



Mark's Work Wearhouse

Banners: Mark's Work Wearhouse, L'Equipeur
 Type of company: Public, TSX: CTR

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 Committee" with responsibility for ethical issues in the supply chain. <i>p. 24, 2006 Annual Information Form (http://www.corporate-ir.net/media_files/tor/ctr.a.to/reports/033106AIF.pdf)</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. 77, 2005 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	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	25	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>2006 Supplier Code of Business Conduct, 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 <i>p.3 2006 Supplier Code of Business Conduct (see link above)</i>	100	20
Section total score / section weighting	55	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	30
3.3 Worker and third party complaints - Has a complaints line but not clear that calls can be made in the workers spoken language <i>p.8 2006 Supplier Code of Business Conduct (see link above)</i>	0	40
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -There is a "Social Compliance Officer," but it is not clear how many reporting levels they are from the Board. <i>pg. 3, MWW Social Compliance Process Report, Sept. 2006</i> http://www2.marks.com/documents/SocialComplianceProcess.pdf	50	25
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	25
Section total score / section weighting	12.5	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -Committed to auditing all sourcing facilities. <i>p.22, 2006 Annual Information Form</i>	100	15
5.2 Status of the audit schedule -An auditing workplan has been scheduled and is currently being implemented <i>p. 4, Social Compliance Process document, 2006.</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. http://www2.marks.com/documents/MarksStandardCodeProvisions.pdf	100	15
5.5 External verification of labour standard audits -Mention of third party auditors. -There is no reported evidence of input from NGOs or labour in the country of supply <i>Audit policy statements, http://www2.marks.com/csrpolicies.asp</i>	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -Disclosure and quantitative analysis of aggregate findings http://www2.marks.com/documents/SocialComplianceProcess.pdf	40	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. 5-6, Social Compliance Process document, 2006.</i>	100	15
Section total score / section weighting	64.7	X 35%

Total Score **39** /100