



## PERMITTED SOURCING COUNTRIES

### BACKGROUND

In March [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.

### PERMITTED SOURCING COUNTRIES LIST

Disney uses the World Bank's 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. In addition, we refer to the U.S. Department of Labor's [List of Goods Produced by Child Labor or Forced Labor](#), the U.S. Department of State's [Trafficking in Persons Report](#) and other credible information to further refine our risk assessment and help prioritize oversight. We believe this approach 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 countries that are otherwise not on the Permitted Sourcing Country list, we may consider permitting production in facilities that participate in the International Labor Organization's (ILO) and International Finance Corporation's (IFC) [Better Work](#) program and also meet Disney's International Labor Standards Program requirements. Better Work is a program that provides assessment, training and capacity-building services for apparel, footwear and some other light manufacturing 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. Participation in Better Work does not guarantee that production will be permitted by Disney.

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

Effective January 1, 2017



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 is permitted without an ILS Audit:

PERMITTED WITHOUT ILS AUDITS

AMERICAN SAMOA	CYPRUS	KOREA, SOUTH	SAMOA
ANDORRA	CZECH REPUBLIC	LATVIA	SAN MARINO
ANGUILLA	DENMARK	LIECHTENSTEIN	SINGAPORE
ANTIGUA AND BARBUDA	DOMINICA	LITHUANIA	SLOVAK REPUBLIC
ARUBA	ESTONIA	LUXEMBOURG	SLOVENIA
AUSTRALIA	FINLAND	MACAO	SPAIN
AUSTRIA	FRANCE	MALTA	ST. KITTS AND NEVIS
BAHAMAS	FRENCH GUIANA	MARTINIQUE	ST. LUCIA
BARBADOS	GERMANY	MAURITIUS	ST. VINCENT AND THE GRENADINES
BELGIUM	GREENLAND	MONACO	SWEDEN
BERMUDA	GUAM	NETHERLANDS	SWITZERLAND
BOTSWANA	HONG KONG	NETHERLANDS ANTILLES	TAIWAN
BRUNEI	HUNGARY	NEW ZEALAND	UNITED ARAB EMIRATES
CANADA	ICELAND	NORWAY	UNITED KINGDOM
CAPE VERDE	IRELAND	POLAND	UNITED STATES
CAYMAN ISLANDS	ISRAEL	PORTUGAL	URUGUAY
CHILE	ITALY	PUERTO RICO	VIRGIN ISLANDS (U.S.)
COSTA RICA	JAPAN	QATAR	
CROATIA	JERSEY, CHANNEL ISLANDS	RÉUNION	

The use of Facilities in the following countries is permitted with an ILS Audit:

PERMITTED WITH ILS AUDITS			
ALBANIA	GHANA	MARSHALL ISLANDS	SENEGAL
ARGENTINA	GREECE	MEXICO	SERBIA
ARMENIA	GRENADA	MICRONESIA	SEYCHELLES
AZERBAIJAN	GUATEMALA	MOLDOVA	SIERRA LEONE
BAHRAIN	GUYANA	MONGOLIA	SOLOMON ISLANDS
BELARUS	HAITI*	MONTENEGRO	SOUTH AFRICA
BELIZE	HONDURAS	MOROCCO	SRI LANKA
BENIN	INDIA	MOZAMBIQUE	SURINAME
BHUTAN	INDONESIA	NAMIBIA	SWAZILAND
BOLIVIA	JAMAICA	NAURU	TANZANIA
BOSNIA AND HERZEGOVINA	JORDAN	NEPAL	THAILAND
BRAZIL	KAZAKHSTAN	NICARAGUA	TIMOR-LESTE
BULGARIA	KENYA	NIGER	TONGA
BURKINA FASO	KIRIBATI	OMAN	TRINIDAD AND TOBAGO
CAMBODIA**	KOSOVO	PALAU	TUNISIA
CHINA	KUWAIT	PANAMA	TURKEY
COLOMBIA	LAOS	PAPUA NEW GUINEA	TUVALU
CÔTE D'IVOIRE	LEBANON	PARAGUAY	UGANDA
DOMINICAN REPUBLIC	LESOTHO	PERU	UKRAINE
ECUADOR	MACEDONIA	PHILIPPINES	VANUATU
EL SALVADOR	MADAGASCAR	ROMANIA	VIETNAM
FIJI	MALAWI	RUSSIAN FEDERATION	WEST BANK AND GAZA
GABON	MALAYSIA	RWANDA	ZAMBIA
GAMBIA	MALDIVES	SÃO TOMÉ AND PRÍNCIPE	
GEORGIA	MALI	SAUDI ARABIA	

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

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