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September 5, 2019

Christen Dobson & Marti Flacks  
Business & Human Rights Resource Centre  
120 Wall Street, 16th Floor  
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Christen and Marti,

We have been working to understand the many important issues that arose from the horrific events in El Paso and Southaven, as well as those that have been raised in the broader national discussion around gun violence. Our immediate priorities were supporting our associates and the impacted families and cooperating with law enforcement. In parallel, we have been focused on store safety and security. We've also been listening to a lot of people inside and outside our company as we think about the role we can play in helping to make the country safer.

This week, we announced changes surrounding the firearm and ammunition category as well as making a change to the Open Carry of Firearms policy within our U.S. stores and clubs. Additionally, we are encouraging our nation's leaders to take action to address the issue of gun safety. Below are the specific changes:

#### **Ammunition and Firearm Changes**

- After selling through our current inventory commitments, we will discontinue sales of short-barrel rifle ammunition such as the .223 caliber and 5.56 caliber that, while commonly used in some hunting rifles, can also be used in large capacity clips on military-style weapons.
- We will sell through and discontinue handgun ammunition.
- We will sell through and discontinue handgun sales in Alaska marking our complete exit from handguns.
- Pre-existing policies:
  - We do not sell handguns or military-style rifles such as AR-15s
  - We raised the age limit to purchase a firearm or ammunition to 21
  - We require a "green light" on a background check while federal law only requires the absence of a "red light"
  - We video tape the point of sale for firearms
  - We only allow certain trained associates to sell firearms
- Our remaining assortment will be even more focused on the needs of hunting and sport shooting enthusiasts. It will include long barrel deer rifles and shotguns, much of the ammunition they require, as well as hunting and sporting accessories and apparel.

### Open Carry of Firearms

- Motivated by our desire to help maintain a safe environment for our associates and for our customers, we are requesting that customers no longer openly carry firearms into our stores or Sam's Clubs in states where "open carry" is permitted – unless they are authorized law enforcement officers.
- We will be providing new signage to help communicate this policy.
- We will continue to follow state and local laws regarding concealed carry permit holders in our stores.

### National Firearm Conversation

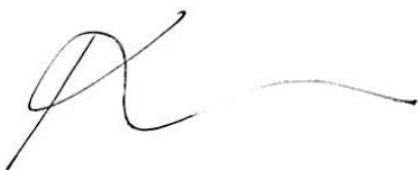
- We are encouraging our nation's leaders to move forward and strengthen background checks and to remove weapons from those who have been determined to pose an imminent danger. We do not sell military-style rifles, and we believe the reauthorization of the Assault Weapons ban should be debated to determine its effectiveness. We must also do more, as a country, to understand the root causes that lead to this type of violent behavior. Our CEO, Doug McMillon, is sending letters to the White House and the Congressional leadership that outline our position and call for action on these common-sense measures. Given our decades of experience selling firearms, we are also offering to serve as a resource in the national debate on responsible gun sales.

Additional detail on these changes is addressed in a [note](#) Doug McMillon, CEO, sent to Walmart associates on September 3, 2019; this is available at:

<https://corporate.walmart.com/newsroom/2019/09/03/mcmillon-to-associates-our-next-steps-in-response-to-the-tragedies-in-el-paso-and-southaven?linkId=100000007811252>

We want what's best for our customers, our associates and our communities. In a complex situation lacking a simple solution, we are trying to take constructive steps to reduce the risk that events like these will happen again.

Sincerely,



Katherine Neebe  
Senior Director – ESG, Trust & Transparency  
Walmart Global Responsibility