



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 manufacture 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.

The 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 countries¹/regions is permitted without an ILS Audit:

PERMITTED WITHOUT ILS AUDITS

| | | | |
|---------------------|----------------|---------------|--------------------------------|
| American Samoa | Croatia | Japan | San Marino |
| Andorra | Cyprus | Latvia | Singapore |
| Anguilla | Czech Republic | Liechtenstein | Slovak Republic |
| Antigua and Barbuda | Denmark | Lithuania | Slovenia |
| Aruba | Dominica | Luxembourg | South Korea |
| Australia | Estonia | Macau SAR | Spain |
| Austria | Finland | Malta | St. Kitts and Nevis |
| Bahamas | France | Martinique | St. Lucia |
| Barbados | French Guiana | Mauritius | St. Vincent and The Grenadines |
| Belgium | Germany | Monaco | Sweden |
| Bermuda | Greenland | Netherlands | Switzerland |
| Botswana | Grenada | New Zealand | Taiwan |
| Brunei Darussalam | Guam | Norway | United Arab Emirates |
| Canada | Hong Kong SAR | Poland | United Kingdom |
| Cape Verde | Hungary | Portugal | United States |
| Cayman Islands | Iceland | Puerto Rico | Uruguay |
| Channel Islands* | Ireland | Qatar | Virgin Islands (U.S.) |
| Chile | Israel | Réunion | |
| Costa Rica | Italy | Samoa | |

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

¹ For simplicity, the term 'countries' refers to countries, special administrative regions, or economically independent jurisdictions.

The **WALT DISNEY** Company

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

* 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](#), Disney may accept other assessments/audits as described in Disney's ILS Program Manual.

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