

THE WALT DISNEY COMPANY

INTERNATIONAL LABOR STANDARDS

LICENSEE AND VENDOR INDUCTION

2022



OUR TEAM

PROMOTE SAFE, INCLUSIVE AND RESPECTFUL WORKPLACES WHEREVER DISNEY-BRANDED PRODUCTION TAKES PLACE

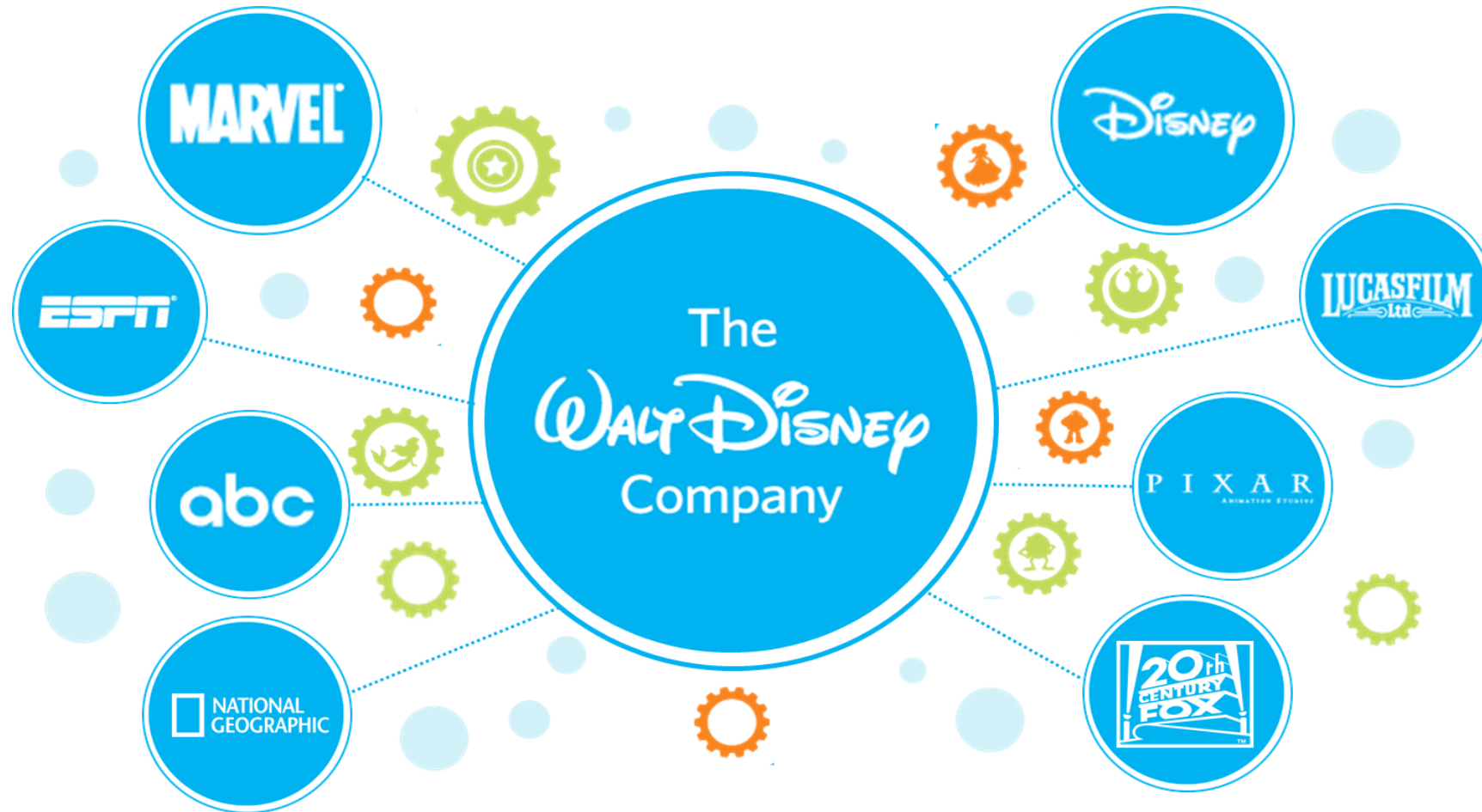
Globally:

- Program established in 1996
- Managed by 90+ dedicated staff located in 11 countries
- 37,000 active facilities for 6,300 Licensees and Vendors worldwide

EMEA:

- 1,200 Licensees and Vendors
- 12,000 active Facilities
- 84 sourcing countries

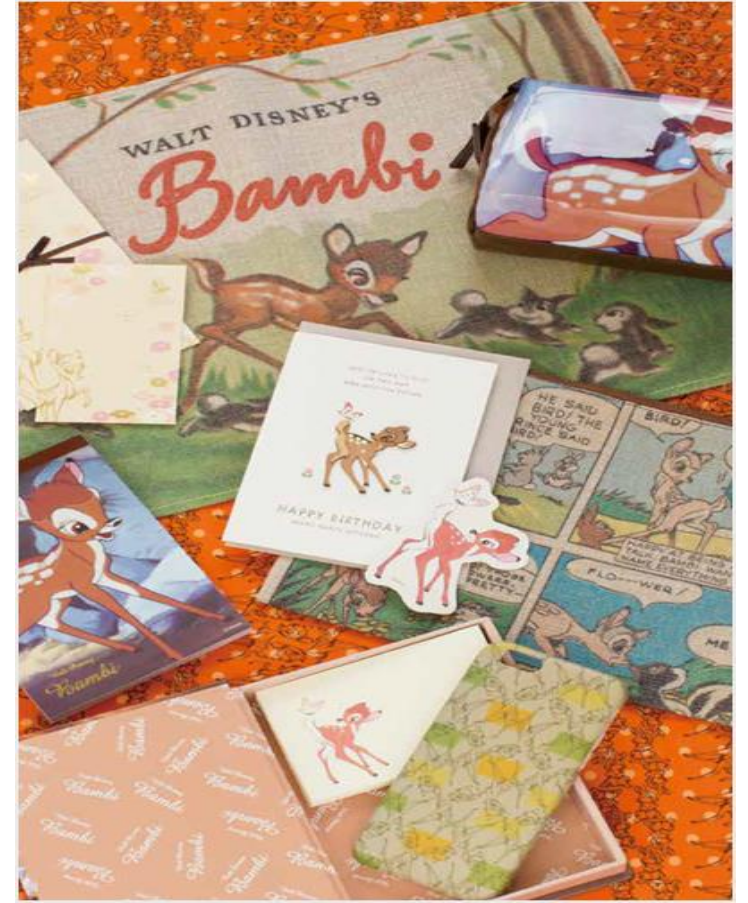
THE ILS SCOPE-BRANDS



DISNEY'S STRONG BRAND REPUTATION AND POSITIVE RELATIONSHIP WITH CONSUMERS IS ESSENTIAL TO THE DEMAND FOR DISNEY-BRANDED PRODUCTS

Do not Distribute

IN ILS SCOPE-PRODUCTS AND SITES



FACILITIES AND PRODUCTS IN SCOPE INCLUDE:

- Disney-branded merchandise
- Printers
- Embroiderers

- Processed agricultural products, including farms and orchards
- Labelling
- Packaging

Do not Distribute

- Gifts
- Premiums and giveaways
- Printed materials including instruction brochures and manuals

NOT IN ILS SCOPE-PRODUCTS AND SITES



PRODUCTION SITES OR ITEMS THAT ARE NOT IN ILS SCOPE:

- Printed materials for advertising / Point of Sales
- Banners/Posters/Displays
- In-store production (i.e. cake decoration, cafés, etc.)
- Product samples

- Raw materials
- Fabric factories
- Dyeing mills
- Non-branded packaging

- Digital production
- Online products
- Design elements

DISNEY CODE OF CONDUCT



Child Labor
Forced Labor
Coercion and Harassment
Non-Discrimination
Association
Health and Safety
Subcontracting
Monitoring and Compliance

MCS
MINIMUM
COMPLIANCE
STANDARDS

Compensation
Publication
Other Laws
Protection of the Environment

NON-MCS

[Code of Conduct for Manufacturers](#)

GENERAL REQUIREMENTS OF THE ILS PROGRAM

- 1 Select compliant Facilities in and source from [Permitted Sourcing Countries](#)
- 2 Declare all Facilities and submit required documentation in a timely manner
- 3 Receive authorization from Disney prior to production
- 4 Manage ongoing compliance and provide periodic ILS Audits if required
- 5 Remediate compliance violations and stop production if required
- 6 Advise Disney promptly of Facility changes

SELECT COMPLIANT FACILITIES

- Permitted Sourcing Countries
[ILS Audit not required](#)

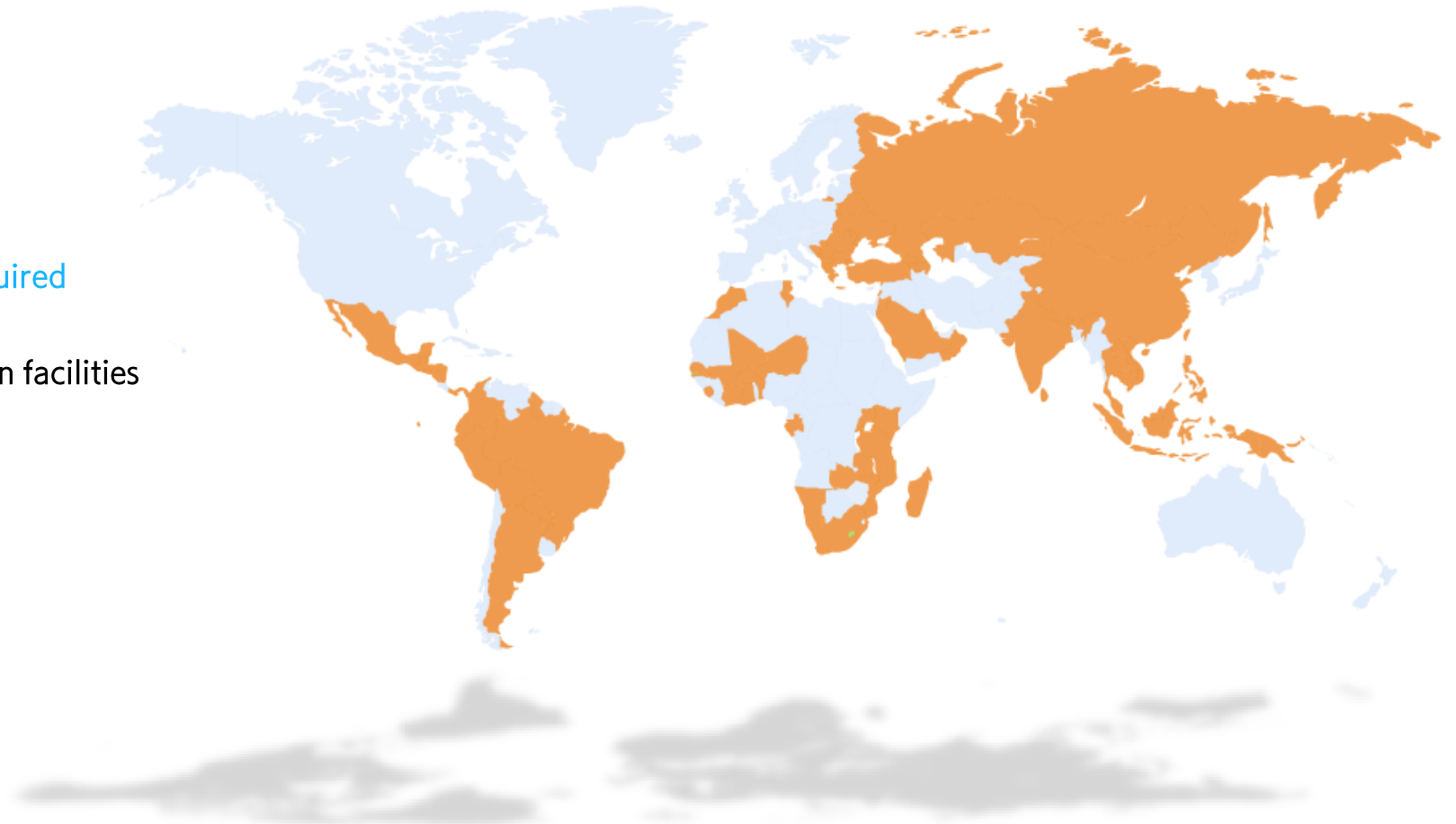


[Permitted Sourcing Countries](#)



SELECT COMPLIANT FACILITIES

- Permitted Sourcing Countries [ILS Audit required](#)
- Some productions may only be authorized in facilities sourced through the [Better Work](#) program



[Permitted Sourcing Countries](#)



DECLARE ALL FACILITIES AND SUBMIT REQUIRED DOCUMENTATION

FACILITY AND MERCHANDISE AUTHORIZATION (FAMA) APPLICATION
**Required Fields*

1. COMPANY INFORMATION (LICENSEE/VENDOR)	
*Company Name:	*Company Contact Name: Given / First Name: Family / Last Name:
Company Address: *Street / number:	Job Title: *Primary E-mail:
*City:	*Telephone number(s):
Town:	Telephone extension:
*State/Province:	Mobile number(s):
*Country:	Additional contact name, job title, telephone number and email:
Postal Code:	
2. FACILITY INFORMATION	
<i>By submitting this FAMA Application, Licensee/Vendor represents that it has obtained the Facility Contact's consent to his/her personal information being used in accordance with the terms of Disney's Privacy Policy for Business Customers and Suppliers (applicable for countries for which such policy is in effect).</i>	
*Facility Name:	*Facility Contact Name (Facility owner or manager): Given / First Name: Family / Last Name:
Facility ILS Number:	Facility Contact Job Title:
Previous/Alias Names by which this Facility is known:	Facility E-mail:
Facility Address: *Street / Number:	*Telephone number(s):
*City:	Mobile number(s):
Town:	Additional contact name, job title, telephone number and email:
*State / Province:	*Is this Facility owned by the Company (Licensee/Vendor)?
*Country:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Postal Code:	
Facility GPS location:	Facility Website:
3. AGREEMENT	
<i>(Include all Business Units you engage with by Geographic Market)</i>	
Disney Business Unit:	Disney Business Unit Contact:
	Disney Contract Deal number(s):
	ILS Representative:

FAMA APPLICATION
(REQUIRED)



ILS Social Compliance Audit

Audit ID #: 000 Date Audit Conducted: 2018/04/02
Yr/Mo/Day

Code Conducted to: Disney Audit Report Date: 2018/04/04
Yr/Mo/Day

Audit Type: Initial First F/U Second F/U Third F/U Other F/U

Facility Information

Facility ID No.: FAC-000000
 Facility Name: Nononononononono
 Address Line 1: Nonononono, 000
 Address Line 2: Nil
 Address Line 2: Nil
 City: Nononono Stat: Nonono Province: Nonono
 Town: Nonono Country: Nonono
 Postal Code: 0 000-000 GPS Location: Nil
 Contact Last Name: Nonononono Contact First Name: Nonono
 Primary Email: nonono@nono.com.br Telephone: +00 00 0000-0000
 Contact Person Title: Nonononono Fax: NA

Name/Address/Ownership Updates

Facility Name: Nil
 Facility Address: Nil
 Facility Ownership Update: Nil
 Upcoming Relocation or Expansion: Nil

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SOCIAL COMPLIANCE AUDIT THAT MEETS DISNEY'S MCS
(AS NEEDED)

DECLARE ALL FACILITIES AND SUBMIT REQUIRED DOCUMENTATION IN A TIMELY MANNER

QUALIFIED ILS AUDITS MUST BE :

- Less than 6 months old
- Include a full audit cycle
- Document working conditions
- Include interviews, document reviews, and visual inspections
- Include the physical address
- In English
- Provided electronically

Disney accepts a variety of other MSIs and Industry Norms such as the following:


- Amfori—formerly Business Social Compliance Initiative (BSCI)
- Better Work program
- ICTI Ethical Toy Program
- QIMA
- Sedex Members Ethical Trade Audit (SMETA)
- Social Accountability International SA8000 Standard
- Worldwide Responsible Accredited Production (WRAP)


[ILS Manual – more info \(p. 43\)](#)


Do not distribute

DOCUMENT SUBMISSION FOR EMEA

Using the submission Inbox: EMEA.ILS.FAMA@disney.com



 Disney FAMA application form.pdf
2 MB

 Audit Report ABC Inc.pdf
168 KB

Hello,

Please find attached a new FAMA application for the facility ABC Inc in China, audit report is attached.

Thanks

What to submit:


- FAMA Applications
- Audit Reports (as needed)
- Annual audits
- FAMA reissue requests

What not to submit:

- Ad hoc questions
- Facility eligibility requests
- Corrective Action Plan (CAP) letters


DOCUMENT SUBMISSION FOR NA


Using the submission Inbox: **CORP.ILS.FAMA@disney.com**

 **To** CORP.ILS.FAMA@disney.com

Cc

Subject FAMA Application - Company Name COM-000000 - Facility Name (FAC-000000)

 Disney FAMA application form.pdf
2 MB

 Audit Report ABC Inc.pdf
168 KB

Hello,

Please find attached a new FAMA application for the facility ABC Inc in China, audit report is attached.

Thanks

What to submit:

- FAMA Applications
- Audit Reports (as needed)
- Annual audits
- FAMA reissue requests
- Ad hoc questions
- Facility eligibility requests and updates

What not to submit:

- Corrective Action Plan (CAP) letters

RECEIVE AUTHORIZATION FROM DISNEY PRIOR TO PRODUCTION

Disney-branded production can start 

FACILITY AND MERCHANDISE AUTHORIZATION (FAMA) APPLICATION
*Required Fields

1. COMPANY INFORMATION (LICENSEE/VENDOR)

*Company Name: _____
 *Company Contact Name: _____
 Given / First Name: _____
 Family / Last Name: _____

Company Address: _____
 *Street / number: _____
 *City: _____
 Town: _____
 *State/Province: _____
 *Country: _____
 Postal Code: _____

Job Title: _____
 *Primary E-mail: _____
 *Telephone number(s): _____
 Telephone extension: _____
 Mobile number(s): _____
 Additional contact name, job title, telephone number and email: _____

2. FACILITY INFORMATION

By submitting this FAMA Application, Licensee/Vendor represents that it has obtained the Facility Contact's consent to his/her personal information being used in accordance with the terms of Disney's Privacy Policy for Business Customers and Suppliers (applicable for countries for which such policy is in effect).

*Facility Name: _____
 *Facility Contact Name (Facility owner or manager): _____
 Given / First Name: _____
 Family / Last Name: _____

Facility ILS Number: _____
 Facility Contact Job Title: _____

Previous/Alias: Names by which this Facility is known: _____
 Facility E-mail: _____
 *Telephone number(s): _____
 Mobile number(s): _____
 Additional contact name, job title, telephone number and email: _____

Facility Address: _____
 *Street / Number: _____
 *City: _____
 Town: _____
 *State / Province: _____
 *Country: _____
 Postal Code: _____

*Is this Facility owned by the Company (Licensee/Vendor)?
 Yes No

Facility Website: _____

3. AGREEMENT
(Include all Business Units you engage with by Geographic Market)

Disney Business Unit:	Disney Business Unit Contact:	Disney Contract Deal number(s):	ILS Representative:

FAMA APPLICATION (MANDATORY)

ILS Social Compliance Audit

Audit ID #: 000 Date Audit Conducted: 2018/04/02
 Yr/Mo/Day

Code Conducted to: Disney Audit Report Date: 2018/04/04
 Yr/Mo/Day

Audit Type: Initial First F/U Second F/U Third F/U Other F/U

Facility Information

Facility ID No.: FAC-000000
 Facility Name: Nonononononono
 Address Line 1: Nonononono, 000
 Address Line 2: Nil
 Address Line 3: Nil
 City: Nonono State/Province: Nonono
 Town: Nonono Country: Nonono
 Postal Code: 0000-0000 GPS Location: Nil
 Contact Last Name: Nonono Contact First Name: Nonono
 Primary Email: nonono@nonono.com.br Telephone: +00 00 0000-0000
 Contact Person Title: Nonononono Fax: NA

Name/Address/Ownership Updates

Facility Name: Nil
 Facility Address: Nil
 Facility Ownership Update: Nil
 Upcoming Relocation or Expansion: Nil

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SOCIAL AUDIT THAT MEETS DISNEY'S MCS (AS NEEDED)

Do not Distribute

FACILITY AND MERCHANDISE AUTHORIZATION

LICENSEE/VENDOR NAME:
 Coriex S.r.l. (COM-002821)

STREET ADDRESS:
 Via Molveno, 4 N/A
 Mezzano, (PD), 35035, Italy

FACILITY NAME:
 HualAn Henglong Gloves & Cap Co.Ltd. (FAC-041965)

FACILITY ALIAS NAME(S):

FACILITY ADDRESS:
 East 1 Road, Ind... Park, Hor... Cou...
 HualAn, Jiang...

This Facility and Merchandise Authorization is confirmed that the above-named Licensee/Vendor is authorized to manufacture and/or distribute products bearing intellectual property owned or controlled by The Walt Disney Company and/or its affiliates ("Disney") (which may include, without limitation, Mickey Mouse and/or the Disney characters) (collectively, the "Disney-Branded Products"), all in accordance with and subject to Licensee/Vendor's written agreement(s) with Disney and (2) may be presented by Licensee/Vendor to customs authorities to confirm Disney's authorization to import/export Disney-Branded Products.

This Facility and Merchandise Authorization shall expire on the first to occur of the following: (1) the termination of the Authorization by Disney; (2) the expiration or termination of the applicable agreement between Licensee/Vendor and Disney; or, (3) the passage of 1 year from the issuance date set forth herein.

Notice to Licensee/Vendor: Disney hereby reserves all of its rights and remedies arising from any unauthorized use of this Facility and Merchandise Authorization. This Facility and Merchandise Authorization is valid for this Licensee/Vendor only and is non-transferable to other Licensee/Vendors using the same Facility. Without limiting the foregoing, any unauthorized use of this Facility and Merchandise Authorization by Licensee/Vendor, including without limitation (appropriately using a Facility and Merchandise Authorization which has been provided by Disney, may result in the termination of the agreement between Licensee/Vendor and Disney.

FAMA ID
 1VZAY7E9BQKO

Issuance Date: 09/07/2022
 AMCD011111

FAMA AUTHORIZATION (MANDATORY)



MANAGE ONGOING COMPLIANCE AND PROVIDE ILS AUDITS IF REQUIRED

MONTHLY LICENSEE/VENDOR STATUS REPORT (MSR)

The report includes your production authorization statuses (current, pending and expired) and provides the following details:

- Actions required for Licensee/Vendor
- Facility details
- Last audit status and violations
- Next audit due date

Additional information from the report:

- Your Company ID (COM-XXXXXX)
- Contract information



MANAGE ONGOING COMPLIANCE AND PROVIDE ILS AUDITS IF REQUIRED

AUDITS CONDUCTED BY DISNEY (DDA AUDITS)

- Disney may perform ILS audits of any facility, at any time, in any country.
- Disney will notify in advance of an ILS audit
- Facility information should be accurate
- Ensure Disney has full access to the facility
- UTS (Unable to Schedule) notification



REMEDiate COMPLIANCE VIOLATIONS AND STOP PRODUCTION IF REQUIRED

CORRECTIVE ACTION PLAN

- MCS violations
- Non-MCS violations
- Two consecutive audits that fail
MCS = Facility Loss of Production
Authorisation (FLOPA)

Tip: Share the CAP letter with facility management and work with them to solve the issues

From: ils.program@email.disney.com <ils.program@email.disney.com>
Sent: 02 September 2022 03:05
Subject: You Have a New Communication

September 02, 2022

This letter is being provided to all Disney licensees and vendors currently authorized to produce Disney-branded products in this facility. As a courtesy, this letter is also being provided to licensees and vendors that have applied for authorization to produce in this facility.

On August 24, 2022, Disney received an audit of Cenka Tekstils Sanayi ve Ticaret A.Ş. (Facility ID: FAC-059939), located in CANAKKALE, Turkey.

Results of this audit indicate that this facility currently does not meet Disney's Minimum Compliance Standard (MCS) under the ILS Program.

NON-MCS VIOLATIONS - SHOULD BE ADDRESSED PROMPTLY

- Other Laws: Other
Employees do not receive detailed payroll information.

As the licensee/vendor, it is your responsibility to ensure that all Code violations are addressed promptly.

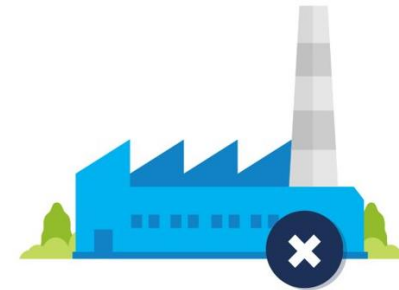
As a reminder, you must obtain authorization from Disney before commencing Disney-branded production in this facility, as evidenced by receipt of a signed FAMA form from Disney.

REMEDiate COMPLIANCE VIOLATIONS AND STOP PRODUCTION IF REQUIRED



ADVISE DISNEY PROMPTLY OF FACILITY CHANGES

- No longer using the facility for Disney-branded production?
- Check Monthly Status Report to ensure the facility details are correct



USEFUL LINKS

- [ILS manual](#)
- [FAMA application form](#)
- [Code of Conduct](#)
- [Permitted Sourcing Countries](#)
- [Health & Safety Supplemental Guide](#)
- [Forced Labour Supplemental Guide](#)
- [disneylaborstandards.com](#)



UPCOMING TRAINING SESSIONS

- Health & Safety Supplemental Guide
5th Oct ([Register](#)) & 12th Oct ([Register](#)), 10am GMT
- Next ILS Monthly Training:
26th Oct 16:00-17:00 GMT
[Register](#)



Q & A

Thank you

