

## Forced Labor Supplemental Guide

### Summary of Changes

The Forced Labor Supplemental Guide (formerly known as the Involuntary Labor Supplemental Guide) has been amended to provide greater clarity for users. The following is a list of the principal updates and clarifications included in this latest version of the Forced Labor Supplemental Guide. We encourage you to review the document in full at [www.disneylaborstandards.com](http://www.disneylaborstandards.com).

#### UPDATES

##### 1. Permissible and Non-Permissible Fees

- The Operational Guidance on Recruitment Fees & Expenses section was modified to include the following non-permissible fees:
  - Language interpretation fees
  - Translation fees
  - Skills test fees
- Clarification has been added regarding early termination of employment:
  - Workers must not be charged any fees for early termination if the reason is due to abuse or threat to worker safety

##### 2. Key Compliance Benchmarks Section

- Color-coded ratings have been added next to each benchmark (a red circle ● denotes Minimum Compliance Standard (MCS) benchmarks and a yellow circle ● denotes Non-MCS benchmarks)
- Benchmarks have been added to clarify requirements. Please refer to this section in the document for more information.

##### 3. Terminology

In alignment with terminology in Disney's Supply Chain Code of Conduct, "involuntary labor" has been replaced with "forced labor" throughout the document.

##### 4. Disney Code

The text in the Disney Code section has been replaced with text from the latest version of Disney's Supply Chain Code of Conduct.