

**ASSESSING THE EFFECTIVENESS OF GREEN SUPPLY CHAIN MANAGEMENT
IN ENHANCING SUSTAINABILITY IN THE UK RETAIL INDUSTRY: A FOCUSED
STUDY ON WALMART INC**

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Declaration

I declare that this dissertation that I have submitted to Dublin Business School for the award of MSc Supply Chain Management is the result of my own investigations, except where otherwise stated, where it is clearly acknowledged by references. Any university or institution would not be permitted to access this project for any course of them.

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Abstract

The business's sustainable growth policy is crucial in attracting loyal customers. Providing sustainable items to customers is a strategic step that may boost the business's financial performance and sales volume. Customers' shifting requirements in the retail sector encourage businesses to consider the practical implications of green supply chain management in the global supply chain management process to offer significant product items to customers. Increasing knowledge regarding Environmental Protection is a measure to change the consumers' demand in this sector. As a result, providing and sustaining green supply chain operations became the fundamental factor for the valuable integration of a sustainable product development strategy within Walmart, which helped both the surrounding environment and the company's profitability due to the effective increment in the sales volume.

The study aims to evaluate the impact of Walmart's green supply chain management (GSCM) methods on sustainability performance. The report evaluates Walmart's systematic approach to GSCM connected to waste and production adjustments as a present development. The research also attempts to investigate the impact of Walmart's GSCM policies on waste creation and energy efficiency, hence enhancing the Company's operating strategy. The research assesses Walmart's shift from customer-focused activities to supplier-centric initiatives by adjusting its ecological footprint without raising product pricing. Also to support the progress and investigate GSCM methods that might be implemented to improve Walmart's sustainability performance.

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In completion of this research paper, I would like to show my gratitude my supervisor who has supported me till the end in completing the research, helping me out with appropriate resources that could be utilized to accumulate information based on the research subject.

Table of Contents

Chapter 1: Introduction	10
1.1 Background of Research.....	10
1.2 Research Rationale	11
1.3 Research Aim	12
1.4 Research Objectives	12
1.5 Research Questions	13
1.6 Problem Statement	13
1.7 Significance of Research	14
1.8 Dissertation Structure	15
1.9 Summary.....	16
Chapter 2: Literature Review.....	17
2.1 Introduction.....	17
2.2 Conceptual Framework.....	18
2.3 Theoretical Approaches	19
2.3.1 Green Supply chain Management: An overview	23
2.3.2 Sustainability Performance and its credibility in organisational success	25
2.3.3 Environmental sustainability and the green movement on the supply chain of Walmart.....	27
2.3.4 Impact of Green Supply Chain Management practices on the sustainability performance of Walmart	29
2.4 Summary.....	31

Chapter 3: Research Methodology.....	32
3.1 Research Onion	32
3.2 Research Philosophy	33
3.3 Research Design.....	34
3.4 Research Approach.....	35
3.5 Data collection and analysis method	36
3.6 Inclusion and exclusion criteria –.....	36
3.7 Reliability and validity	37
3.8 Summary.....	37
Chapter 4: Data Analysis and Findings	39
4.1 Introduction.....	39
4.2 Quantitative Analysis: Survey Questionnaire.....	39
4.3 Qualitative Analysis: Interview Questionnaire.....	54
4.4 Findings/Discussion	58
4.4 Summary.....	66
Chapter 5: Conclusion and Recommendation	68
5.1 Linking with the Objectives.....	68
5.1.1 Assessment of Walmart's Systematic Approach	68
5.1.2 Impact of GSCM Practices on Waste Generation and Energy Efficiency	70
5.1.3 Evaluation of Walmart's Transition and Influence on Policy	72
5.2 Recommendation.....	73

Recommendation 1: Long-term Impact Assessment.....	73
Recommendation 2: Comparative Analyses	73
Recommendation 3: Technology Integration.....	74
Recommendation 4: Supplier Collaboration.....	74
Recommendation 5: Energy Efficiency Focus.....	75
5.2.1 Implication for Future Research.....	77
5.2.2 Implication for Practitioners	77
5.3 Future scope of the study	78
5.4 Conclusion	78
Appendices	92
Appendix 1: Survey Questions	92
Appendix 2: Interview Questions	96

List of Figures

Figure 1: Dissertation structure.....	15
Figure 2: Conceptual Framework	18
Figure 3: Triple Bottom Line.....	20
Figure 4: Life Cycle Assessment	22
Figure 5: Green Supply Chain Management	24
Figure 6: Environmental sustainability and the green movement	27
Figure 7: Impact of Green Supply Chain Management	29
Figure 8: Research Onion.....	32

List of Graphs

Graph 1: Age Group	39
Graph 2: Gender.....	41
Graph 3: how long you been working at Walmart	42
Graph 4: Green Supply Chain Management Practices create significant impact on sustainability performance of Walmart	43
Graph 5: Revamping the source specification besides certification requirements wherever needed are aligned with Walmart’s aspirations.....	45
Graph 6: Encouraging Walmart’s Suppliers for adopting sustainable sourcing practices	47
Graph 7: Has GSCM practices allowed Walmart to establish a balance between environmental performance and economic growth of the company.....	48
Graph 8: Certifications supports Walmart and their suppliers by utilizing objective criteria to count upon the sustainability characteristics	50
Graph 9: Systematic approach of promoting supply chain sustainability	51
Graph 10: Appropriately trained staff, adequate support from top management create a significant impact on Walmart’s GSCM implementation	53

List of Tables

Table 1: Age Group	40
Table 2: Gender.....	41
Table 3: how long you been working Walmart.....	42
Table 4: Green Supply Chain Management Practices create significant impact on sustainability performance of Walmart	44
Table 5: Revamping the source specification besides certification requirements wherever needed are aligned with Walmart’s aspirations.....	45
Table 6: Encouraging Walmart’s Suppliers for adopting sustainable sourcing practices.....	47
Table7: GSCM practices has allowed Walmart to establish a balance between environmental performance and economic growth of the company	49
Table 8: Certifications supports Walmart and their suppliers by utilizing objective criteria to count upon the sustainability characteristics	50
Table 9: Systematic approach of promoting supply chain sustainability	52
Table 10: Appropriately trained staff, adequate support from top management create a significant impact on Walmart’s GSCM implementation	53

Chapter 1: Introduction

1.1 Background of Research

Supply chain management is defined as the governance of the flow of goods as well as services, comprising of the procedures that turns the raw materials into final products (Micheli et al., 2020). Alternatively, Cañas, Mula, and Campuzano-Bolarín, (2020) defines supply chain management as a centralized process of management in an organization determine the entire process of goods and services within the organization. It helps to keeps the supply and demand operations effectively within the organization. The process of supply chain management helps to make an effective balance between the demand and supply scenario of an organization through utilizing effective managerial instruments and technological tools in the organization. Utilizing green supply chain management practices in the organization can integrate the process of responsibility into the product development and delivery process based on the benchmarking principles in the organization. The process of green supply chain also includes material sourcing, manufacturing, logistics and more to enhance eco-friendly supply chain process incorporation in the organization.

This study will utilize a UK retail company to assess sustainable supply chain strategies and green supply chain management process into a retail organization to know about the effective engagement of the company towards the mitigation of the supply chain relates challenges. Walmart Inc. is an American conglomerate that functions in the form of hypermarkets, as discount stores as well as grocery stores in the United States of America (USA) (Adams et al. 2021). The organization's headquarters are located at Bentonville, Arkansas, USA. The supply chain strategies significantly lend to sustainable performances of the business organization strategically and are determined by green supply chain management practices (Tseng et al. 2019). These strategies are specifically addressed in this study as-

- (i) Reduction of resource composition and
- (ii) Effective waste removal is associated with sustainable business practices in the UK retail industry.

Green supply chain Management strategy of Walmart

The reduction of greenhouse gas and carbon emissions has been reduced during the green supply chain management practices in the organization. During the supply chain management process to deliver a sustainable business performance for Walmart Inc. As stated by, Gibson, Krueger and Mitali (2020), the green supply chain management process involves a sustainable maintenance process for environmental protection based on operational excellence in the retail industry. Social and sustainable supply chain development has become the primary criteria for the strategic developmental process of the company (Haiyun et al. 2021). Besides, nurturing sustainability has become the primary criterion for utilizing effective logistics systems to reduce carbon emission rates within the supply chain network. Walmart employee's vendor management inventory model in the organization to maintain sustainable supply chain management process in the organization. It is a software used in the inventory management used by the suppliers based on the predetermined criteria of inventory related decision making (Yousefi, and Tosarkani, 2022).

1.2 Research Rationale

The policy of sustainable business development is a critical factor and attracts loyal consumers to the organization (Bhatia and Gangwani, 2021). Hence, delivering sustainable products to the customer is a strategic measure that can increase the profitability and sales volume of the company. Micheli et al (2022) states consumers' changing needs in the retail industry indulge the consumers towards the practical implication of green supply chain

management in the global supply chain management process to deliver impactful product items to the consumers (Gibson, Krueger, and Mitali, 2020).

Increasing knowledge regarding Environmental Protection is a measure to change the consumers' demand in this sector (Yousefi, and Tosarkani, 2022). Hence, delivering and maintaining green supply chain processes became the primary factor for the valuable integration of a sustainable product development policy within Walmart that benefited the surrounding environment and the company's profitability due to the effective increment in the sales volume (Mosteanu et al., 2020). The organization's sales volume and loyal customer bases must impact the company's sustainable performance. According to, Jemai, Chung, and Sarkar (2020), Walmart, UK is considered appropriate for this study, as this organization has strengthened its supply chain administration as well as collaboration across its supply chain elements like strategic sourcing, logistics administration and also supply chain information system as well as relationship administration through “green” initiatives (Khan et al., 2022). This organization has utilized this initiative as a competitive tool to gain advantage over its competitors in the UK retail market while decreasing environmental effect and increasing profitability.

1.3 Research Aim

The study aims to assess Walmart's green supply chain management (GSCM) practices on sustainability performance.

1.4 Research Objectives

- To assess Walmart's systematic approach to GSCM related to waste, and manufacturing modifications as the current trends.
- To explore the effect of Walmart's GSCM practices on generation of waste and improve energy efficiency thus improving Company's functioning strategy. (Effect)

- To evaluate Walmart's transition from customer-centric initiatives to supplier-centric initiatives by modifying their environmental performance without increasing the product prices. (Support Progress) and exploring GSCM practices that could be used for effective sustainability performance of Walmart. (Influence on Policy)

1.5 Research Questions

Going green in business profoundly means searching out for information and pursuits that further help to modify environmental welfare. Green practices are certain forms of eco-friendly activities and by adopting green business practices, organizations are able to stay more competitive while improving their economic and fiscal performances. Green practices are very broadly recognized by Walmart for improving the brand image and for saving expenses by allowing expansion into new markets with adequate compliance and subsisting standards. The below questions address this perspective of Walmart;

Q1. What are the different components of GSCM practices that Walmart utilise?

Q2. How the components of GSCM assist Walmart in addressing financial and sustainable performance? And. What policies improvement can be recommended?

Q3. What are the biggest challenges experienced by Walmart in implementing Green Supply chain management strategies?

1.6 Problem Statement

The topic of this particular research addressed the impact of the adoption of GSCM practices on the sustainability performance of various retail organizations in the United Kingdom (Jakhar, Rathore, and Mangla, 2018). Since GSCM is a relatively new concept, the primary problem encountered during this research was the lack of adequate and appropriate data (Tumpa et al. 2019). Moreover, the given study further emphasises on the sustainability performance of one specific organization in the United Kingdom which is Walmart. As stated

by Park and Li (2021), the limitations of this study are time. Therefore, the study will directly address the inclusion being necessary for the growth of the supply chain process of retail sector.

1.7 Significance of Research

Due to the rise in the need for a sustainable and ecologically efficient environment, it is quite imperative for almost every industry to introduce practices in their operations which are more conscious and cause less harm to nature (Cañas, Mula, and Campuzano-Bolarín, 2020). Therefore, organizations are devising new strategies which will help them in reducing the harmful impact of their actions. The concept of GSCM aims at introducing alternatives at every step of the supply chain which are ecologically forward and can indeed prove to be beneficial for the organization (Micheli et al. 2020). From the perspective of business expansion, introduction of sustainable changes in the supply chain can improve organisational reputation (Sodhi, and Tang 2018). Furthermore, since investors rely on the sustainable performance of an organization, adherence to sustainable practices can present themselves as an attractive offer to the retail sector of the UK (Gibson, Krueger and Mitali 2020). The significance of this study is an in-depth exploration on the impact of GSCM practices on the sustainability performance of a business and presents ideas which organizations can effectively employ for enhancing their market position. Research by Ruiz-Real et al., (2018), provides insights into the present working circumstances at Walmart, by critically evaluating operational advantages and disadvantages in the backdrop of the economic situation of the retail sector in the UK. Further research by Yousefi, and Tosarkani (2022), has reported on the anticipated results will provide significant aid to Walmart in locating loopholes in their current functioning system and suggestions for the introduction of GSCM practices in areas such as sourcing, packaging and reducing energy consumption for enhancing their sustainability performance.

1.8 Dissertation Structure



Figure 1: Dissertation structure

(Source: Self-developed)

The dissertation structure table (Fig.1) discusses the dissertation structure, which determined the chapter-wise briefing of the study. A total of six chapters have been included in the research to identify practical solutions for the present research problem. The first chapter introduces the current situation along with the objective and research questions for the study. The second chapter thoroughly reviewed the literature and the study's theoretical framework. The third chapter of this study addresses the methodological assumptions of the study, which decided the data collection and analysis method. The fourth chapter addressed data analysis and interpretation of the collected data set. The fifth chapter determines the critical discussion regarding the research problem, and the sixth chapter defines the conclusive statement regarding the research problem.

1.9 Summary

The present study is an endeavour to identify the effect of the Walmart Organization's green supply chain management on the organization's overall sustainable performance. Kasemsap, (2020), suggests that, Developing sustainable growth in the organization is another crucial factor that must be maintained to ensure profitable growth. This chapter identifies the objectives of the present research. The continuously changing need of the customer is the problem associated with the practical implication of sustainable practices in the organization. Maintaining a green supply chain became the primary factor in reducing carbon emissions, deforestation, and other environmentally harmful issues within the organization.

Chapter 2: Literature Review

2.1 Introduction

Worldwide commercial enterprise landscape has witnessed a paradigm shift towards sustainable practices, with a growing emphasis on environmental obligation (Jakhar, Rathore, and Mangla, 2018). The retail industry has an essential element of the supply chain, which has a pivotal function in influencing sustainability outcomes (Bal and Pawlicka, 2021). Research by Sodhi, and Tang (2018), reports that Walmart, has been at the leading edge of adopting and enforcing green delivery chain practices as a part of their corporate approach. The study aims to dissect these practices and evaluate their tangible effects on the sustainability and overall performance of each Walmart and the wider UK retail industry (Bal and Pawlicka, 2021). GSCM involves integrating environmentally friendly concerns into each level of the supply chain, from product layout and production to transportation and distribution (Joshi, and Sharma 2018)

With increasing consumer consciousness and a call for sustainable merchandise, shops are under developing stress to align their operations with sustainability dreams (Nath, and Eweje, 2021). Walmart's tasks in this space function as a treasured case because the company has no longer best applied inexperienced practices; however, it has also set bold sustainability goals, influencing the enterprise at a massive (Zhu, Sarkis, and Lai, 2019). This study aims to analyse the specific GSCM practices implemented by Walmart inside the UK, examining their effectiveness in lowering the environmental impact of the retail delivery chain. Furthermore, this study seeks to quantify the resultant improvements in sustainability metrics, such as carbon footprint discount, waste minimisation, and aid performance.

2.2 Conceptual Framework

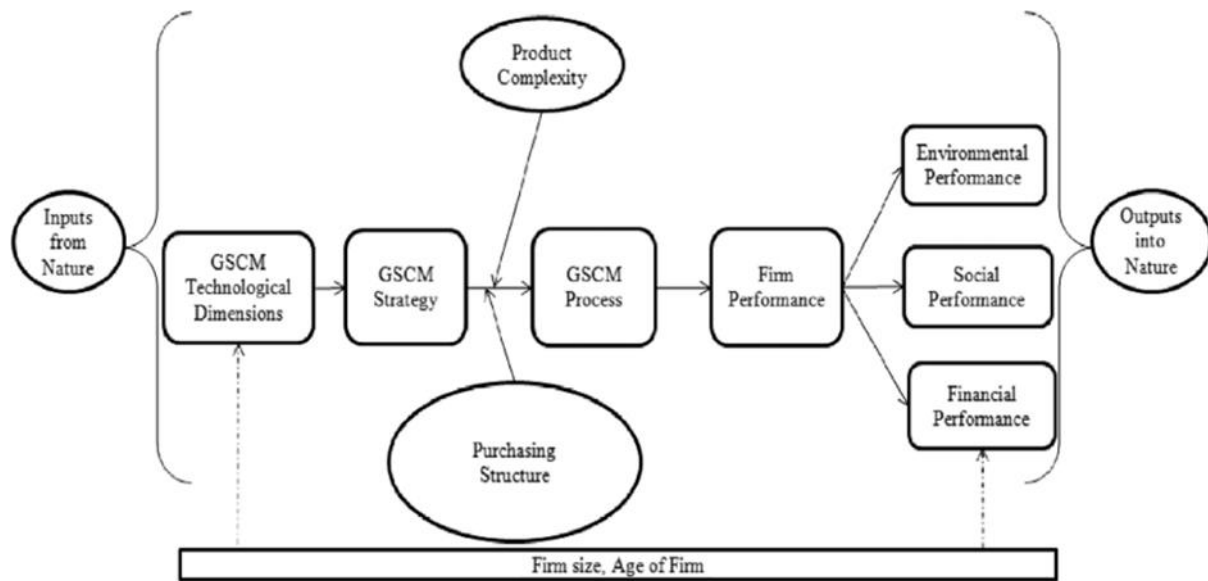


Figure 2: Conceptual Framework

(Source: Created by Learner)

The know-how that GSCM combines environmentally sustainable practices across the delivery chain is at the middle of the conceptual framework. This premise perceives that obtaining, creation, transportation (Razzak, 2023), and dispersion are interconnected degrees, and reasonable decisions at each stage add to the generally speaking ecological effect. This recognizes that manageability in the UK retail area, exemplified by the case perception of Walmart Inc., stretches out past natural issues to incorporate social obligation and monetary reasonability (Asif et al., 2022). Assessing the impact of GSCM rehearses by means of this focal point presents total data on the interconnected aspects of maintainability. Recognizing the drivers and empowering agents of GSCM is significant. This comprises of administrative tensions, purchaser calls for manageable items, and the essential longings of associations (Razzak, 2023). On account of Walmart, the applied structure thinks about what these components mean for the reception and fruitful execution of GSCM rehearses inside the UK retail area.

The system perceives that a hit GSCM execution calls for hierarchical methodologies and skills. This involves surveying how Walmart's authoritative design, way of life (Asif et al., 2022), and administration add to incorporating unpractised practices. Understanding how the company adjusts GSCM to its more extensive authoritative objectives gives bits of knowledge into the adaptability and manageability of such activities in the UK retail area.

Measurements for surveying manageability in general execution are an imperative component. This incorporates evaluating limits in fossil fuel byproducts, upgrades in asset proficiency, and the in general natural impact. As indicated by Khan et al. (2021), the system stresses the requirement for spotless and quantifiable results to measure the viability of GSCM rehearses and their commitment to the supportability of the Assembled Realm retail zone (Carpio-Aguilar, Rincón-Moreno and Franco-García, 2019).

Perceiving the significance of partner commitment (Razzak, 2023) recommends that the reasonable system thinks about how coordinated effort with providers, administrative bodies, and customers influences the satisfaction of GSCM drives. Understanding the cooperative thing gives experiences into the more extensive impact and notoriety of unpractised practices inside the UK retail region.

At long last, the structure recognizes that manageability is a developing thought. GSCM rehearses should be an issue for constant improvement and model rising ecological difficulties and potential open doors (Asif et al., 2022). This ensures the drawn-out pertinence and flexibility of supportability endeavours inside the unique scene of the UK retail region. Eventually, the calculated structure presents a strategy to explore the effect of GSCM rehearses on the manageability execution of the UK retail area, involving the case assessment of Walmart Inc as an illustrative model. Katiyar et al. (2018) notice that, by taking into account interconnected aspects and results, this structure gives a complete focal point to

comprehend the elements of green conveyance chain projects with regards to more extensive maintainability objectives.

2.3 Theoretical Approaches

The effect of Green Supply Chain Management (GSCM) rehearses on the general supportability execution of the Unified Realm retail area altogether influences cost, asset utilization, and garbage removal. As exemplified utilizing the instance of Walmart Inc., it very well may be investigated by means of different hypothetical methodologies that offer a total structure for information (Rogetzer et al., 2019).

Triple Bottom Line (TBL):



Figure 3: Triple Bottom Line

(Source: Zhu, Sarkis, and Lai, 2019)

The TBL structure, including financial, social, and natural aspects, offers a comprehensive point on maintainability. With regards to the UK retail quarter and Walmart's case, this method empowers the assessment of the monetary and natural effects on GSCM rehearses (Zhu, Sarkis, and Lai, 2019). Khan et al., (2021) states that, the TBL Framework affords a dependent lens to research Walmart's green initiatives contribute to financial profits, and environmental conservation. A sustainable supply chain is often being measured by the TBL i.e., impact on people, profit and the planet that on the other hand are known as the upstream elements of supply chain. Furthermore, Khan et al., (2021) states that, this shift in paradigm normally demonstrates an in-depth understanding of the fact that sustainable supply chains are profitable supply chains. Now that Walmart's supply chain sustainability could be measured while the supply chain can also take up sustainability actions plans, thereby distribution and optimization of manufacturing of the product design are all included in terms of supply chain. Therefore, if Walmart is able to successfully select between various suppliers for implementing the sustainable strategies the firm should then utilize their purchasing power for pushing its suppliers to acquire green supply chain standards.

Institutional Theory

Examining the effect of GSCM practices in the institutional framework affords insights into how external pressures and norms affect organisational behaviour. Walmart's adoption of inexperienced practices may be analysed inside institutional isomorphism, in which organisations agree to environmental expectations to benefit legitimacy (Adhikari, Biswas, and Avittathur, 2019). This perspective helps us understand how regulatory expectations form the sustainability panorama in the UK retail sector, with Walmart as a critical actor. Moreover, supply chain management needs appropriate collaboration for the purpose of establishing a successful and sustainable supply chain. It is through institutional through, that Walmart can collaborate and share the allocations, for which half of the vehicles would not

have to return back to the destination (Bai, and Satir 2022). Likewise, the products can also be pertained to the same address and could also be delivered on the same truck.

Life Cycle Assessment (LCA):

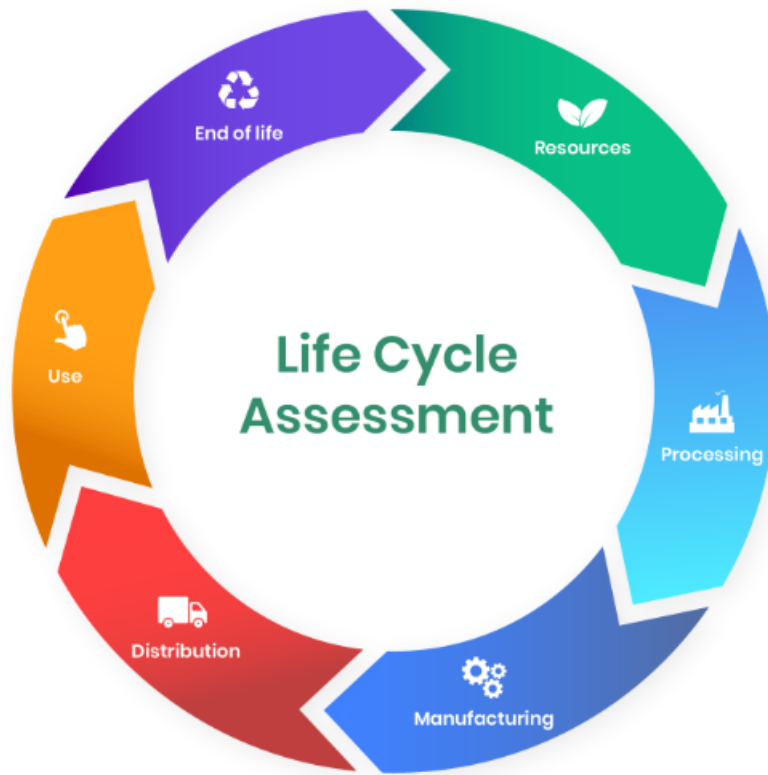


Figure 4: Life Cycle Assessment

(Source: Katiyar et al., 2018)

Bai and Satir (2022) stated that, LCA is a technique used to evaluate a products or processes environmental impact throughout its life cycle. Applied to the United Kingdom retail area and Walmart's case, LCA can provide a detailed evaluation of the environmental footprint associated with numerous delivery chain degrees. This method enables a granular examination of the specific points within the delivery chain where green practices tremendously affect sustainability performance (Adhikari, Biswas, and Avittathur, 2019). Using these theoretical approaches, the study provides multifaceted information on the problematic relationships between GSCM practices, organisational strategies, and the broader

sustainability panorama inside the UK retail area, the usage of Walmart Inc., as an illuminating case examination. According to Katiyar et al., (2018), systematic approach adopted by Walmart for the reason of promoting supply chain sustainability initiates with setting of aspirations related to the whole climate, waste reduction, nature and people-oriented agenda thereby aligning on the basis of importance as well as actions that are important for supporting those sources and implementing a system wide change.

2.3.1 Green Supply chain Management: An overview

Green Supply Chain Management (GSCM) has arisen as a urgent thought in current strategic policies, explicitly inside manageability and natural obligation. It includes a fixed of strategies and techniques to coordinate natural worries into every conveyance tie level to diminish ecological impacts (Katiyar et al., 2018). Inside the more extensive system of the Unified Realm retail district, investigating the effect of GSCM rehearses from the perspective of the case assessment connected with Walmart Inc. Presents loved bits of knowledge into how such assignments add to maintainability.



Figure 5: Green Supply Chain Management

(Source: Rupa and Saif, 2022)

At its centre, GSCM involves the joining of earth wonderful ideas and practices into ordinary conveyance chain activities. This incorporates economical obtaining of uncooked materials, reasonable assembling methods, power proficient transportation, and responsible waste control (Rupa and Saif, 2022). As a top notch member in the overall store network, the UK retail quarter has recognized the significance of taking on GSCM practices to adapt to creating benefactor concerns concerning the natural impression of items. Walmart, a global retail organization, has been a pioneer in monumental GSCM rehearses (Kasemsap, 2020). The case looks at and examines Walmart's activities in the UK, losing centre around specific procedures utilized to adjust its conveyance chain with supportability objectives (Rupa and Saif, 2022). This can change from embracing environmentally friendly power resources in

dispersion places to promoting manageable bundling substances and laying out proficient converse planned operations frameworks for item reusing.

The impact of GSCM rehearses on the maintainability generally execution of the Unified Realm retail quarter is diverse. It involves decreasing fossil fuel byproducts, limiting waste, and cultivating a custom of ecological obligation at some stage in the production network (Rupa and Saif, 2022). The perception looks to survey the unmistakable impacts of those practices, which remember the rebate for nursery fuel outflows, the protection of regular resources, and the marketing of round financial framework standards. As per Kasemsap (2020), by reviewing Walmart's experience in authorizing GSCM rehearses inside the UK retail quarter, this study adds to the skill of how large scope retail tasks can influence and drive maintainable practices. It also gives a roadmap for other enterprise players looking to enhance their environmental performance. It demonstrates that integrating inexperienced tasks into supply chain control is not simply an obligation but a strategic imperative for lengthy-term fulfilment in a global increasing number of focused on sustainable commercial enterprise practices (Adams, Gabler, and Landers, 2021).

2.3.2 Sustainability Performance and its credibility in organisational success

Sustainability performance is an essential thing influencing the fulfilment and credibility of organisations, specifically in the UK retail zone, with consumers increasingly attuned to environmental concerns (Fox-Hodess, 2018). In the case of Walmart Inc., the impact of GSCM practices on sustainability performance reflects the business enterprise's dedication to environmental obligation and also tangible effects on organisational achievement and credibility (Meacham and McNamee, 2020).

According to Sodhi, and Tang (2018), the credibility of sustainability performance is intently tied to consumer perceptions and expectancies. As environmental cognisance grows,

consumers tend to assist and patronise groups dedicated to sustainable practices. Walmart's adoption of GSCM practices within the UK retail area is a strategic move to align with those changing client alternatives (Nath, and Eweje, 2021). The credibility of the agency's sustainability performance, therefore, without delay, impacts consumer consideration and loyalty. Within the contemporary enterprise panorama, organisational fulfilment isn't always solely measured by monetary metrics but increasingly includes environmental and social considerations (Joshi, and Sharma, 2018). As evidenced by the integration of GSCM practices, sustainability performance contributes to price financial savings through aid performance, regulatory compliance, and better logo recognition. Furthermore, Joshi, and Sharma (2018) mentions that, consumers are likelier to select retailers prioritising sustainability, impacting sales and market share.

Furthermore, sustainability practices can enhance a corporation's competitiveness and resilience in the face of evolving regulatory landscapes. Governments and international bodies are placing greater emphasis on environmental guidelines, and businesses that proactively undertake sustainable practices, as exemplified by Walmart's case, role themselves as leaders in compliance and accountable corporate citizenship (Rogetzer et al., 2019). In summary, the effect of GSCM practices on the sustainability performance of the United Kingdom retail quarter, as verified with the aid of Walmart Inc., goes beyond mere environmental responsibility. It is intricately related to organisational achievement and credibility. By embracing sustainability, companies can benefit from an aggressive edge, foster consumer loyalty, attain valuable financial savings, and navigate the converting regulatory environment. Adams, Gabler, and Landers (2021) suggests that; Walmart's case look serves as a testimony to the credibility and fulfilment that may be performed via a strategic commitment to sustainable supply chain control inside the dynamic landscape of the UK retail quarter (Jemai, Do Chung, and Sarkar, 2023).

2.3.3 Environmental sustainability and the green movement on the supply chain of Walmart

Walmart Inc.'s Green Supply Chain Management (GSCM) method underscores the profound impact of environmental sustainability and the green movement on the delivery chain in the United Kingdom retail area (Fox-Hodess, 2018). As the arena's biggest store, Walmart's case serves as a compelling instance of how embracing green initiatives can transform the dynamics of the supply chain, contributing to broader sustainability desires.

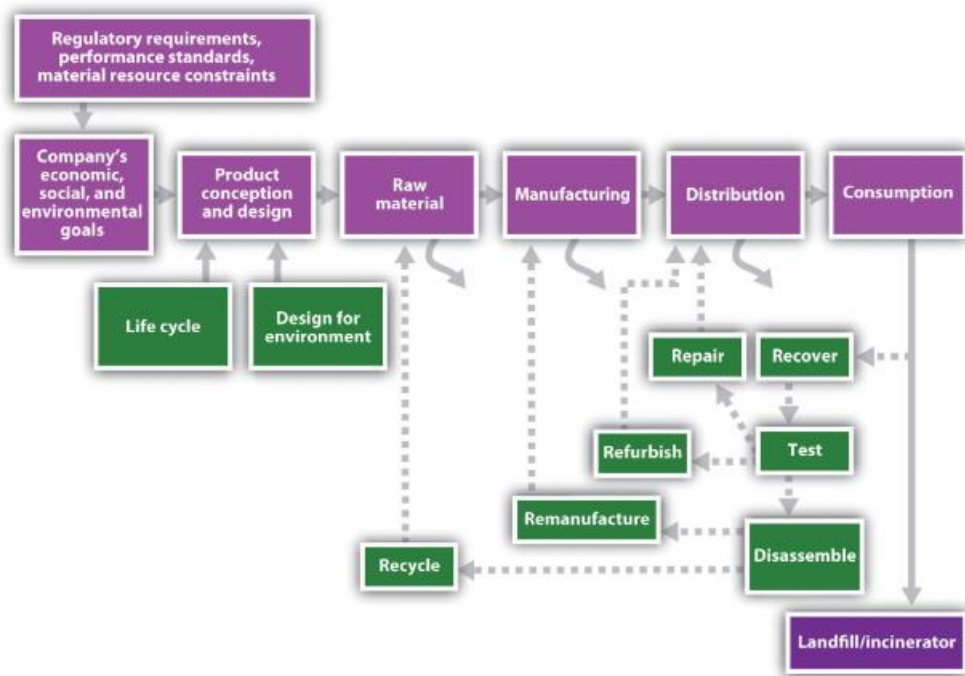


Figure 6: Environmental sustainability and the green movement

(Source: Anggraini, and Tanjung, 2021)

Environmental sustainability has become a focus inside the global discourse, and the retail region, a significant consumer of resources and contributor to environmental impact, plays a pivotal function in this communique. Meacham and McNamee (2020) states that; Walmart's commitment to GSCM practices displays a strategic alignment with the inexperienced

motion, spotting the imperative to reduce the environmental footprint of its supply chain operations (Anggraini, and Tanjung, 2021).

The inexperienced movement, characterised by a collective push towards sustainable practices, has influenced Walmart's delivery chain decisions at every level. From sourcing raw materials responsibly to enforcing strength-green transportation and distribution systems (Kshetri, 2021), the green movement has fashioned Walmart's commitment to sustainability. This aligns with the broader goals of lowering carbon emissions, keeping natural resources, and selling a circular economic system in the UK retail zone. Walmart's case examination highlights the integration of sustainable practices into its supply chain as a reaction to consumer expectancies and regulatory pressures associated with the green movement (Kshetri, 2021). Consumers increasingly call for transparency and eco-conscious choices, and the green movement has propelled retailers like Walmart to no longer most effectively meet but exceed these expectations, enhancing their recognition and relevance in an environmentally conscious marketplace.

In summary, the impact of GSCM practices on the sustainability performance of the UK retail sector, as evidenced by the aid of Walmart Inc., is deeply intertwined with the beliefs of environmental sustainability and green motion. Mastos et al., (2020) states that, by embracing and championing those principles, Walmart now contributes to global sustainability dreams. It sets a precedent for the retail industry, showcasing the transformative electricity of integrating inexperienced tasks into supply chain control in reaction to the evolving environmental landscape (Razzak, 2023).

2.3.4 Impact of Green Supply Chain Management practices on the sustainability performance of Walmart

The effect of Green Supply Chain Management (GSCM) practices on the sustainability overall performance of Walmart Inc. Within the UK retail zone is a testimony to the transformative impact of eco-aware tasks on a worldwide retail giant (Razzak, 2023). Walmart's commitment to GSCM practices has a long way of attaining implications, both environmentally and in phrases of organisational sustainability.

According to Rupa, and Saif (2022), Walmart's GSCM practices encompass numerous levels of the supply chain, from sourcing to distribution, reflecting a complete method to environmental obligation. One notable effect is the big discount on the corporation's carbon footprint. Further, Rupa, and Saif (2022) mentions that, by optimising transportation routes, investing in electricity-efficient technologies, and selling sustainable sourcing, Walmart has finished vast upgrades in its greenhouse fuel emissions, contributing to the overall sustainability performance of the United Kingdom retail quarter (Sant, 2022).

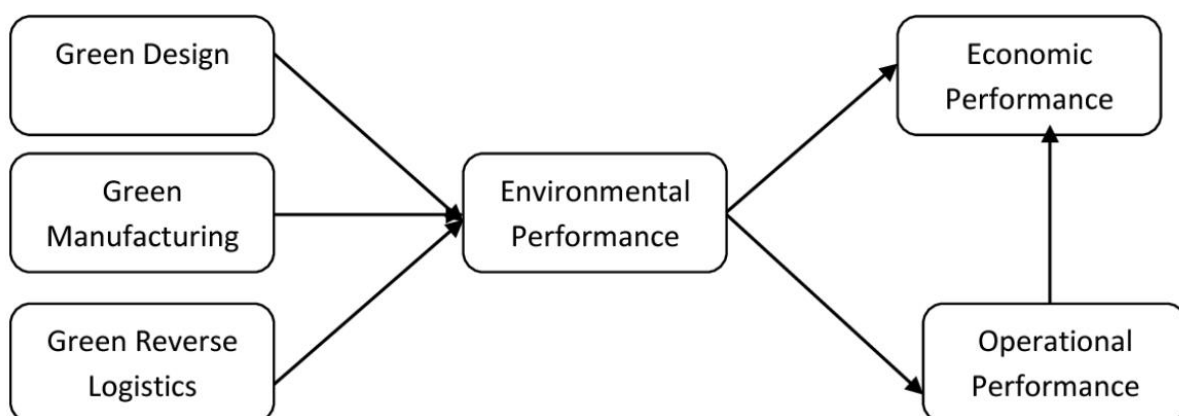


Figure 7: Impact of Green Supply Chain Management

(Source: Kshetri, 2021)

Furthermore, adopting GSCM practices has encouraged resource efficiency and waste discounts within Walmart's supply chain. Sustainable packaging, recycling tasks, and responsible waste control contribute to minimising environmental impact (Sant, 2022). These practices no longer align with the developing call for sustainable products; however, Walmart is a frontrunner in sustainable retail practices, setting a benchmark for the complete UK retail area. Walmart's dedication to sustainability additionally extends to its providers. The employer evaluates and encourages providers to adopt environmentally responsible practices through its Sustainability Index software (Kshetri, 2021). This collaborative method fosters a sustainability subculture in the supply chain community, demonstrating the capacity for a ripple effect across the industry. In phrases of organisational sustainability, Walmart's GSCM practices positively affect its brand recognition and consumer loyalty. Modern clients are increasingly more aware of the environmental impact in their buying decisions. By visibly embracing inexperienced tasks, Walmart no longer only draws environmentally conscious consumers. Additionally, it reinforces its commitment to corporate social obligation (Sant, 2022), securing its position in a marketplace where sustainability is a crucial determinant of success.

Ultimately, the effect of Walmart's GSCM practices on the sustainability performance of the UK retail region exceeds mere compliance; it represents a paradigm shift within the enterprise's approach to environmental duty (Nath, and Eweje, 2021). By mitigating environmental impact, fostering sustainability during the delivery chain, and aligning with client expectancies, Walmart units a compelling instance for the retail quarter, showcasing the profound positive effect that Green Supply Chain Management practices can have on each environmental and organisational sustainability (Joshi, and Sharma, 2018).

2.4 Summary

The impact of Green Supply Chain Management (GSCM) practices on the sustainability overall performance of the United Kingdom retail zone, as exemplified by the case look at Walmart Inc., represents a transformative shift closer to eco-conscious commercial enterprise practices. Walmart's commitment to GSCM, reflected in sustainable sourcing, electricity-green operations, and collaborative projects, undoubtedly demonstrates massive-scale shops' capacity to impact environmental sustainability. Integrating GSCM practices reduces carbon footprints and helpful resource intake, enhancing emblem recognition and client loyalty. This case serves as a beacon for the industry, showcasing the profound and multifaceted impact that inexperienced strategic projects could have on organisational achievement and the broader sustainability panorama inside the dynamic context of the United Kingdom retail quarter.

Chapter 3: Research Methodology

3.1 Research Onion

Understanding methodological selection can be the major factor in understanding research implications through effective suggestions. Research onion is the most important methodological factor used in the initial research phase to determine the future pathway of the entire research process. Saunder developed the research onion model to determine the research designs and other methodological approaches to determine the effective growth of the present research study. This research onion model comes up with different stages associated with the step-by-step process of the methodological solution to the organization (Snyder, 2019). This onion model determined the process of conducting research. Effective choices and time horizon development strategy are beneficial measures to indicate the strategic requirement of the research process. The research onion model of Saunders determines the methodological stances for the design selection.

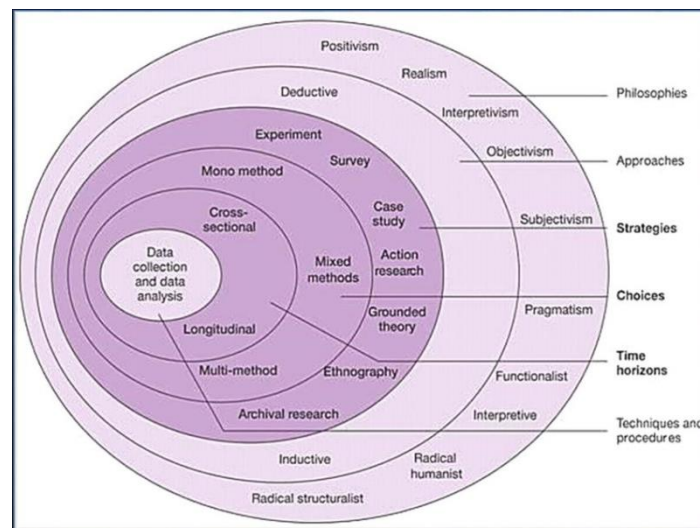


Figure 8: Research Onion

(Source: Newman and Gough, 2020)

The research onion model is associated with the peeling back of each layer with methodological assumptions for the present research study. Truth identification with research

philosophy, research design, and approach selection is the strategic process leading to the time horizon and methodological process selection. The data collection and analysis process has been finally associated with the research onion model in the research process. In the case of the present study, the research onion model was utilised to select appropriate research methods in the empirical investigation. According to this model selection of research, philosophy is the most important part of determining the pathway for future methodological growth in the research realm (Newman and Gough, 2020). It helps to acquire appropriate methodology from a large series of methodological studies from the illustrated description. It is evident from this methodological framework that the accurate stepwise selection of the research process is essential for the present investigative study to indicate towards quality research process in the research realm.

3.2 Research Philosophy

Research philosophy is the initial factor of the research process in the present study to identify the truth determination process in the research. According to the research onion model, research philosophical assumption identification is the major factor that impacted the particular growth of the research. The selection of research philosophy is the initial criterion for research as it determines the beneficial growth of further methodological factors into the research realm (Al-Ababneh, 2020). Different philosophical assumptions are present within the research process, which were used based on the objective need of the research study. In the case of the present study, interpretivism research philosophy was mainly used to determine the beneficial effect of truth identification through descriptive and in-depth format.

The interpretivism research philosophy focuses on the multidimensional existence of the truth rather than the one-dimensional existence of truth. The social science researcher strongly follows this philosophical assumption to deliver beneficial growth in the research progress.

In the interpretivism research philosophy, the validity of the collected data set is higher, with

strong reliability. Besides, the research's motivation can change the research process's dimension. It is an advantageous process that enriches complex data sets and particular productivity in the research process (Greening, 2019). Understanding the standpoint of the social world through each individual's vision is the major factor associated with the interpretivism research philosophy. This philosophical approach focused on the socially constructed reality of the truth rather than other forms. Acceptance of inevitable interaction with the help of socially constructed truth is the process for quick and effective progress in interpreting the collected data set for the research.

3.3 Research Design

Selection of the appropriate research process design is another initial criterion of research methodological assumptions that act as a blueprint for the entire research process. The research design process helps to determine the entire process and timing of the research based on the objective needs and financial resources of the organisation. It is evident from the research process that the researchers can estimate the time taken for the study along with the designing process to interact with the effective growth of the research study (Budianto, 2020). Different research design process has been associated with the research study based on the objective needs of the research. In the case of the present research study, descriptive research designing has been associated with the process, which helps to integrate the thick and in-depth description of the study along with the effective explanation of the research question for the research study.

It is evident from the analysis that the present research must fulfil the effective process to integrate the processual growth of the research. It is one of the effective processes of research design, which deals with both qualitative and quantitative research to determine the beneficial effect of data collection and analysis in the research process. It is a cost-effective and less time-consuming process that develops effective research solutions in a particular research

realm. The descriptive research design approach comes up with a comprehensive outlook, which leads towards the effective external validity of the research (Dodds and Hess, 2020). This type of research design is mainly used in policy-making, which helps determine the research area's future based on the study's growth. This type of research design helps to accumulate rich quality of the data set that, in turn, helps in effectively interpreting the data set into a particular research realm. Besides, this design's cost-effective process also helps develop beneficial policies for future research progress.

3.4 Research Approach

The research approach is another important methodological factor associated with the research hypothesis development and testing the appropriateness of the research progress. Research approaches are of three types according to the applicability of the approaches in the research realm. Deductive, inductive and abductive are the three major research processes associated with the research approaches that help to analyse the approaches in the research progress. Inductive research design has been associated with the present study, which determined the border theory development for a larger population (Dzwigol, 2022). The theory and hypothesis development are the major criteria of this approach. In contrast, the deductive approach determines whether to falsify or accept previously proven hypotheses and theories in a particular research realm. In this research approach, researchers use data to develop theories and hypotheses based on the situation of the research setting. In the present research study, the workforce's talent is strategically determined to get beneficial effects on the supply chain process of the organisation.

The inductive research uses a bottom-up approach to indicate the observation and general theories to determine the effective process of data description for the quick and effective growth of the research. It is beloved to be a flexible strategy which comes up with different changes and modifications in the data-driven strategies to determine the research-based

benefit to the particular area. A decent range of probabilities is utilised in the inductive research approach to indicate the effective collaboration of the researchers with knowledge and solutions (Zhou et al. 2022). Developing several solutions for a particular problem is another effective solution that one can use for the effective growth of the research analysis. It is also a cost-effective research methodological technique that takes much more time than the other research approaches due to the productive appropriateness of the approaches in the particular research realm.

3.5 Data collection and analysis method

Data is the most effective component in the research process, which determines the effective criteria of research. The quality of the analysis is also associated with the analytical procedure of the research. Hence, data collection and analysis played an essential role in determining an effective research process to gain effective out from the data set. Data is of different types based on the types of collection and process of data collection method. The present study used the primary qualitative data set to effectively understand the green supply chain management process in retaining talent in the workplace (Tseng et al. 2019). The case of Walmart is associated with the present study. Primary data has been utilised for understanding the talent retention process of Walmart with the implication of green supply chain management practices in the organisation. Moreover, in order to collect primary data, Google forms has been distributed to 20 employees at Walmart to collect their responses over the Effectiveness of Green Supply Chain Management in Enhancing Sustainability in the UK. Responses from the selected number of employees would be collected through informed consent.

3.6 Inclusion and exclusion criteria

In the case of the primary qualitative data set collection, certain inclusion and exclusion criteria are associated with the effective analysis of the collected data set. Hence, in the case

of the present study, certain inclusion and exclusion criteria have been associated with the present data set. The copulative data set was mainly collected from the qualitative resources to generate an effective data set for in-depth analysis. This study used only the current data set to generate information-related interpretations in the research realm. Hence, data set after the year 2019 has been included in the study. On the other hand, keyword specific search has been organised to avoid irrelevant data set. The data set published only in English has been included in the research, while other languages were excluded from the study. Rather than the paper reviewed journals and scholarly articles, all other literature sources were also excluded from the present research.

3.7 Reliability and validity

Reliability and validity are the two important methodological factors in the research realm which deal with the authenticity and applicability of the data set in the research process. In the case of the qualitative and primary data collection process, developing effective inclusion and exclusion criteria is a major factor for the research. The stability of the responses is determined the reliability of the qualitative data set (Bhatia and Gangwani, 2021). In the case of primary data, reliability acts as a process which helps to analyse through reputed journal selection and process-related innovation in the research realm. Selecting reputed journals can be a beneficial option for reliability and validity in the research process.

3.8 Summary

The present chapter describes the methodological approach of the data set by utilising the research onion framework of Saunders. This research study utilises primary qualitative data and an inductive research approach to understand the current scenario of Walmart regarding the green supply chain management process. Interpretivism research philosophy and descriptive research design were also associated with the research study to determine an

accurate explanation for the research progress. Reliability and validity of the data set has also checked thoroughly for the effective interpretation of the data set.

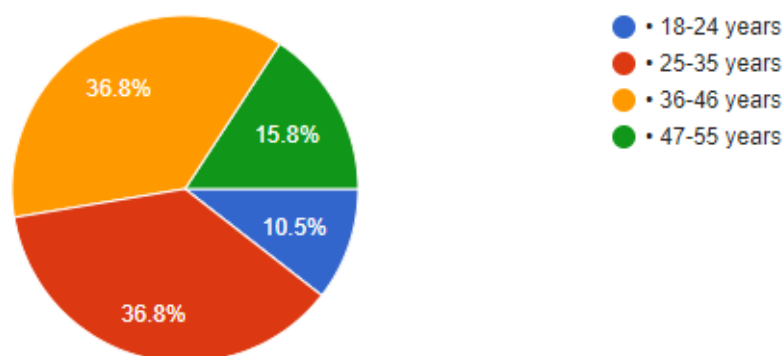
Chapter 4: Data Analysis and Findings

4.1 Introduction

Primary qualitative data collection was employed in this study to effectively comprehend the green supply chain management process in retaining talent in the workplace. The current study is linked to the Walmart case. Primary data was used to understand Walmart's talent retention process and adopt green supply chain management methods. The current study employs a theme analysis technique to identify practical analysis and in-depth interpretation of the research to get compelling evidence about Walmart's green supply management process. It is one of the most successful primary qualitative data analysis methods because it takes long data descriptions and breaks them down into short codes. Decoding the data set and establishing wider themes might be useful in suggesting the relevant understanding of the data set via efficient frequency computation from the empirical data set.

4.2 Quantitative Analysis: Survey Questionnaire

1. What is your age group?



Graph 1: Age Group

(Source: Created by Learner)

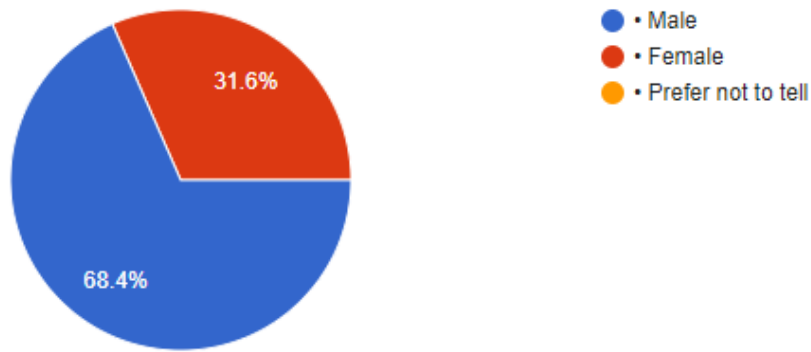
Age	No of Responses	% of responses
18-24 years	2	10.5%
25-35 years	7	36.8%
36-46 years	7	36.8%
47-55 years	4	15.9%
Total	20	100%

Table 1: Age Group

(Source: Created by Learner)

Analysis- In reference to the above analysis, the age group of 25-35 years and 36-46 years are mostly working at Walmart. This suggests that, the raising encouragement of the customers in the supply process helps to incorporate effective strategies in the organisation through the implication of strategic process development in Walmart. Providing financial grants to suppliers encourages the productive growth of the sustainable factors in the organisational process. Project Gigaton has also become prosperous due to the encouraging financial grant to the organization. Besides this, this percentage of people has also mentioned that, in order to establish a fair relationship with its suppliers, Walmart offers a three-hour online course to prepare and instruct suppliers on how to use scorecards most effectively, how to analyse data, and the major factors that affect performance. Additionally, Walmart grants licenses to its suppliers to access information about their stock levels so that the suppliers can promptly send goods to the stores when supplies run low.

2. What is your Gender?



Graph 2: Gender

(Source: Created by Learner)

Gender	No of Responses	% of responses
Male	13	68.4%
Female	6	31.6%
Prefer not to tell	1	0%
Total	20	100%

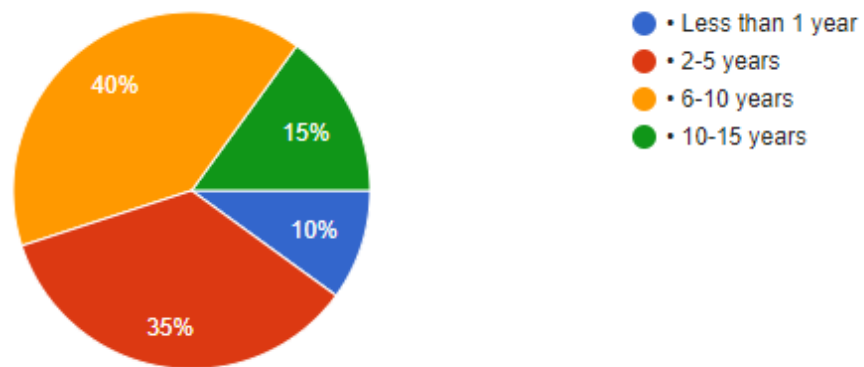
Table 2: Gender

(Source: Created by Learner)

Analysis- As per the above analysis, 68.4% male has suggested that, Walmart has been expanding overall for a while, but we can see that their business is able to sustain itself quickly, indicating that they definitely have one of the retail industry's most amazing store network system. It is obvious that Walmart must predict their customers' interests by using artificial intelligence or automated thought processes in their cycles. They use an app that workers at Walmart can access, which can predict things like the most popular items to buy, when customers typically visit Walmart, and more. The app greatly aids Walmart in better understanding the requirements and needs of its customers than anyone could have predicted, which also leads to a reduction in excess inventory in their distribution centres. Considering

everything, there is store network action, which concludes useful methodologies under the presumption that creation network practices are generally excellent within the company. Since Walmart is a global company with locations in a few different countries, the policies and procedures currently in place will complement the local way of life (Walmart, how we work all over the planet, 2020). Whether or not it follows the rules, Walmart has undoubtedly maintained its position as the world's largest retailer. One explanation for this is the constructive cooperation between suppliers, traders, and customers who follow the guidelines.

3. How long have you been working at Walmart?



Graph 3: how long you been working Walmart

(Source: Created by Learner)

Choices	No of Respondents	% of respondents
• Less than 1 year	2	10%
• 2-5 years	7	35%
• 6-10 years	8	40%
• 10-15 years	3	15%

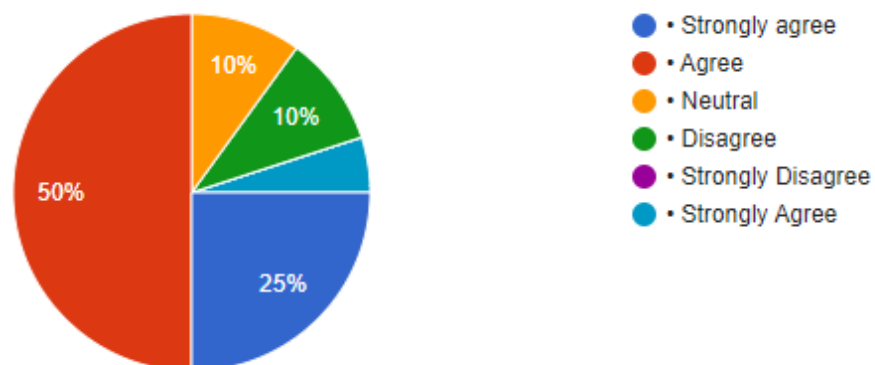
Total	20	100%
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Table 3: how long you been working Walmart

(Source: Created by Learner)

Analysis- 8 respondents has mentioned that, they had been working for about 6-10 years in the organization as of now. This is mainly because, Walmart, a worldwide retail sector, a huge progress in a study from “customer-centric” drives to “supplier-centric” drives. This shift reflects more extensive patterns in the agri-food area, where huge companies progressively focus on cost decrease, supply chain proficiency, and command over the production cycle. Walmart, known for its customer-centric study, has adjusted its business procedure to line up with the changing dynamics of the worldwide agri-food area. The organization has created some distance from a model that centred on fulfilling shopper needs at the assortment and low costs. In this case, it has moved towards supplier-centric drives that focus on productivity, cost decrease, and command over the supply chain. Also, the organization has decisively situated itself to control different phases of the supply chain, from creation to appropriation. This includes merging possession and command over firms engaged with the supply chain, both evenly and in an upward direction

4. Green Supply Chain Management Practices create significant impact on sustainability performance of Walmart?



Graph 4: Green Supply Chain Management Practices create significant impact on sustainability performance of Walmart

(Source: Created by Learner)

Choices	No of Respondents	% of Respondents
Strongly agree	5	25%
Agree	10	50%
Neutral	2	10%
Disagree	2	10%
Strongly Disagree	1	5%
Total	20	100%

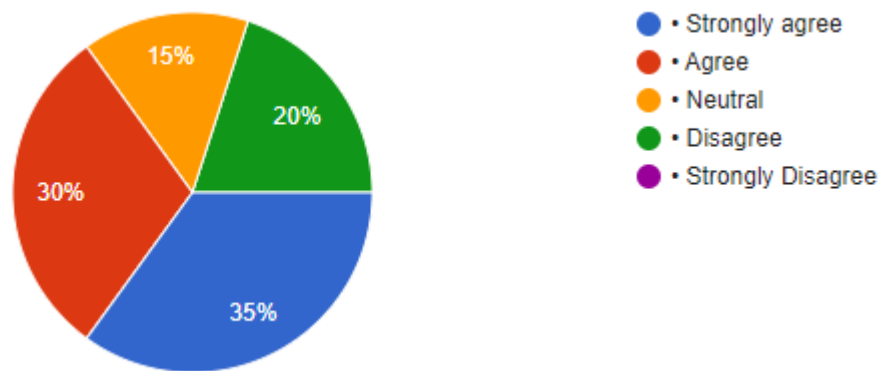
Table 4: Green Supply Chain Management Practices create significant impact on sustainability performance of Walmart

(Source: Created by Learner)

Analysis- In reference to the above analysis, 50% of the respondents have stated that, Green Supply Chain Management Practices create significant impact on sustainability performance of Walmart. This is because, the organization has perceived the significance of maintainability and natural obligation, lining up with worldwide patterns and customer assumptions. To assess Walmart's way of dealing with this test, a few key perspectives can be thought of. Walmart has carried out “Sustainable Supply Chain Finance (SSCF)” rehearsals. While this shift has permitted Walmart to keep a minimal expense position and guard itself against rivals in a serious worldwide economy, it has critical ramifications for those engaged with direct creation on the land. Herders, landowners, and labourers, when coordinated into Walmart's corporatized and financial zed framework, frequently wind up following the mandates of lead organizations controlling the value chains. This can bring about a diminishing portion of the value made for those in direct creation. Additionally, Walmart's

progress from customer-centric to supplier-centric drives reflects more extensive patterns in the agri-food area, underscoring solidification, vertical integration, and command over the supply chain. While this technique upgrades Walmart's seriousness and effectiveness, it raises worries about the independence of those engaged in direct creation and their portion of the value made (Min, 2021). The change extends beyond Walmart itself, featuring the developing dynamics of corporate control in the worldwide agri-food industry.

5. Revamping the source specification besides certification requirements wherever needed are aligned with Walmart’s aspirations



Graph 5: Revamping the source specification besides certification requirements wherever needed are aligned with Walmart’s aspirations

(Source: Created by Learner)

Choices	No of Respondents	% of Respondents
Strongly agree	7	35%
Agree	6	20%
Neutral	3	15%
Disagree	4	20%
Strongly Disagree	0	0%

Total	20	100%
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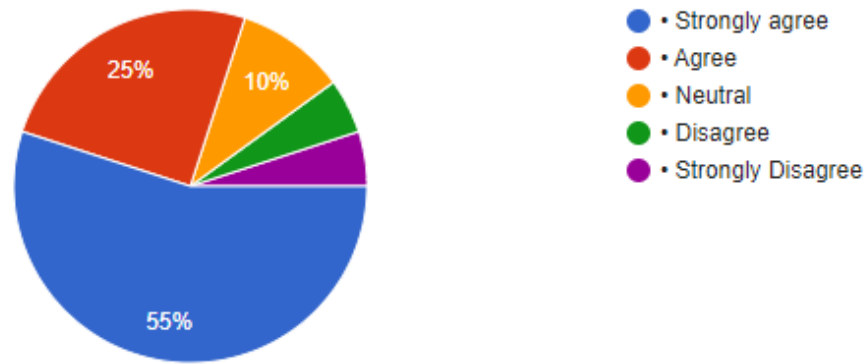
Table 5: Revamping the source specification besides certification requirements

wherever needed are aligned with Walmart's aspirations

(Source: Created by Learner)

Analysis- Around 35% of the total respondents have agreed that, revamping the source specification besides certification requirements wherever needed are aligned with Walmart's aspirations. Mostly by empowering suppliers to adopt sustainable practices, Walmart establishes a positive effect on the climate. The organization's emphasis on SSCF is obvious in its joint effort with suppliers to work on working capital administration. It also upgrades participation across divisions. One huge drive is the execution of green bonds, a financial instrument for funding projects with ecological advantages. Green securities can be used by Walmart to subsidize manageability projects inside its supply chain, for example, interests in sustainable power sources, shut circle frameworks, or the decrease of naturally destructive materials in ongoing cycles. This financial instrument lines up with the idea of effective money management. This financial instrument lines up with the idea of effective money management. It also permits Walmart to accomplish both financial returns and positive ecological results. Walmart has embraced digitization and innovation as a feature of its great supply chain system. These advancements add to operational proficiency and decrease costs. It also improved straightforwardness in the supply chain

6. Encouraging Walmart's Suppliers for adopting sustainable sourcing practices includes appropriate product specification, as well as position and policy statements.



Graph 6: Encouraging Walmart’s Suppliers for adopting sustainable sourcing practices

(Source: Created by learner)

Choices	No of Respondents	% of Respondents
Strongly agree	11	55%
Agree	5	25%
Neutral	2	10%
Disagree	1	5%
Strongly Disagree	1	5%
Total	20	100%

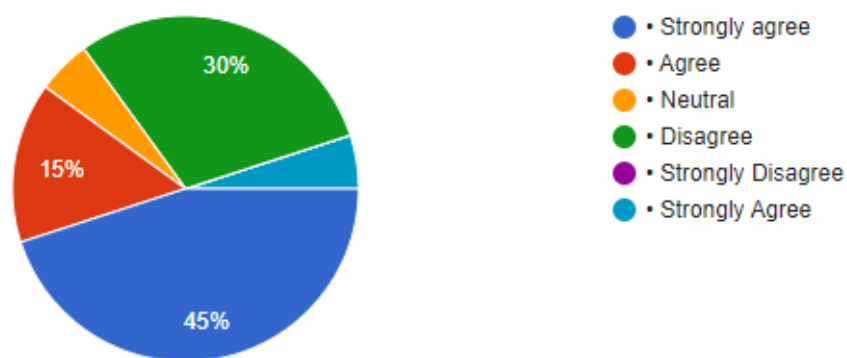
Table 6: Encouraging Walmart’s Suppliers for adopting sustainable sourcing practices

(Source: Created by learner)

Analysis- In reference to the analysis, around 55% of the respondents have mentioned that Encouraging Walmart’s Suppliers for adopting sustainable sourcing practices includes appropriate product specification, as well as position and policy statements. Walmart's way of dealing with changing its natural performance includes a blend of Sustainable supply chain finance and trend-setting innovations like innovation in supply chain. Starting around 2020, Walmart redirected 81% of waste from landfills and burned a universally given 627 million pounds of food. These drives exhibit the organization's obligation to maintainability while

tending to the test of keeping item costs serious. Assessing the progress of these endeavours requires observing their effect on financial performance, operational proficiency, and customer insight after some time. Methodologies utilized incorporate arranging volume limits, advancing normalization of determinations across the business, and keeping a cutthroat pool of suppliers to make the greatest influence. The believable danger of reverse integration, where Walmart could take part in essential agricultural creation, further reinforces its negotiating posture.

7. Has GSCM practices allowed Walmart to establish a balance between environmental performance and economic growth of the company?



Graph 7: Has GSCM practices allowed Walmart to establish a balance between environmental performance and economic growth of the company

(Source: Created by Learner)

Choices	No of Respondents	% of Respondents
Strongly agree	9	45%
Agree	3	15%
Neutral	1	5%
Disagree	6	30%
Strongly Disagree	1	5%

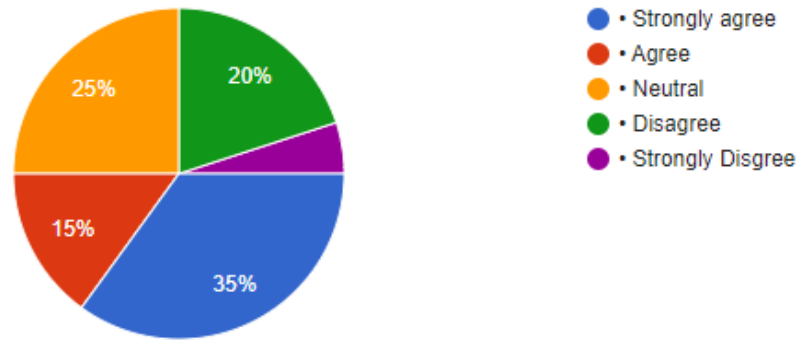
Total	20	100%
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Table7: GSCM practices has allowed Walmart to establish a balance between environmental performance and economic growth of the company

(Source: Created by Learner)

Analysis- Referring to the above evaluation, 45% of the respondents have stated that; GSCM practices has allowed Walmart to establish a balance between environmental performance and economic growth of the company. Walmart's progress from customer-centric to supplier-centric drives reflects more extensive patterns in the agri-food area, underscoring solidification, vertical integration, and command over the supply chain. To assess Walmart's changes in natural performance without raising item costs. Here, surveying the effect of these drives on the organization's general seriousness and financial performance is fundamental. The integration of supportability into supply chain finance can bring about cost reserve funds and operational efficiencies. It also balances any expected expansions in costs connected with natural drives. Also, a great emphasis of Walmart on innovation and digitization can prompt long-term cost decreases, adding to the plausibility of keeping up with or in any event. It also brings down item costs Walmart's way of dealing with changing its natural performance includes a blend of Sustainable supply chain finance and trend-setting innovations like block chain. Starting around 2020, Walmart redirected 81% of waste from landfills and burned a universally given 627 million pounds of food. These drives exhibit the organization's obligation to maintainability while tending to the test of keeping item costs serious. Assessing the progress of these endeavours requires observing their effect on financial performance, operational proficiency, and customer insight after some time.

8. Certifications supports Walmart and their suppliers by utilizing objective criteria to count upon the sustainability characteristics of Walmart's Product



Graph 8: Certifications supports Walmart and their suppliers by utilizing objective criteria to count upon the sustainability characteristics

(Source: Created by Learner)

Choices	No of Respondents	% of Respondents
Strongly agree	7	35%
Agree	3	15%
Neutral	5	25%
Disagree	4	20%
Strongly Disagree	1	5%
Total	20	100%

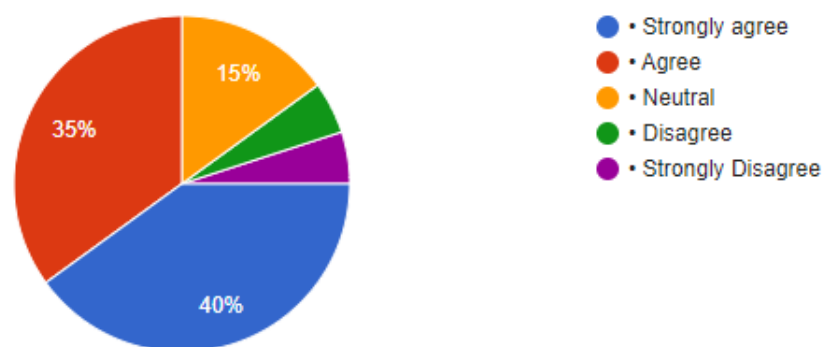
Table 8: Certifications supports Walmart and their suppliers by utilizing objective criteria to count upon the sustainability characteristics

(Source: Created by Learner)

Analysis- In reference to the evaluation, 35% respondents supported the fact that; certifications support Walmart and their suppliers by utilizing objective criteria to count upon the sustainability characteristics of Walmart’s Product. Implementing a sustainable Supply chain finance (SCF) program helps to determine adequate progress in business operations through strategic progress in the impaction of sustainable development criteria. To address the challenges associated with carbon emission reduction, the company encourages

the suppliers to cut down carbon into the suppliers' position based on the strategic process of the organisation. Like Walmart, you can ride the automation wave by putting assets into systems that can process massive amounts of data and provide encounters or by using PC-based insight to reimagine the customer experience. By using computers to support all of your tasks, you can overcome your resistance and improve your client experience by going beyond the board structure. Gaining success in the unusually serious business world demands a conscious and articulate interest in the customer experience. Walmart, the retail industry's titan overall, offers this as a representation to any company aiming to be at the forefront of industry innovators. It has the expression that focusing on a buyer's collaborative effort with your image will help you win over your client's unwavering trust and overcome any obstacle. This contributes to the association's success and leaves a lasting impression by cutting an unwavering client with basing.

9. Systematic approach of promoting supply chain sustainability initiates with setting aspirations related to overall climate, waste and person related agenda, thereby aligning priority outcomes and actions required to support those results



Graph 9: Systematic approach of promoting supply chain sustainability

(Source: Created by Learner)

Choices	No of Respondents	% of Respondents
Strongly agree	8	40%
Agree	7	35%
Neutral	3	15%
Disagree	1	5%
Strongly Disagree	1	5%
Total	20	100%

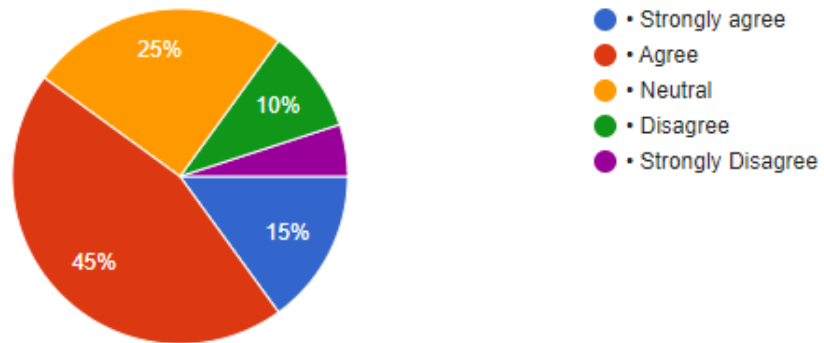
Table 9: Systematic approach of promoting supply chain sustainability

(Source: Created by Learner)

Analysis- In reference to the above evaluation, 35% of the total respondents have mentioned that, Systematic approach of promoting supply chain sustainability initiates with setting aspirations related to overall climate, waste and person related agenda, thereby aligning priority outcomes and actions required to support those results. Supply Chain Management has evolved as a significant component for organisations to achieve a competitive edge in the market. It has been identified as significantly affecting the surrounding environment, resulting in a growing demand for incorporating ecological principles into supply chain management and its procedures. As a result, companies are receiving greater emphasis as a sustainable growth technique for modern businesses, increasingly a part of Corporate Social Responsibility (CSR) initiatives, and making investments to achieve a greener supply chain, which can be waste-eliminating and expand productivity. Walmart is always creating sustainable organizational approaches to establish the practical implications of green practices in the specific organization. Zero waste creation is another critical component for effectively using GSCM methods in the supply chain sustainability process. Walmart strives to improve the organization's supply chain process's sustainability. According to the research

findings, the firm established important targets and KPIs for each fiscal year to integrate GSCM processes into the company's long-term growth.

10. Appropriately trained staff, adequate support from top management create a significant impact on Walmart’s GSCM implementation



Graph 10: Appropriately trained staff, adequate support from top management create a significant impact on Walmart’s GSCM implementation

(Source: Created by Learner)

Choices	No of Respondents	% of Respondents
Strongly agree	3	15%
Agree	9	45%
Neutral	5	25%
Disagree	2	10%
Strongly Disagree	1	5%
Total	20	100%

Table 10: Appropriately trained staff, adequate support from top management create a significant impact on Walmart’s GSCM implementation

(Source: Created by Learner)

Analysis- In reference to the above evaluation, it is to mention that; 45% of the total respondents have stated that appropriately trained staff, adequate support from top management create a significant impact on Walmart's GSCM implementation. Walmart offers a three-hour online course to prepare and instruct suppliers on how to use scorecards most effectively, how to analyse data, and the major factors that affect performance. Additionally, Walmart grants licenses to its suppliers to access information about their stock levels so that the suppliers can promptly send goods to the stores when supplies run low. Walmart has been expanding overall for a while, but we can see that their business is able to sustain itself quickly, indicating that they definitely have one of the retail industry's most amazing store network system. It is obvious that Walmart must predict their customers' interests by using artificial intelligence or automated thought processes in their cycles. They use an app that workers at Walmart can access, which can predict things like the most popular items to buy, when customers typically visit Walmart, and more. The app greatly aids Walmart in better understanding the requirements and needs of its customers than anyone could have predicted, which also leads to a reduction in excess inventory in their distribution centres.

4.3 Qualitative Analysis: Interview Questionnaire

1. Do you think Green sustainable practices do create significant impact on Walmart's Green Supply Chain Management Practices?

According to the Walmart manager, the organization is continuously developing sustainable strategies for the organisational process to determine the practical implication of green practices in the specific organisation. Zero waste generation is another essential factor for the practical implication of GSCM practices in the supply chain sustainability process. Walmart aims to increase sustainability progress in the supply chain process of the organisation. Besides this, the manager has also stated that the company developed key goals and metrics

for each financial year to implement GSCM practices into the company's sustainable growth. The company strategically focused on the environmental issues to determine affordable and safe organisational progress for the quick and practical success of the company.

2. How does the implementation of Green Supply chain management practice of Walmart create impact upon the waste disposal strategy of the firm?

Eradication of plastic packaging elements into the supply chain has also been determined through post-consumer plastic packaging reduction. According to the Walmart Manager, the company developed the plastic recycling approach can be estimated to the beneficial growth of the company. The progress rate of these initiatives has been identified through transparent metrics information provided on the organisation's digital website. 11% plastic recycling progress has been identified in the organisation, which is also associated with the implication of GSCM in the organisation. Besides, the study of Agi *et al.* (2021) stated that a total of 17% of global private brand plastic is associated with the post-consumer plastic recycling process into the company's growth. The company strongly incorporates eradicating plastic packaging-related waste generation for the quick and effective growth of the organisation. 100% global private brand-related plastic recycling and recovery is also associated with the reduction of plastic removal by the compostable factors for the effective reduction of green reduction into the organisation.

3. How does the GSCM practices of Walmart create impact upon the profit percentage of sales of the company?

The Walmart Company constantly strives towards sustainable growth, which indicates effective organisational growth through different beneficial policies for the stakeholders. Recently, the company developed an SCF program to promote sustainable green supply chain management practices. A manager has stated that, Walmart Organisation focused on

strengthening operational processes to determine adequate progress in the organisation. The company wanted to increase the financial capital of the company to increase strategic progress in the organisation through different financial resource-based program development. In closing, it's evident that there is a surprising amount of value that a preferred CX strategy has over an affiliation. Enthused by Walmart's support, associations ought to try to take advantage of innovation and data, influence enhancement, communicate with agents, and engage in an affiliation-wide, multi-levelled commitment to leading CX. With this facility, associations have an equal chance to drive brand commitment, create a compensating positive client experience, and ultimately overcome resistance. Regular customers assume Walmart is focusing on individuals who use their true strength just like with drivers, labourers for improvement, and machine heads is that everything is possible from there. The facts confirm that the reasonable region decision made the costs more manageable. Nevertheless, because the store's location is so remote from the town's centre, no suppliers were anticipated to provide materials.

4. Has Walmart only adopted the GSCM practices to just improve its financial and environmental performance?

According to the Walmart manager, Walmart did not just adopt GSCM practices to improve its financial and environmental performance. Walmart, a worldwide retail sector, a huge progress in a study from “customer-centric” drives to “supplier-centric” drives. This shift reflects more extensive patterns in the agri-food area, where huge companies progressively focus on cost decrease, supply chain proficiency, and command over the production cycle. Walmart, known for its customer-centric study, has adjusted its business procedure to line up with the changing dynamics of the worldwide agri-food area. The organization has created some distance from a model that centred on fulfilling shopper needs at the assortment and

low costs. In this case, it has moved towards supplier-centric drives that focus on productivity, cost decrease, and command over the supply chain.

5. What relationship exists between Walmart's proactive environmental initiative as well as financial performance when environmental management fails?

In the essential shift of Walmart, here is an exceptionally cutthroat worldwide economy, where worldwide brands overwhelm most business sectors, organizations try to develop by broadening their business sectors while at the same time lessening costs through economies of scale. Walmart's progress mirrors this more extensive pattern of organizations chasing after cost administration and proficiency to stay serious. However, the manager has stated that, the change to a supplier-centric methodology is driven by the longing to build Walmart's bartering power while diminishing the force of suppliers. Methodologies utilized incorporate arranging volume limits, advancing normalization of determinations across the business, and keeping a cutthroat pool of suppliers to make the greatest influence. The believable danger of reverse integration, where Walmart could take part in essential agricultural creation, further reinforces its negotiating posture.

6. How does Information sharing among suppliers and buyers alongside green alignment accounts to improved performance of Walmart?

According to a Walmart Manager, Walmart, as one of the world's biggest retailers, faces the test of altering its natural performance without expanding item costs. The organization has perceived the significance of maintainability and natural obligation, lining up with worldwide patterns and customer assumptions. To assess Walmart's way of dealing with this test, a few key perspectives can be thought of. Walmart has carried out "Sustainable Supply Chain Finance (SSCF)" rehearsals. It includes coordinating financial choices with supportability objectives all through the supply chain (Bal and Pawlicka, 2021). (Madhani, 2019).

Blockchain, specifically, can address failures in financial settlements and increase straightforwardness by giving a sealed record of creation and bundling data. This development upholds Walmart's obligation to manageability by guaranteeing harmlessness to the ecosystem as it rehearses all through the supply chain.

4.4 Findings/Discussion

Green Supply Chain Management (GSCM) has developed as a critical concept in today's business operations, particularly regarding sustainability and environmental responsibility. It includes a set of approaches and procedures for incorporating sustainability issues into each delivery chain level to reduce environmental consequences. GSCM comprises incorporating environmentally friendly concepts and practices into traditional delivery chain operations.

Not only does Walmart want to lessen the ecological impact of its activities.

Walmart is also encouraging its suppliers to reduce their environmental effects. As a result, Walmart Inc. announced Project Gigaton¹ in 2016. Between 2015 and 2030, the project aims to cut pollution in its supply chain by one gigatonne (1 billion metric CO₂ equivalent tonnes).

To accomplish this objective, Walmart encourages vendors and organisations to decrease greenhouse gas (GHG) releases in the supply chain by establishing a GHG emissions decrease target associated with any of the six elements listed below: energy consumption, waste elimination, packaging improvement, farming procedures, prevention of forest destruction, or product use. The scope for those parties interested in setting waste reduction objectives shall be food waste reduction in food supply chain activities.

Walmart focuses on environmental and social concerns such as climate, nature, trash, labour conditions, ethical recruiting, financial possibilities for those working in the supply chains, and the availability of affordable, more secure, and more nutritious goods. The firm

strategically focused on environmental issues to define inexpensive and safe organizational advancement for the company's speedy and practical success.

Based on the post-consumer uses of plastic material in the recycling format, the corporation is anticipated to employ twenty per cent recycled private-brand plastic packaging in the North American sector. Plastic containers have also been eliminated from the supply chain by reducing post-consumer plastic packaging. The firm invented the plastic recycling strategy, which may be attributed to the company's favourable growth. The pace of success of these activities has been determined using transparent metrics data available on the organization's digital website. Plastic recycling progress of eleven per cent has been discovered in the company, which is also connected with implementing GSCM.

Walmart strives for sustainable expansion, translating into successful organisational growth through many beneficial policies for stakeholders. The firm has launched a SCF programme to encourage sustainable green supply chain management principles. According to the report, Walmart concentrated on enhancing operational systems to evaluate appropriate development inside the organisation. The corporation desired to expand its working capital to accelerate strategic advancement in the organisation by implementing various financial resource-based programmes. Implementing a sustainable Supply chain finance (SCF) programme assists in determining suitable success in company operations via strategic progress in implementing sustainable development criteria. To address the issues related to reducing carbon emissions, the corporation pushes suppliers to reduce carbon in their position.

According to the study findings, the SCF programme intends to establish financing sales at HSBC, which increases suppliers' financial backgrounds and strategically influences the company's growth. Financial access also steered the company towards competitive product pricing and a long-term commercial position in the target market. Finding affordable and readily available financing solutions encourages vendors to create sustainable supply chains

within the company. Fostering variety and competitive prices for minority-owned businesses contributes to productive growth in the long-term business impact process. The HSBC bank is the first banking company to amass cash grants for long-term business growth among Walmart suppliers.

A global retail sector, Walmart has significantly succeeded in research shifting from "customer-centric" to "supplier-centric" initiatives. This move echoes broader trends in the agri-food industry, where large corporations increasingly focus on cost reduction, supply chain efficiency, and control throughout the production cycle. An emphasis on value chains and vertical integration describes Walmart's shift. The organisation has strategically positioned itself to dominate various supply chain stages, from creation to appropriation. This entails combining ownership and command of enterprises involved in the supply chain equally and upwards. This union enables Walmart to influence its suppliers more significantly, increasing its bargaining strength.

While this move has allowed Walmart to maintain a low-cost position and compete in a serious global market, it has major implications for individuals involved in direct creation on the land. When ranchers, landowners, and workers are integrated into Walmart's corporatized and financialized framework, they typically obey the directives of the value chain's leading organisations. This may result in a reduction in the value created for those involved in direct creation. Walmart's shift from customer-centric to supplier-centric initiatives mirrored broader tendencies in the agri-food sector, emphasising solidification, vertical integration, and supply chain management. While this strategy increases Walmart's commitment and efficacy, it raises questions regarding the self-reliance of people involved in direct development and their share of the profits.

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programme to encourage sustainable green supply chain management principles. According to the research findings, Walmart concentrated on enhancing operational procedures to assess appropriate organisational development. The corporation desired to expand its financial capital to accelerate strategic advancement in the organisation by implementing various financial resource-based programmes. Establishing a sustainable Supply chain finance (SCF) programme assists in determining suitable success in business operations via strategic progress in implementing sustainable development criteria.

The analysis also included the company's project Gigaton initiatives, which aim to cut billions of metric tonnes of greenhouse gas emissions in the company's worldwide value chain by 2030. The rising voluntary engagement of suppliers in the firm is also linked to the organization's specialised vendor appreciation programme. Other successful suppliers can achieve "Giga guru" and "sparking change" status by supplying funds via a sustainable supply chain and HSBC funding. The firm also encourages good changes to be mitigated by effectively involving suppliers in the GSCM process engagement in the company. The increased participation of consumers in the supply process aids in the incorporation of successful methods in the business through the adoption of strategic process development in Walmart.

According to the research, 17% of worldwide private brand plastic is linked to the post-consumer plastic recycling process in the company's growth. For the organization's speedy and successful expansion, the corporation significantly includes reducing plastic packaging-related trash creation. The reduction of plastic removal by compostable aspects for the efficient reduction of green reduction in the organization is also linked with 100% worldwide private brand-related plastic recycling and recovery. A further essential requirement for the rapid and successful advancement of the plastic waste reduction process in Walmart's

worldwide supply chain is reducing virgin plastic packaging by fifteen per cent by 2025. The corporation also lowered the overall weight of the organization's global plastic containers, which included the practical implication of the GSCM. Extended quality, thing following, flexibility, practicality, and perceptibility are made possible by BT's integration into the stock organization. Supply chains can now operate even more efficiently and rapidly thanks to block chain. From the standpoint of legal stock chains, block chain technology offers associations a number of benefits, such as low investment reserves, practical efficiency, directness and clarity of expression. The block chain structure allows for the tracking of various store organization periods. Information stored on a block chain can guarantee that the outcomes are secure. For instance, when the items are being sent through ports and customs, information about the steady region is shared. With the use of such recorded data, supply chains can be effectively upgraded. Furthermore, in recent times, organizations have been compelled by legitimate creation network leaders due to environmental concerns, new regulations, and fierce, complex standard rules. Walmart uses a thing mix strategy with a large reach and medium significance in an effort to provide a one-stop shop for most customers. While medium significance reflects the vast majority of the things, gigantic reach implies incalculable classes and a significant number of things beneath every category. Walmart needs to offer a broad range of family products, including brands, colours, levels, subtleties, and packaging, to satisfy customers' expanding needs and fulfil the "one-quit shopping" goal. Walmart's strategy has the benefit of offering exceptional brands and a wide range of products that cater to the needs of customers in a predetermined number of classes. Walmart emphasizes its high product turnover over its significant advantages over other retail companies. Walmart's benefits are primarily non-net advantages since it must sell its goods for less than market value, which implies that Walmart's benefits are generally modest. Walmart therefore takes extremely serious cost control, emphasizing large orders and strong

turnover, which guarantees that the association can raise consistently over an extended period of time. The mass arrangements, high turnover, and high repeat item purchases that underpin Walmart's advantage model. Walmart should aim for absurd efficiency and cost control in the areas of facilitated activities, store organization, and stock management in order to accomplish this goal. Walmart now has a competitive advantage in the very serious retail market thanks to this clever strategy. As a client-driven omnichannel retailer, Walmart's primary objective is to enable physical stores and various electronic business channels through modern, flexible retail improvement that perfectly communicates on the web, disengages customers, and provides them with shopping plans for whenever and wherever they choose.

As one of the world's largest retailers, Walmart is challenged to change its natural performance without increasing item pricing. The organization has recognized the value of sustainability and natural duty, which aligns with global trends and customer expectations. Several critical angles can be considered while evaluating Walmart's approach to this test. Walmart has practised "Sustainable Supply Chain Finance (SSCF)." It entails integrating financial decisions with supportability goals across the supply chain. Walmart creates a beneficial impact on the environment by empowering suppliers to embrace sustainable practices. The organization's attention to SSCF is seen in its collaborative effort with suppliers on working capital administration. Walmart views its independent stores as the core of its business strategy, and it currently operates more than 10,500 stores in 20 countries—many retail locations as well as a few dispersed areas—are opening more than 100 metropolitan networks in China. Walmart has maintained a full range of important regions despite changes in the market to make sure it can satisfy customers' shopping needs wherever and whenever they happen to be. In a similar vein, Walmart and Jingdong established a very important partnership in 2016, emphasizing the need to support the two associations' traits in

online commerce and retail to provide Chinese customers with remarkably more eye-catching products and services. Walmart is investigating networked creation, coordinated efforts, and omnichannel compromise to extend Jingdong Home's cross-country integration of its dissemination community and organized tasks association, provide a dominant shopping experience, and steer prudent and reasonable business improvement. This cooperative model expands Walmart organizes its distribution channels and uses them to better serve customers in offline and online markets more quickly. Walmart has an equilibrium mindset and respects workers, viewing all subordinates as mere accessories. Delegates are encouraged to voice their opinions, either verbally or nonverbally, at any time and from any location. They are also encouraged to share their concerns, worries, and complaints about inappropriate treatment by creating a welcoming and stable gathering atmosphere within the organization, forming close, supportive associations, and fostering progressive get-together discussions and trades.

Walmart improves work viability by redesigning the delegate's sense of pride and belonging. Walmart places a high value on labour planning and guidance because it recognizes that skilled workers are the key to improving a business. Walmart established an amazing readiness association in 1975. Its main goal is to provide all of its employees with planning organizations, such as head bosses, arrangements partners, and new delegates. Delegates at various levels of the association are required to receive refined, capable planning by managing a large sum of money to spread out a beneficial, well-established learning component. Walmart's strategy is to hold onto and produce its current capacity resources rather than continuously selecting new ones. This strategy aids in optimizing the internal capacity and reasonable headcount while overhauling the scope and appropriateness of the enterprise. Beyond providing a substitute option both in advance and during the purchase

hour, Walmart's after-bargains organization is also a vital service. Walmart offers free home delivery services to spare customers the headache of carrying items home after making a purchase. This assistance becomes available when a customer buys an item in a specific size. Additionally, Walmart provides a markdown and return program where customers can select to purchase an item and have it returned to their record for a refund within a month, provided that the return terms are guaranteed. These aids facilitate customers' exposure to Walmart's client providing them with internal congruency and a cautious shopping experience through their organized and focused mindset. Walmart's success can be attributed to its highly adaptable and persuasive allocation and activity management system, in addition to its ingenious creation network known as the Chiefs structure. In any case, China has not implemented Walmart's item scattering centre model. In the United States, Walmart operates by providing 120 stores with structured support in reviewing network chiefs and a standard scattering cost of approximately 3% of arrangements, which is significantly lower than its competitors' 4.5%–5%. Because there aren't enough Walmart locations in China, its generally effective and low-cost task system can't be fully implemented, leaving the intended variables creation network to significantly increase cross-country scattering costs by loading up in a semi-dormant state. Walmart must invest in and make clever use of information advancement to support store stock activities, item revivals, stock arrangements, and the accuracy of information flow between suppliers, creators, and small retailers in order to keep up with the changes in the Chinese market. This will support Walmart in developing a workable store network across the board and improve the effectiveness and customer experience of the leaders. Walmart can also benefit from the general understanding of the Chinese retail sector by classifying the features of the Chinese market and customers' needs, and adjusting product types and assessments based on market revenue to resolve customer concerns. In order to eliminate obstacles between various departments, projects, and endeavours and to accomplish

cross-departmental, cross-valuable, cross-undertaking coordination, Walmart must, at the very least, continue to cultivate its definitive development. Walmart will benefit from improved resource consolidation, increased chief viability, and an increase in the motivation and inventiveness of its agents.

It also improves cross-division involvement. One major driver is the issuance of environmentally friendly bonds, a financial instrument to fund projects with environmental benefits. Walmart can utilise green securities to subsidise sustainability initiatives inside its supply chain, including investments in renewable energy, closed-loop frameworks, or reducing naturally damaging elements in continuous cycles. This financial tool corresponds to the concept of effective money management. This financial tool corresponds to the concept of effective money management. It also enables Walmart to achieve both financial and environmental rewards. Walmart has integrated digitalization and blockchain innovation into its world-class supply chain system. These advances improve operating efficiency while lowering expenses. It also increased transparency in the supply chain.

4.4 Summary

With the growing need for a more environmentally friendly and ecologically efficient environment, it is becoming increasingly important for practically every industry to implement more conscientious and environmentally friendly methods in their operations. As a result, organisations are developing new techniques to assist them in reducing the adverse effects of their actions. The notion of green supply chain management strives to provide environmentally friendly options at every stage of the supply chain that might be useful to the organisation. The relevance of this study is that it provides an in-depth examination of the influence of GSCM practices on a business's sustainability performance and proposes recommendations that organisations may successfully implement to improve their market

position. The green supply chain management technique entails a long-term environmental protection procedure focused on improving operations in the retail business. Establishing an environmentally friendly and sustainable supply chain has become the fundamental criterion for the company's strategic development approach.

Chapter 5: Conclusion and Recommendation

5.1 Linking with the Objectives

The research objectives were designed to explore Walmart's GSCM strategies, particularly regarding waste reduction, just-in-time inventory management, and manufacturing modifications in response to the lean production principle. Energy efficiency both inside and outside its physical boundaries (also known more casually as bowing alone), and enhancements aimed at creating a perfect brand image for consumers rather than maximising profits through lower prices.

5.1.1 Assessment of Walmart's Systematic Approach

Big data analysis has played a vital role in reducing wastes, improving resources efficiency and refining the manufacturing process. Walmart's GSCM initiatives have also benefited from strategic partnerships. We have extended our sustainable practices throughout the supply chain by cooperating with suppliers, logistics partners and technology providers. By collaborating with stakeholders, Walmart has stepped up its environmental performance and instilled a sense of responsibility within the system (Antoniou et al. 2019). Thanks to Walmart's systematic approach, the total amount of waste generated has dropped substantially and manufacturing efficiency is at an even higher level. As well as achieving global sustainability targets, Walmart also became a benchmark in the retail industry. Walmart guarantees that its scattering requirements orchestrating (DRP) development is a state-of-the-art process that offers benefits and will open up new avenues for its creation organization. Taking into account the features of DRP advancement, Walmart can develop a unified creation network the board model that will aid in updating store network costs, enhancing organizational quality, and increasing customer loyalty. Walmart can use restriction tactics to comply with Chinese market requirements and take relevant frameworks to achieve limited scope for the board and headway of the store organization, as well as to facilitate and further

develop the current store network in accordance with China's public conditions. In addition, Walmart has the ability to outfit its accessories with a highly effective store network that spreads out a highly organized and consistently helpful coordinated effort relationship. Walmart can achieve widespread execution by reorganizing and strengthening the creation organization. It can then focus on improving its reality and market share in China. Additionally, this will help the store's associations with systems management to obtain an advantage and improve their situation monitoring. Walmart has a massive reach and uses a mix approach generally aiming to provide a one-stop shopping experience. Huge reach suggests countless classes and a significant quantity of items, whereas medium significance illustrates the manageably enormous quantity of items under each order. Walmart must provide a large range of family items, including brands, colours, grades, details, and packaging, to satisfy customers' extended requirements in order to fulfil the "one-quit shopping" goal. The advantage of Walmart's approach could be that it provides excellent brands and a wide range of products that cater to the needs of customers in a predetermined number of classes. Compared to other retail companies, Walmart places more emphasis on its high item turnover than its competitive advantages. Walmart should sell its products at a discount to market prices because the majority of its benefits are non-net benefits, indicating that Walmart's benefits are generally modest. As a result, Walmart maintains unusually strict cost control and places a strong emphasis on large orders and profitable turnover, all of which help to guarantee that the company can grow steadily for a very long time. The mass arrangements, high turnover, and high repeat item purchases that underpin Walmart's advantage model. Walmart should aim for absurd efficiency and cost control in store organization, facilitated tasks, and stock organization in order to accomplish this goal. Walmart now has a competitive advantage in the very serious retail sector thanks to this innovative business strategy. Since entering the Chinese market, Walmart's marketing

strategy has primarily focused on helping and engaging in a disastrous situation displaying to others the aware corporate image.

5.1.2 Impact of GSCM Practices on Waste Generation and Energy Efficiency

Study on Walmart's GSCM found that environmental sustainability would not hurt a firm's financial standing. Waste has declined particularly sharply in reaction to the strategic implementation of GSCM by Walmart, according to research results. The use of new technologies, simpler procedures and waste reduction programs have moderated Walmart's impact on the environment. Not only that, the study points out that these energy efficiency measures spanning Walmart's entire supply chain are very meaningful. The adoption of sustainable energy policies, such as the use of renewable sources and environmentally friendly technologies have not only made a greener, cleaner company but an economically attractive one too. These reductions in energy consumption and associated costs have positively affected Walmart's financial bottom line, achieving green objectives while maintaining its economic performance. Computerized knowledge-based motorized devices can guarantee more intelligent planning and competent stockroom management, which can improve material and subject matter expert prosperity. Artificial intelligence has the ability to analyse data on workplace prosperity and inform policymakers about potential hazards. In close proximity to important analysis circles and proactive maintenance, it can update assignments and record stacking limits. This aids organizations in responding swiftly and persuasively to maintain dissemination targets safe and compliant with prosperity standards. An artificially intelligent machine comprises an unparalleled assembly of discrete processors, all of which require periodic maintenance and replacement. The test here is whether the utilitarian hypothesis could be unusually high given the potential cost and energy involved. As soon as the open door appears replace one of these components, the assistance costs may

increase and have an obvious effect on the costs mentioned above. It is absurd that a single affiliation can directly improve the materials. When things move between potential suppliers and end users, they typically go through various relationship stages. Relationships can no longer function in isolation, and the achievement of authority depends on the individual's capacity to manage their acquisition and coordination boundaries in conjunction with other members of the creation network. These days, associations are forced to transcend boundaries—both public and regional—due to flaws in customer suspicions, enormous technological advancements, and quick web connections. As a result of the evolving environment, associations face challenges from present customers who require more essential product combinations cheaper, higher-quality, and quicker responses. Associations support store networks because they enable chiefs to engage in real combat . SCM is an integrated system that works with information divided between different specialty units to buy raw materials, transform them into completed goods, and then sells these goods to two retailers and clients [40]. Everyone must have constant, full-time access to and sharing of information for an SCM to be successful. Furthermore, it is impacted by rules, competition, globalization, information advancements, client assumptions, and the environment. In order to meet client expectations skilfully and efficiently, the board of stock organization uses information development to interface with manufacturers, distributors, suppliers, and customers. To accomplish the goals, communication and information development are essential. to reaching the goal of enhancing each party's long-term and overall advantages through information sharing and cooperative SCM efforts . Chiefs' creation networks may alter as a result of digitalization, especially BT . It is acknowledged that one of the most important gadgets of Industry 4.0 is BT. Given block chain's many benefits, which include decentralization, transparency, smart arrangements, perpetual quality of data, and data assurance, the current disorganized and staggered stock chains can stand to gain.

Walmart's GSCM practices, which have enabled it to accomplish environmental and financial goals, also reflect an interdependence between sustainability and business functionality. This double-positive result establishes Walmart as a paragon for firms looking to improve their operating procedures by integrating environmentally friendly operations into their purchasing policy. The favourable results also validate the efficacy of GSCM as a transformational method, showing sustainability. Efforts can be incorporated into a company's overall operating strategy and enhance profitability over the long term.

5.1.3 Evaluation of Walmart's Transition and Influence on Policy

The third research object concerned Walmart's transformation from customer-centric to supplier-centric activities. It was about how these changes in strategy affected environmental performance but kept competitive product prices. In this way, the study's results prove that Walmart's transformation has helped it achieve its environmental sustainability goals). The change from a customer-oriented focus to cooperation with suppliers has proved helpful in real terms regarding the environment. Because of this strategic alignment with suppliers, Walmart can integrate sustainable operations directly into its supply chain. Innovative, environmentally conscious answers have been found through collaborative undertakings such as joint research and development projects with suppliers. This helps reduce the company's environmental footprint and cultivates a sense of collective responsibility throughout the production chain.

Notably, the study shows that Walmart's dedication to environmental responsibility has not meant higher product prices for consumers. Such effective integration of sustainability practices has shown that profit and prudence are not, after all, incompatible. Through sustainable sourcing, smart logistics and reliable manufacturing operations, Walmart has generated savings that offset most of its environmental costs. Thus, in summary, Walmart's transformation toward supplier-focused projects can be a model for other firms trying to

improve their environmental standing. Building an alliance with suppliers improves environmental KPIs. It turns the myth that this type of work drives up product prices on its head, but it also provides a shining example of how to run a sustainable enterprise in the retail industry.

5.2 Recommendation

Recommendation 1: Long-term Impact Assessment

In future research, greater attention must be paid to the long-term impact of Walmart's Green Supply Chain Management (GSCM). Both environmental and financial indicators should come under scrutiny. A longitudinal study covering several years and monitoring green initiatives implemented in the supply chain over an extended period is essential to understand the lasting advantages and drawbacks. This advice is essential for pointing out the nuances of Walmart's GSCM practices over time and as a basis to guide future sustainability efforts and increase our understanding of firms whose supply chain strategies are environmentally sustainable.

Recommendation 2: Comparative Analyses

The opportunity to conduct comparative analyses with UK retailers and those abroad, in turn, provides a good foundation for understanding industry-specific "good practice" regarding GSCM. This research avenue attempts to find transferable strategies by examining how different types of companies with differing focal points and geographically varying situations concentrate on sustainability. This analysis adds to the existing knowledge and makes it richer by showing how adjustable and effective GSCM practices are across widely different retail cultures. This suggestion highlights the necessity for cross-industry and international benchmarking. We aim to have a more comprehensive and genuine concept of successful GSCM implementations, leading us toward developing universally applicable yet sustainable strategies in retail or beyond itself.

Recommendation 3: Technology Integration

Retailers must concentrate on integrating and adapting technology-based solutions, as Walmart has done so successfully. Investing in state-of-the-art technologies such as data analytics and artificial intelligence is the key to revolutionising the supply chain. Using these powerful instruments, retailers can significantly increase visibility along the supply chain and reduce any redundancy in operations. They will also be able to pinpoint areas for process improvement. The recommendation stresses that technological innovation is not simply the servant but an activator of sustainable supply chain management. Now, as retailers implement and integrate these technologies into their operations they gain a competitive edge in the fast-changing marketplace while at the same time preparing themselves for better environmental performance. Underlining all this is that innovation can go hand in hand with sustainability.

Recommendation 4: Supplier Collaboration

All retailers stand to learn much from the success of Walmart, but they must collaborate with suppliers throughout the supply chain to make sustainable practices possible. Cultivating strong partnerships and open channels of communication between retailers and suppliers are crucial to working on common objectives, leading us all in the same direction. This recommendation highlights the strategic significance of engaging suppliers to achieve sustainable results. If corporate objectives and shared responsibility toward the environment can be aligned, companies will create a ripple effect beyond their operations to benefit society. Such a cooperative partnership bolsters the supply chain's resilience. It boasts all levels in its ability to confront environmental issues, moving towards an environmentally sound and considerate retail industry.

Recommendation 5: Energy Efficiency Focus

One recommendation for achieving sustainability within the retail sector is that companies focus on energy efficiency. Businesses can reduce energy consumption radically by using renewable sources and optimising transportation logistics. This policy change is consistent with environmental objectives; it also saves money, a two-in-one strategy. Energy efficiency becomes essential to reducing the environmental impact and increasing financial performance simultaneously. This recommendation reminds practitioners that there is a cooperative relationship between sustainability and affordability--that an investment in energy-saving technology can bring rich dividends, creating harmony between corporate social responsibility and economic recovery from recent hard times at the retail level. During the Wenchuan seismic earthquake in Sichuan, the Qinghai earthquake, the Ya'an earthquake in Sichuan, and the Covid pandemic, Walmart provided excellent financial and lighting support. Late disaster alleviation exercises combine an endowment of \$1.5 million to support China's torture-inducing fight against the Covid pandemic, as well as an endowment of roughly \$0.5 million to aid those impacted by the June 2019 Sichuan earthquake and southern floods by providing much-needed food, flour, grain, oil, and other necessities, demonstrating a sense of corporate social responsibility. Walmart follows and separates customer buying models and tendencies as one method of using massive amounts of data. Consequently, the organization can continue to grow things, concepts and strengthen its stock structure. This makes it possible for Walmart to guarantee that it has the right items in stock at the right moment, leading to happier customers who can definitely find what they're looking for.

Furthermore, Walmart uses massive amounts of data to advance assessment frameworks. Through data analysis, the association can determine optimal costs for various activities, leading to longer-term agreements and benefits. Walmart gains from this data-driven strategy,

which also gives customers merciless costs and enhances their shopping experiences. Walmart is using massive amounts of data to restructure its creation organization, which is another enormous area. By dissecting supplier, composition, and stock level data, Walmart is able to identify bottlenecks and disappointments. The association can reduce expenses and streamline its assignments by adopting a data-driven decision-making process. This not only enables Walmart to give customers lower prices, but it also guarantees that items are delivered quickly, resulting in fewer customer complaints.

Walmart uses massive amounts of data to enhance the online shopping experience. Walmart is able to suggest modified progressions and cutoff points by conducting research and conducting social affair client analysis. This new approach contributes to improving the overall e-commerce experience by increasing its profitability and customizing it to meet individual needs. In a similar way to using data and development generally helps to further enhance the customer experience, motorization is unquestionably another potent tool in Walmart's toolbox. Given that the future of retail is a harmonious fusion of human and machine, Walmart makes no effort to avoid incorporating computerization into its operations.

Consider the autonomous robots that Walmart uses. These robots search racks for items that are out of reach, confusing prices, and incorrect or missing imprints. They then communicate with partners to quickly resolve any problems. This improves customer satisfaction with botch-free shopping experiences while redesigning efficiency.

Automation can also help your association reduce errors made by humans, expedite procedures, and improve client satisfaction. By streamlining routine tasks, your delegates can concentrate on gravitating toward the crucial work that calls for their special talents, thus combining the best features of both people and machines—a difficult combination to match.

5.2.1 Implication for Future Research

As the path for future research endeavours, much more exploration must examine how sustainable supply chain practices affect long-term development, especially within the retail sector. Thus, researchers should probe into the complex processes and lasting consequences of initiatives in GSCM. However, longitudinal studies do give a picture of the extended effectiveness of GSCM strategies. They reveal room for adaptation, Long-term successes can be achieved in environment management, and financial goals remain firmly within reach. Other comparative studies with different retailers may provide a more complete picture of the industry's best practices and room for improvement. Future research should also examine the impact of changing consumer tastes and technological innovations combined with evolving regulatory regimes on sustainable supply chain practices in retailing. This instruction points to a research direction in sustainable supply chain management that incorporates an international perspective and is well equipped for handling some rather complicated problems.

5.2.2 Implication for Practitioners

The lessons practitioners can learn from Walmart's Green Supply Chain Management (GSCM) journey are significant. In particular, the successful application of technology-based solutions is an important thing we can learn. By embracing data analytics, artificial intelligence, and other advanced technologies, human practitioners can gain further insights into supply chain operations. Most importantly, working with suppliers becomes a strategic necessity. Proper partnerships and open communication channels help to achieve agreed sustainability goals, and the two sides win. In addition, an energy efficiency focus points to a multi-use policy in which environmental and economic objectives are linked. Practitioners are encouraged to see energy efficiency not only as a green issue but also as one that can

enhance the bottom line. This underlines another critical point: environmental responsibility represents good business value for retail firms.

5.3 Future scope of the study

Diverse possibilities for further exploration are open to the study. Secondly, looking at the applicability of Walmart's GSCM model within other industries or regions provides an opportunity to test whether sustainability successes in one sector can be transferred over into another. The results of such studies could serve as a model for other companies coming up with similar programs, considering the size and structure of their respective operating environments.

Furthermore, another attractive area is the relationship between consumer awareness and education and how they influence retailer's sustainable practices. Analysing the impact of informed consumers upon retailers' adoption of environmentally responsible practices is an essential step in predicting market developments and encouraging a greener model. Pursuing this line of investigation will reveal new ways for retailers to attract and teach consumers, making green supply chain management efforts more effective.

5.4 Conclusion

This research has achieved its aims by thoroughly studying Walmart's GSCM strategy. The assessment encompassed waste reduction, energy efficiency and the critical change from customer-based to supplier-used endeavours. According to this study, developing an effective GSCM strategy is critical. With such a policy in place, reaching sustainability objectives does not mean letting go of overarching business strategies. Therefore, a study of Walmart's journey no doubt provides an inspiring case of what can be accomplished through strategic integration, technological advancement and cooperation throughout the supply chain.

Looking beyond the retail arena, this research has an even broader significance. It reveals that sustainability operations are not merely a drain on resources; they can become used as competitive ammunition in and of themselves. Walmart's experience proves that companies can navigate the complex landscape of environmental responsibility, turning it into a blueprint for success. Green practices are not only thrown into supply chain management as an ethical obligation but also a strategic necessity that pushes companies further down the road to sustainability in today's fast-changing and ecologically aware market. As industries navigate their sustainability problems, insights from this success story provide valuable counsel for companies dedicated to mapping out responsible and profitable operations.

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Appendices

Appendix 1: Survey Questions

Demographic Questions:

1. What is your age Group?

- 18-24 years
- 25-35 years
- 36-46 years
- 47-55 years

2. What is your Gender?

- Male
- Female
- Prefer not to tell

3. How long have you been working at Walmart?

- Less than 1 year
- 2-5 years
- 6-10 years
- 10-15 years

General Questions:

4. Green Supply Chain Management Practices create significant impact on sustainability performance of Walmart?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

5. Revamping the source specification besides certification requirements wherever needed are aligned with Walmart's aspirations

- Strongly disagree
- Agree
- Neutral
- Disagree
- Strongly disagree

6. Encouraging Walmart's Suppliers for adopting sustainable sourcing practices includes appropriate product specification, as well as position and policy statements.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

7. Has GSCM practices allowed Walmart to establish a balance between environmental performance and economic growth of the company?

- Strongly agree

- Agree
- Neutral
- Disagree
- Strongly disagree

8. Certifications supports Walmart and their suppliers by utilizing objective criteria to count upon the sustainability characteristics of Walmart's Product

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

9. Systematic approach of promoting supply chain sustainability initiates with setting aspirations related to overall climate, waste and person related agenda, thereby aligning priority outcomes and actions required to support those results.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

10. Appropriately trained staff, adequate support from top management create a significant impact on Walmart's GSCM implementation

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Survey link:

<https://docs.google.com/forms/d/1dfgzx93IkaJpkxsc-5nMxet85r1Nsos9GpBERimLPM/edit>

Appendix 2: Interview Questions

1. Do you think Green sustainable practices do throw significant impact on Walmart's Green Supply Chain Management Practices?
2. How the implementation of Green Supply chain management practice of Walmart throw impact upon the waste disposal strategy of the firm?
3. How does the GSCM practices of Walmart create impact upon the profit percentage of sales of the company?
4. Has Walmart only adopted the GSCM practices to just improve its financial and environmental performance?
5. What relationship exists between Walmart's proactive environmental initiative as well as financial performance when environmental management fails?
6. How does Information sharing among suppliers and buyers alongside green alignment accounts to improved performance of Walmart?