

WALT DISNEY International Labor Standards (ILS)



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What is Walt Disney?

The Walt Disney Company's International Labor Standards Program seeks to foster safe, inclusive, and respectful workplaces wherever Disney-branded products are produced. The International Labor Standards Program is an important component of The Walt Disney Company's Corporate Social Responsibility and Responsible Supply Chain management efforts. Disney's Code of Conduct for Manufacturers - Disney Code establishes Disney's expectations to produce Disney-branded products. As described below, the principles embodied in the Disney Code are consistent with the core conventions of the International Labor Organization.

Disney's International Labor Standards Program - ILS Program requires Licensees and Vendors to conduct ILS Audits and provide ILS Audit Reports on a regular basis, as described in this ILS Program Manual. This is intended to enable Disney and its Licensees and Vendors to gain greater visibility into the working conditions of Facilities in which Disney-branded products are produced and to promote continuous improvement in meeting the requirements of the Disney Code and the objectives of the ILS Program in fostering safe, inclusive, and respectful workplaces.

As a Licensee or Vendor of Disney, you are responsible for ensuring that Disney-branded products are produced in compliance with the ILS Program. ILS Program Manual outlines requirements for Licensees and Vendors and includes reference materials to help you meet your obligations. It is very vital to review ILS Program Manual and to ensure the adequate knowledge, experience, and capacity to meet the expectations of the ILS Program.

What are the focus points of Walt Disney ILS Program?

- Child Labor
- Involuntary Labor
- Coercion and Harassment
- Nondiscrimination
- Association
- Health and Safety
- Subcontracting
- Monitoring and Compliance

What are the document requirements for Walt Disney ILS Program?

- The organization shall demonstrate compliance related to below mentioned requirements: -
- The Legal (Factory Act.)
- Social (Policies, Procedures and related documents)
- Health and Safety
- Environmental
- Social (Policies, Procedures and related documents)

How will Walt Disney International Labour Standards benefit your Organization?

- Recognition of socially compliant organization
- Opportunity to participate in Supply Chain of Disney-branded products.
- Opportunity for exports. Supplier Approval by overseas customers
- Compliance with business, legal, contractual, and regulatory requirements
- Improved structure and focus with respect to Business Ethics.

Which organization is eligible for Walt Disney ILS Program?

- Manufacturing units including sub-contractors intend to supply Disney-branded products.

What does one mean by Customer Specific Requirements?

- Customer Specific Requirements are the additional requirements imposed by the customer (Walt Disney ILS Program) which an organization needs to compulsorily comply with in order to become a verified supplier. In many cases, these requirements are additional to ISO certification.

Does my client require me to make changes in my Quality system?

- As per specific requirements the Organization might have to make necessary changes in the Quality system to comply with the Customer Specific requirements. PQSmitra helps an organization to make the necessary changes to comply with the requirements of Walt Disney ILS Program in a very easy and practical manner.

Can PQSmitra help my organization identify requirements as per modern trend and help implement the same for my suppliers?

Yes, PQSmitra as an Organization remains very up to date regarding the new trends of certification & specific requirements. We provide full assistance in the implementation of the same.

Can PQS assist in ensuring my suppliers are certified and assist in improving the overall quality?

Yes, PQSmitra can ensure that your suppliers are certified and we can assist them in improving the overall quality to meet your specific requirements.

How PQSmitra help you with a Hassle - free Implementation Process for Walt Disney International Labour Standards Programme?

PQSmitra Team helps in easy understanding of the ILS programme requirements and simple methods for practical implementation. Team offers all the support to complete audit related documentation formalities. The initial review of the existing practices being followed at the organization is the starting point for the ILS programme. 100% documentation support is offered to achieve successful audit results. The implementation process is described below:

- Initial visits and review of the existing system with respect to Walt Disney ILS programme
- Gap analysis and planning for compliance
- Documentation including procedures, work instructions etc.
- Internal audits to verify the compliance prior to final social compliance audit
- Management review
- Audit / verification
- Closure of non-conformities.



PQSmitraService Features appreciated by clients



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