



## 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 March 25, 2023



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	Croatia	Kiribati	San Marino
Andorra	Cyprus	Latvia	Seychelles
Anguilla	Czech Republic	Liechtenstein	Singapore
Antigua and Barbuda	Denmark	Lithuania	Slovak Republic
Aruba	Dominica	Luxembourg	Slovenia
Australia	Estonia	Macau SAR	South Korea
Austria	Finland	Malta	Spain
Bahamas	France	Martinique	St. Kitts and Nevis
Barbados	French Guiana	Mauritius	St. Lucia
Belgium	Germany	Micronesia, Fed. Sts.	St. Vincent and The Grenadines
Bermuda	Greece	Monaco	Sweden
Bhutan	Greenland	Netherlands	Switzerland
Botswana	Guam	New Zealand	Taiwan
Brunei Darussalam	Hong Kong SAR	Niue	Tuvalu
Canada	Hungary	Norway	United Arab Emirates
Cape Verde	Iceland	Poland	United Kingdom
Cayman Islands	Ireland	Portugal	United States
Channel Islands*	Israel	Qatar	Uruguay
Chile	Italy	Réunion	Virgin Islands (U.S.)
Costa Rica	Japan	Samoa	

\* 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 March 25, 2023



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

PERMITTED WITH ILS AUDITS

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

\* 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.

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

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

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

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