



ABOUT THE ILS PROGRAM

The Disney International Labor Standards (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 strategies to evaluate and improve working conditions wherever those products are manufactured.

In addition to social compliance auditing 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.

To see the ILS timeline, click [here](#).

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