



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 January 1, 2025



As a Licensee or Vendor, you may only use Facilities in, and source from, Permitted Sourcing Countries. The use of Facilities in the following countries¹/regions is permitted **without an ILS Audit**:

PERMITTED WITHOUT ILS AUDITS			
American Samoa	Croatia	Latvia	Samoa
Andorra	Cyprus	Liechtenstein	San Marino
Anguilla	Czech Republic	Lithuania	Seychelles
Antigua and Barbuda	Denmark	Luxembourg	Singapore
Aruba	Dominica	Macau SAR	Slovak Republic
Australia	Estonia	Malta	Slovenia
Austria	Finland	Marshall Islands	South Korea
Bahamas	France	Martinique	Spain
Barbados	French Guiana	Mauritius	St. Kitts and Nevis
Belgium	Germany	Micronesia, Fed. Sts.	St. Lucia
Bermuda	Greenland	Monaco	St. Vincent and The Grenadines
Bhutan	Grenada	Netherlands	Sweden
Botswana	Guam	New Zealand	Switzerland
Brunei Darussalam	Hong Kong SAR	Niue	Taiwan
Canada	Iceland	Norway	Tuvalu
Cape Verde	Ireland	Palau	United Arab Emirates
Cayman Islands	Israel	Poland	United Kingdom
Channel Islands ²	Italy	Portugal	United States
Chile	Japan	Qatar	Uruguay
Costa Rica	Kiribati	Réunion	Virgin Islands (U.S.)

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

² Islands include Jersey, Guernsey, Alderney, Sark and Herm.

Effective January 1, 2025



The use of Facilities in the following countries¹/regions is permitted **with an ILS Audit**:

PERMITTED WITH ILS AUDITS			
Albania	Ethiopia ⁵	Maldives	Saudi Arabia
Argentina	Fiji	Mexico	Senegal
Armenia	Gambia	Moldova	Serbia
Azerbaijan	Georgia	Mongolia	Sierra Leone
Bahrain	Ghana	Montenegro	Solomon Islands
Bangladesh ²	Greece	Morocco	South Africa
Belize	Guatemala	Namibia	Sri Lanka
Benin	Guyana	Nauru	Suriname
Bolivia	Haiti ⁵	Nepal	Tanzania
Bosnia and Herzegovina	Honduras	Nicaragua ⁵	Thailand
Brazil	Hungary	Niger	Timor-Leste
Bulgaria	India	North Macedonia	Togo
Burkina Faso	Indonesia ⁴	Oman	Tonga
Cambodia ³	Jamaica	Pakistan ⁵	Trinidad and Tobago
China	Jordan ³	Panama	Tunisia
Colombia	Kazakhstan	Papua New Guinea	Turkey
Cook Islands	Kenya	Paraguay	Uganda
Côte d'Ivoire	Kosovo	Peru	Ukraine
Dominican Republic	Kuwait	Philippines	Uzbekistan ⁵
Ecuador	Lao PDR	Puerto Rico	Vanuatu
Egypt, Arab Rep. ⁴	Lesotho	Romania	Vietnam ⁴
El Salvador	Malawi	Rwanda	West Bank and Gaza
Eswatini	Malaysia	São Tomé and Príncipe	Zambia

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

² Facilities must participate in the [Better Work](#) program, a Better Work assessment must be shared with Disney. Facilities are also required to participate in a safety program/initiative acceptable to Disney. A licensee/vendor applying for authorization of a Facility must be a member or signatory of the organization operating the chosen program/initiative.

³ For facilities that are legally mandated to participate in the [Better Work](#) program, a Better Work assessment must be shared with Disney. For Facilities that are not legally mandated to participate in the [Better Work](#) program, Disney will accept other assessments/audits as described in Disney's ILS Program Manual.

⁴ For Facilities that participate in the [Better Work](#) program, a Better Work assessment must be shared with Disney. For Facilities that do not participate in the Better Work program, Disney will accept other assessments/audits as described in Disney's ILS Program Manual.

⁵ Only produce in and source from Facilities in the [Better Work](#) program. A Better Work assessment must be shared with Disney.