



## BUSINESS AND ETHICS STANDARDS

The Walt Disney Company incorporates best-in-class business standards as a key pillar of its business practices.

### BUSINESS STANDARDS AND ETHICS TRAINING

Compliance training, including training regarding the Company's Standards of Business Conduct and ethics, is provided to employees and Cast Members worldwide through the Company's learning management system known as Disney Development Connection. It is the Company's intent, through its compliance training, to ensure that all of its employees and Cast Members have the knowledge and training to act ethically and legally, in compliance with the [Company's Standards of Business Conduct](#). See [Amendments](#).

### HIRING PRACTICES

It is the policy of The Walt Disney Company to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. This policy extends, but is not limited, to recruitment and employment, promotion, demotion, transfer, layoff, termination, rate of pay and other forms of compensation, education, and training.

### HUMAN RESOURCES

The Walt Disney Company's employees and cast members are essential to fulfilling our business goals. Our mission is to drive the people dimension of our business, consistent with Disney's culture and values. [View our Human Resources Document for more information](#).

### HARASSMENT PREVENTION AND DISCRIMINATION POLICIES

The Walt Disney Company's policy prohibits employees from harassing any other employee, guest or other person in the course of the company's business for any reason prohibited by law, including, but not limited to, race, religion, color, sex, sexual orientation, gender identity, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law.