



Mountain Equipment Co-operative

Type of company: MEC is a Co-operative. It makes company information public to its members.

Notes: Because it is not a typical company, it does not have the same internal structure as most.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for labour standards issues in the supply chain -The MEC board has two committees that oversee labour standards issues in the supply chain: The Governance + Member Relations Committee and the Community Involvement Committee. -There is no publicly available information that outlines the specific responsibilities that the above-mentioned committees have to labour standards issues in the supply chain. -There is no board member with explicit responsibility for labour standards issues in the supply chain. <i>Website listing of board members and responsibilities</i>	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor (this may be less relevant to a co-operative than to a company that has shareholders)	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -Fair Labour Association (FLA) conducts risk assessment to determine which factories will be subject to independent external monitoring <i>p.21-22, FLA Charter document</i> http://www.fairlabor.org/all/about/FLAcharter.pdf	100	30
Section total score / section weighting		30 X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Buying Policy" -It covers the core ILO conventions -It meets the hours of work standards -It does not include a living wage requirement	75	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=770745&bmUID=1121142692240	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) -"all our suppliers know we expect them to comply with our SCC" <i>Product Sourcing Policy on MEC website</i>	66.7	20
Section total score / section weighting		78.36 X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of the Fair Labour Association (FLA) <i>MEC 2004 STEP report</i>	100	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting		50 X 20%

4. Management

4.1 Resource Commitment -There is a "Senior-level sourcing position, Social Compliance Manager. Reporting directly to the CEO" -This person is in charge of accountability for sourcing at MEC and is two reporting levels from the board <i>2004 STEP Report</i>	100	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting		30 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There are internal audits and FLA audits. -Audits take place at new prospective factories and at any factories that produce MEC brand products <i>2004 STEP audit web page</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented -FLA conducts audits on a percentage of factories per year -Factories considered for production must also undergo audits <i>www.fairlabor.org</i>	100	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices -FLA audit methodology available through website <i>www.fairlabor.org</i>	100	15
5.5 External verification of labour standard audits -Have used Verité as an independent 3 rd party monitor -FLA external verification includes input from NGOs and unions onsite but it is unclear how systematic this third party involvement is <i>www.fairlabor.org</i>	66.7	20
5.6 Reporting the results of audits of labour standards in the supply chain -There is some disclosure and analysis of audit findings at the factory or supplier level -Membership to FLA began in 2005, reports on FLA audits are not yet available <i>2004 STEP report, www.fairlabor.org</i>	75	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations <i>STEP audit web page</i>	100	15
Section total score / section weighting		78.34 X 35%

Total Score **58** /100