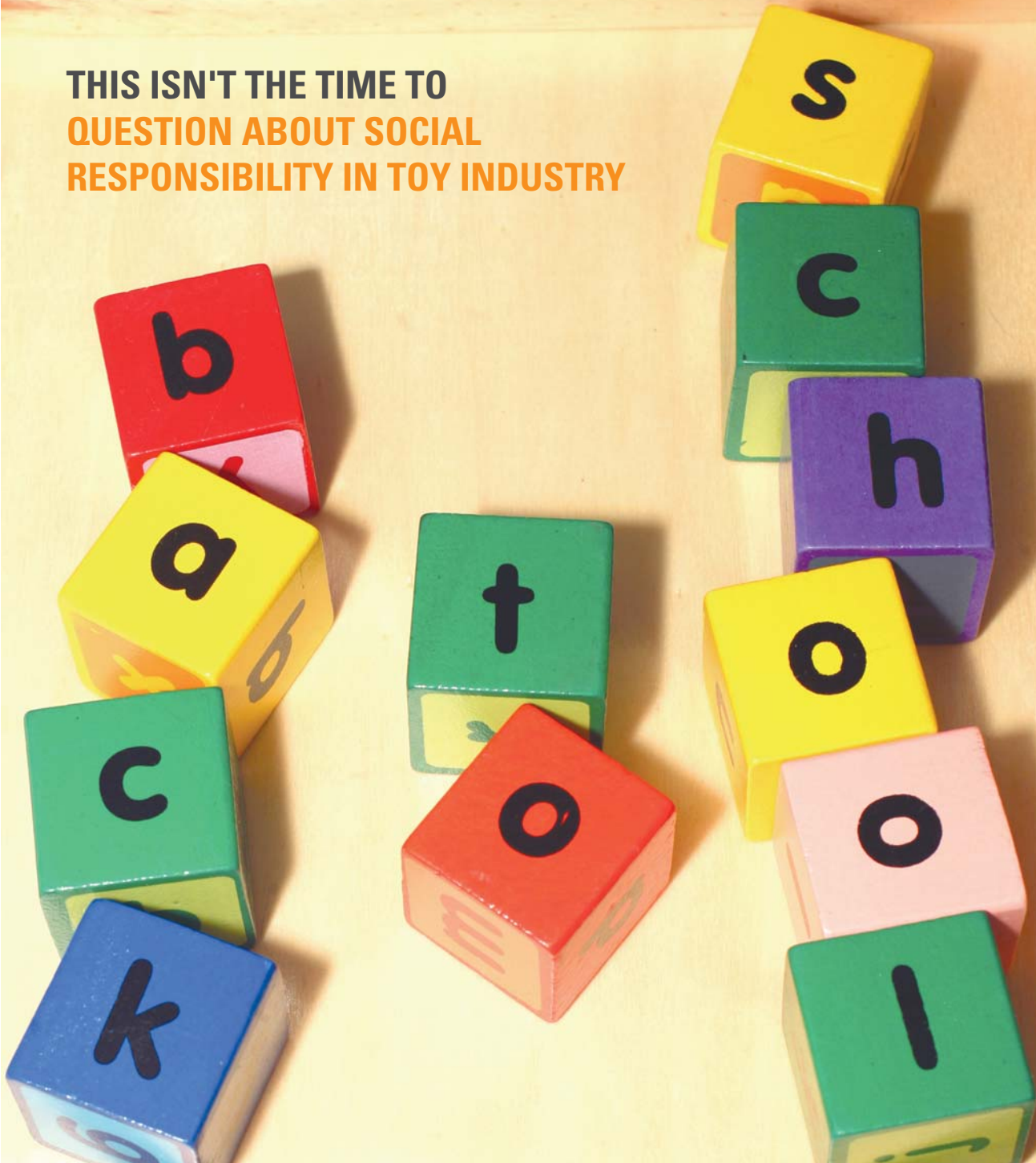


**THIS ISN'T THE TIME TO  
QUESTION ABOUT SOCIAL  
RESPONSIBILITY IN TOY INDUSTRY**



# INTERNATIONAL COUNCIL OF TOY INDUSTRIES

International Council of Toy Industries (ICTI) was formed in 1974 as an association of toy trade associations from around the world. In recognition of concerns for lawful, fair, safe and healthy work environment for those employed in the manufacture of toys ICTI adopted a Code of Business Practices in 1995. In 1996, this was expanded and a Fire Prevention and Emergency Preparedness Guide was also adopted to encourage such conditions in toy factories around the world. Since, then, ICTI members have twice revised the code as this continues to be a priority for toy manufacturers.

A number of major toy brands and retailers accept audits against this code.

## THE CARE MONITORING PROCESS:

- C – Caring
- A – Awareness
- R – Responsibility
- E – Ethics

## THE ICTI PRINCIPLES CONSIST OF FIFTEEN ELEMENTS

- Compliance with Laws and Workplace Regulations
- Working Hours
- Wages & Compensation
- Underage Labor
- Prison Labor
- Forced Labor
- Disciplinary Practice
- Discrimination
- Employee Presentation
- Facilities
- Fire Protection
- General Environmental Health and Safety(EHS)

- Health & Safety
- Environment
- Welfare-Dormitories Canteen / Cafeteria Services / Medical

## SEVEN STEPS TO OBTAIN ICTI CERTIFICATE:

- Download application form from [www.icti-care.org](http://www.icti-care.org) and return it to ICTI CARE Asia Ltd.
- ICTI CARE Asia Limited will assign SGS (the accredited audit firm) or other accredited audit firms to the factory. The audit firm will contact the factory to arrange an initial audit.
- The cost of the factory audit will be based on the ICTI CARE standard rates plus any travel expenses, which should be negotiated between the Applicant Company and SGS. After reaching agreement on travel expenses, the factory audit will be conducted as scheduled.
- Upon completion of a factory audit, the factory should reach an understanding with SGS on the findings of the audit and, if necessary, implement a corrective action plan. In such cases, the

audit firm will perform a re-audit based on the corrective action and additional costs for conducting re-audits will be advised by the audit firm prior to the re-audit.

- If the audit is successful, SGS will provide the results and recommend the factory to ICTI CARE Asia Limited for review and approval.
- Once the results are approved, ICTI CARE Asia Limited will issue a seal of compliance on receipt of the seal fee.
- Such seal of compliance must be renewed annually, based on a successful annual compliance audit. ICTI CARE Asia Limited will then reissue the seal for the following year.

For more information on this audit service, please contact SGS-Corporate Social Responsibility Solutions/Factory Audit Department:  
 T: +852 2774 7450  
 +0755 2532 8137  
 +021 6107 2946  
 E: [hk.csrs.enquiry@sgs.com](mailto:hk.csrs.enquiry@sgs.com)  
[cn.fa.enquiries@sgs.com](mailto:cn.fa.enquiries@sgs.com)

## ICTI CARE PROCESS FACTORY FEE SCHEDULE

Fee	Factories with <1000 workers	Factories with >1000 workers
First registration fee	US\$ 650	US\$ 1,000
Annual Registration fee	US\$ 100	US\$ 100
Annual Seal of Compliance fee	US\$ 500	US\$ 800

*Updated February 2008*

[WWW.SGS.COM/CSRS](http://WWW.SGS.COM/CSRS)  
[WWW.CN.SGS.COM/CSRS](http://WWW.CN.SGS.COM/CSRS)

WHEN YOU NEED TO BE SURE

