

ICTI CARE Process (ICP) Audit Summary

Dongguan Radica Games Manufactory Co. Ltd

An independent audit firm approved by ICTI CARE performed an ICP audit in September 2009. This factory is located in China, occupies an approximate area of 20,000 m² and had approximately 3,200 employees at the time of the audit. The factory includes the following major departments; spray painting, injection molding, electronics assembly and tampo printing. During the course of this audit the following findings were identified

The hours worked at this factory were adequately documented using a computerized timing system. The maximum hours worked per day were 11 and 71.75 per week. All overtime at this factory is voluntary and the maximum overtime hours worked per month is 125.25. All employees are entitled to one day off in seven and the maximum consecutive working days per month is 13.

The wages and compensation for factory employees meet legal and policy requirements. The legal withholdings from employee wages are being held correctly. The types of withholdings include Social Insurance Premium. The employees are free to choose deductions for food and housing. All deductions/charges for food and housing are reasonable and legal. The cash charge for meals is 1 Rmb for breakfast and 2.5 Rmb for lunch or dinner. The deduction for housing is 60 Rmb per month. There is no deduction for company provided items and the replacement charges for such items do not exceed the cost of the item. The payment of wages is made readily available to employees by bank transfer.

The factory does have a written policy specifying the youngest age for workers hired at the factory and the age of the youngest employee is 18. This age is in compliance with policy and local laws. The factory does not use forced or bonded labor. This has been verified via employee interview.

The emergency exit doors are kept open and unlocked. The aisles and emergency exit doors are clearly marked and are unobstructed. The exit signs are illuminated at all times. Personal protective equipment is provided and employees have been trained to use it. The factory provides dormitory living for both male and female employees. There are 10 workers per room and sufficient living space is provided, approximately 2.3 m² per employee.

Outcome:

ICTI CARE Seal of Compliance awarded. Seal # C0008.