

ILS Social Compliance Audit

Audit Reference #: (audit firm internal)	10210191522	Audit ID #: (Disney's ID)	N/A. It was Disney vendor audit.
Date Audit Started: Year/Mo/Day	2021/02/11	Date Audit Completed: Year/Mo/Day	2021/02/12
Code Conducted to:	The Walt Disney	Audit Report Date: Year/Mo/Day	2021/02/13
Audit Type:	Initial Audit	Special Program: (only required if applicable to NDAs)	None

Facility Information

Facility ID No.:	N/A. It Was Disney Vendor Audit.		
Facility Name:	Blue Breeze Enterprise Unit - I		
Address Line 1:	Sf.No:468/1a,D.No:1-726 I , Meenakshi Nagar , Mudalipalayam Village Tirupur - 641606		
Address Line 2:			
City:	Tirupur	State/Province:	Tamilnadu
Town:	Tirupur	Country:	India
Zip Code:	641606	GPS Location:	11.116758 77.418489
Contact Name: (First and Last)	Mr. VIJAYARAGAVAN V	Contact Person Title:	HR Manager
Primary Email:	Hrd@Bluebreeze.In	Phone Number: Country Code - Area Code / Phone Number	+91- 9489646236
Contact Person Title:	HR Manager	Fax: Country code - area code / phone number	None

Name/Address/Ownership Updates

Facility Name:	
Facility Address:	
Facility Ownership Update:	
Upcoming Relocation or Expansion:	

Audit Team

Audit Firm:	BVCPS
Number of Auditors:	Lead/Exclusive auditor

	Name	APSCA Registration Number	APSCA Certification Number
Audit Team Member 1: (Lead/Exclusive Auditor)	Mageshwaran M	RA 21701604	RA 21701604
Audit Team Member 2:			
Audit Team Member 3:			
Audit Team Member 4:			
Audit Team Member 5:			
Audit Team Member 6:			
Audit Team Member 7:			
Audit Team Member 8:			
(Note: In FANS, please input auditor(s)' APSCA Registration Number(s) in the Cross-Reference Tab of the DDM – 1 row for each auditor)			

Audit Details & Assessment **Facility Details**

Access to Facility:	Accepted		
Access to Facility - Predetermined Comments	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Auditors attempted to conduct an audit and were denied access. <input type="checkbox"/> Other		
Access to Facility - Additional Comments:	None		
Current % Capacity Devoted to Disney:	10%	Past % Capacity Devoted to Disney:	10%
Products Produced:	Manufacturing of knitted garments		
Disney Products Observed:	Knitted garments with Hello kitty, Disney Max, One in a million & Princess.		
Production Processes:	Cutting, Sewing, checking, ironing and packing.		
# Total Employees:	378	#Production Employees:	331
# Buildings:	Four		
# Buildings by Purpose:	1/ Ground Floor – Admin office, Nurse room, Store, Cutting, Sewing, Checking, ironing and packing. First floor: Merchandising office, conference hall Second floor: Rest room, record room and RO plant. 2/ Ground Floor – Canteen, dining hall and fabric storage area. First floor: Laser cutting, checking, embroidery, machine and excess fabric storage area. 3 / Ground Floor – Compressor, generator, diesel storage, EB panel. 4/ Ground floor – Security, crèche, time office. Precincts – Emergency Assembly Area, IBR boiler, toilets, fire hydrant pump room.		

Peak Production Months:	<input type="checkbox"/> Unknown <input checked="" type="checkbox"/> None <input type="checkbox"/> January <input type="checkbox"/> February <input type="checkbox"/> March	<input type="checkbox"/> April <input type="checkbox"/> May <input type="checkbox"/> June <input type="checkbox"/> July <input type="checkbox"/> August	<input type="checkbox"/> September <input type="checkbox"/> October <input type="checkbox"/> November <input type="checkbox"/> December
Low Production Months:	<input type="checkbox"/> Unknown <input checked="" type="checkbox"/> None <input type="checkbox"/> January <input type="checkbox"/> February <input type="checkbox"/> March	<input type="checkbox"/> April <input type="checkbox"/> May <input type="checkbox"/> June <input type="checkbox"/> July <input type="checkbox"/> August	<input type="checkbox"/> September <input type="checkbox"/> October <input type="checkbox"/> November <input type="checkbox"/> December
Facility Regular Hours:	8 hours	Facility # of Shifts/Hours	1/ General Shift- 8:30 AM to 05:30 PM
Other Brands Present?	OVS, Baby shop, C&A.		
Establishment Date: Yr/Mo/Day	2017/02/02		

Nationality of Management:	Indian
Nationality of owner/owner entity:	Indian

Management Gender (enter # of people):

	Male	Female
Managers	05	00
Supervisors	06	04

Nationality of Workers: (Top 5 Countries)	Approx. % of Total Workforce:
Indian	100%
List ALL other nationalities in the facility:	
<p>(Note: If there are North Korean workers in the facility, please additionally provide the following details in the Comments section of the Audit Report:</p> <ul style="list-style-type: none"> • Employment dates of each North Korean worker • Labor agent of each North Korean worker • Type of work authorization/permission for each North Korean worker • Summary of Code category violation related to the North Korean workers (detailed info of the Code category violation related to the North Korean workers shall be reported as per the standard reporting process) 	

Audit Details

Attendance Records Tested:	<input type="checkbox"/> Unknown <input type="checkbox"/> None <input checked="" type="checkbox"/> January <input type="checkbox"/> February <input checked="" type="checkbox"/> March	<input type="checkbox"/> April <input type="checkbox"/> May <input type="checkbox"/> June <input type="checkbox"/> July <input checked="" type="checkbox"/> August	<input type="checkbox"/> September <input type="checkbox"/> October <input type="checkbox"/> November <input type="checkbox"/> December
Payroll Ledgers Tested:	<input type="checkbox"/> Unknown <input type="checkbox"/> None <input checked="" type="checkbox"/> January <input type="checkbox"/> February <input checked="" type="checkbox"/> March	<input type="checkbox"/> April <input type="checkbox"/> May <input type="checkbox"/> June <input type="checkbox"/> July <input checked="" type="checkbox"/> August	<input type="checkbox"/> September <input type="checkbox"/> October <input type="checkbox"/> November <input type="checkbox"/> December
Last Pay Date: Year/Mo/Day	2021/02/05	Number of Records Sampled:	10
# Individual Employee Interviews:	10	# Employee Group Interviews:	0
Numbers per Group:	0		
Additional Locations Audited?	No		
Explain Additional Location Details:	None		
Comments/Observations:	1/ As the facility employees size was more than 100 and due to COVID 19 pandemic and limited resources at auditing agency, travel restrictions at different province, interstate health regulation (rule of quarantine). This audit was conducted by 1 auditor in 2 days and prior approval was taken from Jessie J Li from Disney.		
Communicated Findings With:	Mr. VIJAYARAGAVAN V – HR Manager		
Agreed to and Signed CAPAR?	Yes		
Audit Entered by: (Name)	Geeta Madhavi		

Comments Details

Comments:
Name and Title of Others Present (ex. translators, observers, trainees): None
Attendance Records Provided: 13 / February 2020 – February 2021.
Payroll Records Provided: 12 / February 2020 – January 2021.
of Records Sampled (description): January 2021 (Most recent paid month): 10 samples; August 2020 (Non-Peak month): 5 samples; March 2020 (Peak month): 5 samples.
Resources Received from Facility (i.e. transportation, meals): None
Factory Representative in opening meeting (name/title): Mr. VIJAYARAGAVAN V – HR Manager
Factory Representative in closing meeting (name/title): Mr. VIJAYARAGAVAN V – HR Manager
(Note: other comments may include but not limit to: details if "Agreed to and signed CAPAR" is indicated "No"; further details regarding audit scope; special observation or comments on the audit process; reason as to why audit report is submitted late; reason as to why auditors assigned in the DDM differ from auditors at site; details of North Korean workers, etc.)

Audit Violations

<u>Age Requirement</u>	<p>Child Labor: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation. Remark: Legal minimum wages is 14 years with restriction and 18 years without restriction. Actual minimum wage was observed was 19 years.</p> <p>Other: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Young Persons: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>
<u>Association:</u>	<p><input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>

<p><u>Coercion and Harassment:</u></p>	<p>Other: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Physical Abuse or Sexual Harassment: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>
---	--

<p>Compensation:</p>	<p>Minimum Wage: <input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Employees are not properly compensated for downtime.</p> <p>Law / Code: According to Order No – 40-3/2020 _ DM – I (A) – Government of India – Ministry of Home Affairs – Dated 29 March 2020 – Whereas in exercise of the power, conferred under Section 10 (2) (I) of the Disaster Management Act, the undersigned, in his capacity as Chairperson, national Executive Committee, has issued an order on even number dated 24.03.2020, followed by Addendum Orders of even numbers dated 25.03.2020 and 27.03.2020 to the Ministries/Departments of Government of India, State/Union Territory Governments and State/Union Territory Authorities with the directions to implement lockdown measures annexed to the said orders for the containment of spread of COVID 19 in the country; Whereas, movement of a large number of migrants have taken place in some parts of the country so as to reach their home. This is a violation of the lockdown measures on maintaining the social distant; Whereas, to deal with the situation and for effective implementation of the lockdown measures, and to mitigate the economic hardship of the migrant workers, in exercise of the powers, conferred under Section 10 (2) (I) of the Disaster Management Act 2005, the undersigned, the capacity of chairperson, National Executive Committee hereby directs the State/Union Territory Government and State/Union Territory Authorities to take necessary action and to issue necessary orders to their District Magistrate/Deputy Commissioner and Senior Superintendent of Police/Superintendent of Police/Deputy Commissioner of Police to take following measures: (iii) All the employers, be it in the Industry or in the shops and commercial establishments, shall make payment of wages of their workers, at their work place, on the due date, without any deduction, for the period their establishments are under closure during lockdown;</p> <p>S U P R E M E C O U R T O F I N D I A - RECORD OF PROCEEDINGS - WRIT PETITION (CIVIL)..... Diary No(s).10983/2020 - O R D E R</p> <p>Hon'ble Mr. Justice Ashok Bhushan pronounced the order of the Bench comprising His Lordship, Hon'ble Mr. Justice Sanjay Kishan Kaul and Hon'ble Mr. Justice M.R. Shah. We thus direct following interim measures which can be availed by all the private establishment, industries, factories and workers Trade Unions/ Employees Associations etc. which may be facilitated by the State Authorities:- i) The private establishment, industries, employers who are willing to enter into negotiation and settlement with the workers/employees regarding payment of wages for 50 days or for any other period as applicable in any particular State during which their industrial establishment was closed down due to lockdown, may initiate a process of negotiation with their employees organization and enter into a settlement with them and if they are unable to settle by themselves submit a request to concerned labour authorities who are entrusted with the obligation under the different statute to conciliate the dispute between the parties who on receiving such request, may call the concerned Employees Trade Union/workers Association/ workers to appear on a date for negotiation, conciliation and settlement. In event a settlement is arrived at, that may be acted upon by the employers and workers irrespective of the order dated 29.03.2020 issued by the Government of India, Ministry of Home Affairs. iv) The Central Government, all the States/UTs through their Ministry of Labour shall circulate and publicise this order for the benefit of all private establishment, employers, factories and workers/employees.</p> <p>Additional Comments:</p>
-----------------------------	---

Auditor noted from the audit process and review of the document that the facility has not compensated 100% of the wages for all workers during lockdown period.

It was noted that Government of India declared complete lock down from march 23, 2020 to May 8, 2020 to prevent spread of COVID 19. On March 29, 2020, Ministry of Home Affaires (MHA) issued notification stating that leave with wage should be paid to all the employees without any deduction.

Facility has paid wages as per below detail –

1. For the Month of March 2020 the facility has worked till 22nd March and paid as per the worker present days. No payment has been made for the full lock down period from 23rd to 31st March 2020.
2. From 1st April to 30th April 2020 which is the full lock down period, the facility has paid flat INR 6000 through cash for all workers without deducting social security benefits.
3. Form 1st may to 14th May the factory has not paid any wages to the workers and the facility stated their operation from 15th May 2020.

In the meantime some of the companies has filed Writ petition in Supreme Court of India against MHA notification. Case is pending in court for final verdict. In the meantime court has issued interim order to the companies to negotiate payment for locked down period with workers.

Remarks:

Local minimum wage standard: (wage per hour or per month): Cutter – INR 358.85 per day, Tailor – INR 353.92 per day, Ironer, Helper & Packer – INR 339.19 per day, Checker: INR 353.92 Per day.

Paid minimum wage: Unskilled: Cutter – INR 359 per day, Tailor – INR 354 per day, Ironer, Helper & Packer – INR 340 per day, Checker: INR 354 Per day.

Overtime Hours:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Acceptable

Law / Code: Not applicable.

Additional Comments: No apparent violation.

Remark:

Attendance Recorded by: (automated/electronic, timecard, manual, no recording, etc.): Electronic (Face reading system).

Legal max. Overtime hours: 2 hours per day, 12 hours per week.

Actual max. Overtime hours: No overtime performed as per the given records.

Legal requirement for continuous working day is 6 days in a week,

Actual no. of consecutive days worked: 6 days per provided records.

Overtime Wage:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Acceptable

	<p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Remark: Legal overtime wage rate: Twice the ordinary rate of wage. Paid overtime wage rate: No overtime performed as per the given records.</p> <p>Social Benefits and Other Compensation: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Remark: Regular Pay Date: On or before 7th day on completion of monthly pay period. Wage pay in/by (cash, check, direct deposit, etc.): 100 % CASH Legal Social Benefits: Employees' Provident Fund, Employee state insurance, Leave with wages, Bonus. Provided Social Benefits: Employees' Provident Fund, Employee state insurance, Leave with wages, Bonus.</p>
--	--

Health and Safety:

Dormitories:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

N/A

Law / Code: Not applicable.

Additional Comments: No apparent violation.

Fire & Emergency Safety:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Evacuation passages are not clearly marked.

Law / Code: In accordance with Tamil Nadu Factories Rules 1950, Chapter IV, Rule 61 (9) (e) The exits shall be visible and suitably illuminated with suitable arrangement, whatever artificial lighting is to be adopted for this purpose, to maintain the required illumination in case of failure of the normal source of electric supply

Additional Comments: Auditor noted during the site tour that 03 out of 03 exit at first floor embroidery section was not marked with illuminated exit sign. (Photo #1)

Hazardous Material:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Material Safety Data Sheets (MSDS) are not available or are not in the local Language.

Law / Code: In accordance with the Tamil Nadu Factories Rules 1950, Chapter V, Rule 62 (c) (1) the occupier of every factory carrying an hazardous process shall arrange to obtain development information in the form of Material Safety Data Sheet (MSDS). In respect of every hazardous substance or material handled in the manufacture, transportation and storage in the factory. It shall be accessible upon request to a worker for reference

Additional Comments: Auditor noted that factory has not posted MSDS for the LPG gas used for cooking purpose stored at canteen periphery and for cleaning chemicals (Phenyl and soap oil) stored at the male toilet. (Photo #2,3)

Secondary containment is not provided for chemicals.

Law / Code: In accordance with Tamil Nadu Factories Rules 1950, PART II Rules 95, (9) Handling and storage of chemicals-(5) Standby arrangements equal to the biggest container shall always be available to transfer the toxic substances quickly into the standby storage facility if any defect develops in any of the containers resulting in the release of toxic substances.

Additional Comments: Auditor noted that factory has not provided secondary containment for 04 out of 04 cleaning chemical containers capacity of 25 liter each stored at male toilet to avoid spillage on the ground. (Picture # 3)

Machine & Electrical Safety:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Machines/equipment are not equipped with protective covers or safety devices.

Law / Code: In accordance with Factories Act 1948, Section 26 (1) (a), every set screw, bolt or key on any revolving shaft, spindle, wheel or pinion shall be so sunk, encased or otherwise effectively guarded as to prevent danger.

Additional Comments: Auditor noted that factory has not provided safety guard for the knife grinding stones installed in the 01 out 01 band knife cutting machine. (Picture # 4)

Medical & First Aid:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Acceptable

Law / Code: Not applicable.

Additional Comments: No apparent violation

Other:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Legally required building plan and/or certificate of structural stability are not Provided for review.

Law / Code: In accordance with Tamil Nadu Factories Rules 1950, Chapter I,3-A. Approval of site and plan- (1) No site shall be used for the location of a factory or no building in a factory should be constructed, reconstructed, extended or taken into use as a factory or part of a factory unless previous permission in writing is obtained from the Administrator or the Chief Inspector of Factories.

Additional Comments: Auditor noted during the document review that factory has recently added one air compressor for embroidery process, however the same has not been included in the approved building layout plan.

Personal Protective Equipment (PPE):

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Employees are not provided with proper Personal Protective Equipment (PPE) or do not wear them properly.

Law / Code: According to Section 7A (2b) of The Factories Act, 1948, Every occupier should have arrangement in the factory for ensuring safety and absence of risk to health in connection with the use, handling, storage and transport of articles and substances.

Additional Comments: Auditor noted that 02 out of 04 workers at embroidery section was found not utilizing / wearing the provided ear plug. (Picture # 5)

Sanitation:

Acceptable Needs Improvement N/A Unable to Verify

Predetermined Comments:

Acceptable

Law / Code: Not applicable.

Additional Comments: No apparent violation.

<p><u>Involuntary Labor:</u></p>	<p>Mandatory Overtime: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Other: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Prison, Bonded, Indentured, Forced Labor: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>
---	---

<p><u>Monitoring and Compliance:</u></p>	<p>Ethics: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Insufficient or Inadequate Records: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Other: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Transparency: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>
<p><u>Non-Discrimination:</u></p>	<p><input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>

<p><u>Other Laws (if applicable):</u></p>	<p>Labor Contract: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p> <p>Other: <input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>
<p><u>Protection of the Environment:</u></p>	<p><input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>
<p><u>Publication:</u></p>	<p><input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Acceptable</p> <p>Law / Code: Not applicable. Additional Comments: No apparent violation.</p>
<p><u>Subcontracting:</u></p>	<p><input type="checkbox"/> Acceptable <input checked="" type="checkbox"/> Needs Improvement <input type="checkbox"/> N/A <input type="checkbox"/> Unable to Verify</p> <p>Predetermined Comments: <input checked="" type="checkbox"/> Production processes are subcontracted to another facility or another source without Disney's written consent.</p> <p>Disney Code of Conduct: Manufacturers will not use subcontractors for the manufacture of Disney's merchandise or components thereof without Disney's express written consent, and only after the subcontractor has entered into a written commitment with Disney to comply with this Code of Conduct.</p> <p>Additional Comments: Auditor confirmed that Blue breeze enterprises unit 1 has subcontracted Disney branded production to the following sub-contractor [since February 2020]. See below for details</p> <p><u>Sub-Contractor:- 1 (Printing & Embroidery)</u> Disney ILS # FAC-018236 This is a Facility Name: Gateswears Full Address: No 362/3a, Pudupalayam, Kangeyam road, Tirupur, 641606, Tamil Nadu Contact Person's Name: Mr. Kumar, Factory Manager</p>

Contact Person's Phone Number: 91-421-2264800; Email: gates@gateswears.com

Licensee/Vendor of Subcontract: True care Fzc
The subcontracted process or components with Disney intellectual property: Printing with Disney character "Hello Kitty" and Embroidery with Disney character "One in a million & Princess"

Sub-Contractor:- 2 (Wash care Labels, Tag, stickers Suppliers)

Disney ILS # FAC-059740

This is a Facility

Name: Muthu Quality Labels

Full Address: No. 10/16B, Erukkadu 1st street Karuvampalayam, Tirupur, Tamil Nadu, 641 604, India

Contact Person's Name: Mr. Satheesh- Manager

Contact Person's Phone Number: 91-421- 2248257; Email: info@mqlindia.com

Licensee/Vendor of Subcontract: Van der Erve

The subcontracted process or components with Disney intellectual property: Label and tag with Disney character (Hello kitty & Disney Max).

Include the name of Licensee/Vendor for which the product is being manufactured: True care Fzc and Hollywood Magic S.A.L

Facility have FAMA copy: FAMA attached.

FACILITY AND MERCHANDISE AUTHORIZATION

LICENSEE/VENDOR NAME : Trucare Fzc

CONTACT NAME, TITLE, E-MAIL ADDRESS :
Ashoo Agarwal
compliance.trucare@trucarefzc.com

STREET ADDRESS: PO Box 42106, Sharjah (UAE)
1L-04B, 1L-05, Hamriyah free zone,
SHARJAH
United Arab Emirates

TELEPHONE NUMBER : 971 65263945

1. Facility Name (Place where Disney-branded product will be produced):
Gateswears
(FAC-018236)

1a. Facility Address:
362/3a, Pudupalayam, Kangeyam Road
Tirupur, Tamil Nadu, 641606
India

1b. Telephone Number: 91 914212264800

1c. Facility Contact Telephone Number: 91 914212264800

1d. Contact Name, Title and E-mail:
- KumarK, Factory Manager, gates@gateswears.com

1e. List all other names by which the Facility is known:

Once signed below by an authorized signatory of Disney Worldwide Services, Inc. or its affiliate (such individual an "Authorized Signatory"), this Facility and Merchandise Authorization (1) confirms that the above-named Licensee/Vendor is authorized to manufacture and/or distribute products bearing intellectual property of The Walt Disney Company and/or its affiliate(s) ("Disney") (which may include, without limitation, Marvel, Pixar and/or Star Wars-branded products) (collectively, the "Disney-Branded Products"), all in accordance with and subject to Licensee/Vendor's written agreement(s) with Disney and (2) may be presented by Licensee/Vendor to Customs authorities to confirm Disney's authorization to import/export Disney-Branded Products.

This Facility and Merchandise Authorization expires on the Expiration Date set forth below unless earlier revoked by Disney.

Notice to Licensee/Vendor. Disney hereby reserves all of its rights and remedies arising from any unauthorized use of this Facility and Merchandise Authorization. Without limiting the foregoing, any unauthorized use of this Facility and Merchandise Authorization by Licensee/Vendor, including without limitation submitting a Facility and Merchandise Authorization which has been revoked by Disney prior to the Expiration Date, may result in the termination of the applicable written agreement between Licensee/Vendor and Disney.

Authorized Signatory

Mirek Zwanzig Digitally signed by Mirek Zwanzig
Date: 2019.05.01 14:04:31 +01'00'

Mirek Zwanzig
Analyst, Regional Management ILS EMEA

Issuance Date: 2019/May/01
Expiration Date: 2022/May/01



The Walt Disney Company Benelux

FACILITY AND MERCHANDISE AUTHORIZATION

LICENSEE/VENDOR NAME: Van Der Erve
STREET ADDRESS: Weiveldlaan, 41
bus 21
B - 1930 ZAVENTEM
Belgium

TELEPHONE NUMBER: 32 27098347
CONTACT NAME, TITLE, E-MAIL ADDRESS:
Kyra Claeys
kyra@erve.com

<p>1. Facility Name (Place where Disney-branded product will be produced): Muthu Quality Labels (FAC-059740)</p> <p>1a. Facility Address: 10/168, ERUKKADU 1ST STREET, KARUVAMPALAYAM Tirupur, Tamil Nadu, 641604 India</p> <p>1b. Telephone Number: 91 4212248257</p> <p>1c. Facility Contact Telephone Number:</p> <p>1d. Contact Name, Title and E-mail: G Tamil Arasan, hr@mqindia.com</p>	<p>1e. List all other names by which the Facility is known:</p> <p>1f. Is this Facility owned by the Licensee or Vendor? No</p> <p>1g. List all Disney-branded product to be produced in this Facility (as listed on the licensee agreement): As per current License Agreement.</p>
<p>2. Intellectual Property, Brand or Logo (e.g. Character, Name): As per current License Agreement.</p>	<p>4. Provide Name and Address: Only List if the transporter of the Disney-branded product is other than Facility or Licensee/Vendor</p>
<p>3. Territory where branded products may be sold or given away: As per current License Agreement. "If the Territory includes a country within the European Economic Area, the licensee may respond to unsolicited orders from customers located in other countries within the European Economic Area which are not included in the Territory."</p>	<p>Additional Information:</p>

Once signed on behalf of The Walt Disney Company (Benelux) BVBA and/or its affiliates and/or its authorized sub licensees ("Disney") this document may be presented to the Customs authority at the port of export from the country specified above where the manufacturing facility is located and at the port of entry in the country specified as the territory where the Merchandise may be sold to confirm Disney's authorization of shipments of the Merchandise identified above. This Authorization shall expire on the first to occur of the following: (1) the passage of 3 years from the date set forth below, (2) the expiration or termination of the applicable agreement between Licensee/Vendor and Disney, or, (3) the termination of the Authorization by Disney.

The Walt Disney Company [Benelux] bvba

Inge Martens
GM Consumer Products & Integrated Retail

Date: 2017/Sep/01

Tour & Taxis, Havenlaan 86; B217 Avenue du Port, 1000 Brussels, Belgium
Tel +32 (0) 2 263 1711 Fax +32 (0) 2 263 1750
Trade Register number: 0447.883.840 Brussel / N° Ent. 0447.883.840 RPM Bruxelles

© Disney - The Walt Disney Company Benelux is a trade name of The Walt Disney Company (Benelux) BVBA

Appendix:

<p style="text-align: center;">1</p> 	<p style="text-align: center;">2</p> 	<p style="text-align: center;">3</p> 
<p style="text-align: center;">4</p> 	<p style="text-align: center;">5</p> 	<p style="text-align: center;">//END//</p>