



PLEASE COMPLETE THE APPROPRIATE SECTION BELOW:

Section 1: FOR TIA MEMBERS WHO DO NOT SOURCE IN CHINA

MEMBER PLEDGE: To Support the ICTI Code of Business Practices and the ICTI CARE Process

To be completed by a senior officer of the company:

COMPANY NAME

recognizes the importance of the ICTI CARE Process in promoting ethical manufacturing worldwide. We further recognize that the success of this industry-wide effort will be determined by a definitive, binding commitment by individual companies such as ours to improve conditions in toy manufacturing facilities.

Therefore:

- 1. We certify that we do not now source product from China.
2. We declare our support for the ICTI CARE Process and our intention to participate in future.
3. We recognize that we will be asked to commit to a Date Certain, once we begin to source in China or once the ICTI CARE process becomes available in the country or countries from which we source.

In establishing this Date Certain, we commit to promoting the ideals of ethical manufacturing throughout our supply chain. Due to unforeseen developments, the company may extend the Date Certain date once by up to 12 months.

SIGNED BY

PLEASE PRINT NAME

TITLE

DATE SIGNED

Section 2: FOR TIA MEMBERS WHO SOURCE IN CHINA

MEMBER PLEDGE: To Comply with the ICTI Code of Business Practices and the ICTI CARE Process

To be completed by a senior officer of the company:

COMPANY NAME

recognizes the importance of the ICTI CARE Process in promoting ethical manufacturing worldwide. We further recognize that the success of this industry-wide effort will be determined by a definitive, binding commitment by individual companies such as ours to improve conditions in toy manufacturing facilities.

Therefore:

- 1. We commit to begin the ICTI CARE Process by having our own-brand toy suppliers register with ICTI CARE as outlined on the website, www.icti-care.org, under "Information for Factories."
2. Additionally, we commit to compliance with the ICTI CARE Process by [blank line] Indicate your company's Date Certain. Must be within 12 months of your TIA join date. After said date, we will only contract product manufactured by factories that have been ICTI-certified or are actively engaged in the ICTI CARE Process.
3. We understand and the ICTI CARE Process agrees that any information received from us that would allow identification of factories as being our suppliers will remain confidential. We understand that factories are only listed once they have entered the ICTI CARE Process and that the listing will not indicate the names of the companies they supply.

Complete and return this signed pledge form via FAX to Laura Quartuccio at Toy Industry Association (TIA): 212-633-1429

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