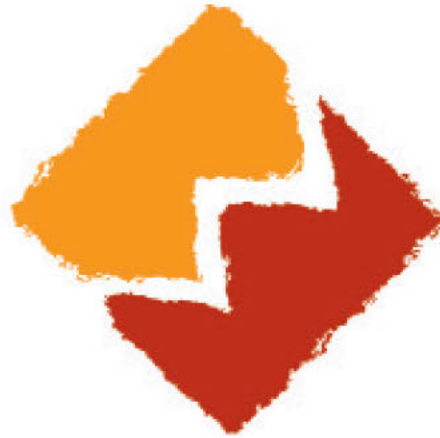




The following programs and initiatives have been funded as part of the **ILS Supply Chain Investment Program**:



## BETTER WORK

- [Better Work](#): An initiative of the International Labor Organization (ILO) and the International Finance Corporation (IFC), Better Work establishes industry-specific monitoring, capacity building, and other improvement mechanisms for apparel factories in eight countries. Better Work seeks to strengthen working conditions and economic competitiveness of the sector at large by leveraging its relationships with the ILO to strengthen labor regulations, dialogue among governments, employers and unions. In 2013, Disney funded three projects that focus on increasing Better Work's capacity to promote worker empowerment, supervisory skills training and buyer engagement and communications. In 2015, Disney has funded four new projects that allow Better Work to scale training materials, strengthen national labor inspectorates, improve supplier management systems and build the capacity of licensees and intermediaries to manage social compliance issues.



- [Business for Social Responsibility \(BSR\)](#): BSR, a leader in corporate responsibility since 1992, works with its global network of more than 250 member companies to develop sustainable business strategies and solutions through consulting, research and cross-sector collaboration. Disney's support helped launch the [HERfinance](#) project in 2012 and in 2015, will help improve the long-term sustainability and scaling of the overall [HERproject](#) program, which seeks to empower low-income women working in



factories and farms through workplace programs that promote health, financial literacy and leadership.

HERfinance targets female factory workers and provides financial education and tools to help break the cycle of poverty among working women and their families. Building on lessons from the inaugural program in India funded by Disney in 2012, BSR is implementing the HERfinance project in Brazil, Indonesia and Mexico, expanding the benefit of financial education and resources to reach and improve the lives of more working women and their families. In 2015, BSR will develop a global strategy to improve the long-term sustainability and scaling of HERproject activities and promote systematic data collection to effectively measure program outcomes and impact. The resulting tools will help improve supplier ownership of HERproject activities, increase workers' access to relevant products and services, and strengthen the overall HERproject monitoring, evaluation and reporting framework.



- [Center for Child Rights and Corporate Responsibility \(CCR CSR\)](#): CCR CSR is a China-based social enterprise that works with companies to improve and implement child-centric CSR-related strategies, policies and projects. Disney's funding is supporting the "Capacity Building of Service Providers and Supply Chain" (CAPS) project in Guangdong, China. The purpose of the project is to build the capacity of local organizations that have the expertise to address labor-related issues, including child labor remediation, and other issues affecting young workers, managers, and working parents. By improving these organizations' ability to engage with factories and its workers, CAPS will create a sustainable network of professional service providers that can effectively and quickly address the needs of both workers and management.



- [Equitable Food Initiative \(EFI\)](#): EFI is a unique partnership among major buyers, growers, farmworker groups and consumer advocates which came together to develop specific standards, training processes and a certification system that focuses on working conditions, food safety and pest management in the agricultural sector. EFI empowers



workers to collaborate with farm management to manage pests safely, including the safe use of pesticides, and to ensure that measures to enhance worker welfare and food safety protocols are implemented on produce farms. Through support from Disney, EFI will adapt and expand their training, verification and certification model to Latin America in 2015.



- [Good World Solutions](#): GWS is a nonprofit social enterprise that builds transparency across global supply chains by implementing affordable and scalable web and mobile technology solutions. GWS created the Labor Link platform, the first tool of its kind that uses mobile technology as a new way to identify relevant issues at the enterprise level and enhance worker-management communication. With funding from Disney, GWS will launch a project utilizing the Labor Link platform as a resource for workers to provide direct feedback on relevant labor-related issues in factories in China. This project will improve factory management, worker and brand knowledge about workplace issues in real-time and increase supply chain transparency in a scalable, replicable manner.



- [ICTI CARE Foundation](#): The ICTI CARE Process is the toy and entertainment industry's ethical manufacturing program aimed at ensuring safe and humane workplace environments for toy factory workers worldwide. In China, ICTI CARE administers a confidential toll-free helpline service to serve as an effective grievance mechanism and address the concerns of facility workers. The purpose of the helpline is to inform, educate and empower workers so they can effectively manage employment-related issues and other issues associated with working life. Disney provides support for the operation and growth of the helpline and in 2015 ICTI CARE will create new services targeted to the specific needs of migrant workers.

[To learn more about the worker helpline, please view our Worker Helpline document.](#)



- [Institute for Sustainable Communities](#): The Institute for Sustainable Communities (ISC) is a non-profit organization that helps communities around the world address environmental, economic, and social challenges. With funding from Disney, ISC is developing an EHS+ Center in India to give factory managers the environment, health and safety (EHS) education they need to improve workplace safety and reduce harmful environmental impacts - in their facilities, and in their local communities. Additionally, ISC will build the capacity of local EHS professionals in order to improve EHS compliance and performance at the enterprise level.



- [Social Accountability International \(SAI\)](#): Social Accountability International (SAI) is a non-governmental, multi-stakeholder organization that works to advance the human rights of workers around the world. In partnership with Rapid Results Institute (RRI), a non-profit organization that works with communities and organizations around the world to make meaningful change happen in 100 days, SAI is bringing together workers and managers to produce tangible results around health and safety conditions at participating facilities. This program first builds and then coaches teams of peer-selected workers and managers who collaborate to develop and implement 100-day projects to address systemic health and safety concerns that affect both workers and a factory's performance. Building on lessons from the inaugural program in Brazil funded by Disney in 2012, SAI is expanding the program to Turkey in 2014.



- [The United Nations Children's Fund \(UNICEF\)](#): UNICEF is a leading humanitarian and development agency working globally for the rights of every child in 190 countries and territories. With funding from Disney, UNICEF will pilot and test approaches to prevent child labor and promote child-friendly workplaces in the apparel and footwear sector in Vietnam. UNICEF aims to build the local capacity of factory management in preventing child labor by engaging, incentivizing and motivating management to implement new workplace policies, as well as develop and scale a Good Practice Guide for wider industry learning and application to promote children's well-being in global supply chains.



- [Verité](#): Verité is an organization that helps companies and other stakeholders better understand labor issues, overcome obstacles, and build sustainable solutions into supply chains. Disney is supporting two programs developed by Verité.

First, in China, Verité has developed a program in collaboration with several Chinese government entities that aims to institutionalize best-practice training for workers on occupational health and safety. Through the creation of a training standard and curriculum to address occupational health and safety (OHS) issues, Verité will lay the foundation for implementing OHS training requirements on a national scale. This will help workers to gain skills and receive a nationally recognized training qualification that is transferable throughout their working careers. Verité's broad two year project scope includes piloting OHS training in factories across multiple industries and development of a web-based Worker Training Center that will offer online modules on labor and life skills topics. Additionally, Verité's LINC mobile technology platform will provide information and receive confidential feedback to workers that will drive improvements in their working conditions.

In 2014, Disney funded a new Migrant Worker Empowerment program which focuses on issues affecting migrant workers in one sending country, the Philippines, and one receiving country, Japan. This project aims to empower workers and other relevant stakeholders with the proper knowledge and tools to promote ethical recruitment practices in supply chains. Additionally, this program aims to reduce the risk factors for



and incidents of forced labor, as well as mitigate unethical practices broadly. Armed with better knowledge and tools, workers will be able to make more informed choices and better protect themselves against exploitive recruitment practices.