

Enhanced Involuntary Labor Testing Record

Audit ID #: (or audit firm internal #)	EVT-CN-DIS-210730	Audit Report Date:	September 19, 2022
Facility ID #: (leave blank if unknown)		Date Audit Completed:	September 16, 2022

INTRODUCTION

This Supplemental Report - Enhanced Involuntary Labor Requirements (Supplemental Report) provides guidance on the information and procedures needed to assess Disney’s Involuntary Labor requirements. The Supplemental Report should be referenced prior to and during each Disney-style audit and must be completed before completing the Audit Report. Every Disney-style audit should complete one Supplemental Report, and the completed Supplemental Report should be submitted to the audit commissioner with the completed Audit Report.

ADDITIONAL FACILITY PROFILE

- 1) How are workers recruited? (Please describe the Facility’s recruitment requirements and procedures.) From internet or advertisement outside the factory.
- 2) Does the facility utilize Recruitment/Labor Agency to provide/hire workers? Yes No
If yes, please specify the information in the Appendix A.
- 3) Does the facility have foreign (temporary visa) migrant workers present? Yes No
If yes, please specify the countries and % of workforce per country
- 4) How long have the foreign migrant workers been in the country, excluding the long-term permanent (foreign) residents? N/A, no foreign migrant worker in the factory.
- 5) Does the facility have domestic migrant workers from other parts of the Country?
 Yes No
If yes, please specify the domestic migrant worker’s state or province of origin
About 8% workers were domestic migrant workers from other provinces from China, such as Sichuan, Chongqing etc. Based on worker interview, all of them were happy to work there.
- 6) Does the facility utilize Outsourced Service Providers, also referred to as contractors or internal subcontractors (Security, Canteen, Transportation, Warehouse, Human Resource, IT Management, Other)? Yes No
If yes, please specify the information in the Appendix B