



ICTI CARE FOUNDATION

CREATING SUSTAINABLE CHANGE IN THE WORKPLACE

REVIEW OF ICTI CARE PROCESS ACTIVITIES THROUGH 2007

ICTI CARE Process Mission

...to enable the worldwide toy industry to assure consumers that its products are manufactured in **safe and humane conditions** by providing training and education for toy factory employees and enforcing a thorough and consistent monitoring program for toy factories...

Letter from the Leadership

Dear Friend,

The ICTI CARE Foundation is very pleased to present its Review of ICTI CARE Process Activities through 2007. The members of the Foundation's Governance Board, its President, and the operations staff remain totally committed to the ICTI CARE Process mission: "...to enable the worldwide toy industry to assure consumers that its products are manufactured in safe and humane conditions..."

Our aim is to have one global code of business practices, to achieve one world standard for the ethical manufacturing of toys throughout the global supply chain. We have worked tirelessly to bring retailers, companies, brands, and manufacturers under one roof. We are continually seeking out new and better ways to improve the monitoring activities that are an integral part of the ICTI CARE Process. The model we have created is unique to the toy industry, and its growing success has inspired other sectors to consider the same approach.

We believe our work makes a difference. We believe that by bringing the ICTI CARE Process to the factories, we promote fair labor practices and protect worker health and safety. We are also extremely proud of the fact that we have improved working conditions for more than a million factory workers in China.

The heart of the ICTI CARE Process consists of monitoring how well the factories abide by a set of rules governing working conditions. While implementing an auditing system is an important start, monitoring factories alone will not create sustainable change in labor practices. That is why we will be focusing even more on expanding our training and education programs aimed at factory managers, factory workers, and auditors. We believe that continued competence development will help build the capacity needed to create sustainable change in the factories' labor, health and safety practices.

Developing the ICTI CARE Process, building industry-wide consensus to support it, and implementing the program first in China presented many challenges and placed heavy demands upon our team. We remain committed, however, to doing the right thing and to learning how best to meet future challenges and achieve our goals.

We hope you find the following report, which covers our activities in more detail, useful and interesting. We welcome your feedback.

Sincerely,

Alan Hassenfeld, **Co-Chair**
Maria Cattau, **Co-Chair**
Christian Ewert, **President**



ALAN HASSENFELD



MARIA CATTAU



CHRISTIAN EWERT

Responsibility

We are motivated by our responsibility to have a positive impact on labor and business practices in countries where toy companies operate. It is an important part of the ICTI CARE Process commitment to consumers, companies, brands, retailers, and manufacturers.

Our Responsibility

Because toys are produced for the most vulnerable group—children—consumers must be completely confident that companies are getting it right when it comes to upholding their business and social responsibilities. That is why the ICTI CARE Process was put in place. Unethical behavior represents a risk to workers' well being, to the industry's reputation, and undermines consumer confidence in its products and business practices.

In order to tackle the complex array of supply chain issues with a well-coordinated approach, the ICTI CARE Process engages all the stakeholders (factories, companies, brands, retailers, NGOs, and governments). The information we gather and share is intended to foster practices that will advance labor standards and create safer working conditions for factory workers in China and other countries where the industry manufactures.



Recognizing the Need for Ethical Manufacturing

Under the pressure of growing demand for toys towards the end of the 20th century, the industry began to outsource mass production of its products, primarily to factories in China where approximately 75% of the world's toys are currently made.

Toy manufacturers in China faced a confusing array of labor codes and monitoring protocols instituted by toy brands, companies, retailers, and licensors aimed at eliminating unfair labor practices as well as hazardous health and safety conditions for factory workers. Although the intent was generally to ensure fair treatment for the workers, the various codes differed in the details, and the cost of undergoing multiple compliance audits was a significant financial burden on the toy industry's supply chain.

As the representative of 22 national toy trade associations worldwide, the International Council of Toy Industries (ICTI) recognized the need to develop a single, fair, consistent monitoring program for Chinese toy factories. ICTI assembled an international group of experts in 2001 in Hong Kong and began to work with individual toy companies and the Chinese Government. This collaboration resulted in a new industry-wide Code of Business Practices which established ethical manufacturing rules to ensure worker safety and fair labor treatment.

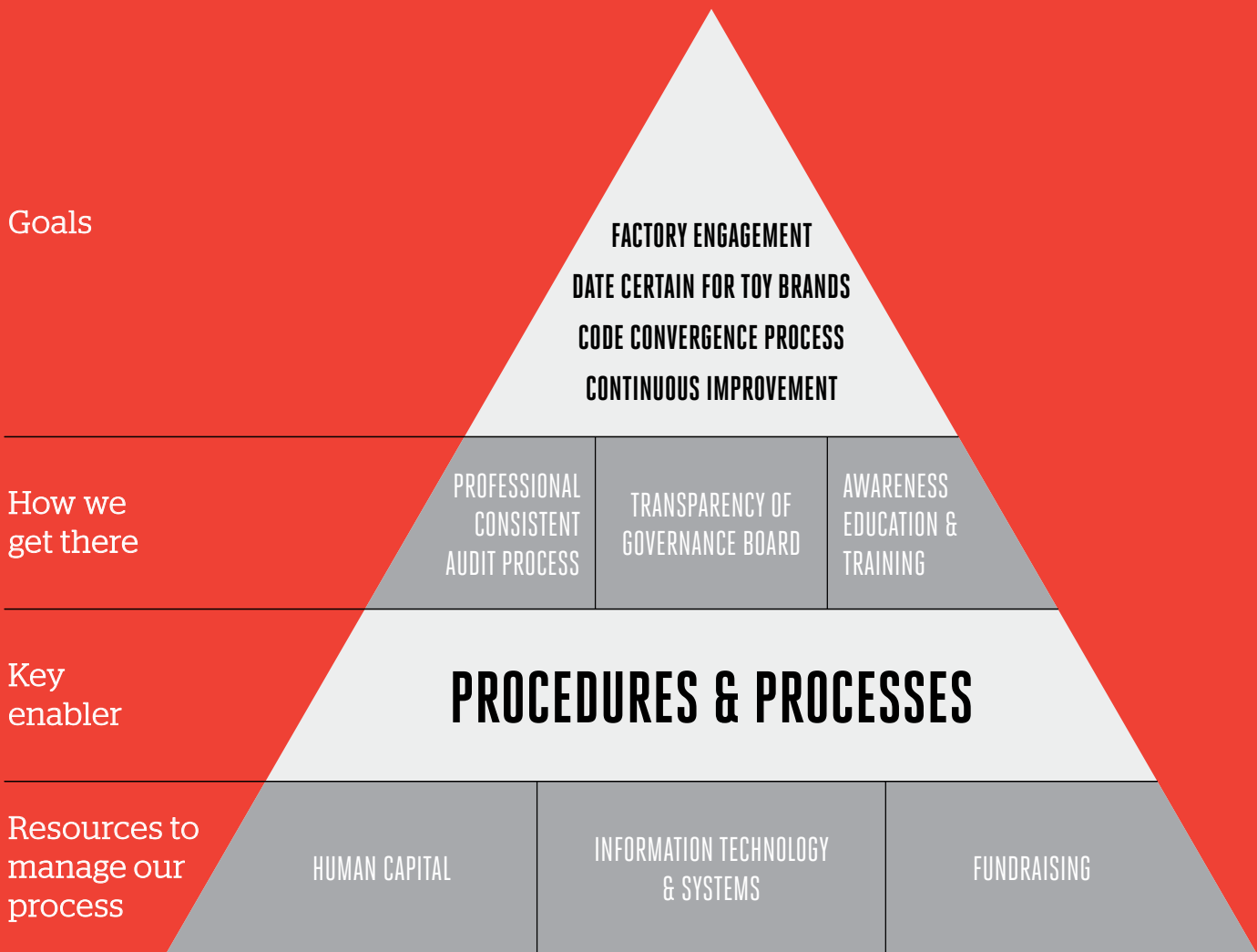
Meeting in Beijing in 2002, the national toy associations collectively decided to move beyond simply setting standards and to put in place an auditing system to monitor whether toy factories comply with them. The monitoring protocols, documents, and systems are now collectively called the ICTI CARE Process. The first five audit firms were accredited to begin monitoring toy factories in 2003; one more was added a few months later. During 2004, it was agreed to set up the ICTI CARE Foundation as a non-profit association to oversee the ICTI CARE Process. An independent Governance Board was established to make sure the process was totally transparent. In the beginning, manufacturers were willing to participate, but in order to make the Code universally acceptable, the brands, companies and retailers also had to sign on. To ensure their participation, subsequent outreach efforts focused on bringing the brands, companies and retailers into the process as well.

Since its inception over 30 years ago, ICTI has recognized the need to be much more than a traditional industry spokesman and lobbyist, and this realization is embodied in a mission statement in which the association pledges:

“...to act as a center of discussion and information exchange on trends and issues important to the toy industry, to promote safety standards, to reduce or eliminate barriers to trade, and to advance social responsibility in the industry with programs to address environmental concerns, fair and lawful employment practices, and workplace safety.”

– ICTI MISSION STATEMENT

Commitment



WE ARE COMMITTED TO OUR STRATEGY...AND TO LONG-TERM,
SUSTAINABLE BUSINESS PRACTICES THAT BENEFIT FACTORY WORKERS.

Putting Our Strategy into Practice

Establishing the ICTI Code of Business Practices, along with a world class factory auditing system, was an important step. However, these initiatives alone will not eliminate the root causes of substandard health, safety, and labor practices, nor lead to sustainable toy factory compliance. That is why our strategy calls for efforts to aid capacity building of various stakeholders in a way that benefits workers, factories, and business. Following is an overview of the obstacles overcome as well as procedures and training initiatives underway to actively engage our stakeholders and help achieve our goal of improving factory compliance.

Overcoming Obstacles

Recognizing the importance of ethical manufacturing, toy companies and organizations have been prepared to share monitoring data in the search for a consensus on a voluntary code of conduct, audit protocols, and best practices that would achieve scalability across the entire industry. Many obstacles had to be overcome. Diverse approaches to auditing needed to be reconciled. Factory managers needed to be – and still need to be – convinced that compliance is not just an unnecessary expense, but that improved labor standards can lead to enhanced productivity.

Auditing capacity, effectiveness and subsequent violations had to be addressed. Collaborative monitoring and remediation processes had to be devised. Expectations and demands by stakeholders needed to be managed and transparency built into the process. Finally, funding had to be found to pay for all this.

Engaging Factory Managers

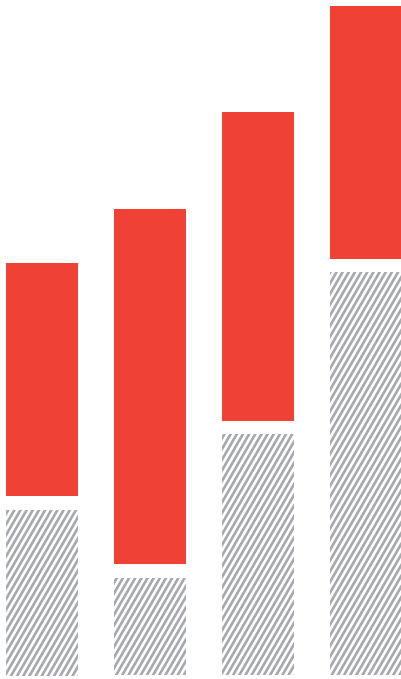
Under the auspices of the ICTI CARE Process, training seminars for factory managers have been held since 2005 in Guangzhou, Nanjing, Shantou, Shenzhen and Shanghai. Along with the factory managers, labor inspectors and auditors have been trained in labor law and its enforcement to help build the capacity of Chinese government officials to enforce labor standards and to promote self-regulation by the Chinese toy industry. The seminar programs were developed in cooperation with the University of San Francisco Law School and the East China University School of Politics and Law in Shanghai. National and provincial officials from the Certification and Accreditation Administration (CNCA) and the General Administration of Quality Supervision and Inspection and Quarantine (AQSIQ) of the People's

Republic of China were engaged in the programs. Initial funding was provided by the US Department of State's Partnership to Eliminate Sweatshops Program.

By the end of 2007, 8 training seminars titled, "Toward Better Workplace Standards in China's Toy Factories" were conducted for about 2,500 factory managers in China.

The ICTI CARE Process is a continually evolving program. We evaluate the results of previous training initiatives and use the feedback to improve the knowledge and skills of factory managers. For example, in 2007, we began working with Business for Social Responsibility (BSR) and BSR's China Training Institute (CTI) to put in place a 'Continuous Improvement Program'. This factory manager training course is conducted over a nine month period in five two-day sessions and covers such topics as changes in labor contract law, productivity and management systems, safety and environment, effective communication, human resource management, etc.

Accomplishment



Unlike other industries, the toy sector developed a monitoring initiative that runs across the entire supply chain.

Accomplishments in 2007:

ENROLLED A TOTAL OF 500 FACTORIES

bringing the number of factories enrolled in the ICTI CARE Process to 1,500 and improving the lives of 1 million workers in China.

ISSUED AN RFP TO 14 AUDIT COMPANIES

in order to expand our factory auditing capacity. Successful firms will be accredited for work in 2008.

ACHIEVED RECOGNITION BY 14 MAJOR RETAILERS

in the US, Europe and Australia, making an ICTI CARE Seal of Compliance a condition for toy factories in which retailers manufacture.

ADDED ANOTHER 66 COMPANIES

which made a Date Certain pledge to use only factories that comply with ICTI's ethical manufacturing program.

ADDED 2 NGO REPRESENTATIVES

to our Governance Board to enhance transparency and representation by all stakeholders in the process.

INCREASED WEBSITE TRAFFIC 163%

through increased awareness of the ICTI CARE Process and the development of databases for stakeholder use. There were 24,268 site visits in 2007 compared to 9,224 in 2006.

What Makes the ICTI CARE Process Work?

Factory Monitoring

FACTORY FEES.

Factories pay an annual membership fee to join the ICTI CARE Process. The fees collected cover the cost of operations, fund oversight activities, finance the website and database system used by factories, companies, brands, and retailers, and are also applied to education and training of auditors, factory managers, and workers.

THE ICTI CODE GUIDANCE

DOCUMENT AND AUDIT PROTOCOL.

It provides the practical specifics about the terms of the Code and how ICTI CARE Process accredited auditing firms should monitor factories for compliance during unannounced audits.

AUDIT FIRM QUALIFICATION AND AUDITOR TRAINING.

Independent ICTI CARE Process accredited audit firms must first undergo rigorous technical review by the Operations team and the Technical Advisory Board (TAB) of quality control professionals prior to being approved to join the monitoring program. Thereafter, the auditors must attend a training course certified by the International Register of Certified Auditors (IRCA). Senior/lead auditors were trained

initially under contract by Business for Social Responsibility (BSR), and now directly by the ICTI CARE Process staff.

VALIDATION OF INSPECTION RESULTS.

The Operations team in Asia reviews all inspections to maintain consistency among audit firms and auditors, and is authorized to conduct spot-check inspections and to respond to questions and complaints about the process. Officers of the ICTI CARE Foundation or TAB members can alternatively conduct a Quality Control Audit or personally supervise audits in probation or termination cases and review the results.

SEAL OF COMPLIANCE.

Factories and other suppliers which receive a "Seal of Compliance" from ICTI CARE Foundation Asia Ltd. certifying that they comply with the ICTI CARE Process, are listed on the ICTI CARE Process website database.

Toy Brands and Retailers

DATE CERTAIN.

All members of the 22 national associations that comprise ICTI are being asked to commit to a "Date Certain" after which they will contract only from factories that have a Seal of Compliance from the ICTI CARE Process.

CONVERGENCE PROCESS.

The Convergence Process for Codes and Guidelines is an attempt to work out with toy brands, companies and retailers an approach to the ideal of a single code and guideline used to inspect all toy factories. ICTI's realistic goal is to achieve 95% convergence, with only 5% specialized requirements to be added to an inspection. Some of the largest retailers in the US and Europe are participating in the convergence process, including Toys "R" Us, Wal-Mart, Sears/Kmart, Carrefour, and TESCO.



Strengthening the Auditing Process

Substantial progress has been made in increasing the auditing capacity of the ICTI CARE Process.

The Operations office in Hong Kong issued an RFP to 14 audit companies during the third quarter of 2007. Following a review of the proposals by the Technical Advisory Board, auditing firms that met the appropriate criteria were selected for accreditation to carry out factory monitoring in accordance with the ICTI CARE Process standards starting in 2008. It was decided to expand the number of independent auditors from 86 to 106 to be able to service the growing number of factories in the process by providing high quality audits in a swift and efficient manner.

An agreement was also made with WRAP (Worldwide Responsible Accredited Production) to develop a new auditor training course which will include IRCA accreditation. IRCA's solid reputation and added value will help to ensure that the ICTI CARE Process employs best practices in all its auditing processes.

Violating ICTI CARE Process Standards

In order to maintain quality control and the integrity of the Seal of Compliance issued to factories, Annual Audits, Investigatory Audits, and Quality Control Audits are conducted to ensure that each factory's health, safety, and labor practices meets the standards established by the ICTI CARE Process. The primary objective is to help factories operate in compliance with the process. If through an audit, or other verified source, a factory is found to be in violation, a remediation procedure is undertaken. A factory is terminated and its Seal of Compliance is withdrawn when it is unwilling or unable to comply with the remediation procedure, and only as a last resort. The decision is always based on what is in the best interest of the workers. The seriousness of a violation is assessed in accordance with guidelines established in the ICTI CARE Process Handbook. Minor violations include those that do not pose an immediate risk to the welfare of the workers; critical and major violations include those that do pose a threat. During 2007, five factories were put on probation bringing the total number of factories on probation to 25. Additionally, two factories were terminated in 2007 for employing a large number of

underage workers. The ICTI CARE Process also does not tolerate any kind of unethical behavior by its auditors at the manufacturing facilities, or in any other aspect of its operations across the world.

Promoting Date Certain to Toy Brands

Strong efforts were made by ICTI CARE Process representatives over the past year to educate toy brands about the process and to promote industry-wide commitment to date certain. Presentations were made at major toy fairs held in Shanghai, Nuremberg and New York; at national toy association meetings in the US and Europe; at toy association events in the US, France, Germany, Sweden, and The Netherlands; and at toy safety conferences in Hong Kong and Guangzhou. Articles and advertisements were placed in toy fair programs and companies already committed to date certain were acknowledged in toy fair directories. Additional outreach efforts took place at Ethical Sourcing Forum conferences, and at a human rights performance conference in The Hague, among others. Brands that have committed to date certain are recognized publicly on the ICTI CARE Process website at www.icti-care.org/databases/date-certain.html.

Empowering Factory Workers

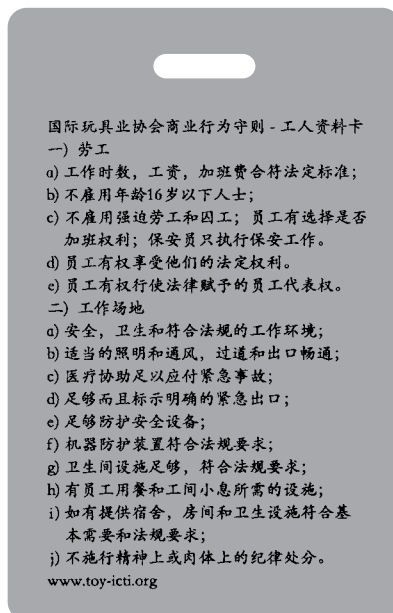
By the end of 2007, the total number of companies that had submitted their date certain pledges increased from 250 to 316 (exclusive of multiple countries for multi-national brands).

Building Operations

In January 2007, a new Director was appointed to oversee ICTI CARE Process operations in Hong Kong. At the end of the year a new non-profit entity, ICTI CARE Foundation Asia Ltd. was established as the operations company based in Hong Kong. The Asia team has expanded to a total of nine staff in Hong Kong and Guangzhou. In order to accommodate the growing operation, the organization relocated to newer and larger premises at the beginning of 2008. The operations team provides technical expertise and is responsible for managing the entire factory monitoring program in Asia.



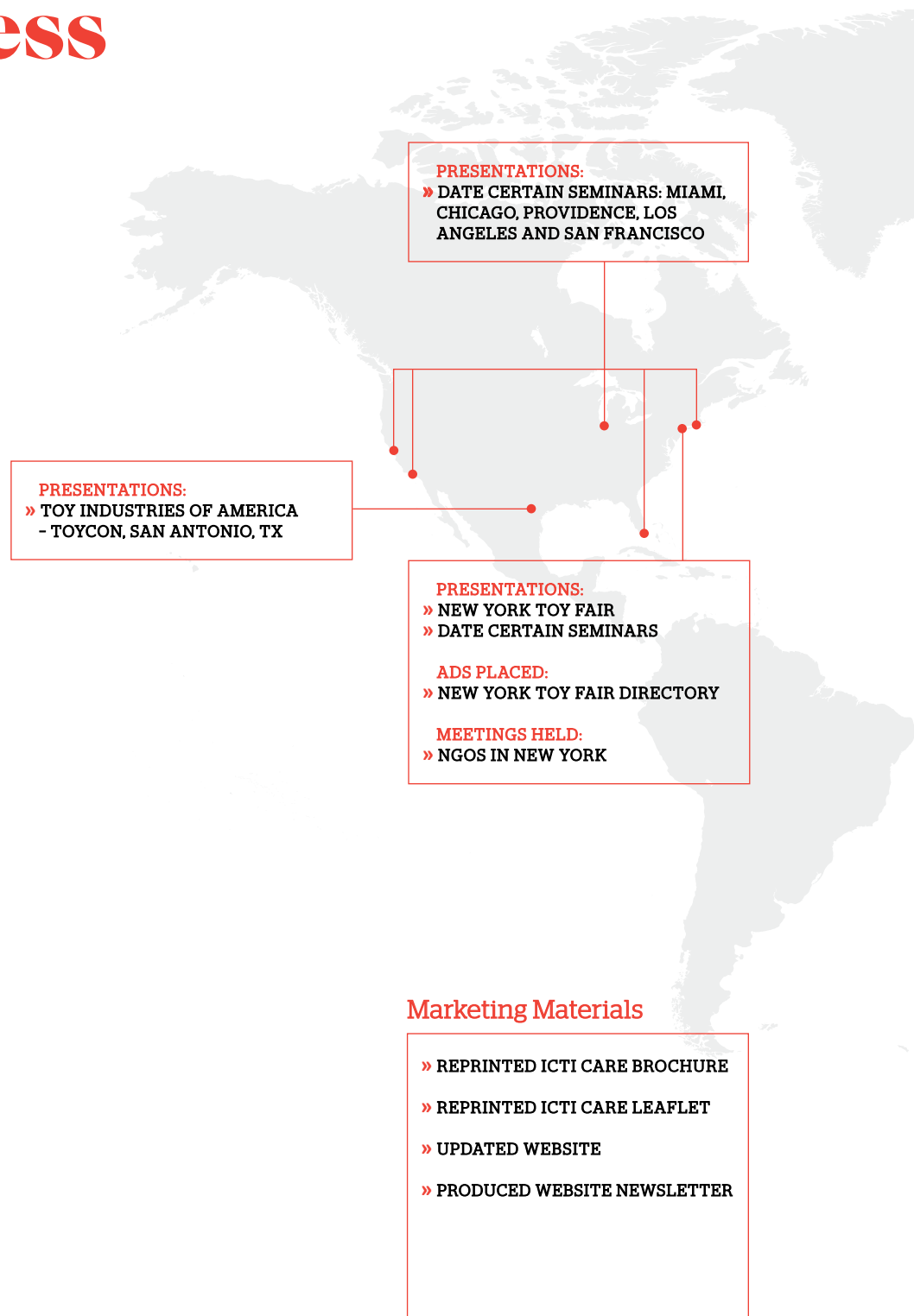
At the recommendation of a Hong Kong based NGO, the ICTI CARE Foundation produced and distributed 37,000 copies of a pocket-size information card that informs factory workers about their labor rights. A toll-free ICTI CARE contact number in China is printed on the card, and many workers have already phoned in requests for additional information and support. This innovative initiative also increases transparency and provides industry with a support mechanism for monitoring health, safety, and labor practices in toy factories.

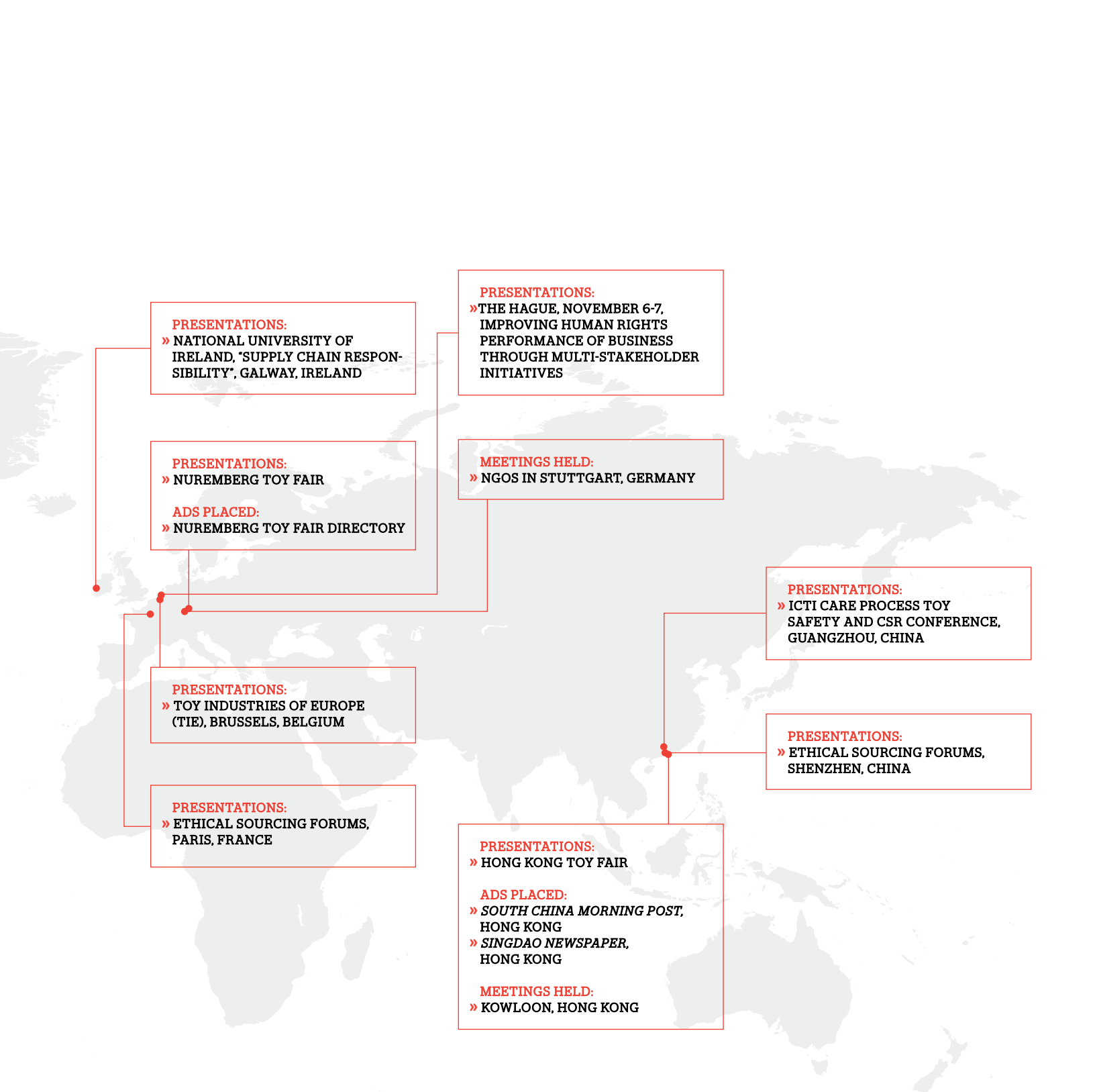


As a first priority, 37,000 cards have been distributed to workers at approximately 25 factories on probation. Plans are underway to produce and disseminate additional cards.

Communicating the Process

The toy industry aims at setting the highest industry standards for ethical manufacturing and our stakeholders expect no less. There is constant communication with new audiences keeping those already in the process informed about ongoing developments. Brochures are produced, ads are placed, press interviews are held, and presentations are made at toy fairs, industry association meetings, and conferences. Extensive information is also available on the ICTI CARE Process website at www.icti-care.org.





PRESENTATIONS:
» NATIONAL UNIVERSITY OF IRELAND, 'SUPPLY CHAIN RESPONSIBILITY', GALWAY, IRELAND

PRESENTATIONS:
» THE HAGUE, NOVEMBER 6-7, IMPROVING HUMAN RIGHTS PERFORMANCE OF BUSINESS THROUGH MULTI-STAKEHOLDER INITIATIVES

PRESENTATIONS:
» NUREMBERG TOY FAIR
ADS PLACED:
» NUREMBERG TOY FAIR DIRECTORY

MEETINGS HELD:
» NGOS IN STUTTGART, GERMANY

PRESENTATIONS:
» ICTI CARE PROCESS TOY SAFETY AND CSR CONFERENCE, GUANGZHOU, CHINA

PRESENTATIONS:
» TOY INDUSTRIES OF EUROPE (TIE), BRUSSELS, BELGIUM

PRESENTATIONS:
» ETHICAL SOURCING FORUMS, SHENZHEN, CHINA

PRESENTATIONS:
» ETHICAL SOURCING FORUMS, PARIS, FRANCE

PRESENTATIONS:
» HONG KONG TOY FAIR
ADS PLACED:
» SOUTH CHINA MORNING POST, HONG KONG
» SINGDAO NEWSPAPER, HONG KONG
MEETINGS HELD:
» KOWLOON, HONG KONG

Media Coverage

» LEADERS MAGAZINE (JUL/AUG/SEP 2007). 'THE CARE PROCESS'
"UNLIKE OTHER INDUSTRIES, OURS WILL HAVE ONE STANDARD FOR THE WORLD."

» FORBES MAGAZINE (NOV 12). OP-ED: 'THE MYTHS OF CHINA AND TOYS'
"IN THE PAST THREE YEARS, NEARLY 1,200 FACTORIES EMPLOYING OVER A MILLION WORKERS HAVE ENTERED THE PROGRAM."

» LEADERS MAGAZINE (APR/MAY/JUN 2007). 'DOING THE RIGHT THING'
"WE'RE DOING A LOT OF THINGS RIGHT, BUT WE'RE ALSO LEARNING EVERY DAY"

Engaging Stakeholders

In May 2007, the ICTI CARE Process launched a new database system to make it possible for key stakeholders, including the general public, to access information from the ICTI CARE Process website. Information about individual factories in the process, brands and retailers committed to supporting the program, and financial contributors can be found at www.icti-care.org. Furthermore, a password protected weblink to the new database provides access to factory audit data for buyers that are doing business with factories that support the ICTI CARE Process.

Training and Education

As part of our ongoing capacity building efforts, there are plans to expand the training and education activities for factory managers, workers, and auditors at various locations in China. We are collaborating with top training and education organizations like Business for Social Responsibility and its China Training Institute to draw upon their extensive expertise in order to develop innovative programs and education materials. By providing factory managers, workers, and auditors with the necessary information and range of skills, we can create sustainable change in factory health, safety, and labor practices.

Partnering for Progress

Stakeholder engagement is absolutely essential to the success of the ICTI CARE Process. ICTI CARE Foundation staff, board members, and representatives have conducted extensive outreach, opened dialogue on key issues, and fostered cooperation with all stakeholder groups. Meetings have been held with industry associations and organizations, as well as those responsible for monitoring, auditing, and training. We also partner with non-governmental organizations (NGOs) we have met throughout the US, Europe, and Asia. NGO reports on labor practices and recommendations on monitoring systems have provided valuable information that helps the industry to take appropriate action. Input provided by NGOs has even resulted in ICTI certified factories being put on probation for substandard labor practices.

Our Goals

The ICTI CARE Process is still at the beginning of a long journey. Important milestones have already been achieved. Our monitoring, training and education initiatives continue to evolve. We still have much to learn, however, and will continue to seek out top experts in order to learn best practices so that we can do even better. We are making a difference, but still have a long way to go.

Capacity Building Goals

» Increase the number of certified and trained auditors to expand our auditing capacity; and thereby speed up the remediation process for the factories.

Training and Education Goals

» Create a new auditor training course that has IRCA accreditation.

» Provide management training to 20-25 factories in conjunction with the China Training Institute.

» Produce a series of training videos aimed at increasing factory worker knowledge about the areas of health, safety, and labor practices as part of a multi-stakeholder collaboration effort.

» Develop training activities to educate brands and retailers worldwide and encourage their recognition of the ICTI CARE Process.

Operational Goals

» Continue efforts to achieve universal adoption of the ICTI Code.

» Encourage more national associations to make the Date Certain program a mandatory commitment for its members.

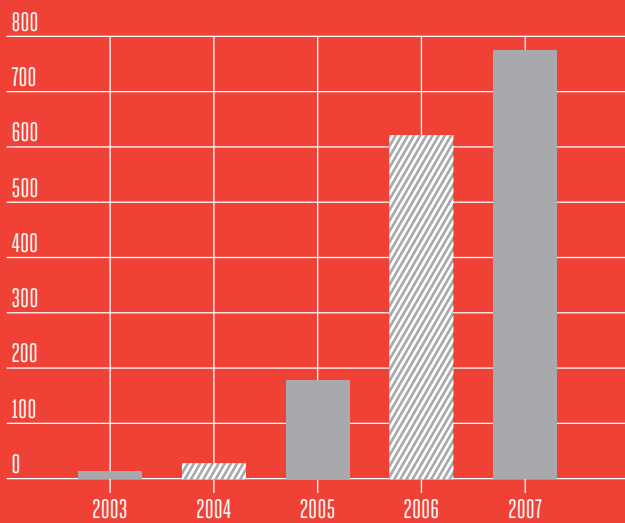
» Promote the ICTI CARE Process to target audiences across a variety of platforms.

» Take initial steps to start expanding the CARE Process to new markets in Asia beyond China/Hong Kong/Macao. Current thinking is to extend the program to Thailand, Indonesia, Vietnam, and Malaysia, as resources permit.

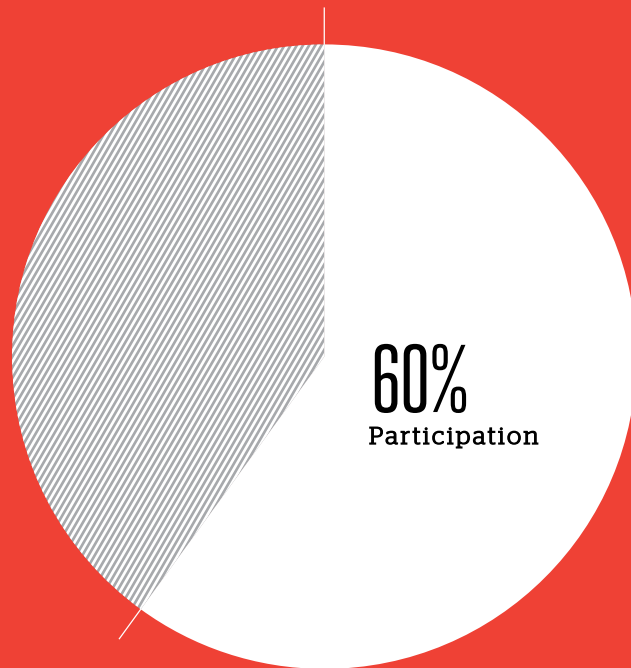
Facts

Since its creation in late 2003, the ICTI CARE Process has experienced a rapid growth in the number of audits conducted. In 2007, 1,800 audits were conducted in about 800 factories representing close to 4,200 audit man-days. The growth is expected to continue in 2008.

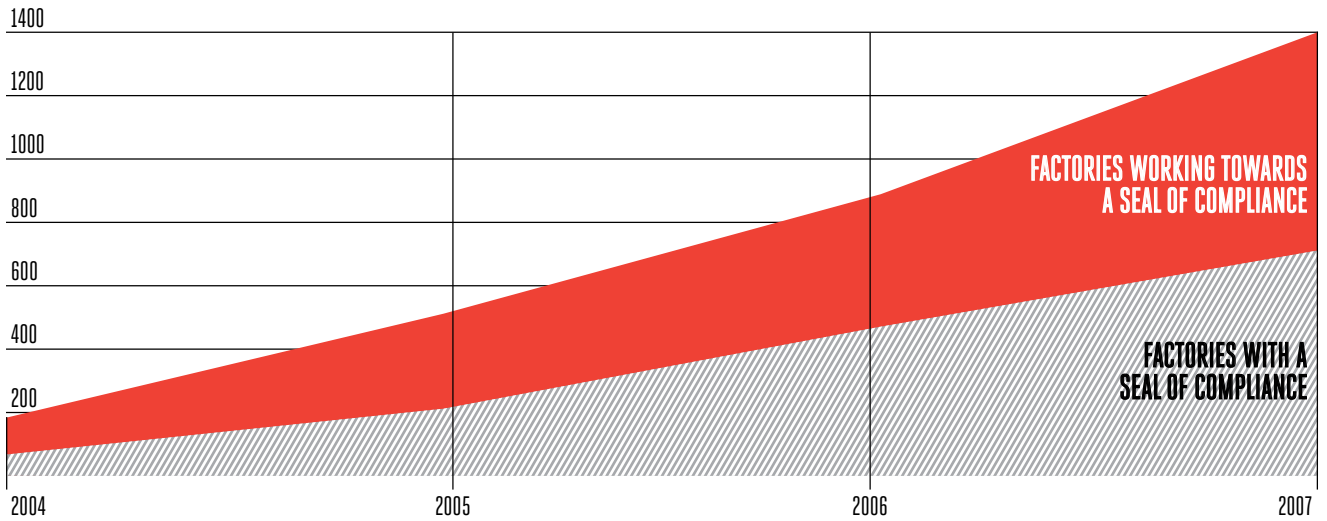
A total of eight factories have been terminated due to the systematic and continued violation of employing a large number of underage workers, and despite attempts at remediation. Thirty-three factories have been placed on probation while undergoing a Corrective Action Plan.



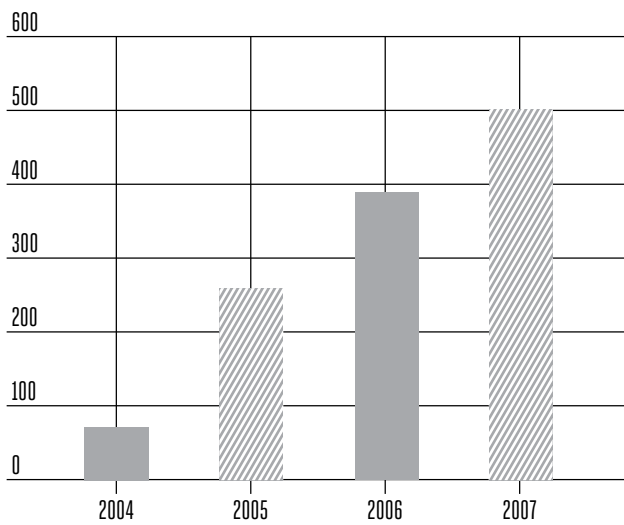
**GROWTH IN FACTORY AUDITS
CONDUCTED 2003-2007**



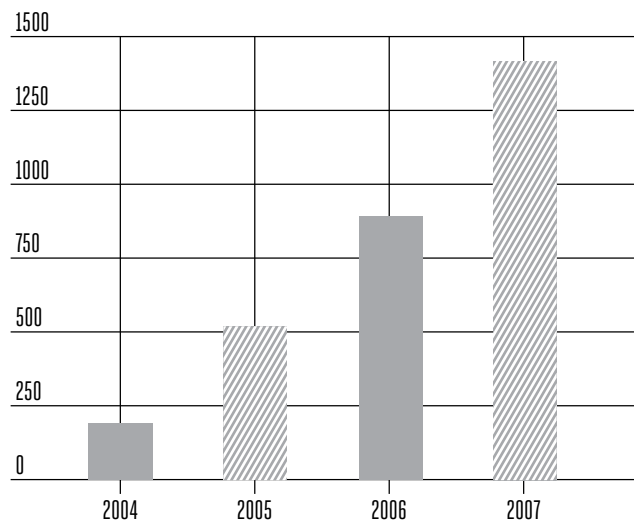
**TOY BRANDS AND RETAILERS TOY
SALES VOLUME BELONGING TO THE
ICTI CARE PROCESS**



NUMBER OF FACTORIES WORKING TOWARD A SEAL OF COMPLIANCE 2004-2007

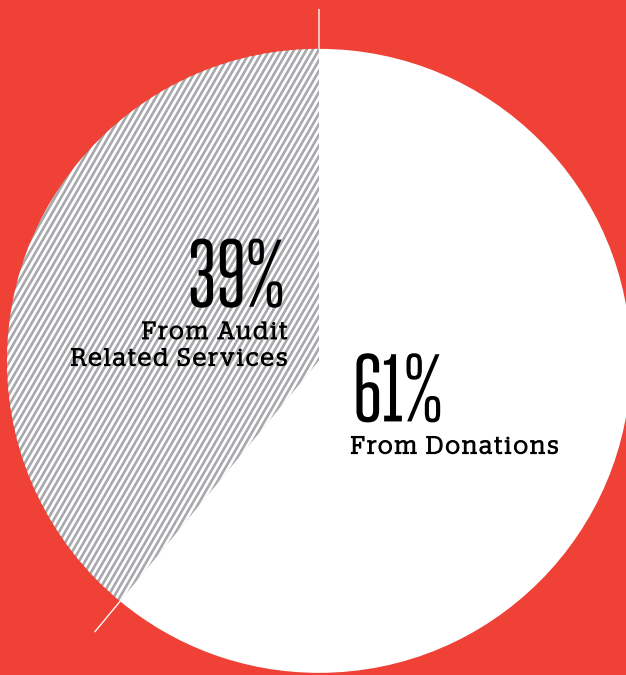


NUMBER OF SEALS OF COMPLIANCE ISSUED 2004-2007



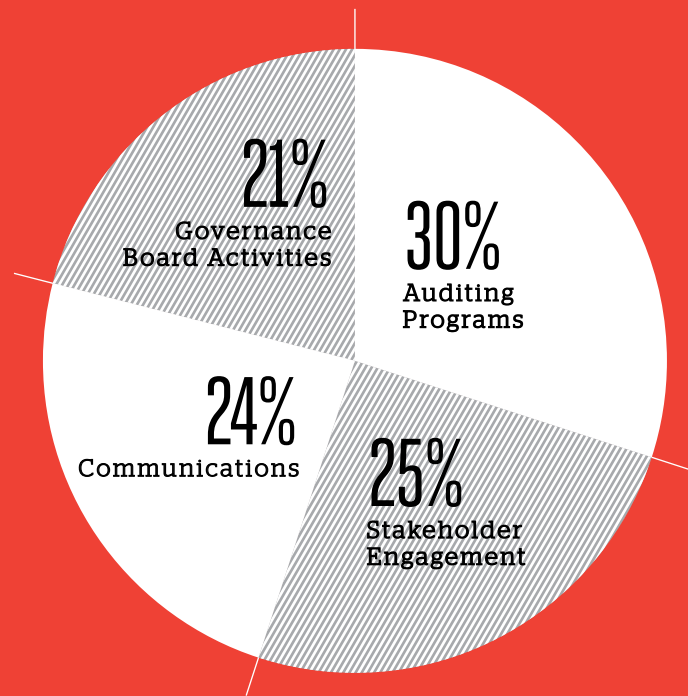
NUMBER OF FACTORIES IN THE ICTI CARE PROCESS 2004-2007

Figures



REVENUE: \$1,905,375*

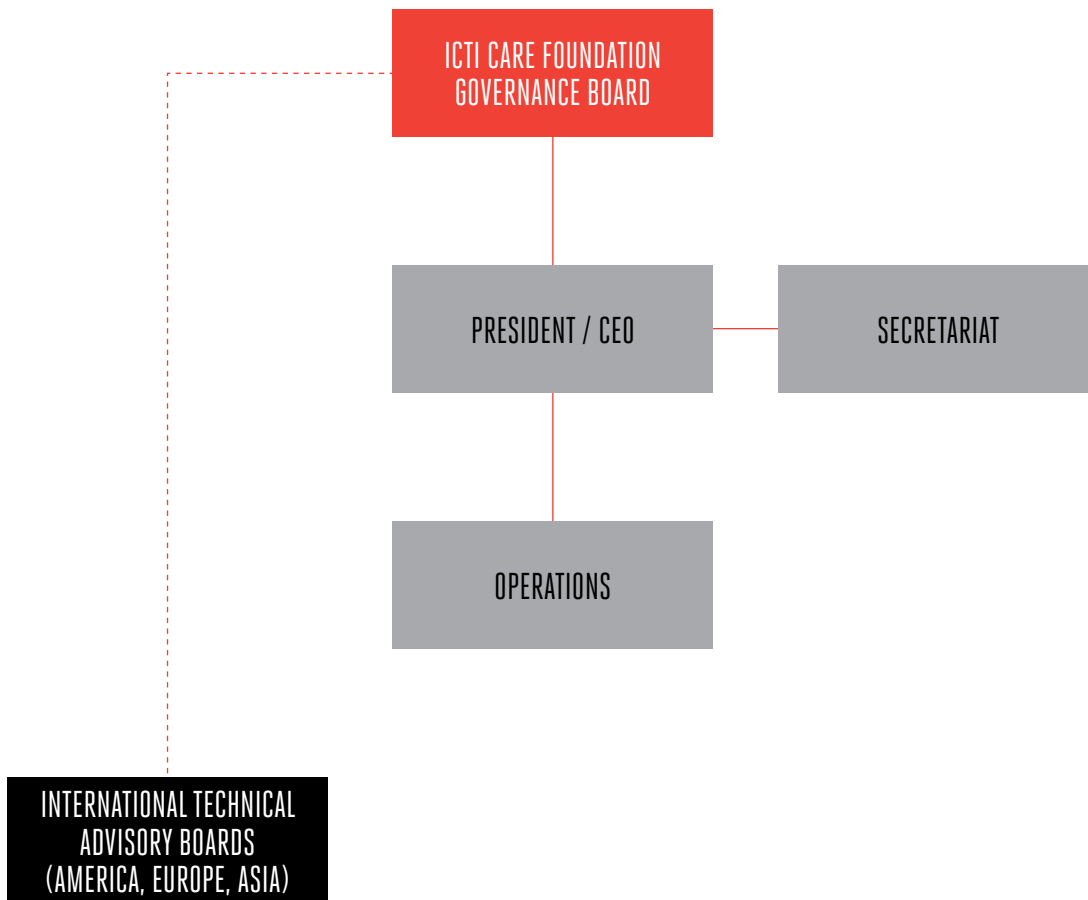
*Less than 1% of revenue (\$8,638) comes from other sources



PROGRAM SUPPORT: \$1,264,426*

*Less than 1% of Program Support (\$2,823) was used for Quality Control

Organization Chart



Governance & Management

Organization Structure

The International Council of Toy Industries (ICTI) is an association of associations, whose role is to inform, educate, and survey its members so that individual member companies can adhere to its Code of Business Practices for the operation of toy factories in a lawful, safe, and healthful manner. The organization has a number of different initiatives, of which the ICTI CARE Process is one. ICTI established the ICTI CARE Foundation, led by its Governance Board, as an independent entity to own and operate the ICTI CARE Process.

The ICTI CARE Process is the name of the toy industry's ethical manufacturing program. ICTI stands for the International Council of Toy Industries, the global association of toy manufacturers. CARE is an acronym for "Caring, Aware, Responsible and Ethical."

The ICTI CARE Foundation (ICF), chartered in the USA in 2004, is an independent, non-profit organization with 501.c.3 status. It was set up to govern the ICTI CARE Process. As such, the Foundation's Board has a "dotted-line" reporting and coordination relationship with the ICTI Executive Committee.

The ICTI CARE Foundation Governance Board oversees the work of the Foundation, is multi-stakeholder and independent, and consists of members from industry, civil society and intergovernmental organizations. Its job is to ensure that what the Foundation does is effective, credible and transparent to all stakeholders, to ensure it is conducted in an independent and correct manner, and to raise funds to maintain its operations until such time as it becomes self-sustaining.

The ICTI CARE Foundation Asia Ltd. is the operations company based in Hong Kong. It is responsible for managing the Asian operations including the auditing process in China, supporting the work of the Asia Technical Advisory Board and coordinating the rules and procedures for the ICTI CARE Process.

The Technical Advisory Board (TAB) is an independent body made up entirely of industry-appointed volunteers which provides technical advice, receives financial support through the Secretariat and reports to the President/CEO and the Governance Board.

ICTI CARE Process Secretariat is the operating arm of the ICTI CARE Process, reporting to the ICTI CARE Foundation and is headed by its President/CEO.

Governance

Board Members

Co-Chair: **Alan Hassenfeld**
Chairman of Executive Committee
of the board of Hasbro, Inc.

Co-Chair: **Maria Livanos Cattai**
former Secretary General of
the International Chamber of
Commerce (ICC).

Jean-Louis Berchet
Chairman of the Federation
Française Des Industries Jouet-
Puériculture.

Amir Dossal
Executive Director of the United
Nations Fund for International
Partnerships (UNFIP).

Peter Eio
Former President of LEGO in the
Americas and former Chairman of
the Toy Industry Association.

Gary Hutchens
President of the Australian Toy
Association and President of
the International Council of Toy
Industries.

George Irwin
Chairman and CEO, iToys.

Geoff Massingberd
Senior Vice President,
Corporate Responsibility, Mattel.

Alan Munn
Former President and CEO of
Tomy Europe.

Jane Nelson
Senior Fellow and Director of the
Corporate Social Responsibility
Initiative at the Kennedy School of
Government, Harvard University,
and Director, Business Leadership
and Strategy, at the Prince of Wales
International Business Leaders
Forum (IBLF).

William Reese
President and CEO of the
International Youth Foundation.

Paul Rice
President and CEO of TransFair
USA.

Rick Ruppert
Executive Vice President of
Product Development, Safety
and Sourcing for Toys "R" Us, Inc.

Pär Stenbäck
Minister (Hon.), Finland.

T.S. Wong
Managing Director of Jetta
Company Limited, Honorary
President of Hong Kong Toys
Council, and Toys Manufacturers'
Association of Hong Kong.

Christian Ewert
President and CEO, the ICTI CARE
Foundation.

Our Supporters

The CARE Process could not have developed or achieved its current level of success without the generous contributions of individuals and companies that are members of the worldwide toy industry. In May 2005, ICTI established the ICTI CARE Foundation, a non-profit [501 (c) 3] organization chartered in the State of New York, USA, to solicit and receive contributions. As the ICTI CARE Process worked to build the critical mass of factories, auditors, staff, and procedures needed to make it financially self-sufficient (expected in 2008), these contributions helped us get started and kept us going.

Platinum Contributors

(\$100,000 AND ABOVE)

- » Alan G. Hassenfeld
- » Australian Toy Association
- » British Toy and Hobby Association
- » Early Light
- » French Toy Association/
Federation Française Des
Industries Jouet-Puériculture
- » Hasbro, Inc.
- » Japan Toy Association
- » LEGO Systems, Inc.
- » Mattel, Inc.
- » Playmates Toys
- » Thunder Tiger Group
- » Toy Industry Association, Inc.

Emerald Contributors

(\$50,000 TO \$99,000)

- » Herald Holdings Ltd.
- » Leapfrog Enterprises Inc.
- » Manley Toys Ltd.
- » MGA Entertainment
- » Taiwan Toy Association
- » T.S. Wong
- » Wah Shing Toys Co., Ltd.

Gold Contributors

(\$25,000 TO \$49,999)

- » 4 Kids Entertainment
- » Abrams Gentile Entertainment
- » Battat Inc.
- » Bauhinia, Ltd.
- » German Toy Industry/DVSI
- » Hutchison Harbour Ring Ltd.
- » JAKKS Pacific, Inc.
- » Jax Ltd. Inc.
- » K'nex Brands

- » Li & Fung
- » Radio Flyer Inc.
- » Rubie's Costume Company, Inc.
- » WowWee Group Ltd.
- » Zizzle, LLC

Silver Contributors

(\$10,000 TO \$24,999)

- » Bachman Trains
- » Commonwealth Toy & Novelty
- » Dave Capper and Family
- » Disguise Inc.
- » Edward Fogarty & Associates
- » Forward Winsome Industries Ltd.
- » Funrise
- » HIT Entertainment
- » Itoys
- » Johnson Research & Development
- » KID Group, LLC
- » Kiddesigns, Inc.
- » Mega Brands
- » The Ohio Art Company
- » Radica
- » RLA Marketing
- » Reyn Guyer
- » Russ Berrie Inc.
- » Shelcore, Inc.
- » Techno Source
- » Tek Nek Toys
- » ThinkFun Inc.
- » Thinkway Toys
- » Uncle Milton Industries, Inc.
- » University Games Corporation
- » USAopoly
- » Winning Moves, Inc.
- » Wynnewood Corporation Ltd.
- » Zapf Creations

Bronze Contributors

(UNDER \$10,000)

- » 4 Kids Worldwide Ltd. / 4 Kidz, Inc.
- » Action Products Int'l Inc.
- » ALEX Toys
- » Asian Committee of Toy Industries
- » Italian Toy Association/
Assogiocattoli
- » Bandai America Inc.
- » Basic Fun, Inc.
- » Big Monster Toys
- » Blue Box Toys, Inc.
- » Briarpatch, Inc.
- » Cardinal Industries
- » Crayola LLC
- » Creative Designs Ltd.
- » Creativity for Kids USA
- » David Fuhrer/Funanuf
- » Franklin Sport, Inc.
- » Imperial Toy LLC
- » Kidkraft
- » Kish and Company
- » Lanard Toys Ltd.
- » Learning Resources Inc.
- » Literacy Today, Inc.
- » Little Kids, Inc.
- » Lund & Company Invention, LLC
- » Manhattan Toy Company
- » Norman and Arlene Fabricant
- » Only Hearts Club
- » Play Along Toys
- » Pressman Toy Corp.
- » Red Box
- » Reuben B. Klamer
- » Revell
- » Rudell Design
- » Salo Ventures
- » Silvert Toys (USA), Inc.
- » Spin Master Ltd.
- » SRM Entertainment Ltd.
- » Steven Schwartz Design
- » Taylored Concepts, LLC
- » The Canadian Group
- » Unimax Toys Limited
- » Wild Planet Entertainment



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