



ENVIRONMENTAL SUSTAINABILITY COMMITTEE CHARTER

MISSION STATEMENT

The primary purpose of the Environmental Sustainability Committee (the "Committee") is to monitor market-based developments and state and federal legislative and regulatory proposals related to environmental issues, study such matters and the affect they may have on the toy industry in North America and to assist the Board of Directors (the "Board") of the Association by formulating and advocating the strategies, policies and positions of the Association relating to matters of environmental sustainability.

KEY OBJECTIVES AND RESPONSIBILITIES

- Educate the Association's members on environmental sustainability, maintaining the factors and practices that contribute to the quality of the environment on a long-term basis.
- Encourage the Association's members to take appropriate steps regarding their environmental practices by considering utilization of recycled materials in product design, recyclability of components at the end of the product's useful life, designing packages and packaging systems to minimize the impact on the environment and waste streams and minimizing package materials or using alternative materials.
- Engage the Association's members, policymakers, and relevant third-party organizations to ensure the toy industry is being perceived as a responsible industry on environmental matters. Review manufacturing processes and consider new technologies and innovative procedures to reduce the use of and protect energy, water and other resources, while at the same time maintaining the appropriate standards of product safety and quality.
- Work with local, national and international legislators and regulators as well as the industry, to comply with and help create reasonable and effective laws and regulations aimed at protecting the environment.
- Educate employees, customers and consumers through programs and activities that promote environmental responsibility.
- Consider and meet the opportunities presented by evolving retailer and consumer attitudes toward the environment.

The Committee shall also perform any other activities consistent with the By-Laws of the Association and other governing laws, or as the Board or the Committee shall deem appropriate.

SELECTION AND TERM OF COMMITTEE CHAIRPERSON AND BOARD LIAISON

The Chairperson of the Committee shall be selected by the Association's Chairman. If the Committee Chairperson is not a member of the Association's Board, then the Chairman of the Association shall also

select a member of the Association's Board to act as liaison between the Committee and the Board. The Committee Chairperson can serve a maximum of two (2) consecutive one-year terms. There is no limit on the length of service for a Board liaison.

NUMBER, TERM AND QUALIFICATIONS OF COMMITTEE MEMBERS

Committee members shall be appointed by and serve at the discretion of the Committee Chairperson with consideration given to balancing the need for a certain level of continuity of service on the Committee, limits on the length of service by a member, and to achieving balanced representation from various segments of the industry and categories of products. The Committee Chairperson may appoint a Vice-Chairperson if such a position is determined to be necessary. The Committee shall consist of between six (6) and twelve (12) regular members including the Committee's Chairperson and Vice-Chairperson, if applicable.

Members of the Committee should have familiarity and experience with issues regarding environmental sustainability and the ability and willingness to invest the necessary time for attendance at meetings and participation in teleconferences, meetings and requests for input.

All regular TIA members shall be eligible to name a representative from their company as a "corresponding" member of the Environmental Sustainability Committee for the purpose of receiving all communications relating to the Committee's deliberations regarding environmental sustainability policy positions and advocacy efforts and having an opportunity to communicate the positions and interests of their company to the Committee. These representatives will not have voting rights but may attend meetings of the Committee.

SUBCOMMITTEES AND ADVISORY COUNCILS

When necessary, the Committee Chairperson may appoint additional subcommittees or advisory councils to address a specific program objective or project. The Committee Chairperson shall appoint a chair (who must be a member of the Committee) of any subcommittees and advisory councils and shall approve the members of all subcommittees and advisory councils. Members of a subcommittee must be regular members of the Association. Members of an advisory council may include regular or associate members and non-members of the Association.

CONDUCT OF COMMITTEE BUSINESS

The Committee Chairperson shall preside over meetings of the Committee. It is the responsibility of the Chairperson to set committee meetings. A minimum of half of the members of the Committee shall constitute a quorum for doing business. All actions of the Committee shall be taken by a majority vote of the members of the Committee present at the meeting, provided a quorum is present.

The Committee shall report to the Board. The Board liaison, if applicable, shall determine the extent of his/her involvement in the regular activities of the Committee. The Board liaison's primary responsibility will be to maintain communications with the Committee Chairperson and to report to the Board as necessary.