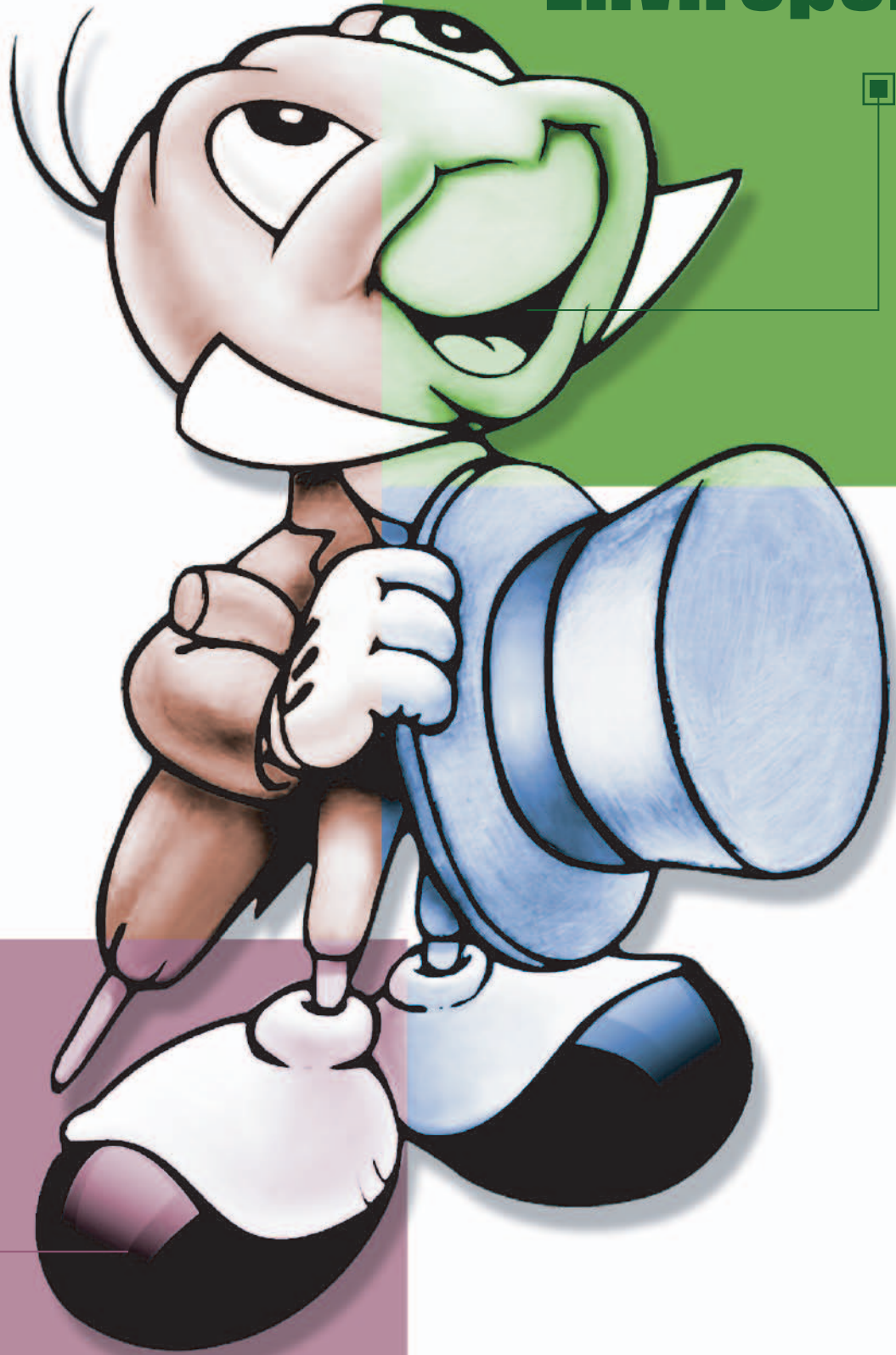


Disney's Enviroport



A Year In Review

Disney's Enviroport 2003

A Year In Review



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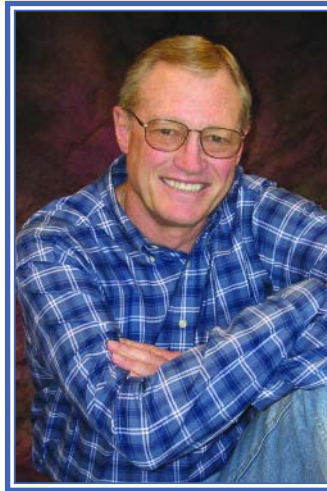
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Paul Allen, Gerry Arrotti, Cheryl Boza, Tim Burns, Liz Cava, Chris Clark, Bob Colburn, Mike Crawford, Greg Dorf, Craig Duxbury, Tim Flowers, Kathy Franklin, Mia Gruget, Bonnie Hays, Jeffrey Hodes, Marc-Antoine Horenfeld, Joe Janeczek, Karen Kawanami, Danyela Kiellman, Sylvie Laffarge, Stuart Levine, Bonnie Marra, Tom Marsden, Tom Meslovich, Dr. Michelle Miller, Debbie Mills, Keiko Mitsuhiro, Kym Murphy, Nicole Ouimet, Marialyce Pedersen, Cindy Pouyadou, Bruce Rauhe, Herb Raybourn, Brett Rohring, Kim Sams, Dr. Anne Savage, Dr. Ben Schwegler, Jay Shannon, Janice Sindoni, Hiroshi Takahashi, Dr. Scott Terrell, Nghiem Tran, James Utt, Larry Vick, Jim Warneke, CW West, Karen Whitney, Emily Wong, Dave Woods

Disney's Enviroport is an annual report produced by The Walt Disney Company Corporate Environmental Policy Division to highlight significant environmental accomplishments contributed by business units throughout the Company.



▣ A Letter From Kym



As most of you already know, *Environmentality* has become part of our Company's standard operating procedures. As a result, an amazing array of synergistic environmental programs are flourishing throughout our corporation's vast global assets. To the surprise of some and the delight of everyone involved (that includes you), these environmental programs and actions make sense financially and operationally more often than not. I call this applied

attitude a win-win-win proposition. Win number one – improved financials and efficient operations; win number two – conservation and resource protection; and win number three – practicing *Environmentality* gives all of us a deserved sense of satisfaction.

In many ways our *Environmentality* has grown exponentially. Nowhere is this more evident than in our efforts to conserve energy and water. Using a technology called sub-metering, we are minimizing our Company's consumption of energy and water while saving millions of dollars. As a result of these successes, numerous corporations and state and federal agencies have expressed interest in learning more about the application of this technology.

As fantastic and important as these conservation efforts are, there is another area of environmental growth that we can all be very proud of. This growth involves our environmental education and outreach programs: Jiminy Cricket's *Environmentality* Challenge and WOW – Wonderful Outdoor World. To date, these programs have touched the lives of more than one million children, both here and abroad.

The future of *Environmentality* looks bright indeed. Environmental education, resource conservation, and green design and operations will continue to thrive as Disney grows and expands into new markets. These accomplishments are the result of tireless efforts of thousands of Disney Cast Members and employees and the development of numerous public and private partnerships. Remember, *Environmentality* Begins with You!

Many thanks!

W. Kym Murphy
Senior Vice President of Corporate Environmental Policy
The Walt Disney Company

Environmentalism Begins with You

The Walt Disney Company is committed to balancing environmental stewardship with its corporate goals and operations throughout the world. To accomplish this, the Company depends on support from Cast Members and employees in every business segment. *Environmentalism* is the attitude and commitment to make a positive environmental impact through individual actions and Companywide strategic plans. Listed below are examples of how Cast Members and employees are making a difference every day.

■ 2003 Environmental Heroes

VoluntEAR of the Year – New York

Joe Janeczek, executive director, Corporate Risk & Environmental Management, ABC, Inc.

Joe Janeczek, received the **2003 New York VoluntEAR of the Year Award** in honor of his commitment to the New York VoluntEAR Steering Committee, for which he has served as co-chairperson since 1998. Joe also serves as chairperson for Environmental Projects, encouraging committee members to identify and support conservation projects around the country.



Association of Energy Engineers Hall of Fame

Paul Allen, chief engineer, Energy Management, Reedy Creek Energy Services



Paul Allen was presented the Association of Energy Engineers Hall of Fame Award, honoring his success in directing the energy conservation program at the Walt Disney World Resort for more than 21 years. In 1996, the Walt Disney World Company established a partnership with the Environmental

Protection Agency to implement several programs that have significantly reduced energy consumption and produced considerable cost savings. These projects have resulted in annual savings of more than 5 million dollars for the Walt Disney World Resort.

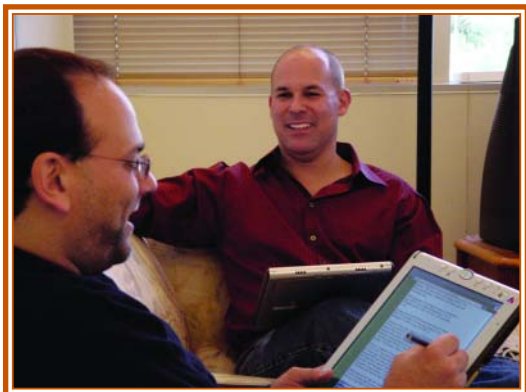
■ Reaching Out in the Community

Cast Members and employees offer guidance and support as Board Members to the following environmental and conservation organizations around the world:

- A Gift for Teaching
- American Association of Zoo Keepers
- American Association of Zoo Veterinarians
- American College of Zoological Medicine
- American Recreation Coalition
- American Zoo and Aquarium Association
- Anaheim Transportation Network
- Association of Zoological Horticulture
- Audubon Society of Florida
- Burbank Transportation Management Organization
- California Council for Environmental and Economic Balance
- California Regional Environmental Education Committee
- California State Parks Foundation
- Central Florida Zoo
- Chimp Haven, Inc.
- City of Bristol Local Emergency Planning Committee
- Civil Engineering Research Foundation
- Dian Fossey Gorilla Fund
- Elephant Managers Association
- Environmental Media Association
- Florida Air & Waste Management Association
- Glendale Transportation Management Association
- High School for Environmental Studies
- International Elephant Foundation
- International Iguana Foundation
- International Rhino Foundation
- International Species Information System (ISIS)
- Jet Propulsion Lab Technical Divisions
- Keep California Beautiful
- Long Beach Aquarium of the Pacific
- Los Angeles Zoo
- Metropolitan Environmental Training Alliance
- National Fish & Wildlife Foundation Save The Tiger Fund
- National Marine Sanctuary Foundation
- National Wildlife Refuge Centennial Commission
- New York Material for the Arts
- Peregrine Fund
- Recycled Paper Coalition
- Second Harvest Food Bank
- The Nature Conservancy
- Water Reuse Association
- Zoological Registrars Association

Resource Conservation

■ Mobile Technology Drives Waste Minimization



Jeffrey Hodes, a writer for According to Jim, introduced wireless Tablet PCs to enhance communication between team members and support environmental initiatives.

Writers for the comedy series *According to Jim* are utilizing mobile technology through new Tablet PCs, making them the first paperless writing staff in TV history. The new mobile technology delivers wireless Internet access and accepts input via either pen or keyboard. Unique software also enables writers and producers to network instantly and wirelessly, providing convenient collaboration and file sharing, and has allowed the team to replace traditional desktop PCs.

In addition, the system provides environmental benefits by minimizing waste. The production will save approximately 300,000 sheets of paper per year, leading to reduced custodial labor and disposal costs. The team also saves time and money, since they no longer have to wait for updated paper copies of scripts at the end of each day. *According to Jim* is a half-hour show; the benefits will be even more significant for full-length dramas.

■ Solar Power Lights Road to the Future

A solar-powered traffic light installed at the Walt Disney World Resort uses technology that converts sunlight to power for LED (light emitting diode) lamps used in the traffic signal. The light emitted is equivalent to that generated by a traditional 135-watt system, but requires only 25 watts. As a result, the new system is expected to reduce energy bills by approximately \$150 per month. In addition, installation costs were reduced because the process did not require construction to lay power cables underground since the electricity is derived from sunlight.



A solar-powered traffic light installed in front of a new firehouse at the Walt Disney World Resort will benefit both the environment and the bottom line.

LED lamps last 5 to 10 times longer than traditional incandescent lamps, and batteries used to power the system are 99 percent recyclable. This system also reduces the need for fossil fuels and consequent pollution.

■ Tokyo Disney Resort Reduces Energy Consumption by 10 Percent



Cast Members from Walt Disney Attractions Japan reviewed a list of energy conservation initiatives implemented at Tokyo Disney Resort during the Save Electricity Campaign.

Tokyo Disney Resort implemented a campaign this summer to reduce energy consumption, supporting a request from the Ministry of Economy, Trade & Industry and the Ministry of the Environment. The appeal came after Tokyo Electric Power Company stopped operating some nuclear power plants, forcing a reduction of available electricity in the Tokyo metropolitan area.

The conservation campaign encouraged Cast Members to reduce power demand whenever possible and offered recommendations, including using pre-set thermostats, decreasing lighting in shared areas, reducing hot water consumption, and using stairs instead of elevators.

The concentrated efforts continued for five months and led to a 10 percent reduction in energy consumption.

■ Electronics Recycling Heats Up

Figures for reusing and recycling electronic equipment doubled in 2002, totaling more than 220 tons of materials that were diverted from landfills. Contributing to this success was a new asset disposal agreement established by Disney's Corporate Sourcing & Procurement team. Under this agreement, employees throughout the United States can work with two businesses to process surplus or obsolete electronics. These two companies were selected because they specialize in donating, reselling, and recycling electronics domestically, using environmentally responsible methods. The disposal process includes clearing data from the equipment, including computers, printers, cameras, and production tools, and then sorting the items into the appropriate category: donation, resale, or recycling.

In an effort to complement these reuse opportunities, CORE Services and the Disney Information Technology Department created a convenient "Recycle IT" section on *The Disney Team Portal*, to encourage internal redistribution of valuable assets between business units.



■ Tokyo Cast Members Drive Down Pollution

Tokyo Disney Resort introduced two electric cars to transport Cast Members who work in the Guest Parking lot and for use in monitoring roads around surrounding areas. The cars are equipped with efficient batteries that enable them to travel approximately 200km (124 miles) per charge. These vehicles have several advantages: they have smooth acceleration compared to modern gas-powered cars; carbon dioxide emissions are eliminated because the car is powered by electricity; and noise pollution is reduced because the engine is virtually silent.

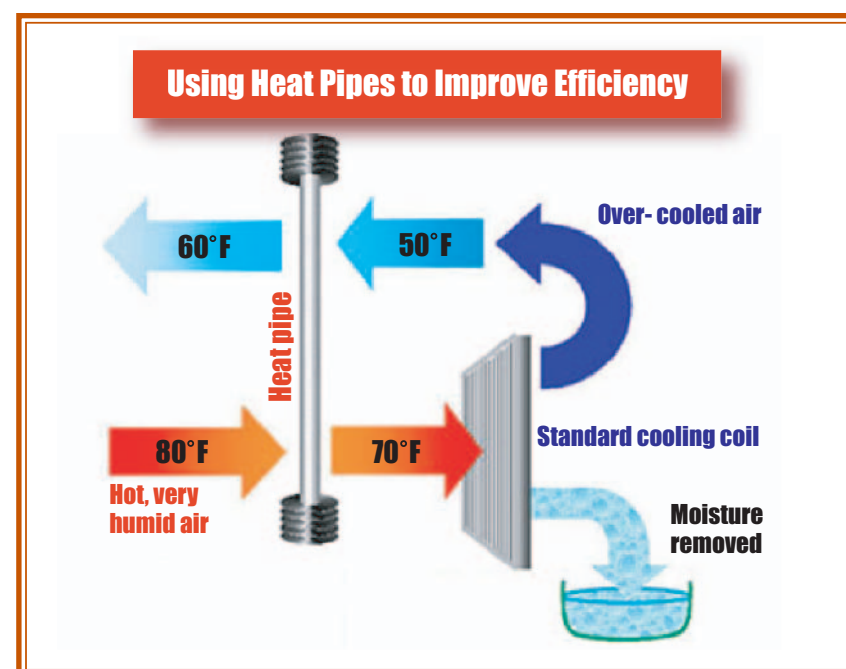


The Guest Parking team at Tokyo Disney Resort implemented environmentally friendly measures including switching from diesel-powered to gasoline-powered vehicles and using electric vehicles (pictured above).

■ Heat Pipes Help Reduce Humidity

Since 1990, heat pipes have been used in select buildings at the Walt Disney World Resort as an energy-efficient method of controlling humidity and reducing the potential for mold and mildew growth. Heat pipes do not contain moving parts or require additional energy to operate, and, therefore, are virtually maintenance free. In 2003, heat pipes were added to air-conditioning systems at Disney's Port Orleans Resort, and a 38 percent reduction in electrical usage has been achieved in less than three months.

Heat Pipe Unit



2003 Company Awards & Acknowledgements



California EPA Waste Reduction Awards Program

Disneyland Resort, El Capitan Theater, The Prospect Studios, The Walt Disney Studios, Walt Disney Feature Animation, and Walt Disney Imagineering.

U.S. EPA WasteWi\$e Very Large Business Honorable Mention Award

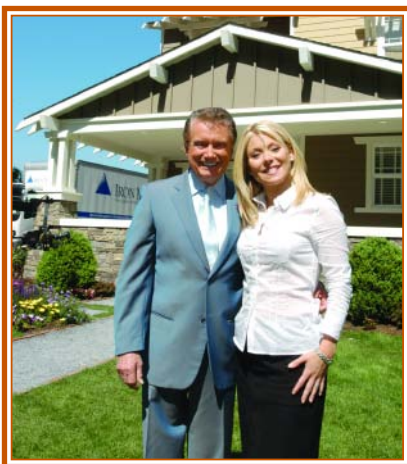
The Walt Disney Company

Connecticut State Department of Environmental Protection Green Circle Award

ESPN, Inc.

Gerry Arrotti (on right) accepted the award from Commissioner Arthur J. Rocque Jr., in recognition of a Neighborhood Cleanup Day coordinated by ESPN employees in Bristol, Conn.

New York VoluntEARS Salvage Home for Reuse



DisneyHand partnered with KB Home to donate reusable materials from a promotional home to Habitat for Humanity of Westchester County, N.Y. The home was built as part of a contest hosted by *LIVE with Regis and Kelly*, and involved constructing a full-size, temporary structure at the Times Square Studios. Following the contest,

Disney VoluntEARS salvaged approximately 80 percent of the home, including windows, doors, wood, insulation, beams, and roofing shingles.

Vendor Show Promotes Green Purchasing

Corporate Environmental Policy, Minority and Women Business Enterprises (MWBE), and Corporate Sourcing & Procurement partnered with Office Depot to host the 2003 Office Depot

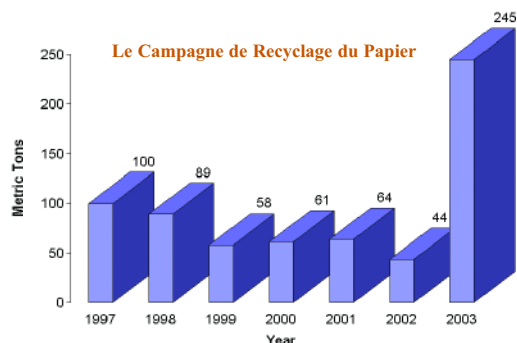


Vendor Show. More than 1,500 employees attended three shows throughout Southern California featuring vendors who promoted recycled-content and MWBE products.

Employees learned about Environmentality and Minority and Women Business Enterprises through an interactive game during the 2003 Office Depot Vendor Show at Walt Disney Imagineering.

Paris Launches Paper Campaign

The Disneyland Resort Paris Cleaning Backstage Department launched a paper recycling campaign to augment current recycling procedures at the Resort. Communication efforts educated Cast Members about various types of paper acceptable for the recycling program, as well as overall benefits of waste minimization. As a result, the amount of paper collected increased by 500 percent in one year, totaling 245 metric tons (270 tons).



Environmental Guy Debuts on Disneyland Resort CAST TV

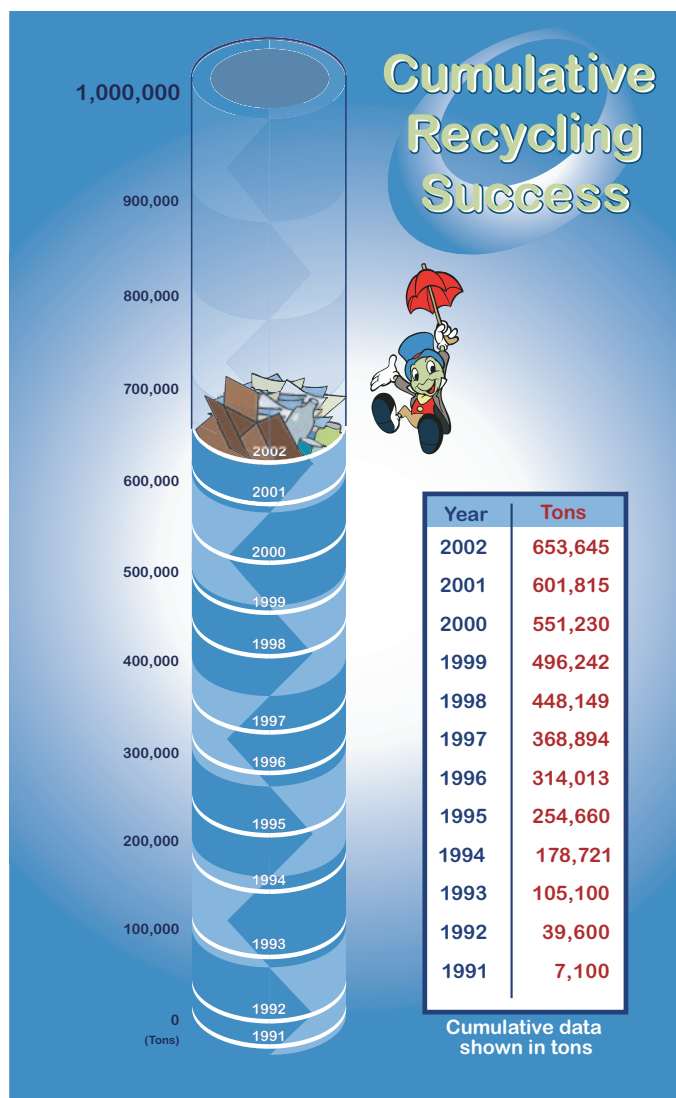


Disneyland Resort Environmental Affairs and Video Communications produced entertaining and educational videos to promote environmental programs that rely on individual contributions by

Cast Members. Each video focused on a different subject, including water quality, recycling, and clean air, and they featured two new hosts: Environmental Guy (pictured above) and Recycle Monitor Dave. The videos were launched on CAST TV, a television network accessible to Cast Members throughout the Resort.

■ The Walt Disney Company Recycling Efforts Top 650,000 Tons

- The Walt Disney Company recycled more than 50,800 tons of materials in 2002, raising the 13-year total to more than 650,000 tons.
- Disneyland Resort and Tokyo Disney Resort achieved the largest rise in recycling rates during 2002, an increase of 13 percent and 24 percent, respectively.
- Cardboard was the largest single commodity recycled, with business units worldwide diverting a total of 15.7 tons.
- Food waste recycling totals doubled in 2002, reaching more than 9,000 tons.
- Animal manure ranked third among recycled commodities, totaling more than 8,000 tons.
- Cast Members and employees throughout the United States partnered with nonprofit organizations to donate 527 tons of reusable materials.
- Recycled landscaping trimmings and wood waste totaled more than 6,300 tons in 2002.
- An analysis by U.S. Environmental Protection Agency scientists indicates that 2002 recycling totals for The Walt Disney Company collectively reduced greenhouse gas emissions by 24,767 million tons of carbon equivalents.



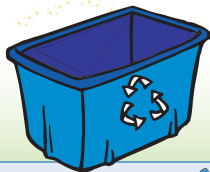
Turn Your Bottles & Cans into **Pixie Dust!**

APRIL 1-30, 2003

YOU CAN HELP SUPPORT THE BOYS & GIRLS CLUBS OF ANAHEIM.

Bring your aluminum cans and plastic bottles from home and deposit them into special recycling containers located at Cast Member parking lots. All revenue received will be donated to the Boys & Girls Clubs of Anaheim.

As a reminder, revenue from the Backstage collection bins will continue to support Guide Dogs of the Desert.

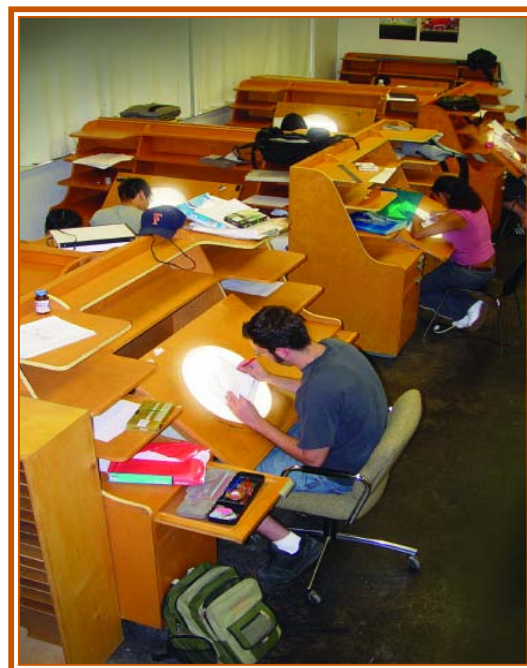


BOYS & GIRLS CLUBS
OF ANAHEIM

Disney's
Environmentality

During April, Disneyland Resort Cast Members collected more than 470 pounds of plastic and aluminum from the community and donated the resulting proceeds to the Boys & Girls Club of Anaheim.

Walt Disney Feature Animation in Southern California donated valuable animation production equipment, including desks, computers, and printers, to students at local high schools and colleges, including the Los Angeles Inner City Arts School (pictured).



Research and Development

■ Laying a Foundation for "Green" Hotels

Walt Disney Imagineering (WDI) Research & Development is working with both WDI Architecture & Facilities Engineering and students from the Anderson School of Business at University of California Los Angeles to develop a "Green Hotel" concept design. This partnership will explore how a green development approach results in an architectural design that is healthier, quieter, and more energy efficient and locally integrated than traditional hotel models. The team will explore how a wide variety of new technologies, design alternatives, construction techniques, and low environmental-impact materials can be incorporated into a hotel to improve design and financial operations. The goal is to create lodging that entertains and educates Guests by immersing them in a "Green," comfortable, and exciting experience.



Photo of Alterra in the Netherlands provided by Behnisch, Behnisch, and Partners

Natural light sources reduce electricity and air-conditioning loads while plants improve air quality and reduce noise throughout this indoor courtyard.

■ New Enthalpy Wheel Will Improve Energy Efficiency



This self-contained unit includes an enthalpy wheel, fans, and air filters that cool and dry outside air to lower energy demand on fan coils.

Air-conditioning consumes a tremendous amount of energy in our buildings, especially in hot, humid climates such as Orlando and Hong Kong. Although much of that energy is typically lost from the building in the exhaust air, a new technology called an enthalpy wheel recaptures energy from the exhaust air and transfers it into fresh, clean air. The wheel partially cools and dehumidifies the replacement air before it passes through the cooling coils, which use energy-intensive chilled water to cool and dry the air. This action significantly decreases the load on the coils, thereby reducing energy consumption. WDI Research & Development and Walt Disney World Architecture & Facilities Engineering recently installed an enthalpy wheel at the Boardwalk Resort to help identify the most effective method of installing and operating these units in other types of buildings.

■ Water-Free Urinals Save Resources

Installed as part of a pilot program at Disney's Typhoon Lagoon Waterpark, water-free urinals are showing both environmental and financial benefits.

To test claims that each urinal cartridge provides 7,000 uses and saves more than 9,000 gallons of water, infrared counting systems were installed to measure usage. Environmental results showed a substantial reduction in water consumption. In addition, because there are no flush valves used in the system, there was no water loss due to leaking pipes.

Operating expenses to purchase and dispose of water are subsequently reduced and fewer installation charges are incurred as several parts, including an auto-flush mechanism, flush valve, and batteries are eliminated. Fourteen urinals were tested during a one-year period, and evaluation will continue next year.



A unique cartridge in the water-free unit acts as a funnel and includes a sealant liquid that is 100 percent biodegradable and prevents odors from escaping. The cartridge also filters sediment, allowing the remaining contents to pass freely through the drain.

■ Painting a Healthy Future



Cast Members from Disneyland Resort Show Shops are partnering with paint manufacturers to develop a new formula for coatings that will meet both maintenance and show quality standards. The new coatings will be durable and aesthetically appealing while exceeding future air quality requirements. This partnership has already resulted in a promising formulation of practical paints with very low or no volatile organic compounds (VOCs). This is a significant accomplishment because VOCs can react with sunlight and nitrogen oxides to form ground-level ozone.

■ High-Speed Hand Dryers Prove Very Effective



The Walt Disney World Resort is testing new high-speed hand dryers in Disney's Animal Kingdom and Magic Kingdom Parks. Tests of this unit have proven effective for drying hands in approximately 10 seconds. By the Resort's implementation of hand dryers, the Custodial team will be able to reduce usage of paper towels and subsequent labor required to service the

restrooms. Additional installations are planned, with a steady rollout over the next few years.

■ Fewer Nutrients Improve Landscapes



The Walt Disney World Horticulture Division has eliminated phosphorous from the fertilizer formula used on more than 500 acres of turf around the Resort. While phosphorous is a valuable nutrient for turf, this mineral is also a major contributor to algae growth in canals and waterways. Florida soil naturally contains adequate

amounts of phosphorous, so eliminating this element will not compromise the health of the landscapes. The horticulturists are also using a slow-release form of nitrogen that allows root systems in plants to absorb more of this valuable nutrient, thus reducing the overall amount of fertilizer required.

■ Floating Wetland Improves Water Quality



A "floating wetland" creates a water column (pictured right) wherein phosphorus is slowly precipitated from the surrounding water.

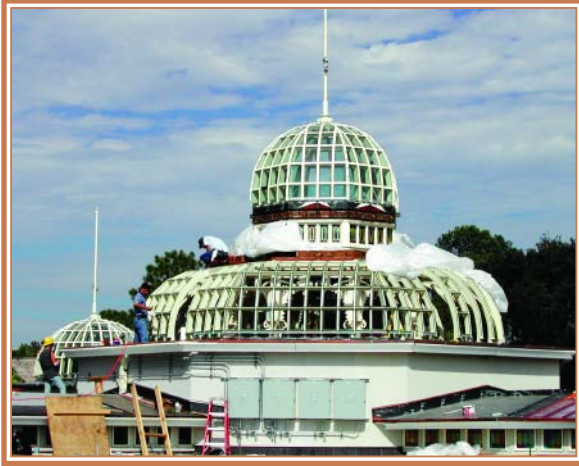
The Walt Disney World Resort has more than 61 miles of canals and almost 1,500 acres of ponds and lakes, many of which provide essential functions, such as recreation, aesthetic value, transportation, and stormwater treatment.

Periodically, an increase in plant nutrients produces algae that cause poor water quality. To improve the affected areas, WDI Research & Development is testing a "floating wetland." This self-contained system is a circular floating island of plants surrounded by a heavy plastic curtain that falls to ground level. The treatment area within this water column is shaded, so algae pumped into the column cannot survive. Phosphorus is released when the algae cells die, so a small amount of flocculant is added to create a compound that is not bioavailable to support future algae growth.

Eventually, the frequency of algae blooms should be reduced as a result of fewer available nutrients in the pond, canal, or lake. In small-scale trials, research indicates a 40 to 80 percent reduction in nutrient levels after two days of retention in the treatment area. The effectiveness of this system in a field situation will continue to be studied.

Fiscal Responsibility

■ Crystal Palace Refurbished with Energy Conservation in Mind



The Crystal Palace restaurant received energy-efficient upgrades, including glass panels in three domes and doors, all of which exceed Florida Energy Code requirements for allowable heat gain.

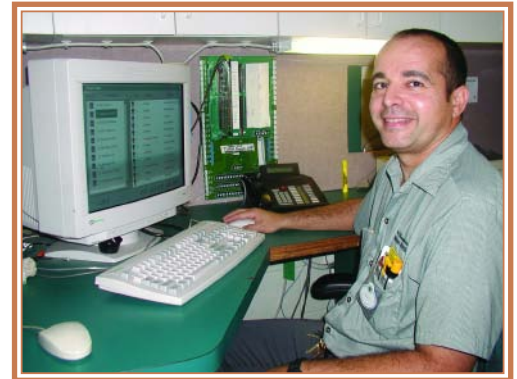
The Walt Disney World Architecture & Facilities Engineering team incorporated energy-efficient specifications into the design of a rehab for the Crystal Palace restaurant at the Magic Kingdom Park. During the refurbishment, traditional acrylic panels in three domes were replaced with low-emittance panels that suppress radiant heat flow. In addition, double-glazed windows and doors with tempered insulating glass were installed. The unique glaze on this glass consists of multiple layers filled with argon and is dual-sealed, creating an additional barrier. These new glass panels are nearly twice as energy efficient as the original units.

Energy consumption has already declined in the Guest seating area. Although the area was enlarged to accommodate 36 additional Guests, initial tests indicate an 11 percent decrease in chilled water usage, used to air-condition the space.

■ Buildings Receive Energy Tune-Ups

Reedy Creek Energy Services established the Building Tune-Up program to analyze and optimize performance and energy efficiency in buildings throughout Walt Disney World (WDW) property. Specific systems are targeted during the tune-up, including heating, ventilation, air-conditioning (HVAC), and energy management systems (EMS).

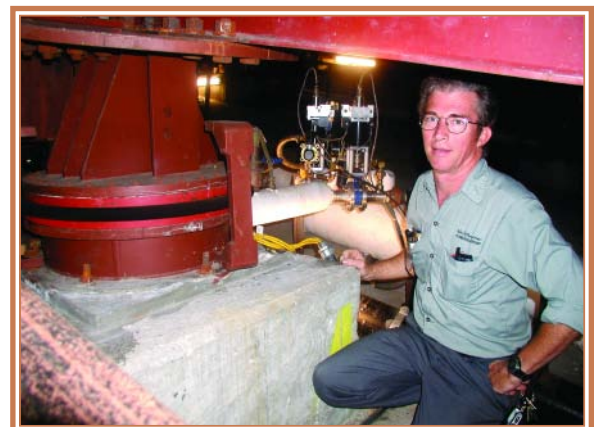
Improvements can include time schedules and set-points for lighting, control algorithms and documentation, and HVAC system operations. Energy savings average 5 to 15 percent per facility, producing a cost avoidance of approximately \$2.3 million per year across the property. At Disney's Boardwalk Resort, the WDW Architecture & Facilities Engineering team replaced EMS controls and upgraded air handler units, and rebalanced the airflow. These changes alone are expected to yield a 5 percent reduction in energy consumption per year.



The Reedy Creek Energy Services Building Tune-Up program produces significant cost savings without a major investment in new equipment or labor. Cast Members are encouraged to measure and track savings through a Company Web-based Utility Reporting System.

■ Honey I Shrunk the Energy

An energy audit of the Epcot Central Energy Plant revealed an unusually high consumption of compressed air within the *Honey I Shrunk the Audience* facility. Further research indicated regular use of an extra air compressor, normally reserved for periods of peak capacity and emergencies. Reedy Creek Energy Services partnered with Epcot Engineering Services to rebalance air bags used to move the theater floor, allowing for deactivation of the additional compressor. The result is an annual savings of \$96,000 with no sacrifice in the quality of the show.



■ Conserving Water Through Best Practices

An audit of water usage throughout Disney's Animal Kingdom revealed new strategies to save money and enhance best practices. A temporary metering system installed for restaurants, restrooms, and aquatic environments for animals (such as the Capybara exhibit pictured below) allowed Cast Members to monitor water flow in multiple sites without incurring traditional costs associated with permanent devices. Results indicated that in some areas, less water would produce the same effect. Combined efforts to reduce water consumption throughout the Park have resulted in saving 145,000,000 gallons of water per year, a reduction of 22 percent.



■ Ticket to Success

The Walt Disney World Ticketing Department created a system that allows them to view Accounts Receivable and Wholesaler Code reports on their computer monitors. Previously, the only method used to verify minor changes involved printing reports several times per day. The change will allow them to print one copy at the close of business, saving an estimated 44 reams of paper each year.



■ Rechargeable Batteries Rock Tarzan



Disney's Animal Kingdom Entertainment team replaced disposable batteries with a rechargeable equivalent for their wireless intercom sets used during the *Tarzan Rocks!* show. The exchange will save more than 4,000 disposable batteries per year and produce an annual savings of \$3,300. Additionally, the team replaced wireless performance microphones with a more energy-efficient model that provides two additional days of use per battery pack.

■ Melamine Plates Replace Disposables at Tokyo Disney Resort

The addition of a dishwasher during a recent renovation at Grandma Sara's Kitchen at Tokyo Disneyland allowed for the replacement of disposable plates and flatware with environmentally friendly reusable melamine table settings. The counter service restaurant also debuted an enhanced menu to create a more upscale atmosphere for Guests, thereby increasing popularity of the restaurant. The Operations team expects to reduce annual disposable waste by more than 22 tons, equivalent to approximately 900,000 yen (\$116,000) in disposal costs.

Keiko Mitsuhiro, coordinator, Operations Support, Walt Disney Attractions Japan, displays new reusable plates and flatware introduced at Grandma Sara's Kitchen.



■ More News for Less

Employees and Cast Members can now access "The Daily News Summary" on *The Disney Team Portal*, saving approximately 24,000 pieces of paper per issue. Previously, more than 800 printed copies were distributed each day. The new format reduces labor and conserves natural resources while providing convenient access for employees and Cast Members to three months of publications, complete with a search function. More than 30.5 tons of paper will be conserved each year, preserving an estimated 518 trees, and saving more than \$36,000.

Wildlife Conservation

■ The Disney Wildlife Conservation Fund is Making a Difference



The Disney Wildlife Conservation Fund (DWCF) is a global awards program established in 1995 to fund nonprofit conservation and wildlife organization focused on endangered animals and their habitats. In 1998, the Fund grew to allow Guests to “Add A Dollar” at shops in Disney’s Animal Kingdom, and has expanded to include *The Living Seas*, Disney Vacation Clubs, and Disney Cruise Line. DisneyHand also supports the program to make an even greater difference for endangered species.



Since 1995, the Disney Wildlife Conservation Fund has presented more than \$6 million to organizations around the world.

■ 68 Awards Presented Around the World

This year, 68 recipients accepted awards from the Disney Wildlife Conservation Fund to continue their work on a variety of projects studying endangered animals, identifying critical ecosystems, and engaging community leaders to protect wildlife. A complete list of projects that received funding can be viewed at www.disneywildlifefund.com.

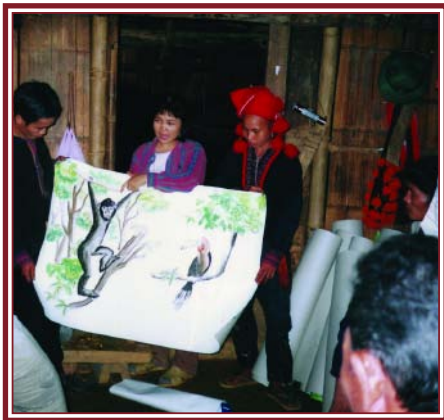


Photo by: Nguyen Minh Hang/FFI

In Asia, Fauna and Flora International worked with community members to host an awareness festival about local endangered species, including gibbons and hornbills.



Photo by: H. Ray, Operation Migration

In the United States, Operation Migration biologists are teaching endangered whooping crane chicks a new migration route to re-establish their population.



Photo provided by Harbor Branch Oceanographic Institution

Scientists at Harbor Branch Oceanographic Institution are working to culture coral populations that can help replenish reefs in the Florida Keys.

■ Cast Members Proud and Involved

We established the Fund to acknowledge our dependence upon a healthy environment and to demonstrate our commitment to sharing conservation solutions with our Guests. Animals have been such an important part of the Disney legacy from the beginning; the Disney Wildlife Conservation Fund is a natural extension of that interest.

– Al Weiss, president, Walt Disney World Resort

Hopefully, our animals, Cast Members, and experiences will inspire Guests to begin to protect wildlife and wild places. The Fund is the perfect avenue for Guests to take this brand new or existing passion for conservation and immediately take action.

– Andrew Finn, training manager, Magic Kingdom Park

■ Conservation Experts Serve on Disney's Animal Kingdom Advisory Board

Since 1995, a cadre of highly qualified professionals have provided vision, guidance, and support during the development and construction of Disney's Animal Kingdom. Nearly 10 years later, these experts continue to share their input regarding Disney's animal and conservation programs around the world.



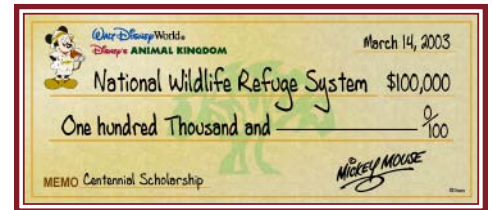
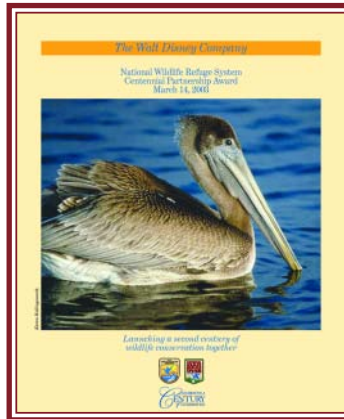
(Left to Right) **William Burnham, Ph.D.**, president and CEO, The Peregrine Fund; **Ray Mendez**, entomologist, Work As Play; **Karen Allen**, president, The Communications Office, Inc.; **Russell Mittermeier, Ph.D.**, president, Conservation International; **Seema Paul**, program officer for Biodiversity at the United Nations Foundation; **Michael Hutchins, Ph.D.**, director, Conservation and Science for the American Zoo and Aquarium Association; **P. Dee Boersma, Ph.D.**, professor, The Institute for Environmental Studies at the University of Washington; and **Ted Beattie**, president & CEO of John G. Shedd Aquarium in Chicago. Not pictured: **William Conway, Sc.D.**, senior conservationist, former president and general director, Wildlife Conservation Society; **John Lukas**, president, International Rhino Foundation; and **Terry Maple, Ph.D.**, professor of Psychology at the Georgia Institute of Technology; (former CEO Zoo Atlanta). In memoriam: **Roger Caras**, president emeritus of the American Society for the Prevention of Cruelty to Animals.

■ Protecting Wildlife Through Waste Minimization

Florida's beaches are home to the largest population of nesting sea turtles in the United States. As a result, Cast Members from Disney's Animal Programs and Disney's Vero Beach Resort (DVBR) are participating in a statewide survey to monitor sea turtle nesting activity and identify challenges facing this species. Among other findings, the team discovered a large amount of plastic straws and cup lids strewn along the beach. In an effort to reduce risks created by this debris, DVBR implemented a policy to eliminate the items from their food and beverage service, and posted conservation messages around the Resort. Several areas at the Walt Disney World Resort also enforce this policy to help protect wildlife.



■ Scholarship Fund Established During National Wildlife Refuge Centennial



Walt Disney Company executives and representatives from the U.S. Fish and Wildlife Service participated in a centennial celebration at Pelican Island in Florida, to launch a new conservation scholarship program.

In honor of the 100th Anniversary of the U.S. Fish and Wildlife National Wildlife Refuge System, The Walt Disney Company presented a \$100,000 gift to U.S. Secretary of the Interior Gale Norton to establish the Centennial Commission Scholarship Fund for Conservation. The scholarships will provide support for students from under-represented groups who study conservation biology or environmental education around the world.

The Walt Disney Company supported the Centennial Celebration in several other ways, including sharing facts about the National Wildlife Refuge System with Guests through Cast interaction and unique signage posted throughout Disney's Animal Kingdom. In addition, Kym Murphy, senior vice president, Corporate Environmental Policy, is a Commission Member for the Department of the Interior National Wildlife Refuge System Centennial Commission. Since the opening of Disney's Animal Kingdom in 1998, more than \$6 million has been devoted to developing partnerships like this that inspire conservation action.

■ South Africa: Disney Veterinarians Work Around the World

The Walt Disney World Resort is fortunate to have a dedicated team of zoo veterinarians who focus on the daily care of animals on property. These Disney veterinarians are also involved in many projects studying wildlife around the world through a program called “Disney’s Animal Programs Conservation Action Strategy,” or DAPCAS. Through DAPCAS, scientists hope to learn more about caring for endangered species and to encourage colleagues to share information so more of their time can be focused on finding solutions.

Knowledge of issues involving wildlife health and disease is essential for the successful management of captive or wild animals, and doctors Michele Miller and Scott Terrell are hoping to make a difference in the lives of rhinos and elephants. Through their involvement with DAPCAS, they have collaborated with colleagues studying rhinos and elephants to identify health research priorities and improve management practices through information they collected from field research in Kruger National Park, South Africa. The ultimate goal is to work together to help save rhinos and elephants by improving communication techniques and pooling resources among wildlife scientists, veterinarians, and managers.

Cooperation between Disney-based and South African team members is paving the way for sample collection that will be shared among many different researchers to accelerate knowledge about the health status of these critical species.



Michelle Miller's goal is to identify rhino and elephant health research priorities, optimize the data collected, and improve communication of this information among wildlife scientists, veterinarians, and managers of these species in captivity and in the wild. A bank of samples is being created, and diagnostic testing will begin soon.



Scott Terrell aims to develop disease surveillance protocols for a variety of African wildlife species and diseases. A critical component of disease surveillance and modern conservation efforts involves archiving biomaterials for long-term study and use. Dr. Terrell's participation in a semi-annual surveillance program targeted at detecting tuberculosis in African cape buffalo (eyes covered to keep him calm) in Kruger National Park provided insight into many diseases not commonly seen in the United States.

■ Savanna Guides Welcome Guests to Disney's Animal Kingdom Lodge

Disney's Animal Kingdom Lodge is home to an abundance of wildlife in addition to authentic African art, architecture, and food. The theme of the Lodge is enhanced by the presence of 16 African cultural representatives. These Savanna Guides are recruited from countries such as South Africa, Botswana, and Zimbabwe, and their primary mission is to share conservation action messages and to educate visitors about African culture. Through personal, one-on-one conversations with Guests, the Guides discuss Africa and help identify the wildlife that roams throughout a 33-acre savanna. They also share unique details about the animals' natural history and conservation issues affecting them in the wild. Their stories may include everything from family life on the savanna to the importance of caring for African Elephants.



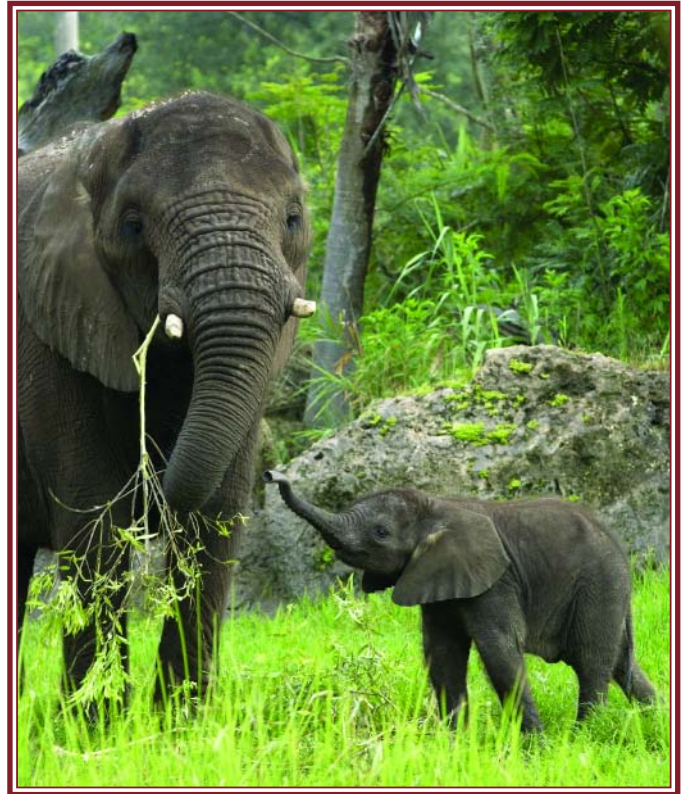
Utlwanang Gaone Ratsoma, a Savanna Guide at Disney's Animal Kingdom Lodge, shares information with Guests about her home in Gaborone, Botswana.

■ 300 Pound "Tufani" Welcomed

In May 2003, the Animal Programs team at the Walt Disney World Resort welcomed the first African elephant calf to be born at Disney's Animal Kingdom. "Tufani," which means storm in Swahili, weighed 296 pounds at birth. His mother, Moyo, gained almost 1,000 pounds during her 22-month gestation. African elephants are difficult to breed, and this birth is especially significant because Tufani represents only the fourth surviving African elephant in North America to have resulted from an artificial insemination procedure.

The Disney's Animal Kingdom breeding program is part of the Species Survival Plan, a cooperative effort coordinated by the American Zoo and Aquarium Association that is focused on sustaining the elephant population in North America.

Tufani is the first African elephant to be born at Disney's Animal Kingdom. Pictured here with his mother, Tufani was introduced to each female member of the herd one at a time until the animal keepers were confident he could venture safely into the Kilimanjaro Safari savanna with all of the elephants.



■ Disney Returns Rehabilitated Manatees to the Wild

Marine mammal experts from *The Living Seas* at Epcot returned two manatees to the waters of St. John's River during the winter of 2003. The animals, nicknamed Pine and Forest by school children, were rescued near Jacksonville, Fla., in January 2002, after suffering from cold water stress syndrome and what appeared to be frostbite.

Their rescue and subsequent care were provided under the Manatee Rehabilitation Partnership (MRP), a cooperative group of nonprofit, private, state, and federal entities with the goal of monitoring the health and survival of rehabilitated and released manatees. The MRP sponsors monitoring of these creatures in conjunction with a manatee rehabilitation program governed by the U.S. Fish and Wildlife Service, in which *The Living Seas* has been involved since 1988. More information about MRP is available at www.wildlifetrust.org.



For their final round of rehabilitation, manatees are sent to The Living Seas facility where they can gain weight and become healthy enough to return to the wild. Upon release, manatees are outfitted with special tracking devices (seen in photo on right) so their progress can be monitored. To learn more, visit www.wildtracks.org.

Education and Outreach

■ Environmental Month 2003

Individual actions direct the course of *Environmentality*. Each April, in celebration of Earth Day, employees around the world are encouraged to showcase their efforts during *Environmentality* Month. Special events cover everything from volunteering in the community to building recycled sculptures. Opportunities are available for everyone to get involved.



Disneyland Resort Paris celebrated Earth Day with a three-day event for Cast Members that included exhibits highlighting efforts by internal partners and external suppliers to support environmental initiatives.



The Disneyland Resort Environmental Affairs team participated in Cast Blast 2003 by creating The Amazing Recycled, Recycling Maze. Cast Members tested their knowledge about Resort recycling procedures by answering questions posted throughout the maze. Participants entered an opportunity drawing and the winner received an electric bicycle.

Participants entered an opportunity drawing and the winner received an electric bicycle.

■ Disney Cruise Line Hosts Eco-Trek

Middle school students from Brevard County, Fla., participated in an Eco-Trek Environmental Summit hosted by Disney Cruise Line. The one-day program offered learning activities directed by Disney Entertainment, the Disney Youth Education Series, Disney Cruise Line VoluntEARS, and Brevard County teachers and organizations. The activities were designed around six local ecosystems, including the Atlantic Ocean, St. John's River, Indian River Lagoon, beaches, wetlands, and backyards.



■ Special Events Highlight Worldwide Environmental Initiatives



Special events such as the Epcot International Flower & Garden Festival incorporate environmental initiatives into programming through in-Park stories, exhibits, and special additions to existing attractions. At the Gardening for Food Around the World exhibit, World Bank ambassadors share global environmental issues with Guests, such as water harvesting, soil erosion, vermiculture, and integrated pest management practices.

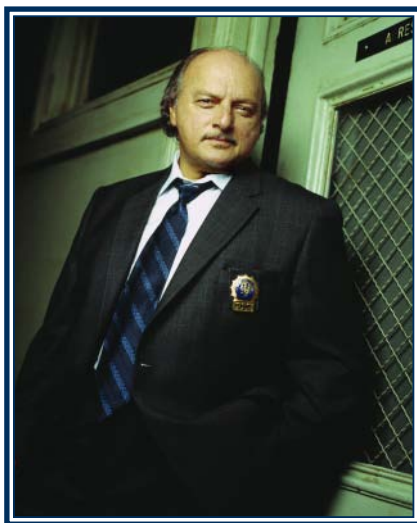
■ Celebrities Lend a Voice to the Environment

As part of their “ABC – A Better Community” campaign, ABC Television has created and aired a series of public service announcements encouraging viewers to protect and preserve the environment. These spots, featuring celebrities from ABC's primetime line-up, support nonprofit environmental organizations such as Keep America Beautiful, Take Pride in America, National Wildlife Federation, and Conservation International.



“From our majestic landscapes and scenic waterways to our neighborhood parks and greenways, America’s resources provide recreation opportunities and places of quiet refuge. But our national treasures need your help. Please join thousands of citizen volunteers who lend their hands to restore our natural resources. It’s your land; lend a hand.”

Tom Bergeron
(America's Funniest Videos)



“Reduce, Reuse, Recycle. They’re not just words. Make them actions and you’ll take better care of our planet.”

Dennis Franz
(NYPD Blue)

■ Radio Disney Promotes Animal Safety in Mobile, Ala.

Radio Disney 102.1 FM Mobile supported the Animal Rescue Foundation (ARF) to educate community members about proper care for animals. The radio station ran on-air promotions, and employees participated in special events such as “Adopt-A-Thons” and “Picnics for Pets” to advocate proper training and safety procedures for pets. In addition, a partnership with the Environmental Center promoted fundamental ideas about protecting wildlife by maintaining a clean environment.

■ KLOS Throws a Party for Recycling

KLOS 95.5 FM Los Angeles partnered with the California Department of Recycling and the Santa Monica Film Festival to host "Mark and Brian's Party at the Pier." The event was organized to raise awareness about the importance of recycling, and included a special performance by the band Dishwalla and a screening of *Jaws*. Guests won tickets through radio contests and each person was encouraged to bring 25 empty plastic bottles in exchange for an opportunity to meet band members or to enter an opportunity drawing to visit the Rock and Roll Hall of Fame. More than 50,000 bottles were collected during the event.



■ Children Showcase Energy Through Conservation Artwork

Radio Disney 550 AM Providence partnered with a local electric company to develop an entertainment program that teaches children about the importance of conserving energy. Employees from the radio station visited local schools to participate in an assembly where they shared tips and promoted a poster contest. Participating students and their families were invited to a special presentation and movie screening where their artwork was displayed in the fashion of an art gallery.



■ Disney VoluntEARS Show Their Character to Help the Environment

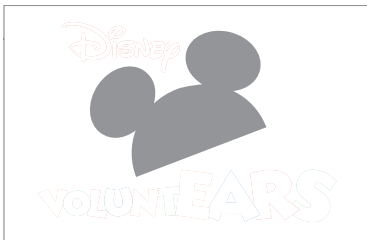
In 2003, Disney VoluntEARS around the world participated in more than 1,050 projects, contributing more than 400,000 community service hours.



Disney VoluntEARS worked with school students from Valencia Valley Elementary School in California to promote conservation and to create a trio of spring gardens.



More than 30 VoluntEARS from Hong Kong Disneyland partnered with World Wide Fund to plant 400 indigenous plants at the Mai Po Nature Reserve. Mai Po is a protected wetland area managed by World Wide Fund for Nature Hong Kong (WWFHK), and has provided a haven for migratory birds for many decades. WWFHK coordinated this planting as part of a study to attract a greater diversity of wetland animals by identifying which fresh plants are most resilient for future plantings.



In recognition of National Public Lands Day and International Coastal Cleanup Day, VoluntEARS around the U.S. combined efforts Sept. 20, to take part in "Character Cleanup" projects, such as cleaning up neighborhoods, planting trees, and restoring old structures. VoluntEARS also participated in a beach cleanup in San Francisco, Calif.



In response to an oil spill off the coast of Carnota, in northern Spain, more than 40 VoluntEARS from Spain and Portugal participated in a beach cleanup around the affected areas. Collectively, they removed more than two tons of oil during a two-day effort.

■ Disney VoluntEARS 'Take Pride in America'

The Walt Disney Company partnered with the U.S. Department of the Interior to help support "Take Pride in America," a campaign designed to encourage Americans to volunteer and help protect their public lands.

In honor of "Make A Difference Day" Oct. 25, 2003, a special "Take Pride in America" volunteer cleanup project was coordinated in Washington, D.C., and included special guests such as U.S. Secretary of Interior Gale Norton, Executive Director Marti Allbright, and the Mayor of Washington, D.C., Anthony Williams. Following the project, volunteers were invited to a special preview screening of Disney's *Brother Bear*.

■ Jiminy Cricket's Environmental Challenge is Making a Difference

The 2003 to 2004 school year marks the 10th anniversary of Jiminy Cricket's Environmental Challenge (JCEC), which began in California as a partnership between The Walt Disney Company and three state agencies, and now features a collaboration of more than 20 state agencies and departments, and two federal partners.

Fledgling programs were introduced this year in Hong Kong and the Cayman Islands, sponsored by Hong Kong Disneyland and Disney Cruise Line, respectively. To date, more than 1 million students have been impacted by the Challenge.



JCEC launched for all primary school students in Hong Kong. The program is jointly organized by Hong Kong Disneyland, the Environmental Protection Department, and the Environmental Campaign Committee. The kickoff ceremony was attended by local officials, students and teachers.



Student honorees in Florida were recognized by Disney and state dignitaries for their myriad efforts, which included an impressive habitat restoration effort benefiting birds, plants, and insects.



JCEC set sail in the Cayman Islands this year for students from three grade levels: second-grade students will develop an art project conveying the importance of water; fifth-grade students will research global environmental issues; and 10th-grade students will mentor the younger students.

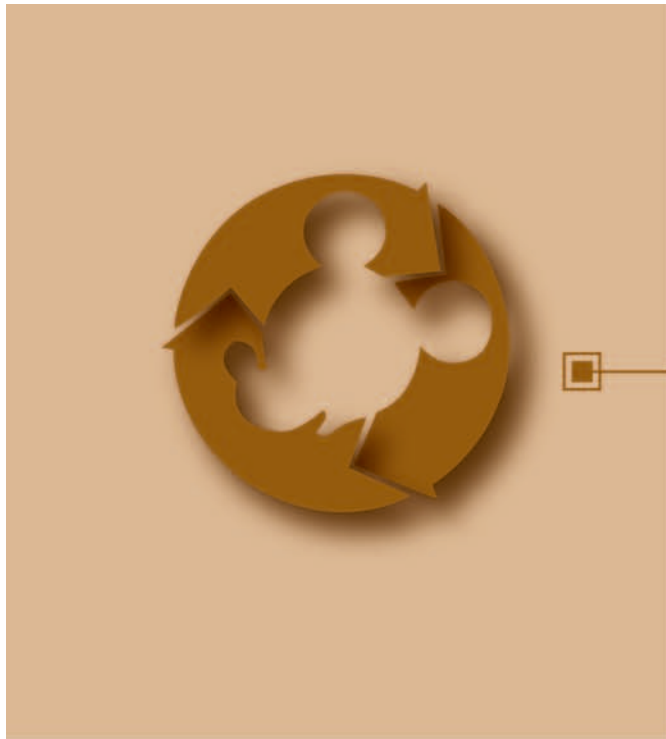


■ WOW – Wonderful Outdoor World Rides into the Future

Since launching in Los Angeles in 1995, WOW – Wonderful Outdoor World has continued to grow and is now operating in six states. The goal of the program is to introduce inner-city youths to outdoor recreation and environmental education through participation in a 24-hour camping experience in their own community. WOW continues to accomplish that goal while expanding outreach efforts each year. For the past two years, WOW campers participated in a hands-on learning experience at the ESPN Great Outdoor Games, where the youths served as “Environmental Ambassadors.” Since 1999, an equestrian unit featuring WOW campers and program sponsors has been featured in the annual Tournament of Roses Parade. The Walt Disney Company is a national sponsor of the WOW program.



An equestrian unit featuring WOW campers and U.S. Secretary of the Interior Gale Norton participated in the annual Tournament of Roses Parade. The young riders also learned equine care, safety and riding skills, and the importance of habitat protection.



Disney's Enviroport 2003 is printed on 100 percent post-consumer waste recycled paper that is also process chlorine free. The paper, paper mill, and printer are all certified by The Forest Stewardship Council, which promotes environmentally appropriate, socially beneficial, and economically viable management of the world's forests. *Disney's Enviroport 2003* is produced in a totally enclosed printing facility that results in nearly zero volatile organic compound (VOC) emissions.
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