

The **WALT DISNEY** Company

2021 Corporate Social Responsibility Report

***UNITED NATIONS SUSTAINABLE
DEVELOPMENT GOALS (SDGs) INDICATORS***



Sustainable Development Goals Indicators (SDGs)



The [United Nations Sustainable Development Goals](#) (SDGs) are a collection of 17 global goals intended to provide a shared “blueprint to achieve a better and more sustainable future for all.” The following table demonstrates how our Corporate Social Responsibility programs support the SDGs.



NO POVERTY

- Our investment with Wildlife Conservation Society in the conservation of the Keo Seima forest in Cambodia includes the sustainable use of land and resources and supports alternative livelihoods to reduce pressure on the forest. The project preserves forest that provides basic needs and cultural identity for more than 2,500 Bunong households, increases water quality, and provides access to clean water for more than 4,000 people.



GOOD HEALTH & WELL-BEING

- In 2021, we joined a coalition of leading media companies and mental health experts in recognition of the powerful role storytelling can play in [addressing mental health challenges](#), enhanced our Employee Assistance Program to include complimentary consultations with therapists and counselors, and trained our human resources staff on mental health topics. We also offered digital well-being solutions through Talkspace, Headspace, Unmind, and Grokker, as well as ongoing wellness initiatives, such as health coaching, fitness discounts, and exercise benefits.
- We created educational and science-driven materials that addressed the facts, myths, and more about COVID-19 and the vaccines, which were collectively viewed more than 350,000 times by our employees from launch through the end of FY21.
- We made it as easy as possible for our employees to get vaccinated by offering on-site distribution centers in the U.S. in California, Florida, Connecticut, and France.
- We have a longstanding commitment to ensuring we promote healthier foods and beverages to kids and families through our Healthy Living program, and supported by our [Nutrition Guidelines](#) policy.



QUALITY EDUCATION

- In 2020-2021, with the support of Disney funding, FIRST provided STEM program access to more than 318,000 students worldwide, including more than 50,000 students from underrepresented communities in the U.S.
- In FY21, we distributed more than 4.5 million books to children in need through our First Book donation program, which is supported by Disney’s “Buy a Book, Give a Book” program on shopDisney.com, including more than 100,000 books as part of our Magic of Storytelling campaign.



GENDER EQUALITY

- For the sixth year, Disney hosted the Girls Who Code Summer Immersion Program in 2021.
- In FY21, 50% of employees worldwide self-identified as women.¹



CLEAN WATER & SANITATION

- The Disney Conservation Fund provided grant funding to watershed protection and restoration projects in Florida and Southern California in FY21.
- We also implemented site-specific water stewardship strategies at our high-impact sites.



AFFORDABLE & CLEAN ENERGY

- We completed the installation of a solar array on Castaway Cay, which will power ~70% of the island.
- Hong Kong Disneyland has installed more than 5,000 solar panels and is the single largest solar panel site in Hong Kong.
- In Florida, Walt Disney World and Reedy Creek Improvement District began development of two new 75MW solar facilities, which are expected to come online in 2023.
- For the past 15 years, Disney Parks alone have invested \$24 million in energy efficiency projects calculated to reduce a cumulative 1.1 million MWh of energy use.



DECENT WORK & ECONOMIC GROWTH

- Since 2012, our [Supply Chain Investment Program \(SCIP\)](#) has provided more than \$23 million in financial and programmatic support to more than 40 unique programs driving innovation in addressing supply chain labor standards.
- Our International Labor Standards (ILS) program is informed by Disney's [Standards of Business Conduct](#), [Human Rights Policy](#), and [Code of Conduct for Manufacturers](#), along with a range of other responsible business expectations, the United Nations' Guiding Principles on Business, and Human Rights and the OECD's Guidelines for Multinational Enterprises.
- At the end of 2021, more than 12,500 employees were enrolled in Disney Aspire, a program providing financial support for education and personal development.
- D Learn content was consumed nearly 1.5 million times by employees throughout the year.
- We introduced Flexibility @ Disney, a new way of working that introduces more permanent flexibility.



REDUCED INEQUALITIES

- 29,000+ passionate employees offer their time, expertise, and cultural insights through Business Employee Resource Groups.
- More than \$150 million in charitable giving contributed to programs serving underrepresented communities.²
- Approximately \$450 million spent with certified diverse-owned Tier 1 vendors in FY21.
- Launched the [Reimagine Tomorrow](#) digital destination and [Diversity Dashboard](#).
- Shanghai Disney Resort hosted an accessibility forum to share inclusion initiatives and career progression advice for people with disabilities.
- Launched [Disney on the Yard](#), a multifaceted initiative to deepen our relationships with HBCUs.
- Continued to develop Inclusion Standards to increase inclusion of underrepresented groups onscreen, in writing and directing jobs, and below the line.
- Launched [Onyx Collective](#), a new content brand on Hulu designed to curate a slate of premium entertainment by creators of color and underrepresented voices.
- Founding sponsor of the groundbreaking industry incubator National Association of Latino Independent Producers, which addresses the underrepresentation of Latino creatives in the entertainment industry.
- We are reimagining our products and attractions to be more inclusive, such as a [new attraction based on *The Princess and the Frog* at Disneyland](#) and adaptive, sensory-friendly [costumes and wheelchair coverings](#).



SUSTAINABLE CITIES & COMMUNITIES

- Provided more than \$290 million in cash and in-kind charitable contributions.
- More than 340,000 hours of service were contributed by Disney VoluntEARS in FY21.
- Contributed to disaster relief efforts by supporting the American Red Cross' Annual Disaster Giving Program, UNICEF, and Good360.

² Charitable giving that we report includes grants specifically directed towards historically underrepresented and protected communities, including the Asian American, Pacific Islander, Black, Hispanic, Native American/Indigenous, and LGBTQ+ communities, as well as People with Disabilities, Veterans and Women. We also include grants to organizations where a percentage of their services reach underrepresented and protected communities. If the organization spends a majority of their efforts on these communities, we count the entire grant, and if the organization does not spend a majority, we count a proration of the grant. For grants to these two types of organizations, we rely on their self-reported percentages regarding communities served. On a sample basis, we validate the percentages that we report.



RESPONSIBLE CONSUMPTION & PRODUCTION

- Diverted 61%, or 80,000+ tons, of total Company operational waste from landfills and incinerations.
- Established a new, rigorous set of internal Sustainable Design Standards, aligned with our 2030 environmental goal areas.
- Established a cross-functional consumer products working group to help our Global Product Creation team and external partners understand how they can minimize waste.
- Launched new plastic-free packaging for our line of classic dolls.



CLIMATE ACTION

- Committed to achieving net zero emissions by 2030.
- Participating in a low-carbon shipping pilot with Maersk ECO Delivery, as well as the Clean Cargo initiative.



LIFE BELOW WATER

- Continued our 18+ year commitment to sea turtle conservation.
- Achieved a 95% sustainable seafood sourcing rate within our U.S. Disney parks, resorts, and cruise line.³
- For nearly 15 years, our teams have been working to protect and restore the coral reefs outside Disney's Castaway Cay in The Bahamas, with more than 2,000 corals planted.



LIFE ON LAND

- Disney Conservation Fund (DCF) has invested more than \$120 million in community-led conservation efforts spanning half the countries of the world since inception.
- In FY21, DCF provided more than \$6 million in grants, supporting 60 non-profit organizations working across 30 countries.
- Hundreds of species and 315 million habitat acres have been protected since DCF's inception.
- In Brazil, Walt Disney Imagineers helped inspire designs for wildlife overpasses that connect forests and are critical for the survival of remaining golden lion tamarin monkeys.



PEACE, JUSTICE & STRONG INSTITUTIONS

- We conduct our business in accordance with high standards of business ethics and comply with applicable laws, rules, and regulations.
- Our [Standards of Business Conduct](#) applies to all employees and Disney's [Code of Conduct for Manufacturers](#) sets forth requirements for manufacturers of our products with respect to labor standards and working conditions.



PARTNERSHIPS FOR THE GOALS

- We are a member of several trade organizations with which we engage to support social and environmental actions, such as Business for Social Responsibility and Ceres Corporate Network.

³ Disney's definition of sustainable seafood can be found in our [2030 Environmental Goals white paper](#). The breakdown of 95% sustainable seafood in 2021 includes: 7% Best Choice, 67% Eco-certified, 15% Good alternative, 5% Avoid, 3% FIP, and 3% Unrated.

Forward-Looking Statements

Certain statements in this communication may be deemed to be “forward-looking statements” within the meaning of the Federal Private Securities Litigation Reform Act of 1995, including statements regarding our plans; expectations; continuation or future execution of initiatives, programs, activities, policies, or disclosures; strategies; goals; objectives; intentions; commitments; targets and other statements that are not historical in nature. These statements are made on the basis of management’s views and assumptions regarding future events and business performance as of the time the statements are made. Management does not undertake any obligation to update these statements. Actual results may differ materially from those expressed or implied. Such differences may result from actions taken by the Company, including restructuring or strategic initiatives (including capital investments, asset acquisitions or dispositions, integration initiatives, new or expanded business lines or cessation of certain operations) or other business decisions, as well as from developments beyond the Company’s control, including:

- health concerns;
- changes in domestic and global economic conditions, competitive conditions, and consumer preferences;
- adverse weather conditions or natural disasters;
- international, regulatory, political, or military developments;
- technological developments;
- labor markets and activities; and

each such risk includes the current and future impacts of, and is amplified by, COVID-19 and related mitigation efforts. Such developments may further affect entertainment, travel, and leisure businesses generally and may, among other things, affect (or further affect, as applicable):

- demand for our products and services;
- the performance of the Company’s theatrical and home entertainment releases and other content;
- the advertising market for programming;
- construction;
- expenses of providing medical and pension benefits; and
- performance of some or all company businesses, either directly or through their impact on those who distribute our products.

Additional factors are set forth in the Company’s Annual Report on Form 10-K for the year ended October 2, 2021, under Item 1A, “Risk Factors,” Item 7, “Management’s Discussion and Analysis,” Item 1, “Business,” and subsequent reports, including, among others, quarterly reports on Form 10-Q.

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