317		
	Management level	698,814			25,861			665,136			16,238		
	Department management level	409,183			29,960			291,287			39,380		
	Hourly	1,496,216			71,502			1,901,064			92,057		

Labor practices and decent work

Indicator	Content	2013 Mexico			2013 CAM			2014 Mexico			2014 CAM		
LA10			%W	%M		%W	%M		%W	%M	Associates	%W	%M
Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Total number of permanent associates	203,892	53	47	30,541	41	59	194,407	53	47	31,203	41	59
	Promotions	22,750	50	50	3,459	67	33	22,189	51	49	3,094	34	66
	Universal Talent Base (BUT), non-management associates	21,789	55	45	NA			28,091	44	56	52	50	50
	Promoted associates part of the Talent Base	5,644	52	48	NA			7,338	52	48	4	75	25
	% vs. total Talent Base	26			NA			26			8		
	% vs. total promotions	25						33			0.1		
	Top Talent (TT: accelerated development plans)	435	34	66	53	33	66	441	36	64	134	41	59
	TT associates promoted	43	28.6	71.4	6	50	50	103	46	54	11	73	27
	% vs. total TT			10	11			23%			8%		
	% vs. total promotions			0.2%	vs total promotions CAM	0.2%	vs executive promotions:			12%			0.4%
	TT women			149			18			159			55
	Corporate training												
	Courses taught			11,683			76			14,337			4,600
	Trained associates			211,185			1,558			181,885			2,086
	Man-hours			2,103,900			37,881			1,831,904			23,581
	Man-hours per associates			10			24			10			11.3
	Investment in training			22			134,649			19			3
	External Training												
	Associates in open education system (education government-authorities)			1,064						755			
	Financing for external training of associates			2									
	Total amount financed (mp)			9						1			
	Associates			1,596		NA				756		NA	
	Financing for external training of TT												
	Total amount financed (mp)			7						4			
	Associates			532						142			
	LA11												
	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category			147,155			23,050			135,760			24,111
	Evaluated associates			120,760			7,327			107,404			7,177
	% of permanent associates from total headcount			82			24			79			23

Labor practices and decent work

Indicator	Content	2013 Mexico			2013 CAM			2014 Mexico			2014 CAM		
LA12			%W	%M		%W	%M		%W	%M		%W	%M
Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Total number of permanent associates	203,892			30,541			191,579	52	48	31,203		
	Women	107,517			12,469			100,147			12,743		
	Men	96,375			18,072			91,432			18,460		
	Special abilities	NA			169	28	72	522	41	59	161	27	73
	Age groups	203,892											
	< 30 years	92,476	45	55	16,992	35	65	87,558	44	56	16,320	35	65
	30 years < 50 years	95,197	60	40	12,869	47	53	89,780	60	40	13,396	47	53
	> 50 years	16,219	56	44	1,451	52	48	14,241	56	44	1,487	51	49
LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	There are no salary differences based on gender, age, religion, sexual preference or political ideology. We have a salary pay band and differences may arise due to individual performance, which is evaluated annually based on success behaviors and seniority.											
LA14	Percentage of new suppliers that were screened using labor practices criteria	NA											
LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	NA											
LA16	Total number of claims	NA						A total of 6,152 lawsuits (suppliers 361/ associates 5,791). Some 5,764, from 2014 and previous years were settled (5,180 associates and 584 suppliers).			NA		
	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms												

Human rights

[illegible]

Human rights

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Type of center and supplier Measures adopted by the organization during the reporting period aimed at defending freedom of association and the right to collective bargaining	None, all in strict compliance with the Labor Law of each country.			
HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Type of center and supplier Measures taken to contribute to the effective abolition of child labor	Walmex fully complies with Mexican Labor Law by only hiring people over 18 years of age. The Vendor Agreement and the Ethical Standards Program for suppliers includes labor liability clauses related to compliance with Labor Law and corresponding rules and regulations in Mexico.	Walmex fully complies with Labor Law in each country where we operate. Terms and conditions of the business relationship must be set forth in order to be a supplier or service provider for the Company, including the obligation to comply with applicable legal provisions, related to not hiring underage people or foreigners without legal documentation, and payment of all fringe benefits established by labor law, among others.	Walmex fully complies with Mexican Labor Law by only hiring people over 18 years of age. The Vendor Agreement and the Ethical Standards Program for suppliers includes labor liability clauses related to compliance with Labor Law and corresponding rules and regulations in Mexico.	Walmex fully complies with Labor Law in each country where we operate. Terms and conditions of the business relationship must be set forth in order to be a supplier or service provider for the Company, including the obligation to comply with applicable legal provisions, related to not hiring underage people or foreigners without legal documentation, and payment of all fringe benefits established by labor law, among others.
HR6 Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor	Type of center and supplier Measures adopted by the organization throughout the reporting period, aimed at contributing with the elimination of forced labor. Internal mechanisms in case of disagreement.	Corporate compliance. Walmex complies with occupational safety standards and laws, established by official authorities, thereby guaranteeing that our corporate performance and behavior prevent said practices. Open-door Policy. Ethics Helpline/ Hotline. Regulatory Compliance.			
HR7 Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Loss prevention personnel Subcontracted security personnel	100%		<ul style="list-style-type: none"> Loss prevention personnel is being constantly trained on Walmart Culture, Ethics and Anticorruption policies and procedures; such training allows them to know and reinforce the way they should act concerning human-rights matters. Store Training is coordinated by HR Operations. In addition they sign the Statement of Ethics required by the Company. Security suppliers outsourced by the Company must comply with certain standards, among them, due diligence processes; In addition there are clauses regarding anticorruption, adherence and compliance with applicable laws in Mexico included in the agreement and all of them under the DH umbrella. 	100%

Human rights

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
HR8 Total number of incidents of violations involving rights of indigenous peoples and actions taken		There are no incidents recorded.			
HR9 Total number and percentage of operations that have been subject to human rights reviews or impact assessments		Walmex's main basic belief is Respect for the Individual. All company operations are carried out in strict compliance with the law and respect for human rights.			
HR10 Percentage of new suppliers that were screened using human rights criteria		NA			
HR11 Significant actual and potential negative human rights impacts in the supply chain and actions taken		NA			
HR12 Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms		There are no incidents recorded.			

Society

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
SO1	Philanthropy				
Percentage of operations with implemented local community engagement, impact assessments, and development programs	Development programs	Hunger/ Productive chains/ Women/ Volunteerism and disasters.			
	Impact assessments	Impact measured through two indicators: benefited families' income increase and food availability.			
	Participation with the community				
	Total amount of resources channeled (mp)	464	40	466	38
	% from the company	94	99	95	99.1
	% from partners, customers and suppliers	6	1	5	0.02
	Beneficiaries	825,831	NC: 24,574, CR: 786,818, ES: 17,413, HN: 39,914, GT: 378,345. Total: 1,247,064	995,490	NC: 90,449, CR: 582,380, ES: 34,369, HN: 35,125, GT: 679,930. Total: 1,422,253
	States	In 31 states and Mexico City	5 countries	In 31 states and Mexico City	5 countries
	Partner Institutions	215	NC: 63, CR: 78, ES: 11, HN: 31, GT: 42. Total: 225	158	NC: 14, CR: 24, ES: 8, HN: 12, GT: 6. Total: 64
	Development of productive capacities				
	Benefited Producers	3,837	1,184	20,103	
	Indirect Beneficiaries	20,750		24,718	
	States	Oaxaca, Puebla, Colima, Michoacán, Chiapas, Guerrero, Chihuahua, Nuevo León, Estado de México, Yucatán, Zacatecas, Guanajuato, Hidalgo.	Gourmet Coffee Cooperatives GT: with 136 female growers in Guatemala with AGER (Trade Association of Rural Businessman) Contribution \$320,000.	Oaxaca, Michoacán, Coahuila, Veracruz, Nuevo León, Chihuahua, Yucatán, Estado de México, Mexico City, Campeche, Guerrero, Chihuahua, Guanajuato.	ES: \$294,600-peso donation to "Cooperativa de Pescadores Artesanales" (a Fishermen's Cooperative) of Playa El Cuco in Usulután, in order to help them become suppliers, benefitting 84 fishermen.
	%increase in beneficiary income	37%	ES: Sustainable Fishing and commercialization of fishery products in El Salvador with the USAID (United States Agency for the International Development) –Contribution \$256,000	61%	
	Sales (mp)	9		15	
	Profit returned	1		0.8	
	Participating stores	302		313	
	Store Items	127		118	
	Benefited Institutions	14	HN: Installation of 250 ecological stoves in order to reduce lung diseases in 250 poor households in Honduras, together with AHDESA (Honduran Association for Development) – Contribution \$403,200.	16	
	Fight against hunger				
	Direct Beneficiaries	35,584	NC: 6,400, CR: 35,000, ES: 15,000, HN: 10,579, GT: 43,200. Total: 110,179	752,407	ES: 32,565, NC: 12,700, CR: 33,900, HN: 13,000, GT: 550. Total: 92,285
	Indirect Beneficiaries	52,655		16,314	
	States	In 31 states and Mexico City	Support to Food Banks in CR, NC, HN, ES and GT	In 31 states and Mexico City	Support to Food Banks in CR, NC, HN, ES and GT
	Benefited Institutions	194		133	
	Tons of Food Channeled	12,071	NC: 335, ES: 10, CR: 1,397, HN: 80, GT: 112. Total: 1,934	21,702	NC: 124, ES: 21, CR: 1,602, HN: 52, GT: 5. Total: 1,804
	Children treated with malnutrition	5,357		1,380	
	% of children with normal nutrition status	42		62	
	Backyards	800		397	

Society

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
	Water systems	552		133	
	Eco-friendly toilets	55		25	
	Green stoves	94		255	
	Women empowerment				
	Women registered in the program "Woman, you can count on us" 2013/, "Small producer, you can count on us" 2014	25,456 women	"Mujeres con Futuro" (Women with Future) in CR, NC, HN and ES with World Vision – Contribution 3 mp.	2,353 women/ 932 men	GT: Support for industry- owner women in rural areas, regarding training, association and competitiveness. \$184,125-peso donation benefitting 160 women.
	Courses aimed at starting a new business or improving an existing one	25152	NC: Entrepreneurial Development for 54 female banana -growers with VECO Meso America - Contribution \$135,897.	3,285	ES: Paratnership with " Voces Vitales" for a women Mentorship Program. Donation: \$427,170.
	Maintenance grants for Senior High School and Technological University level	304		NA	HN: Strengthening of 100 enterpreneurships led by women microentrepreneurs together with the Chamber of Commerce and Industry in Tegucigalpa. Business Development for 55 banana-producer women, COOPEMAD with VECO Mesoamerica. Donation: \$156,395.
	Women supported by production and food programs	28,019	HN: Strengthening of 100 female micro entrepreneurs, together with the Chamber of Commerce and Industry in Tegucigalpa – Contribution \$115,200.	12,629	CR: 276 women, benefited by the food bank, attended economic empowerment and autonomy workshops in order to have the necessary tools to drive personal or communal entrepreneurship. 76 women were benefited by the food bank of Ciudadela de León XIII in San José y de Limón, where communal entrepreneurship received training and have been supported to have sustainable and profitable enterprises.
	Community support				
	Volunteers	131,055	NC: 850, CR: 2,540, ES: 1,191, HN: 2,205, GT: 1,204. Total: 7,990	126,343	NC: 1,303, CR: 1,806, ES: 991, HN: 19,953, GT: 1,412. Total: 7,507
	Number of activities carried out (to improve community public spaces)	3,493	NC: 18, CR: 89, ES: 34, HN: 66, GT: 19. Total: 226	2,249	NC: 6, CR: 25, ES: 31, HN: 7, GT: 27. Total: 96
	Tons of help channeled in support of victims affected by natural disasters	1,888 (50% customers and 50% Walmart Mexico Foundation).	0	150 (18% customers and 82% Walmart Mexico Foundation).	3
	Support for Natural Disasters	Hurricane Ingrid and Manuel.	Not occurred natural disasters.	Boris Tropical Storm, heavy rains in Coahuila, river pollution in Sonora, Odile Hurricane.	NI: 6.6°-magnitude earthquake on the Richter scale, on April, impacting Nagarote y Mateare.

Society

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
	<p>Programs with customers and suppliers</p> <p>Beneficiaries of the Campaign "Do Magic"</p> <p>159,923</p> <p>HN: Hiper Soli Campaign. 404 supported people. Donation \$96,189.</p> <p>163,510</p> <p>HN: "Environmental friendly Schools" Program: children participation in recycling and taking care of environment activities in Paiz stores. "Future Customers" Program, consumption education for the children that will become the customers of the future, and environment care in Despensa Familiar. Pilot Program in Offices, DCs and 12 BA stores. Hiper Soli campaign in HN. 1,822 children and elderlies.</p> <p>Toys channeled</p> <p>113,432</p> <p>ES: Donation for the "Toys in exchange for smiles " (Juguetes x sonrisas) campaign of TCS Foundation, benefitting 3,500 children</p> <p>117,210</p> <p>ES: Donations to the "Juguetes x Sonrisas" Campaign of TCS Foundation, 3,500 children. Ten "Learning how to recycle " workshops, with the participation of 1,290 children and the support of 337 volunteers. Some 990 children participated in the program "Educating children consumers" visiting DDJ and the supermarket exhibition in the Children's Museum, Tin Marin, with the support of 237 volunteers.</p> <p>Winter Garments channeled</p> <p>46,491</p> <p>"Christmas Tour" in ES, "Tree of Angels" (Árbol de Angeles) in our Home Offices of the 5 countries where we operate; both campaigns with children institutions. 793 children benefited.</p> <p>Environmental education program on recycle wasted and future customers program in Despensa Familiar</p> <p>46,300</p> <p>GT: Interactive sponsorship display of a supermarket area in "Museo de los Niños" (Children's Museum), with dummie strategic brand display. Donation: \$110,475.</p> <p>Social Assistance Cards (sales mp)</p> <p>3</p> <p>2</p> <p>Supplier donations (mp)</p> <p>27</p> <p>CR: Breast Cancer, pink-bag sale, benefitting Ana Ross Foundation. Donation: \$218,004.</p> <p>25</p>				
SO2 Operations with significant actual or potential negative impacts on local communities		In all locations we participate with the community striving to be a good neighbor, benefiting our community, caring for the environment and supporting the economy of families; thus, we do not represent a negative impact on communities.			
SO3 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<p>Number and % of centers evaluated concerning corruption-related risks</p> <p>Significant corruption-related risks that have been identified as a result from evaluations</p>	The Statement of Ethics is the backbone of Walmart culture and guarantees our compliance with the law.		Our Statement of Ethics is the Walmart Culture Backbone that guarantees our compliance with legislation. A Corporate anticorruption risk analysis was conducted covering 100% of the operation in Mexico, and reinforcing it with continuous training on Anticorruption Policies and Procedures.	The Statement of Ethics is the backbone of Walmart culture and guarantees our compliance with the law.

Society

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
SO4 Communication and training on anticorruption policies and procedures	Number of business partners and associates who have been informed about the Company's policies and procedures, in addition to corruption-fighting training	As an integral part of Walmart Anticorruption Program, classroom training courses and workshops were delivered to 9,694 associates in areas of major interaction with the program and with third-party intermediaries. The on-line version of the anticorruption training course was launched this year reaching 11,050 associates.		As an integral part of the Walmex Anticorruption Program, 23,096 associates participated in courses and workshops. Also 773 suppliers were trained.	
SO5 Confirmed incidents of corruption and actions taken	Associate incidents. Number of confirmed corruption cases resulting in either warnings or layoffs of associates Supplier events; number of confirmed cases resulting in termination or not renewing agreements with business partners due to corruption-related violations Measures taken as a result of an incident. Lawsuits against the company or any of its associates and the outcome.	Currently, Walmart is going through an investigation on alleged violations to the FCPA (Foreign Corrupt Practices Act). For further information visit the following sites: http://www.walmartmexico.com.mx/descargas/walmex-2do-trim-2012-nota1.pdf http://news.walmart.com/news-archive/2013/01/10/walmart-statement-in-response-to-jan-10-letter-from-congressman-waxman-congressman-cummings http://news.walmart.com/news-archive/2012/12/17/walmart-statement-in-response-to-new-york-times-article-about-allegations-of-corruption-in-mexico http://news.walmart.com/news-archive/2012/04/24/updated-walmart-statement-in-response-to-recent-new-york-times-article-about-compliance-with-the-us-foreign-corrupt-practices-act http://news.walmart.com/news-archive/2012/04/21/walmart-statement-in-response-to-recent-new-york-times-article-about-compliance-with-the-us-foreign-corrupt-practices-act		In order to encourage identification and resolution of integrity-related matters and other highly relevant risks, Walmex has established global escalation and investigation procedures to identify specific categories of cases or events that must be reported to the Global Ethics Office in Bentonville. In addition a global Hot line has been operating for some years now, making sure that every Walmex associate is able to report any integrity-related issue. Currently Walmex is under investigation due to alledged violations to the US FCPA for further information visit: http://www.walmartmexico.com.mx/descargas/walmex-2do-trim-2012-nota1.pdf http://news.walmart.com/news-archive/2013/01/10/walmart-statement-in-response-to-jan-10-letter-from-congressman-waxman-congressman-cummings http://news.walmart.com/news-archive/2012/12/17/walmart-statement-in-response-to-new-york-times-article-about-allegations-of-corruption-in-mexico http://news.walmart.com/news-archive/2012/04/24/updated-walmart-statement-in-response-to-recent-new-york-times-article-about-compliance-with-the-us-foreign-corrupt-practices-act , http://news.walmart.com/news-archive/2012/04/21/walmart-statement-in-response-to-recent-new-york-times-article-about-compliance-with-the-us-foreign-corrupt-practices-act	
SO6 Total value of political contributions by country and recipient/beneficiary	Monetary value of economical, political and in-kind donations, made directly or indirectly by the Company	No contributions to political parties or related institutions were reported.			
SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Pending or settled lawsuits, initiated as a result of competition behavior or legislation breaches against free competition and monopolistic practices, where participation of the company was proved. Main results of such allegations, including sentences and adopted measures.	No anti-trust or unfair trade activities have been incurred.			
		NA		No ongoing trials (pending to be settled) nor settled ones during 2014 against the company for monopolistic nor unfair competition practices. There is only one criminal proceeding pending resolution (DIBOYCO/CSU) which is in the last procedural stage concerning related monopolistic practices. Such proceeding did not start in 2014 (it started in 2001 at an administrative stage).	

Society

Indicator	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Total monetary value of the most significant penalties; number of non-monetary sanctions. Proceedings proposed before the arbitration institutions.	There is no record of administrative penalties, significant fines or non-monetary penalties. (Considering significant those exceeding 1.2 mp).			
SO9 Percentage of new suppliers that were screened using criteria for impacts on society		NA		Some 1,031 TPI's, BP's and DR's were approved via the DD process established in the corruption Procedures. Meetings were held with the highest risk units in order to analyze services rendered by their suppliers and determine how many of them should go through the DD process.	
SO10 Significant actual and potential negative impacts on society in the supply chain and actions taken	Number of suppliers whose social impact has been evaluated Number of suppliers with real significant negative social impacts Significant negative impacts on society, whether real or potential, that have been found in the supply chain	Regarding all suppliers interacting with government agencies, DD is performed to identify if such suppliers have been involved, directly or indirectly in any corruption-related lawsuit or relevant situation, or, if the supplier is a public servant, in order to determine if the above mentioned situations could represent a risk for Walmex or a negative social impact. The DD process must be renewed every two years so as to ensure there has not been significant changes in the supplier's structure and that such supplier has not been involved in any risk regarding corruption matters that could affect its status of approved supplier. The approved supplier is trained on Walmart's Anticorruption Policy in order to make sure the supplier is familiar with it and complies with it, as long as it has a commercial relationship with Walmex.			
SO11 Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms		None			

Product responsibility

Indicador	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Private Label				
	Self-service				
	Concept development	No	Yes	No	Yes
	Research and Development (R&D)	Yes	Yes	Yes	Yes
	Certification	Yes	Yes	Yes	Yes
	Manufacturing and production	Yes	Yes	Yes	Yes
	Marketing and promotion	No	No	Yes	No
	Storage, transportation and supply	Yes	Yes	Yes	Yes
	Use and service	No	Yes	No	Yes
	Disposal, reuse and recycling	Yes	No	No	No
	Private Label products	1,915	1,144	2,201	1,287
	% products evaluated (Private Label)	90	100	70	100
			Manufacturers assign life-cycles to the product based on product nature. There is a strict control to avoid the selling of items with expired life-cycles. Each business unit performs daily reviews.		Constantly monitoring DCs as well as audit processes to suppliers and stores, so as not to commercialize expired or wrongly labeled products.
	Sam's Club				
	Concept development			No	
	Research and Development (R&D)			Yes	
	Certification			Yes	
	Manufacturing and production			Si	
	Marketing and promotion			Yes	
	Storage, transportation and supply	NA	NA	Yes	NA
	Use and service			No	
	Disposal, reuse and recycling			Yes	
	Private Label products			292	
	% products evaluated			70	

Product responsibility

Indicador	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	Total health and safety incidents Fines or sanctions Warnings Non-compliance of voluntary codes Visits from sanitary authority (Federal Bureau of Consumer Interests - Profeco) Withdrawal orders Expiration date withdrawal order	20 The Secretary of Health imposed 16 fines, and the Consumer Protection Agency, 151. The Secretary of Health issued 16 warnings. 0 Out of 3,345: 2,239 were carried out by the Secretary of Health, and 1,106 by the Consumer Protection Agency 58:21 were ordered by Secretary of Health and 37 Consumer Protection Agency. 20: 6 of which were carried out by the Secretary of Health, and 14, by the Consumer Protection Agency.	 NA	24 The Secretary of Health imposed 25 fines, and the Consumer Protection Agency, 196. The Secretary of Health issued 18 warnings. 0 Out of 4,543: 3,166 were carried out by the Secretary of Health, and 1,377 by the Consumer Protection Agency. 46: 33 were ordered by Secretary of Health and 16 Consumer Protection. 24: 8 of which were carried out by the Secretary of Health, and 16, by the Consumer Protection Agency.	 846 visits from Health authorities. 637 visits from consumer protection authorities.
PR3 Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	Information and Labeling requirements Content origin of products and services. Contents, specially regarding substances that could have environmental or social impacts. Safety instructions in products or services. Elimination of the product, and environmental or social impact. Others	Yes None, because we take special care in our private labels so that they do not generate neither environmental nor social impact. Yes Yes Private label domestic products labeling undergo a review and validation process by the Legal department. Throughout 2013, the Legal department analyzed 609 labels of private-labeled food, general merchandise and drugs. The Strategic Brand department had Bufete en Comercio Exterior y Normalización, S.A. de C.V. review 429 labels of various private label products. <ul style="list-style-type: none"> Commercial agreements with suppliers include obligations to comply with regulations. Corporate Quality performs random inspections of private label products located at DCs to validate labeling information. 100% of private label products labeling must be validated by internal areas of the company or credited verification units. 	<ul style="list-style-type: none"> Several product categories such as food, cosmetics, toys, pharmaceuticals, textiles and others require specific requirements of regional law or countries. Compliance monitoring/ advice/ ongoing training to areas to achieve 100% compliance. We have developed several verification Guide to minimize default risk and labels ideal models oriented towards internal and external compliance. 100 % Imported goods are supported to process General and toys reviewing/ validating gear labels to ensure full compliance. Requirements not ask origin of the components of the product but in general. Act as some countries call GT and CR declare content of substances such as lead and bisphenol and even prohibit their use. Safe use of the product itself must be declared using instructions and hazard warnings on consumer products that require it. Method of disposal is not required as part of the labeling. Other refers to specific performance requirements of law as product category. Private label products comply 100%. 	Yes None, because we take special care in our private labels so that they do not generate neither environmental nor social impact. Yes Yes Private label domestic products labeling undergo a review and validation process by the Legal department. Throughout 2014, the Legal department analyzed 910 labels of private-labeled food, general merchandise and drugs. The Strategic Brand department had Bufete en Comercio Exterior y Normalización, S.A. de C.V. review 462 labels of various private label products. <ul style="list-style-type: none"> Commercial agreements with suppliers include obligations to comply with regulations. Corporate Quality performs random inspections of private label products located at DCs to validate labeling information. 100% of private label products labeling must be validated by internal areas of the company or credited verification units. 	<ul style="list-style-type: none"> Information and labeling requirements are the same mentioned in 2013 column. In 2014 Compliance followed through on the monitoring, advice, and training regarding labeling requirements by product category and by country on relevant areas including strategic brands. Global Sourcing Team in Mexico was trained and certified on Toy and GM Labeling; review and validation of labels was supported 100% as Commercial CAM is being certified. New tools were developed to check labeling and ideal label models. In order to guarantee external compliance, SME suppliers were trained in GT and we supported the updating of the document on Acceptance and Rejection Specs from DCs, Groceries and Consumables (Regional). Regarding Sanitary Registration, we followed up on the Top5 Supplier Updating Plan to guarantee effective response to all suppliers.

Product responsibility

Indicador	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Total labeling/ information instances	153	100 cases handled/ resolved by CAM during 2013 Compliance.	214	<ul style="list-style-type: none"> Two non-compliance events were found in ES, regarding labeling of imported groceries that did not show information in spanish. Resulting fine: \$96,930. Eight non-compliance findings regarding nutritional labeling and wrong Health Registrations for import goods resulting in written warnings. More than 1,000 labeling queries solved by regional Operations to guarantee compliance and/or minimize legal risks. 150 product inconsistency events internally solved via recalls, implementation of label correction of error measures, and recommendations given to involved areas. 995 associates, trained on labeling matters (consumer protection).
	Fine or sanction	37	No significant fines were reported in the period (fines over \$1.2 mp are considered significant).	70	
	Warning	0	No	0	
	Non-compliance with voluntary codes	0	No	0	
	Non-compliance processes by the authority	153	30	214	
	Private label cases	In 2 cases Profeco put a freeze on merchandise in the store. Legal answered the authority, stating that the inspector's observations were incorrect as these were unique ingredients.	10	8	
	Others	Corporate Quality performs random inspections of private label textile labels located at DCs. 315 products were rejected this year due to non-compliance with labeling NOM.	Several within each catered event.	Corporate Quality performs random inspections of private label textile labels located at DCs. 302 products were rejected this year due to non-compliance with labeling NOM.	
PR5 Results of surveys measuring customer satisfaction	Results or key conclusions of customer satisfaction surveys	95% (with reference to the level of satisfaction regarding complaints lodged) 1,661 satisfaction surveys conducted.	Customer satisfaction is measured monthly via Store Track. Satisfaction Index 84%.	86% (with reference to the level of satisfaction regarding complaints lodged) 2,757 satisfaction surveys conducted.	Customer satisfaction is measured monthly via Store Track. Satisfaction Index - 85%.
	Customer communication channels, formal grievance mechanism	Customer Service Call Center (CAT) Call center for customer information, comments and suggestions. <ul style="list-style-type: none"> The complaint is channeled to the corresponding area. Maximum response time: 48 hours (Supercenter 24 horas). The phone operator follows up until the instance is closed. Scaling system for specific situations. 	Customer Service Call Center (SAC) Call center for customer information, comments and suggestions.	Customer Service Call Center (CAT) Call center for customer information, comments and suggestions. <ul style="list-style-type: none"> The complaint is channeled to the corresponding area. Maximum response time: 48 hours (SC 24 hours). The phone operator follows up until the instance is closed. Scaling system for specific situations. 	Customer Service Call Center (SAC) Call center for customer information, comments and suggestions.
	CAT total calls	371,226	255,470	310,498	273,507
	% answers	88	NA	90	NA
	Total complaints	17,579	17,093	15,958	17,311
	% complaints	4.7	6.7	5.1	6.3
	% complaint response at or under 48 hours	77	NA	55	NA
	% response to complaints		100		

Product responsibility

Indicador	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM					
	<p>Suppliers</p> <p>Execution controls in-store: Rally's: Review of execution standards in-store through Mystery Shoppers.</p> <ul style="list-style-type: none">Monthly indicator per unit and operator.The study measures indicators such as fastness, kindness, cleanliness and safety.Variables measured: outstocks, correct pricing, lines at checkout, associates walking customers to needed products, and clean restrooms. <p>A comprehensive report is delivered with the main opportunities found at the Call Center and Rally's.</p> <p>Supplier satisfaction survey</p> <ul style="list-style-type: none">Third-party quantitative study measuring supplier performance and satisfaction level.Annual indicator ranking the business unit in the market.Benchmark vs. market.			<p>Execution controls in-store: Rally's: Review of execution standards in-store through Mystery Shoppers.</p> <ul style="list-style-type: none">Monthly indicator per unit and operator.The study measures indicators such as fastness, kindness, cleanliness and safety.Variables measured: outstocks, correct pricing, lines at checkout, associates walking customers to needed products, and clean restrooms. <p>A comprehensive report is delivered with the main opportunities found at the Call Center and Rally's.</p> <p>Supplier satisfaction survey</p> <ul style="list-style-type: none">Third-party quantitative study measuring supplier performance and satisfaction level.Annual indicator ranking the business unit in the market.This year, self-service is joined due to centralization.Benchmark vs. market.						
	<p>Rankings</p>	<p>Bodega</p>	<p>Walmart</p>	<p>Superama</p>	<p>Sam's Club</p>			<p>Self-service</p>	<p>Sam's Club</p>	
	Supplier chain	3	5	3	2			1	3	
	Business relations	6	4	6	8			2	9	
	Categories	2	1	3	6			2	7	
	Organisation	3	5	3	1			2	6	
	In-store performance	6	2	10	2			2	6	
PR6 Sale of banned or disputed products	Indicate whether or not the company sells: banned products in certain markets questioned by stakeholders or debated by the public	NA				There is no evidence of this kind of products being commercialized.				

Product responsibility

Indicador	Content	2013 Mexico	2013 CAM	2014 Mexico	2014 CAM
PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	Total marketing communication incidents Fine or sanction Warning Non-compliance with voluntary codes	25 procedures, of which 12 are errors in executing store signage according to current procedure and 13 competition arising from the lack of information in advertising materials, they were corrected immediately. 10 fines for comparative advertising and advertising in general 7. 0 0 Irregularities causing the execution of the comparative procedure in force at units were correctly immediately, and Profeco received the corresponding evidence. Legal department constantly reminds stores of comparative advertising guidelines.	NA	14 procedures, of which 9 are errors in executing store signage according to current procedure and 5 competition arising from the lack of information in advertising materials, they were corrected immediately. 9 fines for advertising in general. 0 0 Irregularities causing the execution of the comparative procedure in force at units were correctly immediately, and Profeco received the corresponding evidence.	NA Non-compliance with regulations concerning to advertising used by merchandising have not been reported.
PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		NA		None	
PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Amount of significant fines	No significant fines were reported in the period (fines over \$1.2 mp are considered significant).		A total of 3.2 mp stemming from 2 proceedings: WM Culiacán, 1.2 mp fine due to the lack of price display and egg-price increase display; fine imposed to NWM for 2 mp for the lack of accuracy in terms and conditions in the web site www.walmart.com	No significant fines were reported in the period (fines over \$1.2 mp are considered significant).

Product responsibility

Indicador	Content	2013 Mexico		2013 CAM	2014 Mexico		2014 CAM
OIPR Other significant product responsibility activities	Other significant social responsibility activities						
	Conflicts of interest	All Walmart de México management annually report any situation that may generate a conflict of interest. New management is being included every month.					
	H Distinction	Currently, 178 business units hold the H Distinction awarded by the Secretary of Tourism to those who comply with best hygiene practices in food preparation and service.			Currently, 190 business units hold the H Distinction awarded by the Secretary of Tourism to those who comply with best hygiene practices in food preparation and service.		
	Private Label textile inspections	14,403			10,849		
	Domestic suppliers	261		Ethical Standards: import factories, 87.90% of factories in Green and Yellow.	333		
	Import suppliers	46			102		
	Food Private Label in-bond industry inspections	213 suppliers		Ethical Standards: local or domestic factories, 77.0% of factories in Green and Yellow. GFSI: We audited 99% of Private Label suppliers. GFSI: 23% failed the diagnostic audit	187 suppliers		GFSI: 98 Strategic Brand suppliers: 58% approved in Manufacturing Best Practices and HACCP basic systems. 5% of suppliers re approved in a follow-up program.
	Not approved	3 plants			2 plants		
	Global Food Safety Initiative Certification (GFSI)	80%	235 suppliers	10% of providers certified, 4% in the certification process (audit and received Pre-certified tutors). Total: 102.	82% de 273 plants	37% of suppliers were certified under some scheme approved by GFSI.	
	Auditorías a maquiladoras de marcas propias de mercancías generales	134			101 plants de 46 suppliers		
	Not approved	5			0		
	General Merchandise Private Label in-bond industry inspections	13			21		
	Not approved	0			1		
	Profeco complaints	972			1,667		
	Done	608			1,147		
	Pending	364			520		
	DCs industry inspections	352,465			575,628		
	Unnanounced store inspections	27,321		7,686 store inspections.	26,714		7,932 store inspections.

Investor information

Listing

Mexican Stock Exchange

Investor Relations Contact

Mariana Rodríguez
mariana.rodriguez@walmart.com
Telephone
+52 55 5283 0289

Corporate Responsibility Contact

María Gisela Noble
gisela.noble@walmart.com
Telephone
+52 55 5283 0100, ext. 18106

ADR Sponsored Program

The Bank of New York
Investor Services
P.O. Box 11258
Church Street Station
New York, NY 10286-1258
+1 888 218 4375
shareowners@bankofny.com
www.stockbny.com

Ticker Symbol

Bolsa Mexicana de Valores
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Bloomberg

WALMEX* MM
WMMVY

Reuters

WALMEX.Mx
WMMVY.Pk

Headquarters

Blvd. M. Ávila Camacho 647
Colonia Periodista
Delegación Miguel Hidalgo
11220 México, D.F.
Phone: (52) 55 5283 0100
walmartmexicoycam.com
walmex.mx



This Report may contain certain references to the future performance of Walmart de México y Centroamérica and thus should be considered estimates made in good faith by the Company. Said references only reflect management's expectations and are based on assumptions and information available at that time.

As such, everything shall always be dependent on future events, risks and matters that cannot be analyzed with precision and which could affect Company results.



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GRI Glossary

A	It is granted according to law
B	It is not required by law but the Company grants it
BA	Bodega Aurrerá
BAE	Bodega Aurrerá Express
C	Higher than law requirements
CAM	Central America
CR	Costa Rica
DCs	Distribution Center
DD	Due Diligence
DDJ	Despensas de Don Juan
ES	El Salvador
GFSI	Global Food Safety Initiative
GT	Guatemala
HN	Honduras
IGS	Institute of Global Sustainability
IMSS	Mexican Institute of Social Security
ITESM	Technological Institute of Monterrey
MB	Mi Bodega
ME	Private label
MG	General Merchandise
NC	Nicaragua
NGO	Non Governmental Organization
NOM	Mexican Official Standards
NWM	Nueva Walmart de México
Profeco	Consumer Protection Agency
SC	Walmart Supercenter
Sco	Social partner
SE	Secretary of Economy
Sectur	Secretary of Tourism
Semarnat	Secretary of Environment and Natural Resources
SME	Small and Medium Enterprise
SMGM	Monthly General Minimum Wage
SSA	Secretary of Health
TPI	Third Party Intermediary
Walmex	Walmart de México y Centroamérica