



## INTERNATIONAL LABOR STANDARDS

Disney's International Labor Standards (ILS) Program evaluates and helps improve working conditions in facilities producing Disney-branded products. Disney's ILS Program is administered by a dedicated staff of over 120 professionals located in 12 countries around the world.

The breadth and diversity of our consumer products business means that Disney-branded products are produced in approximately 29,000 factories in more than 100 countries.

As a result, we face unique challenges in achieving and monitoring performance against our high expectations and requirements. The Disney ILS Program has developed many innovative approaches to manage this extended supply chain, and by working with our licensees and vendors as well as our many interested stakeholders, we continue to help foster safe, inclusive and respectful workplaces wherever Disney-branded products are produced.

### FACILITY FOOTPRINT

The following chart identifies the geographic distribution of facilities that were authorized at some point during fiscal year 2014 to produce Disney-branded products, either through vending or licensing arrangements. This data changes frequently and is updated annually.

Country	Facilities*	% of Total Facility Count
China	9,630	33%
Japan	5,230	18%
USA	2,920	10%
Italy	975	3%
Brazil	910	3%
India	865	3%
South Korea	800	3%
Mexico	560	2%
Taiwan	525	2%
Turkey	489	2%
United Kingdom	470	2%
France	465	2%

# The **WALT DISNEY** Company

92 countries with 1% or less of total facilities manufacturing Disney-branded product	5,090	18%
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Total facilities\* in FY2014: 29,000 in 104 countries (\*numbers are approximate and rounded)

## HISTORY

The Disney ILS Program was established in 1996 to oversee labor standards compliance across the vast supply chain for Disney-branded products. Because Disney is primarily a licensor of intellectual property and does not own or control the facilities producing Disney-branded products, the ILS Program has implemented a number of unique programs that evaluate and improve working conditions wherever those products are produced.

The ILS Program goes beyond auditing alone to use business alignment and collaboration to further promote good labor practices in the extended supply chain for Disney-branded products. We operate a [Supply Chain Investment Program](#), publicly disclose our [vertical facility list](#), manage sourcing and labor rights risk with our [Permitted Sourcing Countries Policy](#), and publicly [report](#) on our progress to increase awareness of labor conditions at the facilities producing Disney-branded products. We include our ILS Program requirements in licensee and vendor contracts, reinforce them through regular discussions with licensees and vendors, and benchmark against them through extensive consultations with external stakeholders including NGOs, investors, governments, and multi-lateral institutions. To promote Company-wide integration, the ILS Program is monitored and reviewed at the highest levels of the Company. The Audit Committee of The Walt Disney Company's Board of Directors is responsible for the periodic review and oversight of the ILS Program and receives updates, generally on an annual basis, about the ILS Program's performance.

These initiatives and policies work together to help ILS achieve our goal of fostering safe, inclusive and respectful workplaces wherever Disney-branded products are produced.



## FOSTERING SAFE, INCLUSIVE, AND RESPECTFUL WORKPLACES

Disney's International Labor Standards program evaluates and helps address working conditions in facilities producing Disney-branded products.





## LEARN MORE ABOUT DISNEY'S SUPPLY CHAIN INVESTMENT PROGRAM

Funding is designed to address systemic issues and global efforts to improve workplace conditions. [View the Supply Chain Investment Program document to learn more.](#)