



HUMAN RIGHTS

HUMAN RIGHTS POLICY STATEMENT

The Walt Disney Company is committed to conducting business in an ethical and responsible manner. We respect and support international principles aimed at protecting and promoting human rights, as described in the United Nations' Universal Declaration on Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. In our own operations, Disney seeks to operate in compliance with all applicable laws wherever we do business.

While governments have the primary responsibility for protecting and upholding the human rights of their citizens, Disney recognizes its responsibility to respect human rights in its operations. In addition, we recognize that we have an opportunity to promote human rights where we can make a positive contribution. This includes, among other things, opposing human trafficking and the exploitation of children.

COMPANY WORKPLACE POLICIES

We strive to foster safe, inclusive and respectful workplaces wherever we do business. Disney's workplace policies and practices include commitments to non-discrimination and freedom from harassment, and require that the company refrain from knowingly entering into relationships that, directly or indirectly, expose cast members and employees to undue health and safety risks, or that use child, prison or forced labor, or other similarly exploitative practices. These policies are detailed in our [Standards of Business Conduct](#). Disney provides its Standards of Business Conduct to employees and periodically provides training to employees on topics covered within the Standards.

HUMAN RIGHTS WITHIN OUR SPHERE OF INFLUENCE

We also strive to foster safe, inclusive and respectful workplaces wherever our products are made. We expect the same commitment from business associates, licensees and vendors, both in the U.S. and abroad. Disney's [Code of Conduct for Manufacturers](#) sets forth requirements for manufacturers of our products with respect to labor standards and working conditions. The principles embodied in our Code are designed to be consistent with the ILO Declaration on Fundamental Principles and Rights at Work. We implement this commitment through a dedicated compliance program that communicates expectations to our licensing and sourcing partners, monitors factory working conditions, implements facility improvement plans where necessary, and engages with stakeholders.



THE RIGHTS OF CHILDREN AND THE YOUNG

The well-being of children is of the utmost importance to Disney. We are committed to combating the exploitation of children and therefore prohibit any use of child labor in the manufacture of Disney-branded products. Children's safety is also of paramount importance to Disney. The extensive safety and security management systems, programs and practices in our theme parks and resorts, for example, include a range of elements designed to meet the specific needs of protecting children. Our nutrition guidelines for food and beverages that we serve, and products that bear Disney brands or images, are also designed to promote healthier choices. To read more about our commitments in these areas, please see our [Report on Safety](#) and our [Corporate Citizenship Report](#). In addition, we have comprehensive policies regarding data privacy and online safety aimed at protecting children. For more information about these policies, please visit the [Disney online safety site](#).

BRINGING THESE POLICIES TO LIFE

- Our commitment to respect human rights is a core value of all businesses within The Walt Disney Company, and we take active steps to reflect that commitment in our everyday activities:
- We report on our principles and performance in periodic reports to our Board of Directors and in our periodic Corporate Citizenship Reports to shareholders and the public.
- We expect and encourage employees throughout our business operations to make these principles and practices a part of their everyday work, and hold our employees accountable for adhering to our Standards of Business Conduct.
- We train employees on our [Code of Conduct for Manufacturers](#), monitor factory working conditions, and implement facility improvement plans within our supply chain when necessary.
- Our Corporate Citizenship group oversees our policies and practices in all of these areas, with support from Human Resources, Legal and other functions as needed.
- We keep our policies and practices relating to human rights under continuous review, recognizing the need to stay vigilant in a rapidly changing and challenging world.

In support of all of these efforts, we place special value on our ongoing collaboration with a broad range of interested constituencies, including socially responsible investors, industry and peer groups; governmental, inter-governmental and non-governmental organizations; advocacy groups and concerned individuals. This broad engagement helps keep us sensitive to the potential impacts – positive and negative – of our products, services and operations on the rights, interests and well-being of our employees, guests, customers and communities around the world.