



INVOLUNTARY LABOR POLICY

Disney's International Labor Standards (ILS) program and Code of Conduct for Manufacturers prohibit the use of involuntary labor in the production of Disney-branded products. In an effort to strengthen prevention efforts in this area and align with evolving industry practice, effective November 01, 2020, the prohibition against the use of involuntary labor includes:

- (1) the prohibition of workers paying certain fees and expenses to obtain or retain employment;
- (2) the requirement to reimburse workers who were charged non-permissible fees;
- (3) the requirement that terms of employment not be unilaterally changed, if those changes negatively impact workers, once they are signed; and
- (4) the requirement that all terms and conditions of employment be stated in the employment contract and are voluntarily agreed to by workers prior to employment, or in the case of migrant workers, prior to their departure from their points of origin.

Please contact your ILS representative should you have any questions.

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