

## **ICTI CARE Process (ICP) Audit Summary 2010 – Mattel Bangkok Ltd. (MBK)**

An independent audit firm approved by ICTI CARE performed an ICP audit on October 18-20, 2010. The factory is located in Thailand, occupies an approximate area of 33,000 m<sup>2</sup> and had 2,641 workers at the time of the audit. The main production processes encompass die casting, injection molding, spray painting, silk screen printing, tampo printing, metal plating, and vacuum plating. During the audit, the following findings were identified.

Working hours were found to be adequately documented through the use of a computerized attendance recording system. Based on a records review and worker interviews, the maximum daily hours worked was observed to be 11 and the maximum total weekly working hours were 66. The factory has a policy and worker interviews confirmed that overtime work is voluntary. The maximum overtime worked per month was 84 hours. All employees were entitled to have at least one rest day in seven and the longest consecutive working days per month was six.

Wages and compensation payments were found to comply with local legal requirements, were consistent with the established factory policy and exceeded the stipulated minimum wage. Generally, payment of wages was made through bank transfer to each worker's account. The payroll withholdings for legally mandated benefits including social security were found to be in order. For those workers that voluntarily elect to eat in the canteen, the factory subsidizes approximately half of the monthly expense for a meal plan and a reasonable payroll deduction was made for the worker's portion of the meal plan expense. The factory does not provide dormitory housing, thus no deduction was made for this purpose. The audit did not identify any deduction for items provided by the company or for replacement of such items.

The factory was found to have a written hiring policy, which consistent with local legal requirements, sets the minimum age of 18 for employment. There were no indications of underage, forced, bonded or prison labor observed during the audit. This was verified via document review, factory tour and worker interviews.

The emergency exit doors were found to be kept open and unlocked. The aisles and emergency exit doors were found to be clearly marked and unobstructed. The exit signs were illuminated during the audit. Personal protective equipment had been provided and training records and interviews confirmed employees were trained in its proper use.

### **Corrective Action:**

None

### **Outcome:**

ICTI CARE Seal of Compliance awarded. Seal # C0197.