



Mountain Equipment Co-operative

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

Notes:

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 Community Involvement Committee has explicit responsibility for ethical sourcing. <i>2005 Accountability Report, p.21</i> http://images.mec.ca/media/Images/pdf/MEC_Accountability_Report_v1_m56577569830608499.pdf	100	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -Mention of labour standards issues as a risk factor on the company website. http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=2534374302883130&bmUID=1162848637198	33.3	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain - MEC's Supply Chain Country Risk Initiative rates factories based on audit results and country risks. http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=2534374302883130&bmUID=1162848637198 -In addition, 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	80	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 <i>p.3, 2005 Ethical Sourcing Report</i> http://images.mec.ca/media/Images/pdf/MEC_Ethical_Sourcing_Report_v1_m56577569830602543.pdf	100	20
Section total score / section weighting	85	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of the Fair Labour Association (FLA) <i>p. 18, 2005 Accountability Report</i>	100	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain - Ongoing stakeholder engagement is taking place in the home country <i>p. 2, 2005 Ethical Sourcing Report, p21 2005 Accountability Report</i>	50	30
3.3 Worker and third party complaints - workers and third parties have access to FLA third party complaints process. MEC has also instituted a channel for worker complaints. http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=2534374302883130&bmUID=1162852459537	66.7	40
Section total score / section weighting	71.7	X 20%

4. Management

4.1 Resource Commitment -There is an Ethical Sourcing Manager, reporting directly to the CEO <i>p. 18, 2005 Accountability Report</i>	100	25
4.2 Training for Buying agents -There is training for any MEC staff in regular contact with factories, including buyers, designers, production associates, and quality assurance technicians. http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=2534374302883130&bmUID=1162848637198	100	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -Have developed an Ethical Sourcing Scorecard which is integrated into supplier review process. "It will factor the competing demands we put on a factory". <i>p.7, 2005 Ethical Sourcing Report</i>	50	25
Section total score / section weighting	62.5	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. Commitment to begin auditing non-private label brands in 2008. <i>p. 17, 2005 Accountability Report</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented -Every factory is audited at least once every two years. FLA also conducts independent audits. <i>p. 17, 2005 Accountability Report</i>	100	5
5.3 Public disclosure of manufacturing sites -Commitment to disclose factory locations in 2008. <i>p. 21, 2005 Accountability Report</i>	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices <i>p. 18, 2005 Accountability Report</i> -FLA audit methodology available through website (www.fairlabor.org) www.fairlabor.org	100	15
5.5 External verification of labour standard audits -FLA external verification includes input from NGOs and unions onsite but it is unclear how systematic this third party involvement is www.fairlabor.org	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 -FLA tracking charts not yet available but audits have been completed and will be made available. <i>p.5-6, 2005 Ethical Sourcing Report, www.fairlabor.org</i>	60	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.7, 2005 Ethical Sourcing Report</i>	100	15
Section total score / section weighting	75.3	X 35%

Total Score **74** /100