

**From:** CORP Disney ILS Policy Statement  
**Sent:** Tuesday, January 19, 2021 10:20 PM  
**To:** <Active Licensees/Vendors>  
**Subject:** New Developments Regarding Regulatory Prohibitions

Dear Licensee/Vendor:

As you know, the Walt Disney Company is committed to ethical sourcing and we expect all licensees and vendors of The Walt Disney Company and its affiliates (the "Company") manufacturing Disney-branded products to comply with [Disney's Code of Conduct for Manufacturers](#). Your commitment to us under that Code of Conduct includes avoiding the use of forced labor in the manufacture of goods, remaining current on laws and regulations with respect to the use of forced labor in the manufacture of products and taking such measures that are necessary to assure and certify compliance.

In that regard, with respect to the United States, we call your attention to the following:

- US Customs and Border Protection, Detention Orders issued [November 30, 2020](#) and [January 13, 2021](#)
- [US Customs and Border Protection, Additional Withhold Release Orders](#)
- [US Department of Treasury, Sanction of July 31, 2020](#)
- [US Tariff Act of 1930, section 307 and US Trade Facilitation and Trade Enforcement Act of 2015, section 910](#)
- [US Departments of State, Treasury, Commerce and Homeland Security Business Advisory](#)

In addition, there is pending legislation in the United States Congress that would potentially pose new requirements for goods imported into the US, including [HR 6210](#). Please know that it is our expectation that you will be in compliance with such legislation, should it be enacted, in the time frames required.

We similarly expect you to be aware of relevant requirements for goods or materials that you import into territories other than the United States and call your attention to:

- Australia: [Modern Slavery Act](#)
- Canada: [Modern Slavery Act](#) (proposed)
- United Kingdom: Statutory Guidance, [Slavery and human trafficking in supply chains: guidance for businesses](#)

In accordance with Disney's Code of Conduct for Manufacturers, we expect that you will carry out your business with your supply chain related to our brands in a manner that assures compliance with the above or any other regulation directed to the use of forced labor. With increasing frequency, the ability to demonstrate compliance has become a core tenet of the enforcement frameworks. Accordingly, and to avoid any Disney-branded products or other goods being denied entry to the US or otherwise being sourced in violation of applicable law, we suggest that you map your supply chains including each step back to the source of the product materials where concerns about such components have been raised, such as cotton and tomatoes, so that you are prepared to demonstrate your compliance with relevant laws.

In addition, below are several publicly available resources that may help to provide you with more information on forced labor and responsible sourcing.

- Consumer Goods Forum, [Guidance on the Priority Industry Principles](#)
- International Labor Organization, [Global Business Network on Forced Labour](#)
- International Labor Organization, [Indicators of Forced Labour](#)
- Responsible Business Alliance, [Responsible Labor Initiative](#)
- United States Customs and Border Protection, [Responsible Business Practices on Forced Labor Risk in the Global Supply Chain](#)
- United States Department of State, [Responsible Sourcing Tool](#)

For questions, please contact your Disney representative. Thank you for your attention to this important matter.