



ABOUT THE ILS PROGRAM

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.

For Frequently Asked Questions click [here](#).



FACILITY FOOTPRINT

The following chart identifies the geographic distribution of facilities that are authorized 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	9,500	25%
Japan	7,800	21%
USA	4,500	12%
South Korea	1,790	5%
Brazil	1,380	4%
Italy	1,290	3%
Taiwan	990	3%
India	820	2%
France	780	2%
United Kingdom	770	2%
Portugal	620	2%
Germany	600	2%
88 countries with 1% or less of total facilities manufacturing Disney-branded product	6,660	17%

Total facilities*: 37,500 in 100 countries (*numbers are approximate and rounded)