The Walt Disney Company

PERMITTED SOURCING COUNTRIES

BACKGROUND

In 2013, The Walt Disney Company consolidated production of Disney-branded products in a more limited number of Permitted Sourcing Countries. We made this change to more effectively focus our resources, better manage the supply chain for Disney-branded products and meet our standards on a more reliable and consistent basis in locations more likely to make continuous improvements in working conditions. View our Permitted Sourcing Countries Policy - March 2013 document to learn more.

PERMITTED SOURCING COUNTRIES LIST

Disney uses the Worldwide Governance Indicators (WGI) as a primary resource for identifying and comparing areas of risk and determining where to focus our monitoring resources and requirements. This data helps us generate our Permitted Sourcing Countries list, which determines those countries licensees and vendors may source from in their production of Disney-branded products. We believe this index provides a consistent and transparent basis for these determinations and helps us to more effectively focus our resources, better manage the supply chain for Disney-branded products and meet our standards in a more reliable and consistent basis in locations more likely to make continuous improvements in working conditions. In addition, we refer to the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor and the U.S. Department of State's Trafficking in Persons Report to further refine our risk assessment and help prioritize oversight.

As part of our ongoing support of the International Labor Organization's (ILO) and International Finance Corporation's (IFC) Better Work program, facilities that participate in a Better Work country program (in countries that are not otherwise on the Permitted Sourcing Countries list) and also meet Disney's International Labor Standards Program requirements may be used to manufacturer Disney-branded products. Better Work is a program that provides assessment and capacity-building services for apparel factories in select countries. The ILO and IFC make autonomous decisions on where Better Work operates using an independent set of criteria that include consultations with national stakeholders of government, employers and workers.

The current list of Permitted Sourcing Countries is set forth below. The Permitted Sourcing Countries list is updated on a periodic basis.

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Effective April 2019

The Walt Disney Company

As a Licensee or Vendor you may only use Facilities in, and source from, Permitted Sourcing Countries. The use of Facilities in the following countries/regions[i] is permitted without an ILS Audit:

PERMITTED WITHOUT ILS AUDITS		
American Samoa	Finland	Norway
Andorra	France	Poland
Anguilla	French Guiana	Portugal
Antigua and Barbuda	Germany	Puerto Rico
Aruba	Greenland	Qatar
Australia	Grenada	Réunion
Austria	Guam	Samoa
Bahamas	Hong Kong SAR	San Marino
Barbados	Hungary	Singapore
Belgium	Iceland	Slovak Republic
Bermuda	Ireland	Slovenia
Botswana	Israel	South Korea
Brunei Darussalam	Italy	Spain
Canada	Japan	St. Kitts and Nevis
Cape Verde	Latvia	St. Lucia
Cayman Islands	Liechtenstein	St. Vincent and The Grenadines
Channel Islands*	Lithuania	Sweden
Chile	Luxembourg	Switzerland
Costa Rica	Macau SAR	Taiwan
Croatia	Malta	United Arab Emirates
Cyprus	Martinique	United Kingdom
Czech Republic	Mauritius	United States
Denmark	Monaco	Uruguay
Dominica	Netherlands	Virgin Islands (U.S.)
Estonia	New Zealand	

* Islands include Jersey, Guernsey, Alderney, Sark and Herm.

[i] For simplicity, the term 'countries' refers to countries, special administrative regions, or economically independent jurisdictions.

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The use of Facilities in the following countries/regions[i] is permitted with an ILS Audit:

PERMITTED WITH ILS AUDITS			
Albania	Ghana	Moldova	Solomon Islands
Argentina	Greece	Mongolia	South Africa
Armenia	Guatemala	Montenegro	Sri Lanka
Azerbaijan	Guyana	Morocco	Suriname
Bahrain	Haiti*	Namibia	Swaziland
Belarus	Honduras	Nauru	Tanzania
Belize	India	Nepal	Thailand
Benin	Indonesia	Nicaragua	Timor-Leste
Bhutan	Jamaica	Niger	Tonga
Bolivia	Jordan	Oman	Trinidad and Tobago
Bosnia and Herzegovina	Kazakhstan	Palau	Tunisia
Brazil	Kenya	Panama	Turkey
Bulgaria	Kiribati	Papua New Guinea	Tuvalu
Burkina Faso	Kosovo	Paraguay	Uganda
Cambodia**	Kuwait	Peru	Ukraine
China	Lao PDR	Philippines	Vanuatu
Colombia	Lebanon	Romania	Vietnam
Côte d'Ivoire	Lesotho	Russian Federation	West Bank and Gaza
Dominican Republic	Macedonia, FYR	Rwanda	Zambia
Ecuador	Malawi	São Tomé and Principe	
El Salvador	Malaysia	Saudi Arabia	
Fiji	Maldives	Senegal	
Gabon	Marshall Islands	Serbia	
Gambia	Mexico	Seychelles	
Georgia	Micronesia, Fed. Sts.	Sierra Leone	

*** You may only produce in and source from Facilities in the Better Work program.**

****Only assessments/audits from Better Factories Cambodia/Better Work program will be accepted for those Facilities eligible to participate in that program. For Facilities that are not eligible for Better Factories Cambodia/Better Work program, Disney may accept other assessments/ audits as described in Disney's ILS Program Manual.**

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