

## To Whom It May Concern,

We are writing to the Walt Disney Company to report potential violations of The Walt Disney Company's Supply Chain Code of Conduct by Patina Group, a subsidiary of Delaware North, which operates multiple dining establishments within Disney Springs and EPCOT. We are asking Disney to investigate these potential violations.

As defined in the Code, Patina Group qualifies as a "Supplier," and is therefore required to comply with applicable laws and uphold standards related to worker treatment, freedom of association, and protection against harassment and discrimination.

However, the key provisions of the Code that Patina Group may have violated are:

### 1. Freedom of Association and Collective Bargaining

The Supply Chain Code of Conduct requires suppliers to "respect the rights of workers to choose whether to join, associate, organize or participate in collective bargaining in a lawful and peaceful manner, without penalty, harassment, discrimination, or interference." Region 12 of the National Labor Relations Board (NLRB) issued a complaint alleging that Patina broke the law in several ways at Disney Springs and Epcot arising from the Union's charges filed with the NLRB under Case Numbers 12-CA-340502 and 12-CA-340692. The complaint includes six allegations of illegal surveillance by agents of the company, one allegation of a coercive threat by an agent of the company, and an allegation that a General Manager illegally prohibited employees from talking about the Union in the workplace. This complaint is scheduled for trial on August 26, 2025.

### 2. Compliance with applicable laws

The Code says that Disney "expect[s] Suppliers to comply with applicable laws and regulations." The above complaint issued by the NLRB Regional Director in April of this year alleges that the company broke the law because it "**has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in" U.S. federal law.**

### 3. Sexual Harassment and Abuse

The Code prohibits sexual harassment and states that "special attention should be paid to vulnerable groups, including, but not limited to, women, younger workers, migrants, and Indigenous peoples." Two employees reported **sexual harassment** by their supervisor at Pizza Ponte, a restaurant operated by Patina at Disney Springs. One of them, Julie Ruiz, reported that her supervisor asked inappropriate questions about female workers' birth control and pressured her to allow him to drive her home after work. The company **did not remove the supervisor** from his position: he returned to work the next day, still supervising Julie for the next 6 months. Julie was **later terminated** for merely wearing an earbud at work.

We urge Disney to conduct a full investigation and take appropriate action to ensure compliance with its Supply Chain Code of Conduct.