



## PERMITTED SOURCING COUNTRIES

### BACKGROUND

In 2013, The Walt Disney Company consolidated production of Disney-branded products in a more limited number of Permitted Sourcing Countries. We made this change to more effectively focus our resources, better manage the supply chain for Disney-branded products and meet our standards on a more reliable and consistent basis in locations more likely to make continuous improvements in working conditions. [View our Permitted Sourcing Countries Policy - March 2013 document to learn more.](#)

### PERMITTED SOURCING COUNTRIES LIST

Disney uses the [Worldwide Governance Indicators](#) (WGI) as a primary resource for identifying and comparing areas of risk and determining where to focus our monitoring resources and requirements. This data helps us generate our Permitted Sourcing Countries list, which determines those countries licensees and vendors may source from in their production of Disney-branded products. We believe this index provides a consistent and transparent basis for these determinations and helps us to more effectively focus our resources, better manage the supply chain for Disney-branded products and meet our standards in a more reliable and consistent basis in locations more likely to make continuous improvements in working conditions. In addition, we refer to the U.S. Department of Labor's [List of Goods Produced by Child Labor or Forced Labor](#) and the U.S. Department of State's [Trafficking in Persons Report](#) to further refine our risk assessment and help prioritize oversight.

As part of our ongoing support of the International Labor Organization's (ILO) and International Finance Corporation's (IFC) [Better Work](#) program, facilities that participate in a Better Work country program (in countries that are not otherwise on the Permitted Sourcing Countries list) and also meet Disney's International Labor Standards Program requirements may be used to manufacture Disney-branded products. Better Work is a program that provides assessment and capacity-building services for apparel factories in select countries. The ILO and IFC make autonomous decisions on where Better Work operates using an independent set of criteria that include consultations with national stakeholders of government, employers and workers.

The current list of Permitted Sourcing Countries is set forth below. The Permitted Sourcing Countries list is updated on a periodic basis.

Effective July 20, 2022



As a Licensee or Vendor you may only use Facilities in, and source from, Permitted Sourcing Countries. The use of Facilities in the following countries<sup>1</sup>/regions is permitted **without an ILS Audit**:

PERMITTED WITHOUT ILS AUDITS		
American Samoa	Estonia	Norway
Andorra	Finland	Poland
Anguilla	France	Portugal
Antigua and Barbuda	French Guiana	Qatar
Aruba	Germany	Réunion
Australia	Greenland	Samoa
Austria	Guam	San Marino
Bahamas	Hong Kong SAR	Singapore
Barbados	Hungary	Slovak Republic
Belgium	Iceland	Slovenia
Bermuda	Ireland	South Korea
Bhutan	Israel	Spain
Botswana	Italy	St. Kitts and Nevis
Brunei Darussalam	Japan	St. Lucia
Canada	Latvia	St. Vincent and The Grenadines
Cape Verde	Liechtenstein	Sweden
Cayman Islands	Lithuania	Switzerland
Channel Islands*	Luxembourg	Taiwan
Chile	Macau SAR	United Arab Emirates
Costa Rica	Malta	United Kingdom
Croatia	Martinique	United States
Cyprus	Mauritius	Uruguay
Czech Republic	Monaco	Virgin Islands (U.S.)
Denmark	Netherlands	
Dominica	New Zealand	

\* Islands include Jersey, Guernsey, Alderney, Sark, and Herm.

<sup>1</sup> For simplicity, the term 'countries' refers to countries, special administrative regions, or economically independent jurisdictions.

Effective July 20, 2022



The use of Facilities in the following countries<sup>1</sup>/regions is permitted **with an ILS Audit**:

PERMITTED WITH ILS AUDITS

Albania	Georgia	Moldova	Serbia
Argentina	Ghana	Mongolia	Seychelles
Armenia	Greece	Montenegro	Sierra Leone
Azerbaijan	Grenada	Morocco	Solomon Islands
Bahrain	Guatemala	Namibia	South Africa
Bangladesh*	Guyana	Nauru	Sri Lanka
Belarus****	Haiti**	Nepal	Suriname
Belize	Honduras	Nicaragua**	Swaziland
Benin	India	Niger	Tanzania
Bolivia	Indonesia	North Macedonia	Thailand
Bosnia and Herzegovina	Jamaica	Oman	Timor-Leste
Brazil	Jordan	Pakistan**	Tonga
Bulgaria	Kazakhstan	Palau	Trinidad and Tobago
Burkina Faso	Kenya	Panama	Tunisia
Cambodia***	Kiribati	Papua New Guinea	Turkey
China	Kosovo	Paraguay	Tuvalu
Colombia	Kuwait	Peru	Uganda
Côte d'Ivoire	Kyrgyz Republic	Philippines	Ukraine
Dominican Republic	Lesotho	Puerto Rico	Vanuatu
Ecuador	Malawi	Romania	Vietnam
Egypt, Arab Rep.**	Malaysia	Russian Federation****	West Bank and Gaza
El Salvador	Maldives	Rwanda	Zambia
Ethiopia**	Marshall Islands	São Tomé and Príncipe	
Fiji	Mexico	Saudi Arabia	
Gambia	Micronesia, Fed. Sts.	Senegal	

\* Only produce in and source from Facilities in the [Better Work](#) program. In addition, Facilities must participate in a safety program/initiative that is acceptable to Disney.

\*\* Only produce in and source from Facilities in the [Better Work](#) program.

\*\*\* Only assessments/audits from [Better Factories Cambodia](#)/Better Work program will be accepted for those Facilities eligible to participate in that program. For Facilities that are not eligible for Better Factories Cambodia/Better Work program, Disney may accept other assessments/audits as described in Disney's ILS Program Manual.

\*\*\*\* New requests for authorization of facilities is paused.

<sup>1</sup> For simplicity, the term 'countries' refers to countries, special administrative regions, or economically independent jurisdictions.