CORPORATE SOCIAL RESPONSIBILITY UPDATE
2017

The Walt Disney Company
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A Message from Our Executive

Walt Disney once said “anything that has a Disney name to it is something we feel responsible for.” More than half a century later we still feel that same sense of responsibility about everything we do. Regardless of whether we’re talking about a movie, a theme park, an alternative energy plant, or a recycling bin — across the country or around the world — everything that bears our name comes with our commitment to always act ethically, create content and products responsibly, maintain respectful workplaces, invest in communities, and be good stewards of the environment.

Ten years ago, we took stock of our efforts to be a good corporate citizen of the world, identifying areas in which we lead the way as well as areas where we knew we could do better. We published our first report covering fiscal year 2008 and including our first set of environmental targets. Since then, we’ve set and achieved many additional targets covering new areas of opportunity, made significant improvements on all of our commitment areas, and established robust plans to meet the goals still outstanding by 2020.

In addition to the notable progress toward these published goals, and our nearly $350 million in annual charitable giving this year, we’re also very proud of the response from our company and our employees to the unprecedented string of natural disasters that swept the globe in 2017, including Hurricanes Harvey, Irma and Maria; historic fires impacting large areas of California; earthquakes in Mexico and other tragic events that touched the lives of thousands of our employees and devastated the communities in which they live, work, and play.

Our collective response to each of these tragedies was swift and effective — including donations of close to $5 million to global relief agencies through direct cash contributions as well as dollar for dollar matching of donations made by our employees through our matching gifts program. In addition, Disney|ABC Television mobilized and hosted a national Day of Giving which raised an additional $15 million for recovery efforts.

Looking ahead to 2018 and beyond, you can expect Disney to continue to focus on our long-term goals, with transparency about our progress toward those targets, even as we respond effectively to meet the needs of our business, consumers, and employees in an era of rapid evolution and relentless change.

We’ll build on all of the programs outlined in this update, with renewed focus on bringing joy and wonder to families everywhere, delivering comfort to those in need, and creating inspiration and opportunity for those who, like us, want to improve their world. The foundation of these ongoing programs reflects our values and legacy as a company, as well as the broad reach and resources of The Walt Disney Company.

We appreciate your interest in our efforts to be a good corporate citizen and are proud to share our achievements with you. And as we achieve our goals, we’ll continue to seek out new opportunities to maximize our positive impact on the world around us.

Christine M. McCarthy
Senior Executive Vice President and Chief Financial Officer,
The Walt Disney Company

The foundation of our programs reflects our values and legacy as a company, as well as the broad reach and resources of The Walt Disney Company.
About Our Targets
We believe that our work to operate an honorable and socially responsible company is a long-term investment that benefits us today, and has the potential for an even greater impact on kids and families around the world for decades to come. Targets are an important tool that help guide our ambitions and measure our progress and we will regularly evaluate them to assess their alignment with our strategic vision.

Target Definitions
Based on The Walt Disney Company’s fiscal year, except where specified that the target is reported by calendar year.
All target dates refer to The Walt Disney Company’s fiscal year-end (which starts in October and ends in September), unless specified otherwise. For example, when a target says “By 2017,” we mean by the end of fiscal year 2017, or by the end of September 2017.

Dynamic and subject to updates or changes.
Setting goals and targets is not a static process. We will continue to evaluate the viability and utility of these targets.

Both aspirational and achievable.
Some of these targets represent our “stretch” aspirations. At times, despite our efforts, marketplace and other conditions may impact our ability to meet these targets.

Time-bound and forward-looking.
This update contains forward-looking targets and goals. The targets are subject to uncertainty; their completion is not guaranteed. They may also be adjusted as business priorities and external factors evolve.

Cumulative versus annual.
Unless otherwise stated, target numbers are cumulative from the beginning of fiscal year 2013 to end of fiscal year stated in the target.
Our commitment to environmental stewardship focuses on using resources wisely and protecting the planet as we operate and grow our business. Scarcity of natural resources and threats to ecosystems and biodiversity are serious environmental issues. These challenges demand fundamental changes in the way society, including the private sector, uses natural resources.

In recognition of these challenges, Disney has committed to the following long-term environmental stewardship goals:

- Zero net greenhouse gas emissions
- Zero waste
- Conserve water resources
1 New growth at Walt Disney Parks and Resorts includes Pandora - The World of AVATAR, expansion work at Disney's Polynesian Village Resort and the Copper Creek Villas & Cabins at Disney's Wilderness Lodge, and re-development of the ESPN Wide World of Sports Complex and Disney Springs; the Disney Explorers Lodge at Hong Kong Disneyland, Team Disney Annex, the Plaza Inn at Disneyland Resort, and the Iron Man Experience at Hong Kong Disneyland; Ratatouille: The Adventure at Disneyland Paris and the new office building; and the start of construction on Star Wars: Galaxy's Edge at Walt Disney World and Disneyland Resort.

In order to achieve our waste diversion targets, Disney observes the waste management hierarchy of: reducing, reusing, recycling, composting, non-thermal waste-to-energy, and thermal waste-to-energy programs. Developing a robust recycling program is a priority at our Theme Parks and Resorts. For example, we are focused on using clear signage for Cast Members, as well as increasing the amount of materials collected that can be processed for recycling. Managing food waste is also a priority, with our Theme Parks and Resorts, diverting twice as much food waste from the landfill in 2017 than in 2013. While the target focuses on operational waste, we also divert waste from construction, achieving a 92% diversion rate from construction projects reporting in 2017.

At the Alto Mayo carbon project in Peru supported by Disney, conservation efforts enabled farmers to participate in an organic fair trade coffee co-op.

In addition to our financial investment, we connected the co-op to international markets and offer the specialty blend coffee at select signature restaurants at U.S. Disney Parks.

By supporting carbon reduction projects around the world, we have prevented the release of 3.5 million metric tons of CO₂ equivalents (equal to the emissions from the annual electricity consumption of half a million homes) in the period between 2012–2017, to help meet our emissions reduction objective.
At Disney, we recognize that water is a precious resource for our operations and the communities in which we operate. We manage water in our current operations by measuring Disney’s water footprint, conserving water, and transitioning operations to non-potable water where possible. Since 2013, our Corporate facilities have been using reclaimed water for irrigation and cooling towers to reduce potable water consumption.

**WATER**

<table>
<thead>
<tr>
<th>TARGET</th>
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<tr>
<td><strong>ON TRACK</strong></td>
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<tr>
<td><strong>By 2018</strong> maintain potable water consumption at 2013 levels at existing sites. Develop Water Conservation Plans for new sites.</td>
</tr>
<tr>
<td><strong>In 2017</strong> we maintained water consumption at 2013 levels, while realizing a 1.8% decrease in water use from the prior year. Shanghai Disney Resort is developing a Water Conservation Plan.</td>
</tr>
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</table>

In 2017, our Theme Parks and Resorts reduced potable water use by 129 million gallons compared to last year.

...that’s enough to fill The Seas with Nemo & Friends aquarium at Epcot 22 times.

**PRODUCT FOOTPRINT**

We strive to minimize our product footprint through a number of efforts. Our Smart Packaging Initiative, an innovative, industry-leading online design tool to help improve the environmental performance of packaging and create a better experience for consumers, received the 2017 Environmental Leader Project of the Year Award. We have engaged our top licensees and vendors and shared the tool so that they can apply the design principles to their packages.

We continue to invest in the implementation of our Paper Sourcing and Use Policy, which guides paper selection throughout the company.

**PRODUCTION**

The 2017 Environmental Media Awards recognized six films from The Walt Disney Company, including two Marvel Studios’ films, Black Panther and Thor: Ragnarok, as well as Star Wars: The Last Jedi, and Disney-branded movies Beauty and the Beast, Born in China, and Pirates of the Caribbean: Dead Men Tell No Tales.

Disney|ABC Television has increased recycling of set items, donating over 2,100 items from ABC Studios, Disney Channel, and Freeform productions.

**PRODUCT FOOTPRINT**

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We continue to invest in the implementation of our Paper Sourcing and Use Policy, which guides paper selection throughout the company.
We engage with a wide array of external organizations to learn and share our progress. Examples in 2017 included:

- Contributing to The Consumer Goods Forum’s Business Actions Against Forced Labor publication
- Engaging with the ILO/IFC Better Work Program in their pilot initiative in Egypt
- Supporting the ILO in their initial exploration of a Business Network on Forced Labor and Human Trafficking
- Publishing our first statement in accordance with the U.K.’s Modern Slavery Act
- Participating in the United Nations Forum on Business and Human Rights
- Continuing to chair the Corporate Responsibility and Labor Affairs Committee of the U.S. Council for International Business

After 20 years of monitoring working conditions in the factories making our branded consumer products, we remain steadfast in our commitment to understanding and addressing supply chain working conditions.

We continue to build the capacity of our consumer product licensees and vendors, partner with external organizations, and support innovation in supply chain monitoring and improvement.

We maintain practices that help us prevent, identify, and mitigate risk. These policies and approaches, which range from the Permitted Sourcing Countries policy to our ILS Code of Conduct and Program manuals, guide our businesses and set standards for our vendors and licensees.

We also invest in longer-term innovations to better identify and address labor issues in the supply chain. The Supply Chain Investment Program provides financial and other support to NGOs, U.N. agencies, and other groups for innovative and impactful projects that seek to create scalable, long-term improvements in working conditions and the empowerment of workers in key sourcing markets. Our partners in 2017 included Better Work, a joint initiative of the International Labor Organization (ILO) and the International Finance Corporation (IFC), the International Training Centre of the ILO, MicroBenefits, and Responsible Sourcing Network.

At a factory in Shenzhen, China, workers inspect Disney-branded products for quality.
HEALTHY LIVING

Disney is committed to creating healthier generations by making healthy living fun and simple. This commitment is realized in many ways, including: our Nutrition Guideline Policy which drives our approach to food marketing, the Disney Check which provides a quick and easy tool to help families identify better-for-you foods, and the integration of inspiring healthy messages into our media content.

In 2017, we continued to meet our licensing and advertising targets in North America and made significant progress on our global targets. Disneyland Paris introduced the Disney Check on menus, signaling healthier kid’s meal options for families.

Content that inspires kids and families to live healthier lifestyles is core to the Disney Healthy Living Commitment. This includes short- and long-form content, digital games and live events. For example, for the first time Disney Channels Worldwide created original healthy living content featuring DuckTales, Doc McStuffins, Bizaardvark, Andi Mack and Stuck in the Middle that aired globally and through the digital app and social media platforms. In the U.K., Disney has partnered with Change 4 Life on its “10 Minute Shake-up” campaign for the fourth year. Using the power of Disney’s characters and storytelling, the campaign engaged and inspired more than 2 million children ages 3 to 11 to take part in the government’s recommended amount of daily exercise.

ON TRACK

By 2020 increase to 85% the percentage of globally licensed wholesale food sales dedicated to everyday foods that meet our global Nutrition Guidelines, and continue to meet our 85% target in North America.

In 2017 79% of globally licensed wholesale foods met our global Nutrition Guidelines. North America met the target.

ON TRACK

By 2020 globally, all Disney-controlled advertising on kid-focused media platforms and Disney-owned online destinations oriented to families with younger children will be with food and beverages that meet our global Nutrition Guidelines.

In 2017 we met this goal in the U.S. We continue to make progress toward this goal globally.
Global Workplace and Women’s Initiative
The Global Workplace and Women’s Initiative, an internal group with leaders and experts from across the Company, which focuses on:

- sponsorship, leadership development,
- communication, and accountability.

The group was instrumental in creating Disney’s flexible work policies and in identifying development opportunities for women and collaborations that help the company recruit and hire more, high-potential women in a variety of fields, including technology.

In July 2017, Disney partnered with Out & Equal to hold a global Equality Institute in London. Representatives from around the U.K. and other countries attended.

Employee Resource Groups (ERGs)
At Disney, we celebrate and embrace each individual’s unique experiences and encourage everyone to be their authentic selves at work. Our 36 ERGs around the world support inclusion by welcoming all employee perspectives, and cultures as well as their business insights. For example, in the U.K. and Ireland, the 300+ member, employee-led “Women@Disney” ERG, encourages self-development, networking and mentoring opportunities. In China, employees launched an LGBT-focused ERG.

We value and encourage curiosity, innovation, and ideas from everyone at Disney. A safe, respectful, and inclusive culture for people across the Company is critical to innovation and our success. One measure of our commitment to an inclusive culture is the HRC Corporate Equality Index, on which Disney has scored 100%, for the last 12 years, for LGBT workplace equality. We also strongly believe that employees that give time to their communities and causes they care about are more engaged in the workplace.

Global Workplace and Women’s Initiative
The Global Workplace and Women’s Initiative, an internal group with leaders and experts from across the Company, which focuses on: sponsorship, leadership development, communication, and accountability. The group was instrumental in creating Disney’s flexible work policies and in identifying development opportunities for women and collaborations that help the company recruit and hire more, high-potential women in a variety of fields, including technology.

In July 2017, Disney partnered with Out & Equal to hold a global Equality Institute in London. Representatives from around the U.K. and other countries attended.
The series, which debuted in July 2016, has been lauded by the National Hispanic Media Coalition as Outstanding Animated Series at the 2017 Impact Awards. Head Writer and Co-Executive Producer Silvia Olivas, an alumnus of the Disney|ABC Writing Program, leads the writing team.

Engaging Our Talent
Elena of Avalor exemplifies how Disney engages diverse communities and creates memorable stories with diverse talent in front of and behind the camera.

The series, which debuted in July 2016, has been lauded by the National Hispanic Media Coalition as Outstanding Animated Series at the 2017 Impact Awards.

Moana and Coco exemplify how Disney’s creative teams are focused on developing authentic stories that reflect and engage our diverse, global community.

Production team members, including Taika Waititi (Moana) and Adrian Molina (Coco), as well as external experts, provided direction and insights during the creative process and were key partners in making the film relevant, authentic showcases for Pacific Island and Mexican culture, respectively.

Veterans
Through our Heroes Work Here initiative started in 2012, we have hired nearly 9,000 veterans across our company and helped another 15,000 find jobs outside of Disney. Disney also supports organizations that serve veterans and their families, and has given funding and media support to organizations including Blue Star Families, The Mission Continues, Student Veterans of America, and more. In 2017, we expanded our Heroes Supply Here program, increasing our company spend with veteran-owned businesses.

Employee Volunteering
Disney employees and Cast Members give their time, through our VoluntEARS program, to the communities where they live and work. In addition to our company VoluntEARS program, employees around the world supported community nonprofit organizations with their time and/or their dollars which were matched through Disney Employee Giving Programs.

By 2020
Contribute more than 5 million hours of employee community service through the Disney VoluntEARS program.

In 2017
Disney VoluntEARS provided more than 466,600 hours of volunteer service in the form of skills, time, and effort. Since 2012, Disney VoluntEARS have contributed a total of nearly 3.4 million hours of service.

Moana and Coco exemplify how Disney’s creative teams are focused on developing authentic stories that reflect and engage our diverse, global community. Production team members, including Taika Waititi (Moana) and Adrian Molina (Coco), as well as external experts, provided direction and insights during the creative process and were key partners in making the film relevant, authentic showcases for Pacific Island and Mexican culture, respectively.
In 2017, Disney made $348.6 million in charitable contributions in the form of cash and in-kind donations. Through these contributions, we supported a broad range of community programs and organizations that make lasting, positive, change around the world. We focus our charitable giving primarily in the areas of compassion (including volunteerism), conservation, 21st century skills building, and healthy living, with an emphasis on underserved and diverse populations. For example, during the aforementioned natural disasters in 2017, Disney helped bring relief to those in need by donating nearly $5 million to support nonprofit organizations delivering aid to affected areas around the world.

Disney is a longtime supporter of scholarship organizations that make it possible for high-achieving students to pursue their dreams by earning a college education. Since 2014, Disney has committed more than $4 million to support scholarships administered by the American Indian College Fund, The Asian & Pacific Islander American Scholarship Fund, Hispanic Scholarship Fund, Student Veterans of America, and UNCF. This year, the company provided a grant to My Brother’s Keeper Alliance to support the organization’s work with boys and young men of color.

Nature Conservation
At Disney, we have a rich history of caring for the planet. In 2017, the Disney Conservation Fund (DCF) awarded more than $8 million in grants to leading nonprofit organizations working across the globe to protect wildlife and provide experiences to inspire a lifelong love for nature in young people. The DCF recognized 15 individuals in 14 countries as “Disney Conservation Heroes” for their passion, courage, and tenacity in tackling some of the biggest challenges facing wildlife and wild places.
OUR COMMITMENT TO BRINGING HAPPINESS & COMFORT TO THOSE IN NEED

Disney has a legacy of providing comfort and happiness to families with children facing serious illness. Through moments of joy we can provide transformative experiences in ways only Disney can.

CHILDREN’S HOSPITALS

Disney has a long history of supporting children’s hospitals, dating back to Walt Disney himself in the 1930’s who would visit with sick children, often accompanied by Disney characters and animators. We deliver uniquely Disney experiences that are powered by our greatest resources: our Cast Members and our beloved characters. For example, in the U.K., we have now raised more than £10 million for Great Ormond Street Hospital (GOSH) Children’s Charity as well as bringing the Disney magic into the hospital environment.
Our beloved characters and talent, across all of our brands, generously donate their time and resources to bring smiles to kids in children’s hospitals around the world. Through an event hosted by Star Wars: Force For Change, Star Wars characters visited Children’s Hospital Los Angeles (CHLA) to transport kids and families from the hospital, to a galaxy, far, far away. Since the Force For Change began, Star Wars has been incorporated into countless children’s hospital events around the world. And through our collaboration with Starlight Children’s Foundation, we announced that Star Wars themed hospital gowns would be distributed to thousands of pediatric patients across the country.

In 2017, Disney completed three Disney Fun House therapeutic play activity rooms in China, in children’s hospitals in Beijing, Guangzhou, and Chengdu — part of our commitment to build 50 across China by 2022.

As the only studio to show first-run movies at children’s hospitals, we brought films from The Walt Disney Studios to 45 children’s hospitals across the U.S. through the Disney Movie Moments program. We have a similar initiative with children’s hospitals in Australia, and in the U.K. and Italy we collaborate with MediCinema to offer movie viewings.

We sent Disney care packages to 445 hospitals across North America, filled with DVDs, toys and games to provide entertainment to children and families faced with serious illness.

Ironman pays a visit to a patient at Tulane Hospital for Children.

At May the 4th Star Wars themed events, The Walt Disney Company Australia and New Zealand sent care packages to pediatric hospitals through the Hospital Care Packages program.

Star Wars characters visited kids and families at Florida Hospital for Children, where we unveiled Star Wars themed hospital gowns.

WISH GRANTING

Disney fulfills more than 10,000 wishes every year, by working with wish-granting organizations around the world, at no cost to the family. Since the very first wish in 1980, Disney and Make-A-Wish® together have granted more than 120,000 life-changing wishes for children with life-threatening medical conditions. Today, a Disney-related wish remains the most popular request, according to Make-A-Wish. And in 2017, we brought back our successful #shareyourears campaign later in the year, in support of Make-A-Wish.

In 2017, we were honored to fulfill the first wish at Shanghai Disney Resort and the first wish granted by a wish-granting organization in Shanghai.
OUR COMMITMENT TO CREATING INSPIRATION & PROVIDING OPPORTUNITIES

We know that inspiration can only be fully realized if it’s provided an opportunity to flourish. We want to inspire possibility for youth to create the future they imagine and celebrate them along their journey.

YOUTH DEVELOPMENT

We have worked to equip this next generation with the skills, confidence, and tools needed to create the future they imagine. For example, our Disney Musicals in Schools program builds sustainable theater programs in often under-resourced public elementary schools. Beyond the joys of storytelling on-stage, musical theater fosters creativity, collaboration, communication, problem-solving, empathy, and much more. By providing performance materials and professional development to participating teachers free of charge, Disney Musicals in Schools has helped more than 21,000 students, 600 teachers, and 200 schools in 13 cities.

In 2017, Disney Musicals in Schools launched in four new U.S. cities: Omaha, Boston, Madison, and Orlando, introducing musical theater to over 1,000 students who performed in their very first musical.

In 2018, Disney Musicals in Schools will launch its first international program with Eastside Charitable Trust in London, along with programs in the U.S. in Louisville, West Palm Beach, Chicago, and Los Angeles.
Disney, along with Big Brothers Big Sisters Australia, created an innovative e-mentoring tool, which helps the organization overcome the challenge of providing mentorship over vast distances.

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The Afro-Academic, Cultural, Technological & Scientific Olympics (ACT-SO) NAACP youth competition and program is held by local NAACP chapters, culminating in a national conference each summer. Disney provided inspiring content including a workshop with an Imagineer for students interested in design and filmmaking.

Elissa Margolis, SVP, Disney Corporate Social Responsibility, congratulates Carlos Polanca (right) on being honored Boys and Girls Clubs of America 2017 National Youth of the Year.

Pixar in a Box is a partnership between Pixar Animation Studios and Khan Academy, sponsored by Disney, that provides a behind-the-scenes look at how Pixar artists bring stories to life. Pixar filmmakers offer free lessons on everything from storytelling to how to animate bouncing balls, using subjects learned in school including math, science, computer science, and the humanities.

Adding to their existing library, in 2017, Pixar released new lessons with videos and hands-on activities that take students of all ages through the concepts of storytelling. More than 1.8 million learners were reached, recording nearly 20 million minutes of learning time.

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Disney supported a program to improve the quality of music education at primary schools in rural China. In 2017, the program helped improve music classrooms, leveraged Disney music resources to upgrade music curriculum, provided training to music teachers, and offered music-themed summer camp to kids.

Since 2014, ESPN has built a philanthropic portfolio focused on sports, enabling access to sport for over one million youth in underserved communities. In 2017, ESPN, with partner organizations developed seven safe spaces impacting close to 36,000 people/youth and giving them access to playing sports, including two spaces built with love.futbol and Partners of Americas, impacting more than 2,700 youth in Brazil and Mexico.

For example, Dream Big, Princess is a company-wide effort to encourage kids everywhere to dream big by highlighting inspiring moments from Disney Princess stories. In 2017, we launched #DreamBigPrincess, a global photography campaign that showcased empowering images by female photographers of real-world girls and women. By engaging with the photos on social media, families and fans helped Disney donate $1 million to Girl Up, a leadership development program for girls, hosted by the United Nations Foundation. Highlights of the resulting photos, both professional and user-generated, were later exhibited at the United Nations Headquarters in New York.

In Latin America, Disney partnered with the global organization Ashoka to promote leadership skills among girls and a culture of equality, respect, and inclusion. Through the social media campaign #SoyPrincesaSiendoYo (“I am a princess being myself”) and the Compromiso Disney grant, the partnership aimed to support local social entrepreneurs and foster leadership skills among young girls in Mexico, Brazil, Colombia, and Chile.

Disney’s legacy was built on creative, inspired storytelling. Each year, Disney|ABC Television and Disney Publishing collaborate with First Book on the multi-platform “Magic of Storytelling” to celebrate the joys of reading and engage families and fans to help Disney donate up to 1 million books to children in need. Through a long-standing relationship with First Book, Disney has donated over 61 million books to children in need, encouraging them to read and create the stories of tomorrow. Around the world, Disney celebrates storytelling in a variety of different ways. In Australia, for example, Disney donated 22,000 children’s books to the Indigenous Literacy Foundation.

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Elissa Margolis
Senior Vice President
The Walt Disney Company

The Walt Disney Company’s legacy of producing high quality, responsible content and operating with integrity is not only part of our DNA, but a key factor in driving strong returns for our shareholders.

This commitment to operating ethically and inspiring kids and families is a big part of why I am so excited to be the new leader of our corporate social responsibility efforts. During my 12-year career with The Walt Disney Company, I have always been proud of the work we did to protect our planet, encourage volunteerism and foster diverse and respectful workplaces, just to name a few, but there is so much more to what we do.

We aren’t a company to rest on our past achievements. We are always looking for ways to ensure we have a positive impact and institute changes to our practices as needed. Wherever possible, we anchor these efforts in the broader social and environmental context. For example, we recognize the importance of the U.N. Sustainable Development Goals (SDGs) to societies around the world and we use them to inform our own policies, practices, and engagement.

As we look to the future, we seek new ways to make a greater impact within our communities by delivering comfort, happiness, inspiration and opportunity to families around the world. We can’t do this work alone and know it takes a team of heroes to make a difference. I have been so inspired by the thousands of VoluntEARS from within our own company as well as those who step up for their own communities day in and day out. Being a small part of this passion and dedication is what makes this job so fulfilling.

This is a responsibility I don’t take lightly and I look forward to sharing our progress and goal setting in these pages for years to come.

Thank you.

Elissa Margolis
Senior Vice President
The Walt Disney Company
## Data Table

### Environmental Stewardship

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<th>2017</th>
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<th>2015</th>
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<tbody>
<tr>
<td>Direct Emissions (Metric Tons CO₂e)</td>
<td>843,275</td>
<td>866,787</td>
<td>853,805</td>
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<tr>
<td>Indirect Emissions (Metric Tons CO₂e)</td>
<td>1,041,639</td>
<td>912,518</td>
<td>917,247</td>
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<tr>
<td>Combined Direct + Indirect Emissions (Metric Tons CO₂e)</td>
<td>1.88</td>
<td>1.78</td>
<td>1.77</td>
<td></td>
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<tr>
<td>Retired Carbon Credits (Metric Tons CO₂e)</td>
<td>804,859</td>
<td>685,706</td>
<td>626,519</td>
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<tr>
<td>Net Emissions (Metric Tons CO₂e)</td>
<td>1.04</td>
<td>1.09</td>
<td>1.14</td>
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<tr>
<td>Total Energy (MMWh)</td>
<td>5,847,058</td>
<td>5,517,380</td>
<td>5,501,841</td>
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<tr>
<td>Total Percentage of Waste Diverted from Landfill and Incineration (tons)</td>
<td>46%</td>
<td>45%</td>
<td>49%</td>
<td></td>
</tr>
<tr>
<td>Water Use (billions of gallons of potable water)</td>
<td>6.91</td>
<td>7.04</td>
<td>6.99</td>
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### Strategic Philanthropy

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<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
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<tr>
<td>Corporate Giving (cash, millions U.S.$)</td>
<td>$104.5</td>
<td>$101.0</td>
<td>$95.5</td>
<td></td>
</tr>
<tr>
<td>Corporate Giving (in-kind donations, millions U.S.$)</td>
<td>$244.1</td>
<td>$301.1</td>
<td>$237.8</td>
<td></td>
</tr>
<tr>
<td>Voluntears Hours</td>
<td>486,800</td>
<td>542,800</td>
<td>592,000</td>
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</tr>
</tbody>
</table>

### Workplaces

<table>
<thead>
<tr>
<th></th>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Employees</td>
<td>180,154</td>
<td>178,985</td>
<td>169,237</td>
<td></td>
</tr>
<tr>
<td>Minority Percentage (U.S. Employees)</td>
<td>42.8%</td>
<td>40%</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>Minority Percentage (management, U.S.)</td>
<td>25.3%</td>
<td>24.4%</td>
<td>23.5%</td>
<td></td>
</tr>
<tr>
<td>Female Percentage (global employees)</td>
<td>52.9%</td>
<td>52.7%</td>
<td>52.5%</td>
<td></td>
</tr>
<tr>
<td>Female Percentage (management, global)</td>
<td>43.2%</td>
<td>43%</td>
<td>44%</td>
<td></td>
</tr>
<tr>
<td>Total Direct Spend with Minority and Women-Owned Business Enterprises (millions, U.S.$)</td>
<td>$143.7</td>
<td>$478.6</td>
<td>$313.7</td>
<td></td>
</tr>
<tr>
<td>Trainings Offered [unique]</td>
<td>19,400</td>
<td>17,300</td>
<td>12,800</td>
<td></td>
</tr>
<tr>
<td>Number of Trainings Taken</td>
<td>1,027,800</td>
<td>1,025,200</td>
<td>1,023,000</td>
<td></td>
</tr>
</tbody>
</table>

### Supply Chain: Facility Footprint

<table>
<thead>
<tr>
<th></th>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aggregate Number of Facilities Manufacturing Disney-Branded Products During the Fiscal Year</td>
<td>37,500</td>
<td>34,200</td>
<td>30,200</td>
<td></td>
</tr>
</tbody>
</table>

### Supply Chain: Percentage of Findings Identified for Remediation

<table>
<thead>
<tr>
<th></th>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Labor</td>
<td>1%</td>
<td>1%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>Involuntary Labor</td>
<td>1%</td>
<td>1%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>Coercion and Harassment</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Non-Discrimination</td>
<td>1%</td>
<td>1%</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>Association</td>
<td>1%</td>
<td>1%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>Health and Safety: Factory</td>
<td>85%</td>
<td>86%</td>
<td>89%</td>
<td></td>
</tr>
<tr>
<td>Health and Safety: Dormitory</td>
<td>3%</td>
<td>4%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Compensation: Minimum Wage</td>
<td>81%</td>
<td>9%</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>Compensation: Overtime Wage</td>
<td>11%</td>
<td>13%</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>Compensation: Overtime Hours</td>
<td>63%</td>
<td>61%</td>
<td>63%</td>
<td></td>
</tr>
<tr>
<td>Compensation: Social Benefits</td>
<td>59%</td>
<td>59%</td>
<td>61%</td>
<td></td>
</tr>
<tr>
<td>Protection of the Environment</td>
<td>33%</td>
<td>36%</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>Other Laws</td>
<td>25%</td>
<td>28%</td>
<td>29%</td>
<td></td>
</tr>
<tr>
<td>Subcontracting</td>
<td>3%</td>
<td>5%</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>Monitoring and Compliance</td>
<td>10%</td>
<td>11%</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>Publication</td>
<td>4%</td>
<td>5%</td>
<td>9%</td>
<td></td>
</tr>
</tbody>
</table>

### Healthy Living

#### Percentage of Disney-Licensed Wholesale Food Sales Dedicated to Everyday Foods that Meet Disney’s Nutrition Guidelines

<table>
<thead>
<tr>
<th></th>
<th>Fiscal Year</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global</td>
<td>Meets 85% Target</td>
<td>79%</td>
<td>70%</td>
<td>67%</td>
</tr>
<tr>
<td>North America</td>
<td>Meets 85% Target</td>
<td>79%</td>
<td>70%</td>
<td>67%</td>
</tr>
</tbody>
</table>
DATA TABLE FOOTNOTES

1. Disney’s fiscal year generally runs from the Sunday closest to October 1 to the Saturday closest to September 30.

2. The boundary for Disney’s GHG target includes owned and operated assets (such as Walt Disney Parks and Resorts, Disney Cruise Line and commercial spaces), leased assets (such as Disney Stores and office locations) as well as Productions (including feature films, television, Theatricals, and ESPN).


4. Carbon credits are from projects developed according to recognized standards (e.g., Climate Action Reserve, Verified Carbon Standard, Gold Standard, etc.). All credits are verified by accredited third party reviewers. Retirement certificates for the carbon credits can be found on our website.

5. Contractual instruments and source-specific emission factors are used in calculating credit retirements and net emissions to better reflect Disney’s business operations. With these adjustments, Disney’s combined direct and indirect emissions are 1.84 million MTCOe.

6. Total energy includes electricity, natural gas, chilled water, hot water, steam, renewable energy, and fuels.

7. Diversion includes operational recycling, compost, donations, sold and liquidated items, items sent to archives, thermal waste-to-energy, and non-thermal waste-to-energy. Waste includes operational landfill and incineration without energy recovery. Facilities include Theme Parks and Resorts, ESPN, Enterprise Owned, and Pixar. Excluded are all leased properties, Disney Stores and Distribution Centers, TV stations, Radio Disney stations, and all construction materials.

8. The boundary for Disney’s water target includes owned and operated assets (Theme Parks and Resorts, Disney Cruise Lines, owned commercial spaces, Studios and ESPN). Water consumption from Disney Stores and leased assets are excluded from the target. Data for Shanghai Disneyland is not included in this value as it was not part of the 2013 baseline.

9. The data has been revised since the 2016 Corporate Citizenship Data Table to reflect corrections made to data as a result of internal reviews.

10. Corporate cash giving includes corporate contributions certified by the National Minority Supplier Development Council (NMSDC), the Women’s Business Enterprise National Council (WBENC), U.S. Business Leader’s Network (USBLN), National Gay and Lesbian Chamber of Commerce, and/or the U.S. Department of Veterans Affairs.

11. Employee statistics reflect our employment base at the employee level and above. There were approximately 199,000 employees at The Walt Disney Company as of the end of fiscal year 2017.

12. Global Employee diversity numbers include all employees in our SAP system. This number includes Pixar and Disneyland Paris employees, includes casual employees paid within the last 60 days but excludes daily hires and contract workers.

13. The opening of Shanghai Disney Resort in FY16 contributed to the increase in the total number of employees since FY15.

14. Our update includes only those firms that are diverse owned, controlled and operated businesses certified by the International Labor Standards Program (ILSP).

15. For training-related data, the numbers represent all employees who have taken at least one training. Training includes online courses, classes, and on-the-job training.

16. Data includes facilities active at any point during fiscal year, rounded to nearest hundred.

17. Increase in facilities for FY16 & FY17 reflects both an expanding business as well as an updated counting method due to adoption of new data platform in 2015.

18. Disney uses the World Bank’s Governance Indicators (WGI) as primary resource for identifying and comparing working conditions at facilities producing Disney-branded products. All Code of Conduct violations identified in active facilities as the result of audits or assessments must be corrected or remediated within the time periods and in the manner established by the ILS Program as a condition of continued use of the facility for the production of Disney-branded products.

19. The International Labor Standards (ILS) Program works towards ongoing and sustainable improvement in working conditions at facilities producing Disney-branded products. All Code of Conduct violations identified in active facilities as the result of audits or assessments must be corrected or remediated within the time periods and in the manner established by the ILS Program as a condition of continued use of the facility for the production of Disney-branded products.

20. The supply chain for Disney-branded products experiences routine fluctuations in active facilities. In 2017, approximately 24% of our total facilities were new producers of Disney-branded products, which complicates any YOY comparison.

21. In 2015, the International Labor Standards group transitioned to a new data management system, resulting in a number of changes in the way data is aggregated and reported. This new system provides us with a more accurate, real-time understanding of labor conditions within the extended supply chain for Disney-branded products but, as a result, the 2015, 2016, and 2017 data presented here is not directly comparable to previous years.

22. Reductions in findings for these categories are a result of our ongoing efforts to engage with licensees and vendors that are committed to meeting the requirements of Disney’s ILS program.

23. The North American (Includes U.S. and Canada) calculation excludes pre-2006 contractual agreements and aligns with evolving industry classifications for products that contribute to children’s nutrition. We continue to assess evolving industry classifications internationally.
AWARDS & RECOGNITION

DECEMBER 2016
Human Rights Campaign
Corporate Equality Index ©

FEBRUARY 2017
World’s Most Reputable Companies ©
Most Admired Companies ©

MARCH 2017
2017 Humanitarian Company of the Year ©

APRIL 2017
2016-2017 Daytime Emmy Awards ©
Outstanding Promotional Announcement Image Black History Month: Timeless Heroes “Be Inspired - The Clinton 12”, Disney XD/Disney|ABC Citizenship

MAY 2017
Among LinkedIn’s Top Workplaces ©
Diversity Inc Top 50 ©

JUNE 2017
Morning Consult: Disney Among Most Admired Employers for 2017 ©
across multiple generations
Halo Awards ©
Hour of Code and Share Your Ears

JULY 2017
The Sports Humanitarian Awards ©

AUGUST 2017
The Telley Awards
- Bullying prevention PSA ©
- The Magic of Storytelling ©
China Best Employer Award ©

SEPTEMBER 2017
DJSI: North America Index
EMA Green Seal Awards ©

OCTOBER 2017
2017 Top 10 Innovations in Diversity & Inclusion Award ©
Advancing Justice - LA: Corporate Impact Award ©
Asian Business Association Corporation of the Year Award ©

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We believe that acting in an ethical manner and with respect for human rights is core to our ability to operate and grow our businesses around the world. We strive to conduct business with honesty, integrity, and in compliance with the law, everywhere we operate. We commit to a number of environmental, social, and governance policies and practices that promote the thoughtful and ethical operation of our business. These policies are provided via our website and include, but are not limited to the following:

**Environmental**
- Environmental Policy
- Management of Chemicals in Consumer Products
- Paper Sourcing and Use Policy
- Use of Live Animals in Entertainment

**Social**
- California Transparency in Supply Chains Act Statement
- Code of Conduct for Manufacturers
- Conflict Minerals Policy
- Human Rights Policy Statement
- Nutrition Guidelines
- Smoking in Films
- U.K. Modern Slavery Act Transparency Statement

**Governance**
- Corporate Governance Guidelines
- Permitted Sourcing Countries
- Political Giving and the Participation in the Formulation of Public Policy
- Standards of Business Conduct

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**ADDITIONAL POLICIES AND APPROACHES**

**ISSUES PRIORITIZATION**

Issues prioritization is an integral part of our strategic planning activities throughout the company, including our approach to social and environmental responsibility. We review and revise our approach to priority issues on an on-going basis through business planning, external engagement, and evaluations of the current and future operating environment for our company.

Our assessment of key issues is intended to drive our social and environmental responsibility strategy and policy priorities, our programs and philanthropic support, and our business actions and guidance. We evaluate issues on multiple dimensions, including each issue’s relationship to or impact on managing risk, enhancing brand and reputation, meeting stakeholder expectations, shaping the policy environment, and affecting society. Our assessment of these factors is conducted in regular collaboration with our internal functions and business units, as well as the perspectives of external stakeholders, including guests and consumers.

While this update details many critical issues, it is not a comprehensive view of all issues of importance to our business or society, but rather prioritizes a set of areas of known interest to our stakeholders and focuses on highlights from the fiscal year. We understand that the landscape of issues affecting society and our company is constantly evolving, and we will continue to refine how we define, identify, and report on those issues.
This update references the G4 guidelines. The Global Reporting Initiative's G4 Sustainability Reporting Guidelines provide a comprehensive set of indicators on economic, environmental, and governance impacts of a company's performance.

1. Strategy and Analysis
G4-1 Statement from the most senior decision maker
   • Message From Our Executive (p. 12)

2. Organizational Profile
G4-3 — G4-16 Organizational Profile
   • Annual Report/Form 10-K
   • The Walt Disney Company website
G4-10 Workforce by employment type, contract, region, and gender
   • Data Table (p. 19)
<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Global</th>
<th>U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Casual Seasonal</td>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td>Casual Ongoing</td>
<td>20%</td>
<td>23%</td>
</tr>
<tr>
<td>Full Time</td>
<td>71%</td>
<td>68%</td>
</tr>
</tbody>
</table>

G4-11 Percentage of total employees covered by collective bargaining agreements
   • U.S. all management levels by union status: 57% covered by collective bargaining agreements

3. Identified Material Aspects and Boundaries
G4-18 — G4-19 Identified Material Aspects and Boundaries
   • Appendices: Reporting (p. 22)

4. Stakeholder Engagement
G4-24 — G4-27 Stakeholder Engagement
   We frequently engage with stakeholders in ongoing dialogue, including with employees, business associates, governmental and nongovernmental organizations, and consumers. We believe that working with stakeholders enhances our ability to identify opportunities, address issues, and find solutions to some of our most pressing challenges.
   • Responsible Supply Chain External Stakeholder Engagement

5. Report Profile
G4-28 — G4-32 Reporting Profile
   • Appendices: Reporting (p. 22)
   • Corporate Website - Prior Reports Section
   • Contact Us

6. Governance
G4-34 Governance structure
   • Corporate Governance website
   • Annual Report/Form 10-K
   • Proxy Statement
   • Standards of Business Conduct
   • Global Ethics and Compliance

7. Ethics and Integrity
G4-36 Statements of mission, codes of conduct, and principles, and codes of ethics
   • Policies and Approaches (p. 22)
   • Standards of Business Conduct
   • Code of Business Conduct and Ethics for Directors
   • Global Ethics and Compliance
   • U.K. Tax Policy PDF

8. Economic
G4-EC9 Proportion of spending on local suppliers at significant locations of operations
   • Data Table (p. 19)

9. Environmental Performance Indicators
G4-EN3 — G4-EN23 Environmental Performance Indicators
   • Environmental Stewardship (p. 5)
   • Data Table (p. 19)
   • Infographic: Environmental Stewardship at Disney
   • Environmental Stewardship

10. Labor Practices and Decent Work
G4-LA2 — G4-LA12 Disney Workplaces
   • Workplace Practices (p. 19)
   • Disney Careers
   • Data Table (p. 19)
G4-LA14 — G4-LA16 Labor Standards in the Supply Chain
   • International Labor Standards (p. 8)
   • Responsible Supply Chain
   • Data Table (p. 19)
   • Policies and Approaches

11. Human Rights
G4-HR1 — G4-HR11 Human Rights
   • Human Rights Policy
   • International Labor Standards (p. 8)
   • Supply Chain Investment Program
   • Policies and Approaches

12. Product Responsibility
G4-M2 — G4-M4 Content Creation
   • Nutrition Guidelines targets (p. 9)
   • Standards of Business Conduct
   • Disney Privacy Policy
   • Code of Conduct for Manufacturers
   • Policies and Approaches (p. 22)
   • Disney Online Safety: Kids
   • Healthy Living (p. 9)

Customer Health and Safety
G4-PR1 Customer Health and Safety
   • Healthy Living (p. 9)
   • Policies & Approaches
   • Product Safety
   • Healthy Cleaning Policy

Marketing Communications
G4-PR6 — G4-PR7 Marketing Communications
   • Healthy Living (p. 9)
   • Policies and Approaches

13. Society
G4-SO4 — G4-SO11 Society
   • Corporate Governance
   • Standards of Business Conduct
   • International Labor Standards (p. 8)
   • Annual Report/Form 10-K
   • Policies and Approaches
We invite you to connect with us:

@DisneyCSR

TheWaltDisneyCompany.com