



DISNEY'S INVOLVEMENT IN EXTERNAL GROUPS AND INITIATIVES

We are members of, or participate in, the following groups and initiatives:

- [American Apparel & Footwear Association \(AAFA\)](#): Representing more than 1,000 major brands, AAFA is the public policy and political voice of the apparel and footwear industry. Disney is a member of AAFA's Social Responsibility Committee.
- [Association of Professional Social Compliance Auditors \(APSCA\)](#): APSCA's mission is to enhance professionalism, credibility and consistency across the social compliance audit industry. Through APSCA, major auditing firms and other stakeholders are working to create a cross-industry social compliance auditor certification.
- [Business for Social Responsibility \(BSR\)](#): A leader in corporate responsibility since 1992, BSR 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.
- [Consumer Goods Forum \(CGF\)](#): The CGF is a global network of companies that works to find collaborative solutions to business challenges in the areas of sustainability, product safety, health and wellness, and supply chain standards. There are more than 350 CGF member companies across multiple industries and countries. Disney is an Observing member of CGF's Social Sustainability group.
- [Ethical Toy Program](#): The Ethical Toy Program is an independent, not-for-profit organization established in 2004 to safeguard and improve ethical and sustainability standards in global toy and entertainment industry supply chains. The Ethical Toy Program works with brands, retailers, suppliers, NGOs and other civil society groups to monitor, manage and fix social sustainability issues in toy industry supply chains across the world, and to protect and improve labor standards. Disney is a Buyer Member and also participates in the Ethical Toy Program's Technical Advisory Council.
- [ILO/IFC Better Work Programme](#): Better Work is a collaboration between the International Labour Organization (ILO) and the International Finance Corporation (IFC). Better Work is a comprehensive program bringing together all levels of the garment industry to improve working conditions and respect of labor rights for workers, and boost the competitiveness of apparel businesses. Disney is a Better Work Buyer Partner, and works closely with the program to reduce duplicative compliance activities and encourage greater impacts for workers.
- [International Labour Organization \(ILO\) Global Business Network on Forced Labour](#): The Global Business Network on Forced Labour is a collaborative forum convened by the ILO for companies, employer organizations, and business networks to come together with the ultimate aim of leveraging comparative advantages and collective action towards the elimination of forced labor and human trafficking. Disney is a member of the Network's Steering Committee.



- [International Organization of Employers \(IOE\) Corporate Partners Initiative](#): The IOE is the largest network of the private sector in the world, with more than 150 business and employer organization members. The IOE is recognized for its unique expertise, advocacy and influence as a powerful and balanced voice for business at the international level in social and employment policy debates taking place in the ILO, to which the IOE is the sole representative of business, and across the UN, G20 and other emerging forums. The IOE Corporate Partners initiative brings together multinational companies to engage in work with the IOE bilaterally as well as in cooperation with its global network of members, other corporates, the UN and other international organizations and processes. is a membership-based NGO that works with businesses to prevent and address modern-day slavery. The Mekong Club uses a collaborative approach to support companies as they combat modern slavery across global supply chains.
- [National Retail Federation \(NRF\)](#): NRF is the world's largest retail trade association, representing discount and department stores, home goods and specialty stores, Main Street merchants, grocers, wholesalers, chain restaurants and internet retailers from the United States and more than 45 countries. NRF unites the industry to solve complex issues and identify opportunities.
- [The Mekong Club](#): The Mekong Club is a membership-based NGO that works with businesses to prevent and address modern-day slavery. The Mekong Club uses a collaborative approach to support companies as they combat modern slavery across global supply chains.
- [Responsible Labor Initiative](#): The RLI is a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted. Disney is a member company committed to implementing forced labor due diligence in our supply chain.
- [Social Accountability International \(SAI\)](#): SAI is a not-for-profit organization that advances human rights at work, driven by diverse perspectives to navigate evolving labor issues. SAI designs and implements innovative processes that empower and inspire stakeholders and facilitate partnerships. As a Corporate Member of SAI, Disney shares the mission to improve working conditions in our supply chain, in accordance with performance criteria based on relevant ILO conventions and national law, utilizing management systems and multi-stakeholder dialogue.
- [United States Council for International Business \(USCIB\)](#): USCIB promotes global interests of American business by advocating for an open system of world trade, finance and investment, where business can flourish and contribute to economic growth, human welfare and environmental protection. Disney chairs USCIB's Corporate Responsibility and Labor Affairs committee.