

Spark Driver Nondiscrimination Policy – Texas

Purpose and Audience

Walmart and the Spark Driver platform respect the dignity of every individual. Discrimination, harassment, and unfair treatment diminish the dignity of individuals and have no place in Walmart's business or in our independent contractors' businesses. This policy outlines the Spark Driver™ platform's expectations for all independent contractors using the Spark Driver app in Texas.

Policy

Walmart believes in doing the right thing and is committed to complying with the laws of the places where we operate. We expect all independent contractors using the Spark Driver app to do the same. The Spark Driver platform is committed to providing an environment that is free of discrimination, including discrimination against customers. We will not tolerate discrimination based on a delivery customer's or potential delivery customer's protected status, including, but limited to, geographical location or destination, race, color, national origin, religious belief or affiliation, sex, disability, or age.

As outlined in the Spark Driver Contract and App Terms of Use, your Spark Driver account can be deactivated if you engage in unlawful discriminatory activity while providing services using the Spark Driver app.

How to Report

If you experience, observe, or become aware of any conduct that may violate this policy, you should promptly report the misconduct. Spark Driver app users may do so by calling the Spark Driver Support line at 1-855-743-0457 and customers may call the Customer Support line at 1-800-925-6278.

In addition, concerns can also be reported to:

- www.walmartethics.com and select "Report a Concern"
- ethics@walmart.com
- 1-800-WMETHIC (1-800-963-8442)