

The results of a two & a half year journey  
looking for Mickey Mouse's Conscience:

## Unfulfilled Promises

**Date:** 2<sup>nd</sup> January 2008

**To:** Robert A. Iger – CEO, The Walt Disney Company  
The Walt Disney Company  
500 South Buena Vista Street Burbank CA 91521  
Phone: (818) 560-1000  
Fax: (818) 560-1930



Student and labor activists protested outside Hong Kong Disneyland on 12 September 2007, urging Disney to improve working conditions at its suppliers in China and other countries.

Mr. Iger:

SACOM sent letters to Disney on the 24<sup>th</sup> August 2005 and 8<sup>th</sup> December 2006 asking to discuss Disney's efforts to implement a code of conduct in China. To date, we've received no reply. In a third attempt, we send out this public letter requesting a face-to-face meeting with you.

Before the opening of Disney's 5<sup>th</sup> theme park, Hong Kong Disneyland, SACOM joined a group of university students who identified themselves as "Disney Hunters" to launch the *Looking for Mickey Mouse's Conscience Campaign* in September of 2005. During these 2½ years, we exposed 11 Disney sweatshops in China (for all 6 reports in Chinese and English, visit [www.sacom.hk](http://www.sacom.hk)). Our first-hand investigations document illegal wage payments, excessive and forced overtime, non-provision of social security, unsafe production environments, humiliating management practices, and substandard living conditions (see Appendix I for a short review of workers experience).

Disney requires all its suppliers to comply with the Disney code of conduct. In theory, this code of conduct should ensure that workers producing Disney products enjoy minimum rights. Yet Disney requires suppliers to offer toys & children's books at the lowest possible costs and on the tightest of schedules. Although it's the suppliers' responsibility to follow Chinese labor law, the pressure Disney exerts on prices and production schedules give Chinese suppliers little room for workers' rights.

What is more, Disney completely fails to identify and resolve labor rights violations in its supply chain. Disney established its code of conduct in 1996 and started monitoring in 1997, but we continue to see serious labor abuses at Disney suppliers around the world. The Disney code of conduct thus becomes a tool for Disney to shift corporate responsibility downward to its suppliers. Rather than collaborating with suppliers to work out corrective actions, Disney tells consumers to look at its code of conduct, while behind the scenes, Disney continues to drive prices down and shorten production schedules. All the while, in China, workers at tens of thousands of Disney suppliers struggle to have a voice.

Disney recorded \$34.3 billion in sales for 2006, and so consumers know it's possible for Disney to do better. Between the 12<sup>th</sup> September and 31<sup>st</sup> December 2007, 1,049 students, professors, labor and human rights' activists, parents, and Disney fans petitioned the International Labor Standards (ILS) Program of Disney at <http://www.PetitionOnline.com/wlchan/petition.html> (See Appendix II for a review of consumers' comments on the deficiencies of Disney's code of conduct efforts). Consumers stand in solidarity with Chinese workers and workers in other countries.

SACOM and other non-government organizations want to move on from this gridlock. We want to help Disney improve the enforcement of the Disney code of conduct. In the end, we believe Disney needs to permit public scrutiny of its efforts by disclosing to the public the full list of its outsourcing suppliers. This is only what other proactive firms like Nike have done. We further believe that Disney needs to give every Chinese worker a copy of Disney's code of conduct, and that Disney should support and respect workers' right to develop mechanisms of worker representation at all Disney suppliers.

Whatever Disney does to improve, Disney needs to work with the public to show its willingness to fulfill the promises embodied in its code of conduct. SACOM and other non-government organizations want to help Disney effectively respond to these problems. And this is why we're asking to meet with you, Mr. Iger. We hope you'll respond.

To reply to this letter with questions and/or, we hope, to schedule a meeting to discuss how to improve efforts to implement the Disney code of conduct, please write to Jenny Chan at [wlchan@sacom.hk](mailto:wlchan@sacom.hk) or P.O.Box No. 79583, Mongkok Post Office, Hong Kong.

Sincerely,

Jenny Chan & Vivien Yau –

Students and Scholars Against Corporate Misbehavior

**Organizations co-signing the letter**

Apo Leung –  
Miges Baumann, Chantal Peyer –  
Li Qiang –  
Tessel Pauli –  
Kathrin Pelzer –  
May Wong –  
John Kalwaic –  
Tim Beaty, Jessica Rutter –  
Bama Athreya, Trina Tocco –  
Monina Wong, Shek Ping Kwan –  
Charles Kernaghan, Barbara Briggs –  
Fanny Gallois –  
Andy Stern, Jason Judd –  
Michaela Koenigshofer, –  
Christina Schroeder, Nora Holzmann  
Bjorn Claeson, Liana Foxvog –  
Rini Chakraborty –  
Stefan Indermühle –  
May Chen, Amanda Bell –  
Zack Knorr, Liana Dalton –  
Kate Byron –  
Scott Nova –  
Sarah Bormann –  
Sherry Goldman –  
Gabriel Scott, Jody Frisch –

Asia Monitor Resource Centre  
Bread for All  
China Labor Watch  
Clean Clothes Campaign International  
Frauensolidarität  
Globalization Monitor  
Industrial Workers of the World  
International Brotherhood of Teamsters  
International Labor Rights Fund  
Labor Action China  
National Labor Committee  
Réseau-Solidarité  
Service Employees International union  
Südwind  
  
Sweatfree Communities  
Sweatshop Watch  
Swiss Clean Clothes Campaign  
UNITE-HERE  
United Students Against Sweatshops  
Women Working Worldwide  
Worker Rights Consortium  
World Economy, Ecology and Development  
Writers Guild of America, East  
Writers Guild of America, West

**Consumers co-signing the letter:**

1. Karin Mak
2. Suki Chung
3. Pak Chai
4. Henry Yeung
5. Yau Tze Ken, Ken
6. Wong Weng Chi, Napoleon
7. Wang Hang Chong
8. Cary Chau – No Sweatshops!!!!
9. Kwok Hoi Yan
10. Lee Wing Yin, Susanna
11. Kwok Wing Kin
12. Joyce Au – Fight for labor rights!!!
13. Philomena Cheung
14. Stella
15. Lai Wai Yee
16. Cathy Chan – Support workers to fight for their rights!
17. Sophia So
18. Abraham Lai
19. Jenna Brager
20. Kristen Gilmore
21. Eli Friedman
22. Carlos Perira
23. Matthew A. Hale
24. Aria Everts
25. Chow Sze Chung
26. Bright Limm
27. Hevily Ambriz Espinoza
28. Timothy O'Brien
29. Katie Panella
30. Lauren Schaeffer
31. Susan Kim
32. Stuart Hill – I will stop buying any Disney products until this stops.
33. Pip Starr
34. Doris Lin – Please support humane labor! It doesn't matter whether it's overseas, as long as workers are treated fairly.
35. Duane Tollison
36. Catherine A. Twohill
37. James Douglas – Where's the conscience? I know it's there somewhere, let's see it!
38. Shaun Richman
39. Lilylee – Please respect human rights.
40. Ursula Lawrence
41. Jordan Wells
42. Linda Barkenbush – GO UNION!!
43. Lam Sum – Shame on Disney!
44. Tai Ngai Lung

45. Zi Teng (sex workers concern organization in Hong Kong)
46. Paul Ho – Stop acting as sweatshop in Disney! We want clean toys and clothes in Disney!
47. M. Tariq
48. M. T. Eric – Can we all encourage our friends and friends of their friends to “STOP” buying any stuff from Disneyland to make them feel that “We are united!”
49. Cheng Ka Yue
50. Amanda Wilson
51. Sun Yueru
52. Roselyne Clément
53. Matt Abbott
54. Sadatu Mamah-Trawill – Go all the way!
55. Jacqueline Holzer
56. Demeure
57. Joyce Chan
58. Annie Yim
59. Kuan – Operate with conscience, please.
60. Cindi Katz
61. Lau Tsz Kin
62. Imre Szeman
63. Tim Kaposy
64. Bill Moore
65. Marie- Noëlle Roy – End sweatshops!
66. Brian O’Connell
67. Rod Palmquist
68. Gretchen Bell
69. Alex Khasnabish
70. Molly McCable
71. Marlies Ozias
72. Robert Periano
73. Singh Tikajyoti
74. Alex Hanna
75. Kelly Dent
76. Walter – I think they should end sweatshops in China.
77. Celia Tsui
78. Kwong Sum Yin
79. Lee Kim Ming
80. Good
81. Sharon M. Callahan
82. H.R.M. Razwan – Treat humans as humans.
83. Katherine K. L. Chu
84. Man Yau Wah
85. Yeung Yuk Wai
86. Taxi Driver – I have never visited Disneyland nor purchased any of its products, and never will! Stop sweating Chinese labor and deceiving our HK people’s money!!
87. Yun-Chung Chen
88. Thomas Keough
89. Connie Norgren
90. Michel A.Martinez

91. Tsang Chiu Wai
92. David Temple
93. M. Farooque
94. Shameer Tariq, Bilawal
95. Shamsa Tariq
96. Falak Tariq
97. Vick Yeung
98. William Kwok
99. Teresa Cheng
100. Anthea Kwan
101. Parry Leung
102. Doug Dalton
103. Chris Stroud
104. Carol Dalton
105. Anna Wetterberg
106. Wanda Ashman
107. Chip Phillips
108. Louvet Dominique
109. Murry Bernstein – Disney must end sweatshops in China!
110. Marcia Bernstein – Disney must end sweatshops in China!
111. D. Meier
112. Greg Giorgio
113. Firenze
114. Kiri Sparks
115. Lillian Garfinkel – It is disgraceful that sweatshops exist in the 21<sup>st</sup> century.
116. Sanie
117. Ka Lung Law
118. Elize
119. Carole Faucher
120. Sylvaine De Plaen
121. Professor Leslie Sklair
122. Chan Ka Lam
123. Francesco Sica
124. Chan Sau Sze – Support!
125. Jess De Vault
126. Eiko Tada
127. Ant – Horrible!
128. Reina Fukuda
129. Natedao Taotawin – Against dream world in China!
130. Professor Yan Hairong
131. Michael To
132. Matthew Johnson
133. Matt Lee – Please stop your corporate greed and start abiding by your labor Code of Conduct, Walt Disney!
134. Iara D.
135. Tuwanna Montgomery
136. Mabel Siu
137. Siu Ching

138. Chan Yat Tung
139. Parkson Yeung Kin Bun
140. Au Yeung Tat Chor
141. Ho Loy – Move Sweat-shop back to your own country. Chinese doesn't slave for second class economy. Return human right to our people.
142. Tang Kin Wa – Stop the sweatshops now!
143. Gigi Kwan – I have never visited Disneyland nor purchased any of its products, and never will!
144. Jeff Kwong
145. Tse Yukman
146. Jeroen Merk
147. Cally Yu – No Sweatshops!!
148. Au Yeung Tung
149. Yuen Chi Yan – No sweatshop, where the passion of Disney?
150. A v Luijken – Respect labour and human rights!
151. Ton de Heij – Respect workers rights!
152. E. Josso
153. Marcella
154. Cherry Fung
155. Simone Bayer
156. Agung Hermawan – Stop violence against workers rights!
157. Marieke Eyskoot
158. Billy Ng Ka Ho – Behave yourself, Mickey! We don't love evil cartoon!
159. Chun Yin – Support workers to fight for their rights!
160. Dominic Fok Wai-pong
161. Jackie Hung
162. Mirana May Szeto
163. Tony Yeung – Stop Disney sweatshops!
164. Leung Ka Lo
165. Chau Fai – Shame on Disney!!
166. Joyce Au – End sweatshops!!! Respect labor rights!!
167. Yasiu Kruszyński – Labor rights!!!
168. Desmond Sham
169. Karen Ngan
170. Wu Po Yee
171. Chan Sze Wan, Debby
172. Nina Ascoly
173. Pat
174. Julian Fung – Pls Stop Now!!
175. Lo Sin Chi – Fight for labor rights!!!
176. Sadatu Mamah-Trawill
177. Kim Choi – Please stop your corporate greed and start abiding by your labor Code of Conduct!
178. Ingrid Chung
179. Ersilia Monti
180. Ineke Zeldenrust – Keep up the struggle!!
181. Lai Ka Chun, Abraham
182. Wong Hon Pong

183. Leung Wai Ching – Treat humans as humans!
184. Klarabella
185. Anita Fung
186. Trace D'Andrea
187. Rebel Jill
188. Deborah Lucchetti
189. Paige Shipman
190. Risser Georgette
191. Rosita Zilli
192. Francioni Stefano
193. Jarens
194. Jesse Korgemaa
195. Luisa-Theres Heinrich
196. Jessica Cave – Take Action! Put your corporate dollars to work and give workers safe, humane working conditions!
197. Umberto Figliuzzi
198. Danny Shum
199. Marco Malatesta
200. Stefano D'errico
201. Gianni Giroto
202. Roberto Barbieri
203. Maria Rosaria Capozzi – STOP VIOLENCE N O W!
204. Lucia Vitali
205. Vincenzo Puggioni
206. Piffeteau
207. Daniela Pappalardo
208. Emanuela Bedendo
209. Dalmaso Sergio
210. Annapaola Voena
211. Renzo David
212. Sandra Cangemi
213. Benhamin Fasching-Gray – I keep having to explain to my children why I won't buy Disney products.
214. George Stadnik
215. Malin Andersson
216. Rev. Jim Oxyer
217. Stephen Mason – Treat people with respect, please!
218. Cinzia Corocher
219. Giuliano Albertini
220. Lisa Portillo
221. Giuseppe Zagari
222. Emanuele – BASTA CON LO SFRUTTAMENTO!!!!
223. Lena Dehner
224. Lèbre Jérôme
225. Schubert – What a miserable face shows WALT DISNEY COMPANY to the children of the world!
226. Lescure Patrick
227. Cingal Georges – No sweatshops either at home or abroad!



228. Croc Elisabeth – C'est indigne : Disney doit réagir et prendre ses responsabilités!
229. Thollot
230. Dennielou
231. Ian Sherwell
232. Dufour Martine
233. Vadel Mir Danielle
234. Theron Gilles
235. Durand Maguy – soutien à l'action des travailleurs de Disney!
236. Caby Gérard
237. Anne-Laure Desgris
238. Ruhlmann
239. Michaud Marie
240. Reymann Dominique et Geneviève
241. Edith Laudowicz-Frey
242. Dridi Najja
243. Jamie Smith
244. Labesse
245. David Cromie – These practices amount to slavery!
246. Sammantha Lyle
247. Bruneel Jean Marc
248. Hivet Nelly
249. Moreaux, Angers
250. Jeremy Teinturier
251. Eveno Louise
252. Edgardo Bernasconi
253. Caroline Sieg
254. Manolis
255. Chan Yin Kai
256. Zekpa
257. Toussaint Christine
258. Bruno Del
259. Gerard Moine
260. Cynthia Hanna
261. Bertin Frédéric
262. Christine Bors
263. Moret Pierre
264. Decq Huguette
265. Faure Bruno
266. Jaouen Simone
267. Irene Marongiu
268. Jeulin Mairé
269. Meauxsoone Véronique
270. John Molineux
271. Louchet Eric, regisseur theatre
272. Petitpierre
273. Regnaud Loïc
274. Rhiannon Edwards
275. Karine Aubry – Stop!

276. Bussy
277. Boulin Chantal
278. Michael Pesa
279. Emma Carlsson
280. Fred
281. Pitoy Annie
282. Taoliu
283. Pierre
284. Vermersch
285. JR Garnier
286. Hullein
287. Patricia Legault – End sweatshops in China!
288. Deveaux Jean-Luc
289. Julian Yeung
290. Julia Anna Schranz
291. Yvonne Eadon
292. Michael Florizone – Disney should pay their employees fairly to make their products in China. It is very sad that companies like Disney that are supposed to create joy and happiness for children and families, end up creating misery for the poor!
293. Laly
294. Cano
295. Michel, Professor, Dental Faculty of Rennes
296. Alicia Giacomello
297. Nathalie Baux
298. Aoubid – ras le bol de tout ca
299. Pierre Bonnefoy, Villars France
300. Simone Bonnefoy
301. Anelore
302. Hamdi Houria
303. Thomas
304. Amaury Landemaine
305. Nolin
306. Annette Webb – This violation of the workers rights has to stop now!
307. Christian Johansson
308. de freslon
309. Beaume Gilles
310. Godmet D.
311. Saulnier Isabelle
312. Tiffany – I will not buy the product made from sweatshop forever, my fd will not too!!!!!!!
313. Arpi Jean-Paul
314. Chapel Karine
315. Choitaifu
316. Mc Gregor – Let the truth be known!
317. John van Nijntten
318. Chris – End the unfairness!
319. Aussant Raymond
320. Florence Berland

321. Aude Pelisson
322. Josefina Persson, student in social work, Sweden
323. Borel Bernadette
324. Mathivet
325. Lavocat – Freedom and justice for everyone!
326. Robin Richardson
327. Tropres
328. Kristen Cote
329. M E Irina Calos
330. David Romero – I know this might be hard to imagine but...these workers are real people like you and me. And therefore deserve a life much better than one of indentured servitude or even slavery.
331. Nathan Doctor
332. Le Breton
333. Eva Henke
334. Oliver Stengel
335. Patricia Charcosset
336. Neetin Kalsi
337. Mia Goldman
338. Peter Eerikäinen
339. Simonneau Romain – No more abuse!
340. Samantha
341. Landais
342. Amélie Teisserenc
343. Forgeau Patrice
344. Martin Di Gesu
345. Bec Gauzit
346. Pierrette Rochvarger
347. Beatrice Andersson
348. Anton Sjöstrand
349. Sarah Swofford
350. Tam Wai Fung
351. Richard Green
352. Arimondo Marie
353. Karen Marcella
354. Martha Byrne-Zaunseder – The wonderful world of Disney, what a shame!
355. Sandra Ujpetery – Stop sweatshops!
356. Elaine McGonagle
357. Emily Blodgett-Panos
358. Betsy Blodgett
359. Markus Abdel-Asis
360. Christine Gobbi
361. Ingvild Gran Tørring
362. Sofia Björsson
363. Werner Hörtner
364. Christine.elst
365. Angela Moore
366. Jo Heinum

367. David Napier
368. Elas Antoniadis – If they don't put a remedy, the next step should be boycott. On my part I have already started. This inhuman treatment is sickening.
369. Anne McGuinnessa – End Sweatshops now!
370. Hans Yngvar Olsen
371. Quang Dao
372. B. Ross Ashley
373. Yves Jardin
374. Anna McCormack
375. Lan Johnston
376. Michael W Evans
377. Dan Rheault
378. Michaela Mayer-Daniels
379. Koen Callens
380. Alan Burrows – Grow up losers!
381. Josie Kimber
382. Conor Scott – Please do better with regard to workers' rights.
383. Fred Large – Put humanity before Profit.
384. Peter G. Jackson
385. Peter Glenister
386. Johannes Reinprecht
387. Mike Salamon
388. Johanna Hermann
389. James Robinson
390. Normark
391. Linda Howe
392. Robert Myers
393. Sofie Nohrstedt – What kind of world are you offering?
394. Shirley Crenshaw
395. John Reeve
396. Frances M. Lynch
397. A. Bonvouloir
398. Sharaz Mckie
399. Paul Smith
400. Ian C.Cree – I am appalled at the working and housing conditions of workers in the southern China Disney factories, and the total and inexcusable failure of the Disney Company to do anything effective about it. Disney promotes brotherhood and compassion around the world. Please immediately correct all of the injustices faced today by these workers.
401. Susan Maxwell
402. Mag. Johannes Dammerer
403. Gareth Glynnn
404. Ssuan Keeley
405. Ravinder Kaur Sandhu
406. Lena Brown – I have a two year old daughter who I would like to be able to believe that the company producing films she enjoys is one of integrity, not exploitation. I detest hypocrisy. Please support these workers in their basic human rights.
407. Magus Ulaner

408. Joseph A. Severino
409. Bruce Pech, Esq.
410. Susan Stout, Canda
411. Simon Evnine
412. Jaime Eduardo Carrasco
413. Dave Scotting
414. Joost Vandeputte
415. Bea Bleile
416. James H. Tatum Jr.
417. Tom Hosford – Shame on You
418. Ron Atkins
419. Ulli Kissinger
420. Ali Darwishi – Foreningen solidaritet med iranske arbeidere-norge.
421. RLV
422. A Mcgarry
423. Andrew Price
424. Linda – Shame
425. Max Dunbar
426. Renate Lampl
427. Rudolf Lampl
428. Ingrid Schein
429. John Dudley
430. Kathleen Manseau
431. Richard Cerie
432. Leah Fried
433. Peter Barnacle
434. Larry Bulling
435. Kevin Sparrow
436. Eva-Maria Infanger
437. Lisa Infanger
438. David Infanger – All people are equal, so treat your workers as kindly as you want to be treated.
439. Reinhard Infanger – I'm shocked, how inhuman can be a human person. I will tell others about your work conditions.
440. Reinhard Infanger
441. Gary McDonagh – Remember the workers.
442. Nicola Easthope
443. Kristoffer Ericsson
444. Ronald Krinock
445. G. Olive
446. Greg Giorgio – Disney's long history of worker abuse in the manufacture of various goods, like children's sleepware produced in Haiti, casts shame on them and shows the corporation's real agenda to be pure, bottom line, cutthroat capitalism.
447. Charmaine Morina
448. Damian Clarken – Predators!
449. Angus Morina
450. S. O'Leary
451. Ragubathee Pather

452. Riedler
453. Peter Townsend – Please respect the rights and wellbeing of your Chinese workforce.
454. Meg Higgins
455. Dee Daly
456. John Ficarra
457. Mag. Maria Birklbauer
458. Ian Weniger – Disney was no friend to workers, but if his legacy has a claim on my children more than that of a clever thief, it better show respect for the people who crank out of the merchandise.
459. Terri Brown
460. W. Matsubuchi – As a teacher, mother and community volunteer, I demand to know what Disney is doing...and how you intend to retroactively compensate your Chinese workers. Unit then, our family will not purchase, use or accept Disney toys or attend Disney them parks.
461. Thomas Rennert – The World is watching You!
462. Ho Chun Kit
463. Chan Wai Tak
464. Chan Wai Yiu
465. Chan Wai Shan
466. Chan Wai Hong
467. Hui Sim Heung
468. Chan Hop Choy
469. Chan Shun
470. Chan Chi Kin
471. Marco
472. Pui Pui
473. Winnie Tse
474. Maggie Chu
475. Olivia Cheung
476. Wai Ying Cheng
477. Patrick Lee
478. Brian J. Ranum
479. Jackie Lewis
480. Isabel Hay
481. Nurit Christiane
482. Andy Funnell
483. Martin O'Rourke
484. Albert Narvaez
485. Debbie Cheeseman
486. Daniel Oberguggenberger, Austria
487. Massimo Donato
488. Dianne
489. Sue Stroud – Disney must do better: Chinese workers are not cartoons, they are people and must be respected by their employers. People matter more than profits!
490. Frank
491. Robert Arnold
492. Wolfgang A. Loera – An injury to one, is an injury to all!
493. Rosemarie M. Buchanan

494. Professor Robert J.S. Ross
495. Sandra Torpheimer
496. Jane Oberlander
497. Jo Field
498. John Estes
499. Thurnher Carina
500. Launay
501. Maggi Dotchuk
502. Svein Einar Hanasand
503. Bjørn Sagi
504. Maria Fink
505. Johanna Fink
506. Damien Finneran
507. Ginger Richards
508. Irene Leger
509. S. Lawrence
510. Sheila Dunnachie
511. Bruce Wheeler
512. Cissy Lui
513. Scherrer
514. Branislav Krstic
515. Katherine Fry
516. Vikki Chan
517. Vandenhove Gilles
518. D. Kim Smith
519. Norman Biddlecombe
520. Adele Winston – It is time Disney addressed its very poor reputation as employers.
521. Robert Johnson
522. Wolfgang Steger
523. Conor Scott
524. Randy Smith
525. Richard H. Fahlman
526. Bob Hansen – Free Chinese workers from unacceptable working conditions.
527. Emma Bushell
528. Ron Woods – I am appalled at Disney’s failure to enforce its own standards for workers making its products.
529. Roderick McLeod – Finally, do something!
530. H. Carmody
531. Christa Udschi – I was shocked to read about the inhumane working conditions in the Chinese factories supplying the Walt Disney Company. I will spread the information about them wherever I can. Stop the shameless exploitation of workers!!!
532. Daniela Gradinger
533. Shamira Meghani
534. Mike Williss – The Disney Company is a disgrace! Full rights for Chinese workers now!
535. Chole Gaul
536. Cecilia Navarro – End it now!!!!
537. Dr. Michael Marsolek
538. Duncan Allan

539. Fred Muzin
540. Gil Anderson
541. Watel
542. Deuerling- Horváth Veronika
543. Nick Chan
544. Angelika Danner
545. Wolfgang F.J. Wildberger
546. Masoud Rafii Taghanaki
547. Fierobe
548. Walter Kollmann
549. David Shannon
550. Dr. Ingomar L. Jaeger
551. Laura Punnett
552. Nell Geiser
553. Anne J. Sartiel
554. Chinagi Helga
555. Lhasa Miyagawa
556. Christine Bertram
557. Hans Ilse
558. Sharon Wetselaar
559. Eva Moherndl
560. Sigrid Nosovsky
561. Colin Arthur – Hey Disney Executives, World you work in these conditions? No you would not. So why condone other people working in these conditions? Get it sorted!
562. Kenneth Kvilhaugsvik Tangen
563. Nicola Pust
564. Neuzil Barbara
565. Gernot Messigner
566. Cecilia Méndez Diéguez
567. Andrea Miyagawa- Török
568. Anja Persson
569. Eugene D. Burles
570. Claudia Holzer
571. Melissa Kline
572. Jutta Wiesenhofer – End sweatshops in China right now!
573. Tüchler Fritz
574. Björn Ramén – Disney should worry about this.
575. Winter, Carla
576. Fan Ming Fai
577. Dan Tkachuk
578. Houville Claude
579. Roger Jean-Michel
580. Fran Fortino
581. Roberto
582. Ralf
583. Prechelmacher Barbara
584. Alex Höbart
585. Karine Loyer



586. Véronique
587. Karine
588. Bigot-Develon Chantal
589. Clara Plus
590. Kristina Nuzkowski
591. Bruno Rozhon
592. Per Håkan Nilsson – Longing for freedom and justice for all.
593. Bill Sorochan
594. Thomas Leitner
595. Agnes Faißt, Austria
596. Armin Waltl, Austria
597. Lukas Waltl, Austria
598. Johannes Faißt, Austria
599. Berni Schobel
600. Johannes Schobel
601. Gerard de Jong
602. Benjamin Schobel
603. Theresia Schobel
604. Prunelle77
605. Kim Zander
606. John Barneveld – All Disney products are off my shopping list for Christmas until this is sorted out.
607. Ilse Muck
608. Pat Murtagh
609. Susan Lock
610. Vik Sarakula
611. Mag. Jank Eveline
612. Mag. Gallob Gerhard
613. Queenie So – Stop worker abuse!
614. Sissela Nordling Blanco
615. Sarah Colbert
616. Christina Leithenmair
617. Hager Ursula
618. Jill Cheung – More rights for the workers!
619. Martin Knoch
620. Fantini Stéphane, France
621. Meniot
622. Josef Alfred Ebner – wenn einer den anderen so behandelt, wie er selbst behandelt werden möchte, kommt jeder zu Glück und Erfolg!
623. Ilona Marti
624. Anna-Maria Nilsson – All human beings are born free and equal in dignity and rights.
625. Erich Capka
626. Julia Schmid – No exploitation!
627. Luisa-Theres Heinrich
628. Elisabeth Springer
629. David Paul Xavier Burch
630. Heide Konrad
631. Nicole Moffat

- 632. Lynette McLeavy
- 633. Amanda Annevall
- 634. Ouvrard Patricia
- 635. Siobhan Bunce – For a company whose image celebrates equal opportunities and family values, your treatment of workers is above all hypocritical and barbaric.
- 636. Sophie Weilandt – Fight for justice!
- 637. Julia Katzmair
- 638. Julie Roy – I cannot believe that a company that I adored so much as a child would treat human beings in such an inhumane way. It is absolutely frustrating and unacceptable!
- 639. Dave Lloyd
- 640. Cameron Murphey – This is outrageous. Improve labor rights!
- 641. Emily Warton
- 642. Jessica – I loved Disney as a girl, and I find it awful that the company I put so much love into is doing this to these people. Please stop, otherwise you'll lose millions of children's support.
- 643. Matthew Bishop – Do something, Disney!
- 644. Dora Calderon – I have a 7 years old son and I want fair toys for him.
- 645. Rachel Corrigan
- 646. Ceri Morris
- 647. Carla Haim
- 648. Patricia Contreras
- 649. Anna Alonso
- 650. Alison Mawdsley – I do not want to buy clothes or toys that have been made in factories with poor working conditions with no access to unions, poor pay and very long hours. I feel that to make profit on the back of these workers is so wrong.
- 651. Nancy Chan
- 652. Michaela Zingerle
- 653. Bryan Schroeder
- 654. Emma Lindgren
- 655. Rev. Glen A. Halbe
- 656. Rachel
- 657. Tippi Pollet
- 658. Gisela – SHAME!!! No Disney toys on Santa's bag! No Disney films on cinema! No Disney books for children.
- 659. Lamorlette – Chinese workers need a better life
- 660. Gerber
- 661. Jessie Morris
- 662. Skabrewno
- 663. Hebert
- 664. Nick Holm
- 665. Martin
- 666. Erin McGrath
- 667. Diana Percival – Go International Labor Standards!! We need to enforce our standards, and companies to be held accountable.
- 668. Patricia Krasensky
- 669. Rainman He
- 670. Keanu Zhang

671. Karen Kovarik – End sweatshops in China now!
672. Kristin Heimel – Shame on The Walt Disney Company if they don't stop exploitation of Chinese young women and men in sweatshops in China!
673. Mike Hajduk – Workers of all countries, unite!
674. Carol Jabasa – Please be fair!
675. Josef Brudl
676. Chris Gibson – If the kids at Disneyland only knew...
677. Lachenaud Isabelle
678. Clement
679. Sarah Thompson – Please re-visit your corporate policy towards the use of sweatshops.
680. Bridget Ng
681. Ariadne de Carvalho – GOODBYE, Disney – and good riddance to all your crappy products.
682. Jessica Lewis
683. Chantel Leung
684. Ina Clausen
685. Eleonora
686. Iris Kralinger
687. Jean-Luc Mercier – Workers' rights MUST be respected!
688. Kate Nielson – Grow up and pay properly – it's not like you aren't making HUGE profits.
689. Laurent Leemans
690. Joakim Lindskog
691. Ans van den Akker
692. Susanne Hirsch – Fight against inhuman working conditions!
693. Julia Kingston
694. Annelie Mez
695. Meghan Hoyt
696. Wijaya Undupitiya – Except reptiles and snakes, all other creatures live in groups helping each other. If corporate responsibility on the community is not fulfilled, the individuals will never be able to uplift their lives.
697. Maurizio Angelo Rolando Perino
698. Salvatore Cascone
699. Aion Kelle
700. Jeanne-Marie van Hulst
701. Petra Sajn
702. Al Arsenault – Stop the injustices NOW!
703. Florence Palpacuer – Leaders should have humanistic values or multinationals will fall apart.
704. Anna
705. Valeria Putzu – I will not buy any Disney product for the rest of my life!
706. Janneke Verheijen
707. Rebecca Sutherland Cooper
708. Marion Nemchi
709. Amy Harlib
710. R.E. (Ed) Shepherd
711. Johanna Balzer
712. Su-Min Lim

713. Osnat L. Alterman – No exploitation, abuse or slavery!!
714. Barry Green
715. Nathalie Daguét – Disney, do the right thing!
716. Linda Hardman
717. Tamara Metze
718. Hsiu-man Chen
719. Christina Hirt
720. Ana Passos
721. Barbara Wieringer
722. Manuel Müller
723. Alberto Estévez
724. Martina Sordian
725. Jay Kerr – End sweatshop exploitation!
726. Agata Chromcewicz
727. Raffael Trimmel
728. Irma Jong – Please show those hard workers respect and bless them for their hard work.
729. Jim Whitworth
730. Lisa Wallace
731. Gennaro Varriale
732. Gareth Cooke
733. Heleen van Leeuwen
734. Vera Bay – I have no words for this!
735. Noorin Khamisani
736. Wolfgang Ahlers – Do it now!
737. Antony Schofield
738. Kevin Dawson
739. Trinette deWijk
740. Douglas McNeill
741. Aurora Rouse – You all represent joy for the children and imagination, why can't you stand behind that with your work ethics!
742. Leslie Garrett
743. Andrew K. Bechman
744. A. Humphreys
745. Daniela
746. Wim Van Caelenbergh
747. Katrien Melis
748. Kim Jones
749. Marcus Taylor
750. Miriam Mitchell-Bennett
751. Carol Ockey Katt
752. Laurent Van Roy
753. Rafal Dobrowolski
754. Chantile Ipson – I find it difficult to believe that in this age of technology, people would be “unaware” of what is occurring around them. It's time that we stood up and did something!
755. Michael Ball – Please take responsibility for the well-being of the people who's labour your corporation depends on!

756. Steffen Mohr – No more sweatshop labour!
757. B. Cohen – I will boycott all Disney products until I am satisfied that Disney has met International Labor Standards and I will return those I have already purchased for my 4 ½ yr. old granddaughter.
758. Isadora Lundén
759. Jennifer Turney
760. Marcos Hernández Blanco
761. Jen Gray
762. Natalie Cain
763. Belinda Overton – It is shameful that a company with the reputation of Disney should allow the people that make its products to be treated so badly.
764. Sumner Peirce
765. Susan Isaac – Disney NEEDS to and MUST take a leadership role in this!!!!
766. Grancesca Giannone
767. Steve Overton
768. Nadya Daskalova – Workers rights are human rights and must be respected.
769. Timon Schröder
770. Marco Nicoli'
771. Michael Sholinbeck
772. Ines
773. Hannah Burns
774. Cheryl Owen
775. John Rooke
776. Wouter Renkema
777. Judy Dean – End sweatshops now!
778. Dirk Nols
779. Gisela Pillichshammer
780. Jean- François Cuennet
781. Willi Feuerstein
782. Rosina Simmons
783. W.M. Metselaar
784. José Mingo
785. Regina Marino
786. Stephan Dachauer – STOP THIS CRIME AGAINST HUMAN BEING!
787. Faure Michel
788. Silvia Pfeifer-Hutter – I want fair produced toys for my children!!!
789. Monika Setter – Shame on Disney!
790. Alexander Schmidt
791. Dr. Ken Johnston
792. Alex Lofredo
793. Bryan Holland – Disney must set an example to others by being socially responsible. Profits can be made without using the suffering of other people.
794. Bryan Isaac
795. Cam Chu
796. J.C. Sarmiento
797. Erik Schnabel
798. David D. Shelton

799. Sara Schreiber – This is disgraceful. I cannot believe that this inhumane treatment is going on well into the 21<sup>st</sup> century.
800. Leslie Den Harder – Multinational corporations have a moral obligation to insist that international labour standards are maintained wherever their operations are located. Disney should grow up and become a responsible corporate citizen. Now!
801. Steven Smith
802. Chan Yiu Sun
803. H.I. Samanmalit
804. S. Martell
805. Freya Johansson
806. Janina Dorner
807. Thomas Arildsen
808. Irene Schipper
809. Sacha
810. Susan Fisher – Please discuss conditions at Tianyu with SACOM.
811. James Fisher – Please stop sweatshop labour.
812. Christine Walton
813. David Walton
814. Caterina Di. Francesco
815. Carin Unterkicher
816. John Papandrea – Disney hypocrisy highlights culture of corporate greed.
817. Athanasia Giagtzidou
818. Carolyn Beale
819. Fang Gleizes – Very unfortunately, “no comment”...
820. Dean Jones
821. Joan Walker – Honour Chinese labour laws!
822. Florian Ullrich
823. Anne Bonnevalle
824. Luisa Memore – I won't buy any Disney product until workers rights will not be violated.
825. Jessie – Do it please and thank you!
826. Adelheid Pflieger
827. Emma Bosna
828. Kate
829. Roger Jönsson
830. Dr. Lucy Zinkiewicz
831. Maria
832. Frank Nebe – Stop practicing any kind of exploitation and daylight robbery. The world at large and we as consumers will keep track in you!
833. Mel Deo
834. Alberto García Fabregat
835. Ana del Pozo Cano
836. Denise Lytle
837. Annemarie Adams
838. Katie Pilgrim
839. Ruth Leboff
840. Christian Lechner
841. Jessica Mordue – Respect international standards of labour rights now!!

- 842. Ndrew Allmark
- 843. Elisha Seaton
- 844. Scott Nicholson
- 845. Kimberly Nicholson
- 846. Eric Seaton
- 847. Lassi Korhonen
- 848. Naomi van Marle
- 849. Ute Haberleithner
- 850. Stefano Giani
- 851. Daniel Ruprecht
- 852. Hans Juergen Schneider
- 853. Sharon Bergin
- 854. Mbergin463
- 855. Brigita C. Sagadin
- 856. Sharon Basson
- 857. Jesse
- 858. Chamzim, Hassan
- 859. John Mark Robertson – No more sweatshop labour!
- 860. Tanja Salem
- 861. Xiomara Gonzalez-Lavin
- 862. Puttinger Heidi
- 863. Stephan Hartmann, students, Vienna
- 864. Missy
- 865. Ing. Gerhard Hadinger
- 866. Jeff Bennie
- 867. Bernadette Wagnleithner
- 868. Alice Edwall
- 869. Pat Penner – Please treat your suppliers as you would want to be treated.
- 870. Thomas L. Sartwell – My family & I will not buy Disney products until workers are dealt with fairly.
- 871. Emily Newlands – I have always, and still do, love Disney, and I think this would set such a fine example for other multi-national companies. Disney would truly be living up to its reputation.
- 872. Marion Kirsch
- 873. Sanz Gisela
- 874. Josephine
- 875. Maria-Luise Barnes-Rella
- 876. Sharon Elliott-Fox – For Shame!
- 877. Verena Wagner
- 878. Marie-Noëlle Roy
- 879. Sabine Buchacher
- 880. S. de Boer
- 881. Edgar Luna – For the children’s rights - if they are good now, the future’s planet will be ok.
- 882. Carolina Rodriguez-Martinez
- 883. Claudia Holzer – Don’t be unfair!!!
- 884. Sabrina Lopp
- 885. Siefried Woeber

886. Marlene Rotter  
887. Francis Plank  
888. Birgit Salzer  
889. James Bianco  
890. Joe Salazar  
891. Nick  
892. Walter Knizak  
893. Damien Moran  
894. Rebecca Holohan – I cannot in all conscience buy Santa presents for my children that have been made by other children or adults that are being exploited, even though this means that I cannot get them exactly what they have wished for. Disney is spitting on everything that Christmas and Santa stands for. It is an absolute disgrace and unbelievably sinful. Shame on them all.  
895. Bernhard Vielkind  
896. Michael Steiger  
897. Susanne Sureth-Steiger  
898. Irmgard Wartner – I am shocked that your company is a “winner on tears of others.”  
899. Wilhelm Wartner  
900. Knapp Peter  
901. Edith – STOP the sweatshops!!!!!!!  
902. Obermeier  
903. Gert Rücker  
904. Herbert Knapp  
905. Matthew Hill  
906. Ilse Ertl  
907. Martin Moyeda  
908. Hoelzl Franz  
909. Deirdre O’Reilly  
910. Beranek Markus  
911. Gerhard Größwang  
912. Erika Größwang  
913. Karl Jakob  
914. Günter Taschner  
915. Irmgard Wenzel – I do have 3 sons, please let me have the chance to buy fair products, thank you!  
916. Iris Teyml  
917. Ecker Ernestine  
918. Barbara Wittmann  
919. Josef Seiter  
920. Edmund Huditz  
921. Siegfried Lenz  
922. Mag. Walter Sandholzer – I will not buy Disney toys until Disney respects the rights of the Chinese workers.  
923. Sandholzer Udo  
924. Katharina Gutmensch  
925. Johannes Haidler – In future I try to buy only toys which are produced fair!  
926. Rebecca Murphy  
927. Wolfgang Steiger



928. Ulrike Gutkas, Austria
929. Louise Cocks
930. Manfred Lehner
931. Rougy Christel
932. Christelle Guyot
933. Thomas Ertl
934. Alex Connerty – Give people the respect they deserve!!!
935. Theresia Kandler
936. Jennifer Miller
937. Karl Mörwald
938. Tom Bamber
939. Vera Popper
940. Daniela Patz
941. Jacqueline Fuchs
942. Franz Riesen
943. Constanze Hoyer
944. Andreas Hießl
945. Walter Feichtinger
946. Juergen Fennes
947. Claudia Haslinger
948. Lisa Polechl
949. Verena Rechberger
950. Zita Maria Kral
951. Silke Reiter
952. Klaus Teuschler
953. Dimitri Smirnov
954. Christine Fuchs
955. Brittany Rusk – I cannot look at the face of Pooh-bear without thinking about the suffering of so many in our world. Please have compassion.
956. Lian Afonso
957. Daniel Radice
958. F. Goldie
959. Daniela Lercher
960. Joanna Cox – I am shocked and disappointed that Disney would allow such intolerable treatment of their workers or of workers that work of the companies they order from. Please take responsibility for your actions!
961. Cristina Lopez
962. Leon Edwards
963. Matthias Kirschner
964. Isolde Zaller
965. Iris Zaller
966. Georg Zaller
967. Vera Zaller
968. Iris Grassl
969. Anja Strahlhofer
970. Maria Billinger
971. Theodoa Arbeiter
972. Raprikiya Hebenstreit

973. Gunda Bachan
974. Bernhard Mitzel
975. Ines Zanella
976. Barbara Pabst
977. Alfred Steiner
978. Dr. Michaela Carl-Hohenbalken
979. Mehta Awnish
980. Ruhi Niyazi
981. Dorothea Knapp-Hubmann
982. Robert Potisk
983. Patrick Ploner
984. Joel Kirtz
985. Peter Hochrainer
986. Christian Weber
987. Monika Unterlechner
988. Catherine Magold
989. Ralf Niederhammer
990. Silke Schäfer
991. Rita Koch-Wurzer
992. Robert Brömer
993. Elisabeth Knapp
994. Brigitte Haiden-Starkie, Austria
995. Magdalena Freudenschuss
996. Hubert Goll
997. Evelyn Künz
998. Seraphim Schuchter
999. Mag. Angela Maringele
1000. Wilgart Freudenschuß
1001. Theresa M. George
1002. Wagner Rosina, Austria
1003. Martin Byrne
1004. Elisabeth Prugger
1005. Roman Wegmann
1006. Dr. Martin Mayr
1007. Peter Schorn
1008. Lukas Themel – It's a shame!
1009. Gunnar Löschnigg
1010. Christa Bobnar
1011. Brandon
1012. Lee Chien-yun – They have right to be happy as the children smiling in this dream land.
1013. Polly Sham
1014. Martin Münch
1015. Alez
1016. Loh Yuen Ching
1017. Loh Sing Yee
1018. Lok Poon
1019. K. Jones
1020. May

1021. Jerry
1022. Coolbbgirl
1023. Chavonne
1024. Günter Lenz
1025. Kan
1026. V al Lee
1027. Johanna Wüstner
1028. Chen Shu Yao
1029. Virginia – For the Dignity of Man!
1030. Sara Cheung
1031. Y, a – Disney do the dirty things beyond the sweet smile
1032. Elisabeth Zeiner
1033. Kimm Wolfgang
1034. Christopher Freund
1035. Andreas Reumayr – Please respect human rights
1036. Peter Winkler
1037. Eberhardt Helmut
1038. Fontaine Françoise
1039. Mak Wing In
1040. Mag. Veronika Jungwirth – All men and women are equal!
1041. Simone Maggiolo – Disney is monstrous!
1042. Leopoldo Valdivielso
1043. Katharina Epner
1044. Mair Gertraud
1045. Yanshi Ko
1046. Mariela Haro Rodríguez – Please help protect workers.
1047. Johann Riedler – End sweatshops in China now!!!!
1048. Grange
1049. Iris Amort

## Appendix I: Workers' experience in their own words

- **On harassment:**

Harassment and humiliation is common on the shop floor even when workers work diligently to meet delivery deadlines. A young Chinese woman worker explained, "Supervisors curse at workers, shouting that we are stupid like pigs and our brains are full of water."

- **On overtime & wages:**

A worker testified, "Starting from 7:30 a.m. to the time we punch out of work at 11:00 p.m. or midnight, we all suffer serious lack of sleep. When we tried to check our wage records with our supervisors for miscalculations, we were denied...why did we receive a mere 47.2% of the local legal minimum wage?"

- **On work injuries:**

Several injured workers said, "The machines we use have no protective guards and we have to work quickly to keep up with the pace of production. As a result, many of us cut our fingers. Even when the cut is down to the bone, we simply wrap it up afterwards, because the factories don't allow us to go to the hospital. Work injuries are almost a daily occurrence."

- **On employment "contracts" & audits:**

Employers don't simply force workers to work in horrible conditions. They try to prevent workers from telling others of their experience. Most workers are forced to sign one-sided "agreements" where wages, work hours, and benefits are left blank. Factory managers then collect agreements and complete them as they see fit to falsify social audits.

A young worker further explained, "Managers force us to memorize prepared answers to any questions the auditors are likely to ask, threatening us if we refuse to comply. Several managers have even gone so far as to say that each of us should behave 'naturally,' and not volunteer to answer auditors' questions."

## **Appendix II: Consumer replies to Disney**

- **What consumers think of the conditions:**

Colin Arthur said, “Hey, Disney executives, would you work in these conditions? No, you would not. So why condone other people working in these conditions? Get it sorted!”

Brittany Rusk said, “I cannot look at the face of Pooh-bear without thinking about the suffering of so many in our world. Please have compassion.”

David Cromie said, “These practices amount to slavery!”

Ron Woods said, “I am appalled at Disney’s failure to enforce its own standards for workers making its products.”

Greg Giorgio said, “Disney’s long history of worker abuse in the manufacture of various goods, like children’s sleepware produced in Haiti, casts shame on them and shows the corporation’s real agenda to be pure, bottom line, cutthroat capitalism.”

- **Thinking of the children...**

Chris Gibson said, “If the kids at Disneyland only knew...”

Julie Roy said, “I cannot believe that a company that I adored so much as a child would treat human beings in such an inhumane way. It is absolutely frustrating and unacceptable!”

Jessica said, “I loved Disney as a girl, and I find it awful that the company I put so much love into is doing this to these people. Please stop, otherwise you’ll lose millions of children’s support.”

Schubert said, “What a miserable face shows WALT DISNEY COMPANY to the children of the world!”

Dora Calderon said, “I have a 7 years old son and I want fair toys for him.”

Benhamin Fasching-Gray said, “I keep having to explain to my children why I won’t buy Disney products.”

- **What consumers want from Disney:**

Gary McDonagh said, “Remember the workers.”

Joan Walker said, “Honour Chinese labour laws!”

W. Matsubuchi said, “As a teacher, mother, and community volunteer, I demand to know what Disney is doing...and how you intend to retroactively compensate your Chinese workers. Until then, our family will not purchase, use, or accept Disney toys, or attend Disney theme parks.”

Matt Lee said, “Please stop your corporate greed and start abiding by your labor Code of Conduct, Walt Disney!”

Jessica Cave said, “Take Action! Put your corporate dollars to work and give workers safe, humane working conditions!”

Kate Nielson said, “Grow up and pay properly – it’s not like you aren’t making HUGE profits.”

Michael Florizone said, “Disney should pay their employees fairly to make their products in China. It is very sad that companies like Disney that are supposed to create joy and happiness for children and families, end up creating misery for the poor!”

Peter Townsend said, “Please respect the rights and well-being of your Chinese workforce.”

Michael Ball said, “Please take responsibility for the well-being of the people who’s labour your corporation depends on!”

Conor Scott said, “Please do better with regard to workers’ rights.”

Sue Stroud said, “Disney must do better: Chinese workers are not cartoons, they are people and must be respected by their employers. People matter more than profits!”