



# 2015

DISNEY  
CITIZENSHIP  
DATA TABLE



# Data Table

FISCAL YEAR <sup>1</sup>	2013	2014	2015
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## Environmental Stewardship

Direct Emissions <sup>2,3</sup> (metric tons CO <sub>2</sub> e)	895,812 <sup>4</sup>	873,953 <sup>4</sup>	851,038
Indirect Emissions <sup>2,3</sup> (metric tons CO <sub>2</sub> e)	923,839 <sup>4</sup>	919,560 <sup>4</sup>	917,030
Combined Direct + Indirect Emissions <sup>2,3</sup> (million metric tons CO <sub>2</sub> e)	1.82 <sup>4</sup>	1.79 <sup>4</sup>	1.77
Retired Carbon Credits <sup>5</sup> (metric tons CO <sub>2</sub> e)	457,882	531,970	626,519
Net Emissions <sup>2,3</sup> (million metric tons CO <sub>2</sub> e)	1.36 <sup>4</sup>	1.26 <sup>4</sup>	1.14
Total Energy (MWh) <sup>6</sup>	5,422,534	5,356,517	5,460,444
Total Percentage of Waste Diverted from Landfill and Incineration (tons) <sup>7,8</sup>	N/A	48% for Q4 of FY14	49%
Water Use (billions of gallons of potable water) <sup>9</sup>	6.97 <sup>10,4</sup>	6.98 <sup>4</sup>	7.08

## Strategic Philanthropy

Corporate Giving (cash, millions U.S.\$) <sup>11</sup>	\$79.2	\$86.6	\$95.5
Corporate Giving (product donations, millions U.S.\$) <sup>12</sup>	\$190.2	\$137.8	\$157.7
Corporate Giving (in-kind support, millions U.S.\$) <sup>13</sup>	\$100.1	\$91.3	\$80.1
VoluntEARS Hours	667,000	506,700	592,000

## Respectful Workplaces<sup>14</sup>

Global Employees <sup>15</sup>	159,401	164,426	169,237
Minority Percentage (U.S. Employees)	40%	39%	40%
Minority Percentage (management, U.S.)	23%	23%	23.5%
Female Percentage (global employees)	52%	52%	52.5%
Female Percentage (management, global)	44%	44%	44%
Total Direct Spend with Minority and Women-Owned Business Enterprises (millions, U.S.\$) <sup>16</sup>	\$349.2	\$418.9	\$513.7
Trainings Offered (unique) <sup>17</sup>	N/A	N/A	12,900
Number of Trainings Taken <sup>17</sup>	N/A	N/A	868,000

FISCAL YEAR <sup>1</sup>	2013	2014	2015
<b>Responsible Supply Chain: ILS Facility Coverage</b>			
Aggregate Number of Facilities Manufacturing Disney-Branded Products During the Fiscal Year <sup>18</sup>	29,400	29,000	30,200
High-Risk Countries Visibility <sup>19,20,21</sup>	59%	82%	94%
Vertical Business Visibility <sup>19,22</sup>	72%	86%	91%
<b>Responsible Supply Chain: Percentage of Findings Identified for Remediation<sup>23,24,25</sup></b>			
Child Labor	1%	1%	3%
Involuntary Labor	4%	3%	3%
Coercion and Harassment	0%	0%	2%
Non-Discrimination	2%	1%	3%
Association	1%	1%	2%
Health and Safety: Factory	89%	88%	89%
Health and Safety: Dormitory	22%	19%	13%
Compensation: Minimum Wage	35%	26%	16%
Compensation: Overtime Wage	40%	32%	20%
Compensation: Overtime Hours	65%	64%	63%
Compensation: Social Benefits	55%	54%	61%
Protection of the Environment	44%	41%	48%
Other Laws	37%	34%	29%
Subcontracting	21%	18%	16%
Monitoring and Compliance	37%	30%	18%
Publication	11%	9%	9%
Due to a new data platform, data for 2013 and 2014 is not directly comparable to 2015 data <sup>23,24,25</sup>			

## Live Healthier

Percentage of Disney-Licensed Wholesale Food Sales Dedicated to Everyday Foods that Meet Disney's Nutrition Guidelines			
Global (Incl. North America)	74%	71%	67%
North America <sup>26</sup>	Meets 85% Target	Meets 85% Target	Meets 85% Target



## Data Table Footnotes

<sup>1</sup> Disney's fiscal year generally begins in October and ends in September.

<sup>2</sup> The boundary for Disney's GHG target includes owned and operated assets (such as Walt Disney Parks and Resorts, Disney Cruise Line and commercial spaces), leased assets (such as Disney Stores and office locations) as well as Productions (including feature films, television, Theatricals and ESPN).

<sup>3</sup> Greenhouse gas emissions are measured and calculated according to the principles in the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol's "A Corporate Accounting and Reporting Standard, 2004 revised edition" (GHG Protocol).

<sup>4</sup> The inventory data has been revised since the 2014 Corporate Citizenship Report to reflect corrections made to data as a result of internal reviews and also reflects revised GHG target boundaries.

<sup>5</sup> Retirement certificates for the carbon credits can be found on our [website](#). All these offsets are from projects verified to the Climate Action Reserve, Verified Carbon Standard, and Gold Standard by third-party reviewers.

<sup>6</sup> Total energy includes electricity, natural gas, chilled water, hot water, steam, renewable energy and fuels.

<sup>7</sup> Defined as incineration without energy recovery.

<sup>8</sup> Diversion includes operational recycling, compost, donations, sold and liquidated items, items sent to archives, thermal waste-to-energy, and non-thermal waste-to-energy. Waste includes operational landfill and incineration without energy recovery. Facilities include Parks and Resorts, ESPN, Enterprise Owned, and Studios including Pixar, El Capitan Theater, and New Amsterdam Theater. Excluded are all leased properties, Disney Stores and Distribution Centers, TV stations, Radio Disney stations, and all construction materials.

<sup>9</sup> The boundary for Disney's water target includes owned and operated assets (commercial spaces, Walt Disney Parks and Resorts, broadcast stations, and Disney Cruise Line). Water consumption from Disney Stores and leased assets are excluded from the target.

<sup>10</sup> The FY13 Potable Water baseline level has been revised since the 2014 Corporate Citizenship Report to reflect corrections made to data as a result of internal reviews.

<sup>11</sup> Corporate cash giving includes corporate contributions made to the Disney Conservation Fund.

<sup>12</sup> Product donations include estimated values for tangible items such as merchandise, theme park tickets, food, and other products.

<sup>13</sup> In-kind support refers to estimated values of public service airtime (PSAs), character/ talent appearances, and other in-kind support. Due to differences in distribution, viewership, programming, availabilities, pricing, marketplace demand, and other variables, PSAs are valued differently across our media platforms. For example, in some cases, PSAs are valued based on an average sales price for the time period. In other cases, the value is based on an average sponsor value across a daypart rotation. For these reasons, we do not use a single method to value PSAs.

<sup>14</sup> Global Employee diversity numbers include all employees in our SAP system. Of note, this excludes Pixar and Disneyland Paris employees, includes casual employees paid within the last 60 days but excludes daily hires and contract workers. For training-related data, the numbers represent all employees in *D Learn*, while excluding Pixar, Disneyland Paris, and contract workers.

<sup>15</sup> Employee statistics reflect our employment base at the end of each fiscal year. Management includes manager level and above. There were more than 185,000 employees of The Walt Disney Company as of the end of fiscal year 2015.

<sup>16</sup> Our report includes only those minority- and women-owned, controlled, and operated businesses certified by the third-party agencies National Minority Supplier Development Council (NMSDC) or Women's Business Enterprise National Council (WBENC).

<sup>17</sup> Participants could attend more than one training. Training includes online courses, classes, and on-the-job training. In 2015, we stopped reporting the cumulative number of training hours. Instead, we began to report the total number of unique trainings offered and the total number of completed compliance and leadership trainings completed by employment status.

<sup>18</sup> Data includes facilities active at any point during the fiscal year. Data are rounded to the nearest hundred.

<sup>19</sup> We use the term "visibility" to refer to our knowledge of working conditions at each facility within the extended supply chain for Disney-branded products. "Visibility" is a measure of the number of unique facilities for which we have qualified audits or assessments compared with our total authorized facility base. Visibility measurements include audits where facilities deny Disney access into their premises or to their workers, either in whole or in part. Because our Code of Conduct includes a clause requiring

manufacturers to authorize Disney and its designated agents (including third parties) to engage in monitoring activities to confirm compliance with the Code of Conduct (including unannounced on-site inspections of manufacturing facilities and employee-provided housing, reviews of books and records relating to employment matters, and private interviews with employees), this lack of access is included in the visibility results.

<sup>20</sup> Country risk level reflects analysis by Disney based on prior experience operating in countries and supplemented with external data and reports.

<sup>21</sup> This data is calculated by dividing the total number of facilities in high-risk countries for which we have received a qualified audit during the required period by the total number of facilities in high-risk countries.

<sup>22</sup> Our vertical business encompasses Disney-branded products that are used internally and sold in Disney Stores and Parks and Resorts.

<sup>23</sup> The ILS Program works towards ongoing and sustainable improvement in working conditions at the facilities producing Disney-branded products. All Code of Conduct violations identified in active facilities as the result of audits or assessments must be corrected or remediated within the time periods and in the manner established by the ILS Program as a condition of continued use of the facility for the production of Disney-branded products.

<sup>24</sup> The supply chain for Disney-branded products experiences routine fluctuations in active facilities. In 2015, approximately 27% of our total facilities were new producers of Disney-branded products, which complicates any year over year comparison.

<sup>25</sup> In 2015, the International Labor Standards team transitioned to a new data management system, resulting in a number of changes in the way data is aggregated and reported. This new system provides us with a more accurate, real-time understanding of labor conditions within the extended supply chain for Disney-branded products but, as a result, the 2015 data presented here is not directly comparable to previous years.

<sup>26</sup> The North America calculation excludes pre-2006 contractual agreements and aligns with evolving industry classifications for products that contribute to children's nutrition. We will continue to assess evolving industry classifications internationally in 2016.