

The *WALT DISNEY* Company

2021 Corporate Social Responsibility Report

DATA & REPORTING FRAMEWORKS



Data & Reporting Frameworks

We are committed to providing an annual account of our performance on environmental, social, and governance (ESG) issues. Our assessment of priority areas of impact and risk to our businesses, society, and stakeholders drive the content and data in this report. These priorities—and thereby our reporting of them—are greatly informed by the various frameworks used to evaluate company performance. These include but are not limited to: the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), CDP (formerly the Carbon Disclosure Project), Task Force on Climate-related Financial Disclosure (TCFD), United Nations Sustainable Development Goals (SDGs), and others.

This update represents our impacts, progress, and results as they relate to social and environmental responsibility. We present performance data throughout the update, and we are committed to the continued improvement, accuracy, and sophistication of our social and environmental responsibility information. To this end, our Corporate Reporting function, which also manages Disney's financial data and reporting, collects and validates our data. We take care to explain estimates or assumptions that have been used in the development of metrics, as appropriate.

This annual update, along with the stories, content, and policies available on our website, social media channels, and other platforms, provides a broad view of our social and environmental responsibility efforts. We regularly review these materials with stakeholders and appreciate feedback on our efforts and reporting. To learn more, please visit: thewaltdisneycompany.com and impact.disney.com, and follow us on social media at [@DisneyCSR](https://twitter.com/DisneyCSR).

Scope

Unless specified otherwise, all data and information in this summary and our full [2021 CSR Report](#) pertain to efforts in fiscal year 2021, which began on October 4, 2020, and ended on October 2, 2021. For the most part, data refers to assets under management as of the beginning of the fiscal year. The terms “Company,” “we,” “Disney,” and “our” are used to refer collectively to the parent company and the subsidiaries through which businesses are conducted. Inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information. Please also see our Annual Report on Form 10-K for the year ended October 2, 2021 and other publicly-filed documents available at thewaltdisneycompany.com/investor-relations/.

Select Policies & Practices

Disney is committed to a number of ESG policies and practices that promote the thoughtful and ethical operation of our businesses.

Environment

[2021 CDP Climate Change Survey Response](#)

[2030 Environmental Goals White Paper](#)

[Live Animals in Entertainment Policy](#)

[Management of Chemicals in Consumer Products](#)

[Natural Climate Solutions White Paper](#)

[Paper Sourcing and Use Policy](#)

Social

[California Transparency in Supply Chains Act Statement](#)

[Charitable Giving Guidelines](#)

[Code of Conduct for Manufacturers](#)

[Conflict Minerals Policy](#)

[2019 EEO-1 and 2020 EEO-1](#)

[Human Rights Policy Statement](#)

[International Labor Standards Program Manual](#)

[Involuntary Labor Policy](#)

[Nutrition Guidelines](#)

[Our Stories and Characters](#)

[Permitted Sourcing Countries Policy](#)

[Privacy Center](#)

[Smoking in Movies](#)

[UK Modern Slavery Act Transparency Statement](#)

Governance

[Anti-piracy Policy](#)

[Global Tax Strategy Statement](#)

[Information Security Management System](#)

[Political Giving & Participation in the Formulation of Public Policy](#)

[Standards of Business Conduct](#)

► Visit our [ESG Reporting Center](#) to see more.

FY21 Data Table¹

ENVIRONMENTAL STEWARDSHIP²

<i>Emissions & Energy</i>	2021	2020	2019	2018
Scope 1 Emissions (metric tons CO ₂ e) ^{3,4}	503,221	597,067	856,619	897,432
Scope 2 Emissions (location based) (metric tons CO ₂ e) ^{3,4}	675,984	851,029	1,010,447	1,028,828
Scope 2 Emissions (market based) (metric tons CO ₂ e) ^{3,4,5}	687,042	745,582	931,685	976,732
Scope 1 & 2 Emissions (location based) (metric tons CO ₂ e) ^{3,4}	1,179,205	1,448,096	1,867,066	1,926,260
Scope 1 & 2 Emissions (market based) (metric tons CO ₂ e) ^{3,4,5}	1,190,263	1,342,649	1,788,304	1,874,164
Retired Carbon Credits (metric tons CO ₂ e) ^{5,6}	410,120	470,209	860,620	892,769
Net Emissions (market based) (metric tons CO ₂ e) ^{3,4,5}	780,143	872,440	927,685	981,395
Total Energy (MWh) ⁷	3,907,990	4,435,208	5,834,265	5,915,363
Percentage Grid Electricity ⁸	48%	43%	Not Reported	Not Reported
Percentage Renewables ⁹	5.3%	6.9%	Not Reported	Not Reported
Percentage Zero Carbon Electricity ¹⁰	39%	Not Reported	Not Reported	Not Reported

Waste

Total Percentage of Operational Waste Diverted from Landfill and Incineration (Company) ¹¹	61%	60%	57%	54%
Total Operational Waste Generated (Company) (tons) ¹¹	138,683	152,048	252,744	251,205
Total Operational Waste Sent to Landfill (Company) (tons) ¹¹	53,259	59,268	103,115	111,386
Total Operational Waste Diverted (Company) (tons) ¹¹	83,170	90,480	145,271	135,617
Total Percentage of Operational Waste Diverted from Landfill and Incineration (Wholly Owned Parks and Resorts) ¹¹	60%	Not Reported	Not Reported	Not Reported
Total Operational Waste Sent to Landfill (Wholly Owned Parks and Resorts) (tons) ¹¹	44,313	Not Reported	Not Reported	Not Reported

Water

Potable Water Consumed (billions of gallons) ¹²	5.15	4.99	6.53	6.46
Non-potable Water Consumed (billions of gallons) ¹²	1.62	Not Reported	Not Reported	Not Reported

Sustainable Design

Construction Waste Diverted (U.S. and Europe) ¹³	97%	Not Reported	Not Reported	Not Reported
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SOCIAL IMPACT

<i>Charitable Giving</i>	2021	2020	2019	2018
Charitable Giving (cash, millions U.S. \$) ¹⁴	\$87.1	\$80.4	\$107.0	\$103.7
Charitable Giving (in-kind donations, millions U.S. \$) ¹⁵	\$206.6	\$252.7	\$231.2	\$229.1
Total Charitable Giving (cash and in-kind donations, millions U.S. \$) ^{14,15}	\$293.7	\$333.1	\$338.2	\$332.8
Charitable Giving to Programs Supporting Underrepresented Communities ^{14,15,16}	\$153.8	Not Reported	Not Reported	Not Reported
<i>Volunteerism</i>				
VoluntEARS Hours ¹⁷	341,500	321,700	612,300	600,100
<i>Supplier Diversity</i>				
Total Direct Spend with Minority, Women, Disabled, Veteran, Service-Disabled Veteran, and LGBTQ+ Owned Business Enterprises (millions, U.S. \$) ¹⁸	\$449.0	\$438.7	\$590.8	\$554.7

WORKFORCE

<i>Employment & Employment Status</i>	2021	2020	2019	2018
Global Employees ^{19,20,21}	190,000	203,000	224,000	185,000
Casual Seasonal (global) ^{19,20}	5%	1%	7%	8%
Casual Ongoing (global) ^{19,20}	16%	19%	18%	20%
Full-Time (global) ^{19,20}	79%	80%	75%	72%
Percentage of Employees Covered by Collective Bargaining Agreements (U.S.) ^{19,22}	54%	54%	50%	51%
<i>Training, Development & Competitive Pay</i>				
Trainings Offered (unique) ²³	38,300	41,800	38,000	20,700
Number of Trainings Taken ²³	2,050,000	1,590,000	1,600,000	1,027,500
Median Wage Earnings for U.S. Disney Parks & Resorts Hourly Employees ²⁴	\$17/hour	\$17/hour	Not Reported	Not Reported
Percentage of U.S. Disney Parks & Resorts Hourly Employees Earning State Minimum Wage or Higher ²⁴	100%	100%	Not Reported	Not Reported

FY21 Data Table¹

DIVERSITY & INCLUSION: WORKFORCE REPRESENTATION^{19, 25, 26}

<i>Overall Workforce</i>	2021	2020	2019	2018
Women (Global)	50.3%	50.9%	50.9%	51.3%
People of Color (U.S.)	46.3%	46.1%	45.6%	44.2%
Asian (U.S.)	7.4%	7.3%	7.2%	6.7%
Black or African American (U.S.)	8.6%	8.4%	8.4%	8.6%
Hispanic or Latino (U.S.)	27.0%	27.1%	26.7%	25.9%
Native American or Alaskan Native (U.S.)	0.3%	0.3%	0.3%	0.3%
Native Hawaiian or Other Pacific Islander (U.S.)	0.6%	0.7%	0.7%	0.7%
White (U.S.)	50.9%	51.1%	51.5%	52.4%
Two or More Races (U.S.)	2.3%	2.4%	2.3%	2.1%
Undisclosed (U.S.)	2.7%	2.7%	2.9%	3.4%
<i>Executive</i>				
Women (Global)	43.3%	41.8%	40.9%	40.6%
People of Color (U.S.)	24.7%	22.5%	21.2%	19.5%
Asian (U.S.)	10.2%	9.6%	9.0%	7.7%
Black or African American (U.S.)	6.0%	4.9%	4.4%	4.5%
Hispanic or Latino (U.S.)	6.3%	6.1%	6.1%	5.7%
Native American or Alaskan Native (U.S.)	0.2%	0.3%	0.2%	0.3%
Native Hawaiian or Other Pacific Islander (U.S.)	0.2%	0.2%	0.2%	0.2%
White (U.S.)	73.3%	76.1%	77.1%	79.7%
Two or More Races (U.S.)	1.8%	1.4%	1.3%	1.1%
Undisclosed (U.S.)	1.9%	1.4%	1.6%	0.7%

<i>Manager</i>	2021	2020	2019	2018
Women (Global)	43.3%	42.8%	42.6%	43.7%
People of Color (U.S.)	30.2%	29.3%	29.3%	26.9%
Asian (U.S.)	10.3%	10.0%	10.1%	8.6%
Black or African American (U.S.)	5.6%	5.2%	5.0%	4.7%
Hispanic or Latino (U.S.)	11.7%	11.6%	11.8%	11.5%
Native American or Alaskan Native (U.S.)	0.3%	0.2%	0.2%	0.3%
Native Hawaiian or Other Pacific Islander (U.S.)	0.4%	0.4%	0.4%	0.3%
White (U.S.)	67.8%	69.3%	69.3%	72.0%
Two or More Races (U.S.)	1.8%	1.8%	1.8%	1.5%
Undisclosed (U.S.)	2.0%	1.3%	1.4%	1.1%
<i>Below Manager</i>				
Women (Global)	51.9%	52.7%	52.8%	52.9%
People of Color (U.S.)	50.0%	49.8%	49.3%	47.7%
Asian (U.S.)	6.8%	6.8%	6.6%	6.3%
Black or African American (U.S.)	9.3%	9.0%	9.1%	9.3%
Hispanic or Latino (U.S.)	30.5%	30.4%	30.1%	28.8%
Native American or Alaskan Native (U.S.)	0.3%	0.3%	0.3%	0.3%
Native Hawaiian or Other Pacific Islander (U.S.)	0.7%	0.7%	0.7%	0.8%
White (U.S.)	47.2%	47.2%	47.5%	48.5%
Two or More Races (U.S.)	2.5%	2.5%	2.4%	2.2%
Undisclosed (U.S.)	2.9%	3.0%	3.2%	3.8%

DIVERSITY & INCLUSION: CONTENT REPRESENTATION^{19, 27}

SCRIPTED & FILM

<i>Directors</i>	2021	2020	<i>Producers</i>	2021	2020
People of Color	39.7%	33.5%	People of Color	26.4%	22.8%
White	60.3%	66.5%	White	73.6%	77.2%
Women	42.2%	40.3%	Women	37.6%	35.3%
Men	57.8%	59.7%	Men	62.4%	64.7%
<i>Series Regulars / Leads</i>			<i>Writers</i>		
People of Color	49.0%	45.4%	People of Color	33.5%	31.4%
White	51.0%	54.6%	White	66.5%	68.6%
Women	47.1%	45.9%	Women	43.3%	42.1%
Men	52.9%	54.1%	Men	56.7%	57.9%

NEWS & SPORTS

<i>On Air</i>	2021	2020
People of Color	40.7%	39.6%
White	59.3%	60.4%
Women	34.4%	33.4%
Men	65.6%	66.6%
<i>Behind the Camera</i>		
People of Color	31.2%	29.2%
White	68.8%	70.8%
Women	38.2%	38.6%
Men	61.8%	61.4%

FY21 Data Table¹

SUPPLY CHAIN

<i>Facility Footprint</i> ^{28, 29}	2021	2020	2019	2018
Aggregate Number of Facilities Manufacturing Disney-Branded Products During the Fiscal Year	43,700	43,300	42,500	40,100
Total Number of Countries	103	99	101	102
Number of Countries with 1% or Less of Total Facilities	87	86	88	90

Facility Footprint: Country Data^{28, 29, 30}

<i>Number of Facilities Manufacturing Disney-Branded Products By Country: # (% of total)</i>				
China	12,070 (28%)	11,640 (27%)	11,210 (26%)	10,050 (25%)
Japan	8,210 (19%)	8,050 (19%)	7,960 (19%)	8,300 (21%)
USA	5,540 (13%)	5,470 (13%)	5,200 (12%)	4,850 (12%)
South Korea	2,120 (5%)	2,090 (5%)	1,900 (4%)	1,840 (5%)
Brazil	1,510 (4%)	1,460 (3%)	1,520 (4%)	1,460 (4%)
Taiwan	1,360 (3%)	1,340 (3%)	1,300 (3%)	1,080 (3%)
Italy	1,290 (3%)	1,380 (3%)	1,370 (3%)	1,280 (3%)
India	1,240 (3%)	1,120 (3%)	1,100 (3%)	980 (2%)
Turkey	880 (2%)	780 (2%)	670 (2%)	1% or less
France	870 (2%)	920 (2%)	930 (2%)	820 (2%)
United Kingdom	780 (2%)	880 (2%)	930 (2%)	870 (2%)
Portugal	750 (2%)	870 (2%)	810 (2%)	700 (2%)
Vietnam	550 (1%)	1% or less	1% or less	1% or less
Poland	530 (1%)	1% or less	1% or less	1% or less
Germany	520 (1%)	610 (1%)	640 (2%)	600 (1%)
Spain	470 (1%)	1% or less	1% or less	1% or less
All Other Facilities (in countries with < 1% of total facilities)	5,010 (10%)	6,690 (15%)	6,960 (16%)	7,270 (18%)

<i>Remediation</i> ^{31, 32}	2021	2020	2019	2018
<i>Percentage of Audits with Findings Identified for Remediation</i>				
Child Labor	1%	<1%	1%	1%
Involuntary Labor	<1%	<1%	1%	1%
Coercion and Harassment	<1%	<1%	<1%	<1%
Non-Discrimination	<1%	<1%	1%	1%
Association	<1%	<1%	1%	1%
Health and Safety: Factory	85%	87%	85%	84%
Health and Safety: Dormitory	2%	2%	3%	3%
Compensation: Minimum Wage	4%	5%	6%	7%
Compensation: Overtime Wage	5%	7%	10%	11%
Compensation: Overtime Hours	70%	71%	68%	66%
Compensation: Social Benefits	64%	65%	63%	61%
Protection of the Environment	24%	28%	30%	30%
Other Laws	17%	20%	22%	22%
Subcontracting	1%	1%	2%	2%
Monitoring and Compliance	4%	5%	6%	8%
Publication	1%	2%	3%	3%

Facility Audits^{31, 32}

Percentage of Tier 1 Supplier Facilities Audited	34%	32%	Not Reported	Not Reported
Percentage of Tier 1 Audits Conducted by a Third-Party Auditor	96%	94%	Not Reported	Not Reported

HEALTHY LIVING³³

	2021	2020	2019	2018
<i>Percentage of Disney-Licensed Wholesale Food Sales Dedicated to Everyday Foods that Meet Our Nutrition Guidelines</i>				
Global	Meets 85% Target	84%	Meets 85% Target	Meets 85% Target
North America	Meets 85% Target	Meets 85% Target	Meets 85% Target	Meets 85% Target

Data Table Footnotes

General

1. Disney's fiscal year ends on the Saturday closest to September 30.

Environment

2. Historical data prior to FY21 does not include businesses acquired with TFCF. FY19 and FY20 Emissions and Energy data will be restated later in 2022 to reflect changes in company boundaries and updates to calculation methodologies.

3. The boundary for Disney's greenhouse gas emissions (GHG) reporting includes owned and operated assets (such as Walt Disney Parks and Resorts, Disney Cruise Line, and commercial spaces), leased assets (such as Disney Stores and office locations), as well as Productions (including feature films, television, theatricals, and ESPN).

4. Greenhouse gas emissions are measured and calculated according to the principles in the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol's "A Corporate Accounting and Reporting Standard, 2004 revised edition" (GHG Protocol).

5. Market based emissions are used where available in calculating carbon credit retirements, total emissions, and net emissions.

6. Carbon credits are from projects developed according to recognized standards (e.g., Climate Action Reserve, Verified Carbon Standard, Gold Standard, etc.). All credits are verified by accredited third-party reviewers.

7. Total energy includes electricity, natural gas, chilled water, hot water, steam, renewable energy, and fuels.

8. Percentage grid electricity is purchased electricity consumption divided by total energy consumption.

9. Percentage renewables is renewable energy consumption divided by total energy consumption. Renewable energy consumed includes renewable fuels and renewable electricity either directly or purchased that explicitly includes Renewable Energy Certificates (RECs) or Guarantees of Origin (GOs). The renewable portion of the electricity grid mix for which we do not possess RECs or GOs are not included in this calculation.

10. Percentage zero carbon electricity is zero carbon electricity consumption divided by total electricity consumption. We define zero carbon electricity as any type of electricity generation that does not generate greenhouse gases such as solar, wind, and geothermal resources, but also including existing zero carbon assets on the grid, like nuclear and large-scale hydropower.

11. Waste diverted includes operational waste prevention, donations, recycling, compost, anaerobic digestion, and thermal waste to energy. Total waste generated includes diverted waste, waste sent to landfill, and incineration without energy recovery. Incineration without energy recovery is not counted in total waste sent to landfill nor total waste diverted, thus the two do not add to total waste generated. For total Company data, facilities include Theme Parks & Resorts, Disney Cruise Line, ESPN, enterprise-owned commercial and office spaces, and Pixar. Excluded are all leased properties, Disney Stores and Distribution Centers, TV stations, and all construction materials.

12. The boundary for Disney's water volume reporting includes owned and operated assets (Theme Parks & Resorts, Disney Cruise Line, owned commercial and office spaces, Studios, and ESPN). Water consumption from Disney Stores and leased assets are excluded. Water data for Shanghai Disneyland was not included in data prior to FY21, however it is included in FY21 data.

13. Diversion rate includes data from annual facility asset planning construction projects and construction for new assets that became operational in FY21 in the U.S. and Europe only.

Social Impact

14. Corporate cash giving includes corporate contributions made by the Disney Conservation Fund.

15. In-kind support refers to non-cash contributions comprised of tangible items or non-tangible support. Donations may include but are not limited to estimated values for merchandise, theme park tickets, food, public service airtime (PSAs), character/talent appearances, and other charitable support. Due to differences in distribution, viewership, programming, availabilities, pricing, marketplace demand, and other variables, PSAs are valued differently across our media platforms. For example, in some cases, PSAs are valued based on an average sales price for the time period. In other cases, the value is based on an average sponsor value across a daypart rotation. Therefore, we do not use a single method to value PSAs.

16. Includes grants directed towards historically underrepresented and protected communities, including Asian American, Pacific Islander, Black and African American, Hispanic and Latino, Native American and 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.

17. Disney VoluntEARS data includes hours logged by employees of The Walt Disney Company and its subsidiaries.

18. Supplier Diversity data includes Tier 1 spend with firms that have obtained certification from a third-party agency as being 51% owned, controlled, and operated by a minority, woman, disabled, veteran, service-disabled veteran, or lesbian, gay, bisexual, or transgender person.

Workforce

19. Employee statistics reflect our employment base at the end of each fiscal year.

20. Headcount includes employees at TWDC, Hulu, Pixar, Disneyland Paris, and TFCF. Excludes dailies, freelancers, contractors, and domestic TWDC employees not paid in the last 60 days.

21. Consistent with our 10-K, Global Employee numbers are rounded to the nearest thousand. FY18 excludes Disneyland Paris employee counts. FY18 employee counts have been slightly revised to reflect the inclusion of Pixar. FY19 employee counts have been slightly revised to reflect a more accurate Disneyland Paris employee base (previously estimated).

22. Prior Collective Bargaining Agreement percentages revised to exclude College Program. This population is in union organizations, but not covered by a CBA as they are part-time.

23. Training-related data is approximate and rounded. Data represents all employees in D Learn, excluding Pixar and contract workers (for all years) and Hulu employees (included for part of FY21, but excluded for prior years). Data incorporates both required and non-required training, including online courses, orientations, in-person classes, on-demand content, and on-the-job training. Participants can attend more than one training and may view online content more than once, depending on their individual needs.

24. Median earnings for hourly employees in our U.S. Disney Parks & Resorts, based on total earnings for total hours paid. Includes the impact of overtime, shift premiums, and gratuities. Excludes the value of benefits for eligible employees. Full-time and part-time hourly employees earn a base rate of at least \$15/hour, excluding tipped employees and Walt Disney World College Program participants (this program is not comparable to other employment opportunities as it includes other benefits such as housing, transportation, etc). All employees earn minimum wage or higher.

25. Headcount includes full-time and part-time employees at TWDC, Hulu, Pixar, Disneyland Paris, and TFCF, except for FY18, which excludes DLP, Hulu, and TFCF. Excludes dailies, freelancers, contractors, casual seasonal, interns, and domestic TWDC employees not paid in the last 60 days. Domestic counts exclude Disney Cruise Line Shipboard. Percentages for Women based on Global full- and part-time headcount. Percentages for People of color include U.S.-based full- and part-time employees only. People of color includes employees that identify as Asian, Black or African American, Hispanic or Latino, Native American or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races. Prior-year Gender and People of Color numbers have been revised to include full- and part-time employees only in order to align with *Reimagine Tomorrow*.

26. Executive includes employees with Director levels and above at TWDC, Hulu, and Pixar, and Vice President levels and above at TFCF. Manager includes employees with Manager levels at TWDC, Hulu, and Pixar, and Managers and Directors at TFCF. Below Manager includes employees that do not meet Executive or Manager criteria.

27. Scripted & Film Representation is limited to content developed by TWDC. Data is only available for FY21 and FY20. Percentages include ABC Entertainment, ABC Signature (previously known as ABC Studios), Disney Branded Television, Freeform, FX, Hulu Originals, National Geographic, Onyx Collective, 20th Television, and feature films from Disney, Disney Animation, Pixar, Lucasfilm, 20th, Searchlight, and Marvel. Excludes daytime, unscripted, global content developed in region, and Star. News & Sports Representation includes executive, project hire, full-time, and part-time employees. Excludes contingent workers, student programs, daily employees, and seasonal employees.

Supply Chain

28. The supply chain for Disney-branded products experiences routine fluctuations in active facilities. In any given year, a significant number of new facilities may become authorized to produce Disney-branded products, which complicates any year-to-year comparison. In FY21, the facility count shown includes approximately 2,100 beyond Tier 1 that are subject to the purview of the Disney International Labor Standards (ILS) program.

29. Facility footprint data includes all facilities authorized to manufacture Disney-branded products at any point during the fiscal year. With respect to TFCF intellectual property, as contracts are newly executed, renewed, or amended with respect to the manufacturing of products, the facilities producing such goods fall under the purview of the Disney ILS Program and are included in the facility footprint data. Facility data is rounded to the nearest hundred.

30. For country facility data, total facilities are approximate and rounded.

31. Disney uses the World Bank's Governance Indicators (WGI) as the primary resource for identifying and comparing areas of risk, and determining where to focus our monitoring resources and requirements. Please refer to our Permitted Sourcing Countries policy.

32. The Disney ILS Program works towards ongoing and sustainable improvement in working conditions at facilities producing Disney-branded products. All Code of Conduct violations identified in active facilities as the result of audits or assessments must be corrected or remediated within the time periods and in the manner established by the Disney ILS Program as a condition of continued use of the facility for the production of Disney-branded products.

Healthy Living

33. Healthy living licensing results do not include TFCF businesses.

Task Force on Climate-Related Financial Disclosures (TCFD) Index

The Task Force on Climate-related Financial Disclosures (TCFD) developed a voluntary framework for companies to provide climate-related information to stakeholders. In line with TCFD’s recommendations, each year we publicly disclose our climate-related information primarily through our [CDP Climate Change survey response](#). In the following index, we provide a mapping of TCFD’s disclosure recommendations to our CDP responses to make clear where to find comparable information regarding how we approach and manage climate risks and opportunities.

The Walt Disney Company is committed to protecting the planet and delivering a positive environmental legacy for future generations as we operate and grow our businesses. In addition to our annual response to CDP’s Climate Change survey, in late 2020 we launched ambitious new goals to continue making progress in addressing our environmental impacts, and in 2021 the Board delegated oversight of ESG programs and reporting to the Governance and Nominating Committee, including with respect to environmental and sustainability policies and initiatives. For a full description of our goals, read our [2030 Environmental Goals](#) white paper.

	DESCRIPTION OF TCFD DISCLOSURE REQUIREMENT	COMPLETE TCFD DISCLOSURE REQUIREMENT	2021 CDP CLIMATE CHANGE RESPONSE
Governance	Degree of Board oversight	(a) Describe the Board’s oversight of climate-related risks and opportunities.	C1.1b
	Management’s role	(b) Describe management’s role in assessing and managing climate-related risks and opportunities.	C1.2, C1.2a
Strategy	Climate-related risks and opportunities	(a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	C2.1a, C2.3, C2.3a, C2.4, C2.4a
	Impacts of risks and opportunities	(b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	C2.3a, C2.4a, C3.1, C3.2a, C3.3, C3.4
	Resilience of the organization’s strategy	(c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C-or-lower scenario.	C3.2, C3.2a
Risk Management	Climate risk identification process	(a) Describe the organization’s processes for identifying and assessing climate-related risks.	C2.1, C2.2, C2.2a
	Climate risk management process	(b) Describe the organization’s processes for managing climate-related risks.	C2.1, C2.2
	Integration with other risk-management processes	(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	C2.1, C2.2
Metrics & Targets	Identify risk-assessment metrics	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.	C4.2, C4.2a, C4.2b
	Identify GHG emissions	(b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	C6.1, C6.3
	Identify targets and risk metrics	(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b

Sustainability Accounting Standards Board (SASB) Index



The [SASB Standards](#), now part of the Value Reporting Foundation, is a set of standards to guide the disclosure of sustainability information by companies to their investors. The following Index maps our disclosures to certain SASB indicators. Given our broad array of businesses that span multiple industries all around the globe, we focused this year’s reporting on the recommended indicators for the “Media & Entertainment” and “Internet Media & Services” industries. Where relevant, we also highlight select information relevant to the “Leisure Facilities,” “Hotels & Lodging,” “Restaurants,” “Cruise Lines,” “Apparel, Accessories, and Footwear,” and “Toys & Sporting Goods” industries. As our businesses continue to grow and evolve, we expect to advance and refine our disclosures over time. Metrics and disclosures are reported on an enterprise-wide level, unless otherwise indicated.

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
Greenhouse Gas Emissions	Gross Global Scope 1 emissions	<ul style="list-style-type: none"> FY21 Data Table & Data Table Footnotes, pp. 3, 6 	TR-CL-110a.1
Greenhouse Gas Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<ul style="list-style-type: none"> 2030 Environmental Goals White Paper 2021 CDP Climate Change Survey Response 	TR-CL-110a.2
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<ul style="list-style-type: none"> (1, 2, 3) FY21 Data Table & Data Table Footnotes, pp. 3, 6 	TC-IM-130a.1; SV-LF-130a.1; SV-HL-130a.1; FB-RN-130a.1
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<ul style="list-style-type: none"> (1, 2) FY21 Data Table & Data Table Footnotes, pp. 3, 6 We are disclosing total potable water consumption and total non-potable water consumption at this time, and will assess the expansion of our disclosures in future reporting. 	TC-IM-130a.2; SV-HL-140a.1; FB-RN-140a.1
Waste Management	(1) Total amount of waste, (2) percentage food waste, and (3) percentage diverted	<ul style="list-style-type: none"> (1, 3) FY21 Data Table & Data Table Footnotes, pp. 3, 6 	FB-RN-150a.1
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	<ul style="list-style-type: none"> (1) FY21 Data Table & Data Table Footnotes, pp. 5-6 (2) Not reported (3) Percentage of Tier 1 audits conducted by a third-party auditor provided in FY21 Data Table & Data Table Footnotes, pp. 5-6 	CG-AA-430b.1; CG-TS-430a.1

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
Labor Conditions in the Supply Chain	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	<ul style="list-style-type: none"> Priority non-conformance rate was 11% Priority non-conformance rate is defined as the percentage of audits with findings where facilities failed to meet TWDC Minimum Compliance Standards. For more information see the ILS Program Manual. Corrective action rate was 92% See ILS Program Manual for more information about expectations and timelines for corrective action. 	CG-AA-430b.2; CG-TS-430a.2
Labor Conditions in the Supply Chain	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	<ul style="list-style-type: none"> (1, 2) Supply chain assessments identify the most common risks to be in the areas of health and safety, overtime hours, and social benefits; see FY21 Data Table & Data Table Footnotes, pp. 5-6. We understand that supply chain assessments may not fully capture some under-reported issues, including such issues as sexual harassment, forced labor, and interference with freedom of association. We continue to explore additional methods for gaining such visibility. Our supply chain policy commitments are described in our ILS Program Manual, Human Rights Policy Statement, Conflict Minerals Policy, California Transparency in Supply Chains Act Statement, UK Modern Slavery Act Statement, Restricting the Use of Uzbek Cotton Statement, and Paper Sourcing and Use Policy. 	CG-AA-430b.3
Workforce Diversity	Programs and policies for fostering equitable employee representation across global operations	<ul style="list-style-type: none"> World of Belonging, CSR Report pp. 16-21, 26 FY21 Data Table & Data Table Footnotes, pp. 4, 6 Standards of Business Conduct, p. 10 Reimagine Tomorrow digital destination 	SV-ME-260a.1
Workforce Diversity	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	<ul style="list-style-type: none"> (1, 2, 3) FY21 Data Table & Data Table Footnotes, pp. 4, 6 Reimagine Tomorrow digital destination 	TC-IM-330a.3
Labor Practices	(1) Average hourly wage and (2) percentage of hourly employees earning minimum wage	<ul style="list-style-type: none"> (1, 2) FY21 Data Table & Data Table Footnotes, pp. 3, 6 	SV-HL-310a.3 FB-RN-310a.2
Labor Practices	Description of policies and programs to prevent worker harassment	<ul style="list-style-type: none"> Standards of Business Conduct, pp. 9-10, 37-38 	SV-HL-310a.4
Media Pluralism	Description of policies and procedures to ensuring pluralism in news media content	<ul style="list-style-type: none"> ABC News is committed to Diversity & Inclusion. There are three pillars to ABC News's Diversity & Inclusion efforts: <ul style="list-style-type: none"> – PEOPLE—Our people, at all levels, should reflect the life experiences of our audiences. This is reflected across all staffing levels, correspondents, executives, managers, producers, writers, editors, and junior staff. – CONTENT—Our work is relevant to a rapidly diversifying audience. This is reflected in the growth of content and story coverage that focuses on the experiences and interests of diverse audiences at the intersection of race, politics, culture, and lifestyle. – CULTURE—Our environment promotes curiosity, innovation, and ideas from everyone. This is reflected in a number of initiatives including the News Division-wide “Everyday Inclusion” program, relevant employee committees, and frequent Diversity & Inclusion workshops and discussions programed throughout the year. 	SV-ME-260a.2

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
Media Pluralism (Continued)	Description of policies and procedures to ensuring pluralism in news media content	<p>ABC News’s commitment to the straightforward pursuit of truth drives all our work across platforms in established and new-and-emerging technologies. Our success lies in our dedication to the highest quality journalism, which means a commitment to fairness, compelling storytelling, and, of utmost importance, uncompromising accuracy. We expect employees to approach their work with rigor, to question thoroughly and skeptically, and to analyze deeply.</p> <p>We continue to build on the exceptional legacy of ABC News, upholding high standards in journalism, while also leading in innovation. Our editorial integrity and commitment to accuracy provide the foundation for the outstanding work that we do.</p>	SV-ME-260a.2
Journalistic Integrity & Sponsorship Identification	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectiveness, fairness, and accountability, (2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	<ul style="list-style-type: none"> • (1) Truthfulness, accuracy, objectivity, fairness, and accountability: It is the mission of ABC News to inform the public on matters of interest and importance to them. The credibility we have with our audience is essential to this mission and we, therefore, attach great importance to the maintenance of our fairness and integrity—both real and perceived—as we gather and report the news. Company policies on Business Ethics, Fairness, and Insider Trading apply to all employees in every division, and those policies are particularly important to ABC News employees. We share responsibility for maintaining our reputation for fairness and accuracy. Action that damages that reputation, or even gives the appearance of compromising it, harms both ABC News and the individuals involved. All employees of ABC News are, therefore, required to abide by the letter and spirit of the fairness policies and to be alert to subtle efforts that could have the effect of compromising the integrity of ABC News. • (2) Independence of content and/or transparency of potential bias: ABC News employees are hired to report and record news events, not to participate in them. News employees should remain professionally detached in all situations and not take action that would be seen as favoring one side or the other. We take particular care to act in a neutral and professional manner where the passions of others are engaged or aroused. We must all share an uncompromising commitment to accuracy and fairness in reporting the news. We should seek out knowledgeable and credible sources of information, and we should reach out for and carefully evaluate comment from those accused of wrongdoing and others with relevant information and perspectives on the matters that we are covering. When ABC News covers stories about The Walt Disney Company or other affiliated or subsidiary companies, we make clear disclosures about the relationship. <p>(3) Protection of privacy and limitation of harm: News staffers receive extensive guidance and training on privacy concerns and other legal issues through legal and standards training sessions. And as a regular part of our newsgathering process, there are targeted reporting meetings to discuss journalistic and legal issues.</p> <p>Similarly, the mission of ESPN is to provide credible, timely, contextual, and trustworthy information. This mission is supported by detailed editorial guidelines intended to protect ESPN’s journalistic credibility across platforms and with the oversight of the ESPN Editorial Board. ESPN reviews its performance against these standards on an ongoing basis and regularly reviews and provides training on guidelines for personnel. Ultimately, every member of the ESPN editorial teams is responsible for upholding the reputation and integrity of ESPN reporting.</p>	SV-ME-270a.3

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
Nutritional Content	Number of advertising impressions made on children, percentage promoting products that meet national dietary guidelines for children	<ul style="list-style-type: none"> 100% of food and beverage advertising on Disney-branded media platforms oriented to kids and families meets Disney Nutrition Guideline standards. Disney Nutrition Guideline standards are informed by national dietary guidelines and focus on limiting calories, fats, sugars, and salt while promoting consumption of fruits, vegetables, whole grains, lean protein, and low-fat dairy. 	FB-RN-260a.3
Data Privacy	Description of policies and practices relating to behavioral advertising and user privacy	<ul style="list-style-type: none"> We are committed to giving consumers transparency into our data collection and use practices and robust controls over how we use that data. Our privacy policy describes how consumers' information is collected and used, as well as the very limited circumstances under which consumer data may be shared with third parties. That policy also contains information about choices consumers must make to limit the use of their data for targeted advertising and direct marketing purposes. Links to the privacy policy, as well as the control mechanisms for limiting targeted advertising, can be found on our Privacy Center. 	TC-IM-220a.1
Data Privacy	Number of users whose information is used for secondary purposes	<ul style="list-style-type: none"> As described above, we are committed to giving consumers notice about how their data will be used, and we only share data with third parties in very limited circumstances, such as when the consumer gives their consent or where the third party is acting as our service provider. Accordingly, we do not have a policy of using consumers' data for secondary purposes. 	TC-IM-220a.2
Data Security Standards	Description of approach to identifying and addressing data security risks, including use of third-party guidelines for children	<ul style="list-style-type: none"> Our approach to cybersecurity is addressed in the Operating Responsibly section of our full 2021 CSR report on p. 59, and in greater detail in our Information Security Management System document online. 	FB-RN-260a.3
Intellectual Property Protection & Media Piracy	Description of approach to ensuring intellectual property (IP) protection	<ul style="list-style-type: none"> Disney strives to foster a culture that values intellectual property protection to promote creativity, storytelling, and innovation as well as maintain consumer trust. We engage in practices that protect Disney's intellectual property, including our brands, characters, and content. We also respect the intellectual property rights of others, and do not knowingly use the intellectual property of third parties without appropriate rights. Disney also requires all contributors to respect third-party intellectual property rights. We have also implemented internal intellectual property policies and trainings to increase awareness and respect for intellectual property rights among all Disney employees. 	SV-ME-520a.1

TOPIC	ACCOUNTING METRIC(S)	LOCATION/RESPONSE	SASB CODE
	Households reached by broadcast TV	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K, p. 6 	SV-ME-000.A
	Subscribers to cable networks	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K, pp. 6, 8 	SV-ME-000.A
	Subscribers to streaming services ("Entity-defined measure of user activity")	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K, p. 40 	TC-IM-000.A
	Total number of media productions and publications produced	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K, p. 10 Our film library includes content from approximately 100 years of production history, as well as acquired film libraries, and totals approximately 4,900 live-action titles and 400 animation titles. Our television programming library includes content from approximately 70 years of production history. Series with four or more seasons include approximately 75 one-hour dramas, 50 half-hour comedies, 5 half-hour non-scripted series, 25 one-hour non-scripted series, 15 half-hour animated series, and 10 half-hour live-action series. 	SV-ME-000.B
	Number of manufacturing facilities, percentage outsourced	<ul style="list-style-type: none"> FY21 Data Table & Data Table Footnotes, pp. 5-6 	CG-TS-000.B
	Number of available room-nights	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K, p. 44 	SV-HL-000.A
	Average occupancy rate	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K, p. 44 	SV-HL-000.B
	Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised	<ul style="list-style-type: none"> (1) The Walt Disney Company Fiscal Year 2021 10-K, pp. 14-17 (2, 3) Not reported Five of the hotels located in Shanghai and Hong Kong are owned via a Joint Venture where our ownership is less than 50%. Disney Vacation Club offers ownership interest in 15 resort facilities, which are operated as hotel rooms when not occupied by Vacation Club members. 	SV-HL-000.D
	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	<ul style="list-style-type: none"> (1) FY21 Data Table & Data Table Footnotes, pp. 5-6 (2) FY21 Data Table Footnotes, p. 6 	CG-AA-000.A

Global Reporting Initiative (GRI) Index

The following Index includes [GRI's](#) standards, which provide a set of voluntary indicators on economic, environmental, and governance impacts of a company's performance.

GRI 102: GENERAL DISCLOSURES

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-1	Name of the organization	<ul style="list-style-type: none"> The Walt Disney Company
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K The Walt Disney Company 2022 Proxy Statement The Walt Disney Company Website
102-3	Location of headquarters	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K The Walt Disney Company 2022 Proxy Statement
102-4	Location of operations	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K
102-5	Ownership and legal form	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K
102-6	Markets served	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K
102-7	Scale of the organization	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K
102-8	Information on employees and other workers	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K The Walt Disney Company 2022 Proxy Statement FY21 Data Table & Data Table Footnotes, pp. 3-4, 6
102-9	Supply chain	<ul style="list-style-type: none"> Supply Chain, CSR Report pp. 56-57 FY21 Data Table & Data Table Footnotes, pp. 5-6
102-10	Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> The Walt Disney Company Fiscal Year 2021 10-K Our Businesses, CSR Report p. 13
102-12	External initiatives	<ul style="list-style-type: none"> Our Approach, CSR Report p. 10 World of Belonging, CSR Report pp. 21-25 World in Balance, CSR Report pp. 28, 32 World of Hope, CSR Report pp. 40-42, 44-46 Supply Chain, CSR Report pp. 56-57 Human Rights Policy Statement
102-13	Memberships of associations	<ul style="list-style-type: none"> UN Sustainable Development Goals, pp. 18-20 Our Approach, CSR Report p. 10 World in Balance, CSR Report p. 28 Supply Chain, CSR Report pp. 56-57 Human Rights Policy Statement U.S. Trade Association Memberships

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> • Letter from Our Chief Executive Officer, CSR Report p. 4
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2021 10-K • The Walt Disney Company 2022 Proxy Statement • Our Approach, CSR Report pp. 5-6
102-18	Governance structure	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2021 10-K • The Walt Disney Company 2022 Proxy Statement • Our Approach, CSR Report pp. 5, 9
102-19	Delegating authority	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2021 10-K • The Walt Disney Company 2022 Proxy Statement • Our Approach, CSR Report pp. 5, 9 • Standards of Business Conduct
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> • Our Approach, CSR Report pp. 5, 9 • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-21	Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> • Our Approach, CSR Report pp. 5, 10
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-25	Conflicts of interest	<ul style="list-style-type: none"> • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website • Standards of Business Conduct
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> • Our Approach, CSR Report pp. 4, 9 • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> • Our Approach, CSR Report pp. 5-10 • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> • Our Approach, CSR Report pp. 5-10 • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-35	Remuneration policies	<ul style="list-style-type: none"> • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-36	Process for determining remuneration	<ul style="list-style-type: none"> • The Walt Disney Company 2022 Proxy Statement • Corporate Governance Section of Investor Relations Website
102-38	Annual total compensation ratio	<ul style="list-style-type: none"> • The Walt Disney Company 2022 Proxy Statement
102-40	List of stakeholder groups	<ul style="list-style-type: none"> • Our Approach, CSR Report p. 10
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> • Our Approach, CSR Report pp. 5, 10
102-46	Defining report content and topic boundaries	<ul style="list-style-type: none"> • Data & Reporting Frameworks, p. 2
102-50	Reporting period	<ul style="list-style-type: none"> • Data & Reporting Frameworks, p. 2
102-51	Date of most recent report	<ul style="list-style-type: none"> • Our 2020 CSR Report was published in February 2021
102-52	Reporting cycle	<ul style="list-style-type: none"> • Annual

GRI 103: MANAGEMENT APPROACH & GRI 200-400: TOPIC SPECIFIC STANDARDS

GRI DISCLOSURE	DESCRIPTION	LOCATION/RESPONSE
Economic		
103-1 & 103-2	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2021 10-K
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> • 2021 CDP Climate Change Survey Response • World in Balance, CSR Report pp. 28-30, 35-38 • The Walt Disney Company Fiscal Year 2021 10-K
207-1	Approach to tax	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2021 10-K • Operating Responsibly, CSR Report p. 58 • Global Tax Strategy Statement
207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> • The Walt Disney Company Fiscal Year 2021 10-K • Operating Responsibly, CSR Report p. 58 • Global Tax Strategy Statement

GRI DISCLOSURE	DESCRIPTION	LOCATION/ANSWER
Environment		
103-1 & 103-2: Emissions, Water and Waste	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> • World in Balance, CSR Report pp. 28-38 • 2030 Environmental Goals White Paper
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> • FY21 Data Table & Data Table Footnotes, pp. 3, 6 • 2030 Environmental Goals White Paper
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> • Emissions, CSR Report pp. 29-30 • FY21 Data Table & Data Table Footnotes, pp. 3, 6 • 2030 Environmental Goals White Paper
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> • Water, CSR Report pp. 31-32 • FY21 Data Table & Data Table Footnotes, pp. 3, 6 • 2030 Environmental Goals White Paper
303-5	Water consumption	<ul style="list-style-type: none"> • FY21 Data Table & Data Table Footnotes, pp. 3, 6
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> • Disney Conservation, CSR Report pp. 37-38 • 2030 Environmental Goals White Paper
304-3	Habitats protected or restored	<ul style="list-style-type: none"> • Disney Conservation, CSR Report pp. 37-38 • Emissions, CSR Report p. 29
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> • Emissions, CSR Report pp. 29-30 • FY21 Data Table & Data Table Footnotes, pp. 3, 6 • 2030 Environmental Goals White Paper • 2021 CDP Climate Change Survey Response
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> • Emissions, CSR Report pp. 29-30 • FY21 Data Table & Data Table Footnotes, pp. 3, 6 • 2030 Environmental Goals White Paper • 2021 CDP Climate Change Survey Response
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> • Emissions, CSR Report pp. 29-30 • FY21 Data Table & Data Table Footnotes, pp. 3, 6 • Disney's 2030 Environmental Goals, p. 39 • 2021 CDP Climate Change Survey Response

GRI DISCLOSURE	DESCRIPTION	LOCATION/ANSWER
Social		
103-1 & 103-2: Workforce	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> • Our People, CSR Report pp. 48-53
403-6	Promotion of worker health	<ul style="list-style-type: none"> • Our People, CSR Report pp. 50-52
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> • FY21 Data Table & Data Table Footnotes, pp. 3, 6
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> • Our People, CSR Report pp. 52-53
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • Operating Responsibly, CSR Report p. 55 • FY21 Data Table & Data Table Footnotes, pp. 3-4, 6
103-1 & 103-2: Supply Chain Labor Standards	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> • Supply Chain, CSR Report pp. 56-57 • Supply Chain, on our corporate website • Standards of Business Conduct, Human Rights Policy, and Code of Conduct for Manufacturers
408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> • Supply Chain, CSR Report pp. 56-57 • FY21 Data Table & Data Table Footnotes, pp. 5-6
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> • Supply Chain, CSR Report pp. 56-57 • FY21 Data Table & Data Table Footnotes, pp. 5-6
414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> • Supply Chain, CSR Report pp. 56-57 • FY21 Data Table & Data Table Footnotes, pp. 5-6
103-1 & 103-2: Public Policy	Explanation of the material topic and its Boundary; management approach	<ul style="list-style-type: none"> • Political Giving & Participation in the Formulation of Public Policy in the United States
415-1	Political contributions	<ul style="list-style-type: none"> • Political Giving & Participation in the Formulation of Public Policy in the United States

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.³⁴



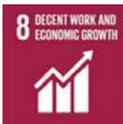
CLEAN WATER & SANITATION

- 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.³⁵
- 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.

³⁵ 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.³⁶
- 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.

³⁶ 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.

The WALT DISNEY Company

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