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**Vellore Institute of Technology**  
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# **Lean Startup Management**

## **MGT1022**

### ***Assignment 3***

*Analysis of CSR Reports -  
WALMART and DLF*

Slot : TE2

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# Walmart



Walmart Inc., based in Bentonville, Arkansas, is an American multinational retail firm that operates a chain of hypermarkets, cheap department stores, and grocery shops throughout the United States. Sam Walton launched the corporation in neighboring Rogers, Arkansas in 1962, and it was incorporated on October 31, 1969, under the Delaware General Corporation Law. Sam's Club retail warehouses are also owned and operated by the company.

Walmart has lately received a lot of media attention, mainly to the release of its corporate social responsibility report. So, what does Walmart's corporate social responsibility policy entail is discussed concisely below.

Key takeaways of the corporate social responsibility document are listed below.

## **Employee related perks**

Walmart has boosted the average hourly compensation of full-time field employees in its US-based stores as part of its corporate social responsibility activities. Employees in this position earn an average of \$14.26 per hour as of March 2019. After all of these factors are considered, hourly field employees in Walmart's US shops earn an average of \$19.31 per hour. As of October 2020, Walmart's US-based store managers earn an average of \$175,000, which is much higher than the average retail store manager wage in the United States.

## **Proper representation of all genders**

Walmart wants to boost the number of female employees on its workforce. At the moment, it accounts for 55 percent of the overall workforce. More tellingly, three women were on Walmart's board of directors as of February 2019, out of a total of 12 board members. Walmart must maintain its ability to provide equitable chances for employees of all gender identities at all levels. The 55 percent ratio is promising, and the fact that women account for 25 percent of executive positions is also encouraging, albeit there is still work to be done.

Women make up for men on various levels:

- In the United States, 43% of store managers are women.
- 32% of business executives in the United States
- 57 percent of hourly promotions in the United States

## **Representation of all sections of society**

Walmart's corporate social responsibility goals include increasing minority participation in the workforce. Around 44 percent of Walmart's US-based workforce was made up of people of colour at the time of publishing, which was in 2019. Again, this is positive and demonstrates the benefits of having a strong corporate social responsibility programme. However, it is also necessary to consider the company's senior management. Out of a total of 12 members on the Walmart board of directors, two are from "racially or ethnically diverse backgrounds."

People of colour make up the following groups on other levels:

- In the United States, 33% of managerial jobs are held by women.
- 21% of business executives in the United States
- 45 percent of hourly promotions in the United States

### **Development of staff**

Walmart is putting a lot of money into training its employees, making it possible for people from all walks of life to rise up the ranks. According to the latest estimate, 75% of the current store management team in the United States started their Walmart careers as hourly workers.

### **Supply chain and outsourcing**

Walmart has committed to developing and implementing ethical supply chain and sourcing practises all around the world. This entails conducting risk assessments on supply chains and sourcing regions before concentrating auditing efforts on the areas thought to be the most vulnerable. Walmart's suppliers revealed more than 25,800 facilities to Walmart in the 2019 fiscal year, all of which were ready for audits and inspection as planned. Walmart is also trying to introduce worker safety procedures at its locations across the world, including a 24-hour confidential helpline to keep everyone who works for the firm safe. Walmart and Sam's Clubs in the United States are pursuing ethical sourcing strategies in the domestic market. In the last seven years, the two branches of the organisation have procured more than \$11 billion in goods from a variety of suppliers and about \$30 billion in goods from female-owned companies.

### **Food Safety**

Walmart is a supplier of food and beverage consumables to clients all over the world, in addition to being an employer and a partner. While reviewing the firm's corporate social responsibility policy, keep in mind that the corporation also has a responsibility to its consumers. Walmart has invested extensively in food safety to achieve this, undertaking over 140,000 independent audits at stores and outlets. Walmart was one of the Global Food Safety Initiative's original members, and it now works with over 4,990 food facilities that are also members.

Walmart is also utilising technology to assure food safety. Suppliers of leafy green vegetables have been required to use a blockchain-based system to provide end-to-end traceability for all items in this category since September 2018.

Walmart became the first US retailer to set a timetable for reducing its chemical footprint and wastage, actively trying to limit the number of dangerous chemicals handled by the corporation – chemicals that, if not managed properly, might cause environmental calamity. Walmart Events are held four times a year, during which health tests are offered to individuals in need around the United States. By the end of 2019, around 3.3 million screenings have been provided.

### **Future promises for the advancement of social responsibility of Walmart**

Along with the above-mentioned outcomes, Walmart also announced a number of distinct targets it aims to achieve in the following year. These are some of them:

- By 2026, persuade global retail supply chains to embrace ethical hiring practises.
- By the end of 2021, China will have invested \$25 million in improving food safety.
- By 2022, personal care, beauty, infant, pet, and household products will have reduced their overall chemical footprint by 10%.
- Millions of Walmart colleagues will be trained through programmes that encourage long-term career progression, with training expected to be prevalent by 2025.

Walmart and other large worldwide firms are frequently chastised for their social responsibilities. While these huge organisations may undoubtedly do harm to communities and civilizations, they also provide a tremendous potential to accomplish things well. What is required is a serious attitude, effective management, and efficient resource allocation. With Walmart's corporate responsibility activities, the global mega-brand is unquestionably moving in the right direction. Let's hope that these initiatives may be taken in a meaningful way in the future.



DLF Limited (Delhi Land & Finance) is a commercial real estate developer. It is based in New Delhi, India, and was founded by Chaudhary Raghvendra Singh in 1946. Model Town, Rajouri Garden, Krishna Nagar, South Extension, Greater Kailash, Kailash Colony, and Hauz Khas are some of DLF's residential colonies in Delhi. DLF is a developer of residential, commercial, and retail properties.

DLF Cyber City Developers Limited (the "Company") has a track record of sustained growth, customer satisfaction, and innovation spanning more than ten years. The Company's major business is the development of commercial properties, and it has amassed a substantial leased asset base. The company operates on a one-of-a-kind business strategy, with revenue generated from development and rentals. Its diversification across enterprises, segments, and geographies helps to mitigate market downturns.

The broad objectives of this CSR Policy are to:

- elucidate and inform all stakeholders about the Company's CSR Policy;
- demonstrate commitment to the common good through responsible business practises and good governance
- actively support the country's development agenda to ensure sustainable change
- set high standards of quality in the delivery of social sector services by creating robust processes and replicable models
- engeneer the Company's CSR Policy.

The locations where the Company will implement its CSR activities are listed below. The CSR Committee of the Board shall examine this from time to time, and specific efforts under these will be carried out in accordance with the CSR Policy in order to accomplish the general objectives of these interventions.

#### 1. Cluster Development Program:

The Cluster Development Program seeks to improve the rural population's quality of life by empowering communities. A cluster is a group of 4-5 villages where development efforts are coordinated and concentrated. The program's approach is to serve as a catalyst for community understanding of rights and entitlements while also offering services that are expressed as community needs. The programme focuses on the population's overall development through projects in health, education, rural development, sanitation, and the environment.

2. Urban Underprivileged Development Initiative: This programme aims to provide healthcare and education to the poor in slums and villages throughout the city. This would comprise the operation of primary healthcare clinics, mobile medical clinics, catastrophe life-saving facilities, drinking water facilities, integrated school development, and hunger alleviation through the provision of mid-day meals and the operation of a food bank.

3. Talent Nurturing Program: The company believes in holding the hands of deserving students to ensure that they acquire a good education. The Talent Nurturing Program provides merit-based scholarships to deserving low-income students at the high school, graduate, and post-graduate levels. Starting in grade VI, school scholarships enable marginalised meritorious pupils in government schools to transition to quality education in selected private English medium schools, with the goal of achieving success in both academic and non-academic areas. In addition to school scholarships, the corporation offers graduate and postgraduate scholarships to deserving students. Medicine, engineering, IT, management, Fine Arts, and Sports are among the subjects covered by the scholarships.

4. Skill Development Program: The Company thinks that the key to India's development is training and employment. The company believes in empowering poor and marginalised kids by equipping them with market-driven skill sets that would enable them to find meaningful work.

As a result, the corporation has launched a programme to construct employment-linked skill training centres across the country, which will provide job-linked training to unemployed and underemployed adolescents from low-income families. Over a ten-year period, the DLF Skills Program aims to train and employ one million youngsters. The Skill Training Centres are run in collaboration with a number of top skill training organisations and providers. Under the programme, the placement record for training and employment is continuously reviewed. DLF Training Centers offer short- and long-term courses in a variety of vocations, including Hospitality, Retail, Construction, IT Enabled Services, Customer Relations, Beauty & Hair Care, Electronics, and Spoken English, all of which have a strong job potential. The uniquely designed curriculum incorporates practical training, theoretical concepts, and a life skills model that assists the kids in mapping their career graph and creating short to medium term goals.

5. The Swachh Haryana Program:

It comprises the collection of solid garbage. Initiatives in management, toilet construction, and rainwater harvesting constructions in various parts of Gurgaon and the neighbouring rural areas as well as urban villages

6. Swachh Okhla Program:

Plantation and maintenance are part of the Swachh Okhla Program. Cleaning and social mobilisation initiatives in Okhla, New Delhi.

## PLAGIARISM SCAN REPORT

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## Walmart CSR Report

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Sources	Similarity
<a href="https://top10archives.com/top-10-e-commerce-companies-in-the-world-2022/">top10archives.com › top-10-e-commerce-companies-in-the-world</a> Top 10 e-Commerce Companies in The World 2022 - Top10archives  26/2/2022 · Walmart Inc., based in Bentonville, Arkansas, is an American multinational retail firm that operates a chain of hypermarkets, cheap department stores, and grocery shops throughout the United States. Samuel Moore Walton started it in 1962 in Arkansas, USA. It ranked fourth among the top 10 e-commerce companies in the world. 3. ALIBABA  <a href="https://top10archives.com/top-10-e-commerce-companies-in-the-world-2022//">https://top10archives.com/top-10-e-commerce-companies-in-the-world-2022//</a>	50%
<a href="https://howtodiscuss.com/t/walmart-oil-change/186522">Walmart Oil Change - How To Discuss</a>  · Sam Walton launched the corporation in neighboring Rogers, Arkansas in 1962, and it was incorporated on October 31, 1969, under the Delaware General Corporation Law. Sam's Club retail warehouses are also owned and operated by the company.  <a href="https://howtodiscuss.com/t/walmart-oil-change/186522">https://howtodiscuss.com/t/walmart-oil-change/186522</a>	50%
<a href="https://hevodata.com/learn/walmart-shopify/">hevodata.com › learn › walmart-shopify</a> Walmart Shopify Integration: 4 Easy Steps  Oct 26, 2021 · Sam's Club retail warehouses are also owned and operated by the company. Walmart had 10,524 stores and clubs in 24 countries as of July 31, 2021, operating under 48 distinct names. In 1972, Walmart became a public company and was listed on the New York Stock Exchange. It was the most profitable retailer in the United States by 1988, and the ...  <a href="https://hevodata.com/learn/walmart-shopify//">https://hevodata.com/learn/walmart-shopify//</a>	25%