

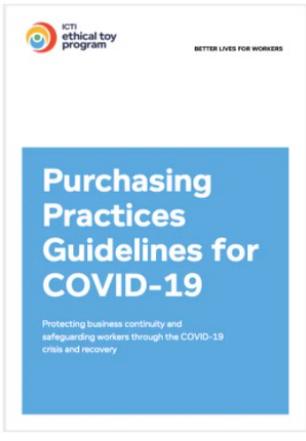


The ICTI Ethical Toy Program is one of the leading responsible supply chain programs around the world, we are committed to bringing manufacturers, brands, retailers, and civil society partners together to monitor, manage and fix social sustainability issues in the global supply chain and to support the well-being of factory workers.

We provide certification, assessment, and monitoring tools that enable brands, retailers, and manufacturers to achieve their responsible sourcing aims and drive standards. Our robust ethical certification scheme, capability building program, as well as worker-wellbeing initiatives are important pillars to ensure workers are protected, respected and treated with dignity.

With over 15 years of experience specialized in the ethical supply chain, we utilize our on-the-ground expertise to publish helpful briefings and guidance on various topics to support all types of businesses.

In addition to offices in Asia, Europe, and North America, we work with a global network of four independent audit firms to implement our certification program and other industry partners on worker well-being programs. For inquiries, please contact us at [info@ethicaltoyprogram.org](mailto:info@ethicaltoyprogram.org)

<p><a href="#"><u>Recruitment Practices Briefing – Guidance for Factories on avoiding peak season hiring pitfalls</u></a></p> <p>IETP understands that the seasonal swings in production demand at factories create a need to substantially increase the workforce during the peak seasons (summer months) which added pressure and high intake of workers create risk which can lead to poor recruitment practices.</p> <p>As IETP has over 15 years of experience supporting suppliers and buyers to achieve sustainability in the toy and children product supply chain, we take the learnings from the toy section as examples to discuss recruitment challenges faced by businesses, best practices, and tips on how to avoid such pitfalls.</p> <p>The tips from this briefing can be adapted to various manufacturing industries.</p>	
<p><a href="#"><u>Purchasing Practices Guidance for COVID 19</u></a></p> <p>A resilient business can thrive through market disruptive challenges if it has the right information available at speed, which enables confident and prompt decision-making. To help businesses navigate through the complexity of their global supply chain, the ICTI Ethical Toy Program (IETP) supports them with real-time reporting and helps them achieve their ESG (Environment, Social, and Governance) objectives throughout the sourcing and product development process.</p> <p>With COVID-19, IETP responded and adapted quickly to ensure our services supported buyers and factory members to prepare for the risk of supply chain disruption and its potential impact on the well-being of factory workers.</p>	

The guidance offers best-practice purchasing recommendations to help buyers manage risks, protect business continuity and safeguard workers through the COVID-19 crisis and recovery.

IETP’s mission is to build better lives for workers and a stronger industry through ethical production. The IETP worker well-being programs support thousands of front-line workers employed at factories around the world. The reports below introduce our impactful worker well-being programs and the mutual benefits they bring to all involved parties.

[Supporting Migrant Workers with Left-Behind Children in China](#)

Ethical Toy Program worker well-being programs support thousands of front-line workers employed at factories around the world. Studies show 1 in 5 of all children in China are left-behind, and 31% of domestic migrant parents workers have left a job before to take care of their children.

This document outlines how IETP’s worker well-being programs ease the issue and explain how your company can participate.



[Family-Friendly Factories: Five Years of Progress](#)

This report celebrates the achievements of our Family-Friendly Factories over the past 5 years, it shares example of programs that enhance workers’ well-being, at the same time, bring business benefits to factory and buyers.

For example, the Family-Friendly Spaces Program increase 321% in employee satisfaction, 121% in employee-management trust, and 39% in worker retention rate.

The report talks about the development and milestones of the Family-friendly programs in the past 5 years, as well as our plan for 2021 and beyond.



### [IETP Worker Helpline – Celebrating 10 Years of Support](#)

IETP Worker Helpline offers free, confidential counseling and advice to factory workers to support them on both personal and work-related issues. It also serves as an important grievance mechanism that factory workers use to report and resolve issues they may find difficult to raise.

The IETP Worker Helpline identifies potential risks and collects feedbacks to ensure workers are respected and protected. Over the past decade, it has effectively resolved concerns for around 18,000 workers.

This report outlines the measurable impacts, and the key milestones of the IETP Helpline as 2020 marks its tenth anniversary.

