



## Rajan KAMALANATHAN

### **Vice President of Ethical Standards, WAL-MART STORES, Inc**

In his role at Wal-Mart, Rajan Kamalanathan leads the Ethical Standards Team in working collaboratively with stakeholders to build a socially and environmentally responsible supply chain. Responsibilities include: factory auditing, supplier development, training and education, stakeholder engagement, strategy planning, and supply chain sustainability.

Kamalanathan has successfully developed Ethical Standards into an organization with strong capability for supplier development and root cause issue resolution, both of which support the achievement of the company's responsible sourcing goals. The goals were announced by Wal-Mart's CEO in an October 2008 sustainability summit; they center on supply chain sustainability and transparency. For example, Wal-Mart will require that all direct import suppliers source 95 percent of their production from factories that receive one of our two highest ratings in audits for environmental and social practices by 2012.

Also vital to meeting Wal-Mart's responsible sourcing goals is the collaborative work that Ethical Standards has been engaging in over the past several years. Notably, Kamalanathan has been active in the development of the Global Social Compliance Program, whose goal is "to deliver a shared, consistent and global approach for the continuous improvement of working conditions in global supply chains".

Prior to Ethical Standards, Kamalanathan served as Head of Technical at ASDA, a subsidiary of Wal-Mart in the United Kingdom. Areas of focus included: quality assurance, product development, and social compliance. Kamalanathan also spent eleven years in the food manufacturing industry working with Blue Chip companies in the United Kingdom – United Biscuits, Grand Metropolitan Foods, and Northern Foods Plc. He graduated with a BSc. in Physiology from the University of London and a MSc. in Food Science and Management from the University of London.

Along with the entire Wal-Mart Sustainability Team, in 2008 Kamalanathan was presented with the Sam Walton Entrepreneur of the Year Award. Kamalanathan is a participating member of Business for Social Responsibility, the MFA Forum, and the Better Work Buyers

Forum. He is an Executive Board Member of the Global Social Compliance Program.