



Mark's Work Wearhouse

Number of MWW employees: Full-time 1 088, Part-time 2 927

Type of company: Public, TSX: CTR

Notes: The information below applies to the whole of Canadian Tire Company

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

1.1 Board level responsibility for ethical issues in the supply chain -There is a board "Social Responsibility and Risk Governance" subcommittee with responsibility for ethical issues <i>2004 annual report, 2005 management information circular</i>	100	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -There is mention of labour standards issues as a risk factor in the annual report <i>p. 76, 2004 annual report</i>	66.7	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	60.01	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 "Code of Vendor Conduct" -It does not cover the core ILO conventions: -It does not include freedom of association. -It does not meet the hours of work standards -It does not include a living wage requirement	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>http://www2.canadiantire.ca/CTenglish/conduct_code.html</i>	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) <i>p.3 2004 Supplier Code of Business Conduct</i>	66.7	20
Section total score / section weighting	33.34	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	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	0	X 20%

4. Management

4.1 Resource Commitment -There is no reported evidence of senior manager whose primary responsibility includes labour standards in the supply chain. -There is a "Director of Compliance," as well as a Business Conduct Compliance Office, but there is no reported evidence that they are responsible for overseeing compliance with the company's supplier code of conduct. <i>p.19, 2004 Annual Information Form</i>	0	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	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is mention of periodic assessments <i>p.19, 2004 Annual Information Form</i>	50	15
5.2 Status of the audit schedule -No reported evidence	0	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 not publicly available	0	15
5.5 External verification of labour standard audits -Mention of third party that assists the auditing process ("where appropriate"), but not clear who -There is no reported evidence of input from NGOs or labour in the country of supply <i>p.8, 2004 Supplier Code of Business Conduct</i>	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	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>p. 8, 2004 Supplier Code of Business practices</i>	100	15
Section total score / section weighting	29.16	X 35%

Total Score **21** /100