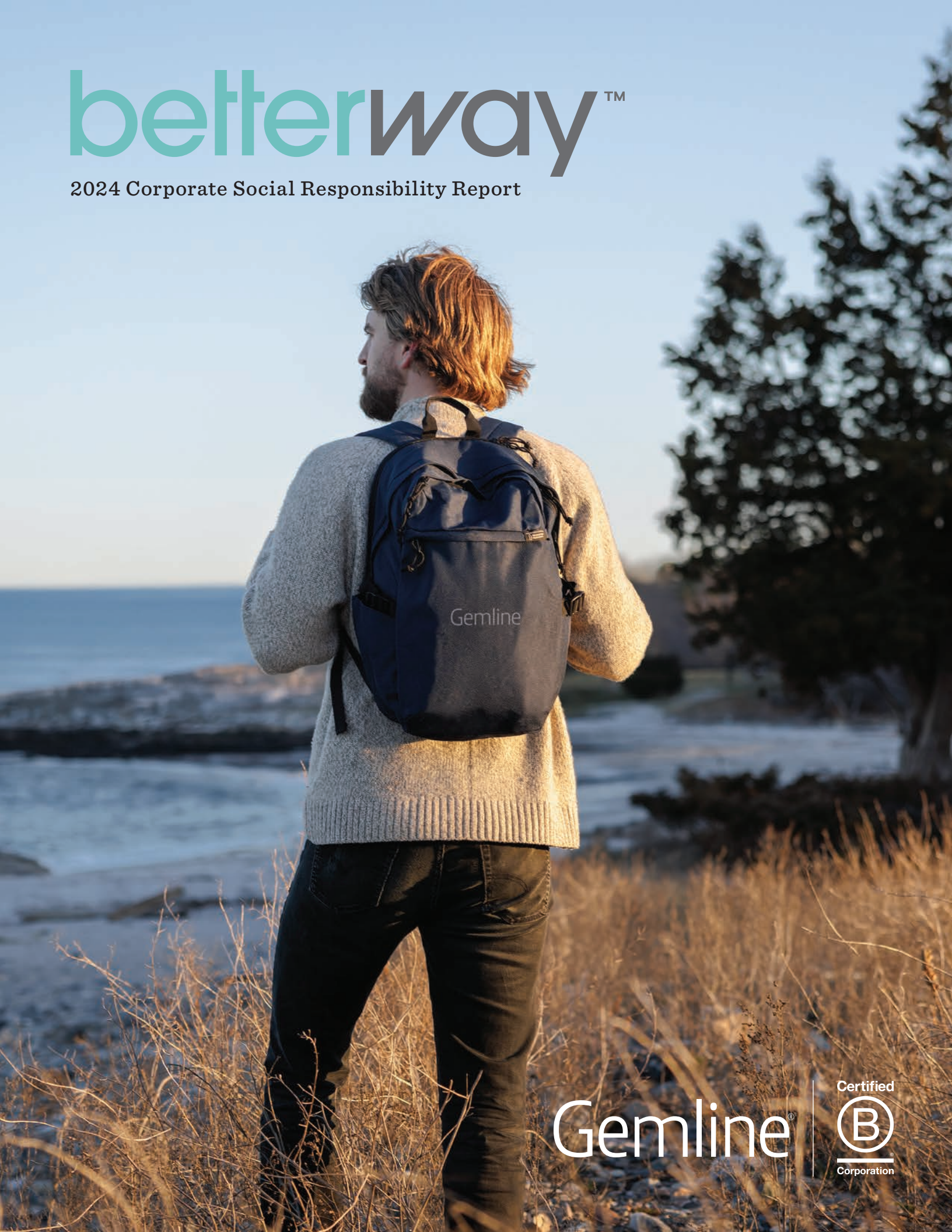


betterway™

2024 Corporate Social Responsibility Report



Gemline®

Certified



Corporation

A MESSAGE FROM LEADERSHIP

Dear Gemline Partners,

At Gemline, our purpose—We Promote Community™—continues to guide and inspire us. It is more than just words; it is the foundation of our culture and the driving force behind everything we do. Through betterway™, our framework for corporate social responsibility, we remain committed to making a meaningful impact on people, the planet, and our products.

In 2024, we proudly became a Certified B Corporation, a significant milestone that reflects our deep commitment to using business as a force for good. This recognition reinforces our dedication to operating with the highest standards of social and environmental responsibility.

While we take pride in this and other achievements, we recognize that the journey toward a better future is ongoing. As we look ahead, we remain steadfast in our commitment to fostering meaningful connections and driving positive change in the communities we serve.

Thank you for your continued partnership and support.

Sincerely,



Frank Carpenito
President & CEO



Jonathan Isaacson
Executive Chair

Our purpose, We Promote Community, drives everything we do.

It is the cornerstone of our organization's identity. Our dedication to community underpins betterway, which prioritizes positive impacts on people, the planet and our products.

We Promote Community™



Mindset

Community is at the core of who we are and drives everything we do.



Culture

Community is embedded in our culture and is reflected in how we treat each other with dignity and respect.



Engagement

Community is evident in our commitment to making a positive impact both locally and globally.



Products

Community is supported by the products we sell, which create connections and increase affinity between people.



Customers

Community is embodied in the trust we build with our customers by delivering an exceptional experience.

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ABOUT THIS REPORT:

This report was published in April, 2025 and the information provided in this report covers Gemline's most recently completed fiscal year that began on January 1, 2024, and ended on December 31, 2024, referred to as 2024 throughout the report.



A Commitment to Purpose and Accountability

betterway™ is more than a program—it's a mindset that challenges us to do better every day for people and the planet. This philosophy shapes not only the products we design and the partnerships we build, but aligns with Gemline being a **Public Benefit Corporation (PBC)**, as we are legally required to balance profit with purpose.

Additionally, as a **Certified B Corporation**, we voluntarily meet the highest standards of social and environmental performance, transparency, and accountability. Through betterway, we hold ourselves to these commitments, driving meaningful impact and a more responsible future.





ACCOUNTABILITY STANDARDS

Our new **betterway™ Accountability Standards** provide us with a framework for meaningful and measurable progress towards our goals—for ourselves and our brand partners. By holding ourselves to the highest standards, we strive to make a difference in the communities we serve and the world we share.

ACCOUNTABILITY STANDARDS SUMMARY

	BRAND STANDARDS	BRAND CERTIFICATIONS	PRODUCT ACCOUNTABILITY STANDARDS
FOCUS AREAS	Responsible Sourcing	Corporate Sustainability	Cleaner Materials
	Chemical Elimination	Environmental Impact	Natural Materials & Fibers
	Environmental Stewardship	Ethical Business Practices	Recycled Materials

> [To review our Accountability Standards, click here or refer to the appendix.](#)

ETHICAL & RESPONSIBLE BUSINESS PRACTICES

We are deeply committed to responsible business practices that extend across our entire supply chain, from sourcing to production. Our focus on **Responsible Sourcing**, **Vendor Social Accountability**, and **Product Safety and Compliance** ensures that we not only meet, but exceed industry standards for ethics, quality, and environmental responsibility.



RESPONSIBLE SOURCING

We take pride in our commitment to responsible sourcing. While others may work with intermediaries, Gemline's Asia-based technical center manages our supply chain by working directly with fabric mills, accessory suppliers, and source plants. Upholding the highest standards of ethical, moral, and legal business conduct, we prioritize the well-being of both our team members and those involved in producing our goods. We firmly believe that every individual involved deserves a safe and healthy working environment, and we spare no effort to make this a reality. This approach isn't just a philosophy; it's a differentiator for us.



VENDOR SOCIAL ACCOUNTABILITY PROGRAM

The Gemline Code of Conduct covers a range of social, environmental, and ethical questions so we can ensure our supply chain meets our ethical standards. We engage third parties to conduct audits that follow international standards like SMETA, BSCI, and SA 8000 to ensure that our sourcing guidelines are met in all facilities and factories.



PRODUCT SAFETY AND COMPLIANCE

Gemline's approach to compliance is multifaceted. Starting with our in-house product design and development process, our goal is to make certain that products are built to meet our high standards for safety, quality, and usability, while exceeding any regulatory requirements. We conduct both internal and third-party testing for restricted chemicals, confirming functional claims, tracing recycled materials to the source, and obtaining appropriate product certifications.

[> View Product Safety and Compliance Statements](#)

ADVANCING THE UN GLOBAL COMPACT AND SDGs



Gemline is a proud signatory of the **UN Global Compact**, committing to its Ten Principles in the areas of human rights, labor, environment, and anti-corruption. These principles guide how we operate responsibly every day. [To learn more, click here.](#)

In addition, we actively support the **United Nations' 17 Sustainable Development Goals (SDGs)**, which outline a global blueprint for creating a more just, equitable, and sustainable future. Together, the Global Compact principles define our approach to responsible business conduct, while the SDGs shape the broader impact we aim to have on the world. [To learn more, click here.](#)

We are currently focused on eight SDGs where we believe we can make the greatest positive impact.

PEOPLE



PLANET



PRODUCT



COMMUNITY IMPACT

In the words of one of our beloved retired board members, “Good enough is not good enough.”
Supporting our employees, partners, and local communities through charitable giving
and meaningful engagement is part of who we are.



DONATIONS

In 2024, Gemline donated over \$525,000 USD in cash and in-kind donations to both local and national charitable causes. Nationally, we reaffirmed our commitment to the **Boys & Girls Clubs of America**, expanding our impact to reach even more communities. Locally, our focus continues to be on health and wellness programs, housing and human welfare programs, and leadership activities in our local community of Lawrence, MA. We are a proud supporter of the **Boys and Girls Club of Lawrence, Greater Lawrence Family Health Center, Elevate New England, Lawrence Partnership, Lawrence Community Works, One Family, Junior Achievement, and Groundwork Lawrence**, to name a few.



Boys & Girls Clubs of America is a national youth organization of more than 5,100 local clubs, providing safe places, caring mentors, and life-enhancing programs for millions of young people. Our national partnership with Boys & Girls Clubs of America allows us to support youth across the United States, in areas where some of our employees, customers, and partners reside. Join us in doing even more good. > <https://www.bgca.org/>

COMMUNITY IMPACT



EMPLOYER-SUPPORTED VOLUNTEERING (ESV)

In 2024, Gemline continued its employer-supported volunteering (ESV) program. Gemline employees dedicated **407 volunteer hours** to supporting causes such as the **Boys & Girls Club of Lawrence**, **YMCA of Lawrence**, **Bread & Roses**, **Junior Achievement** and other local organizations.



GEMLINE SCHOLARSHIP PROGRAM

As part of our commitment to supporting our associates and the community, Gemline launched its annual scholarship program in 2023. Since its inception, we have awarded **\$45,000 in scholarships to 17 students**, helping them pursue their educational goals and invest in their futures. This program reflects our dedication to empowering the next generation through access to higher education.



In Action:

2024 ACHIEVEMENTS

This year, we made significant strides in our ongoing journey toward a better way of doing business. These achievements are rooted in three pillars—**People, Planet, and Product**—and reflect our commitment to embracing new perspectives, experiences, and ideas as we work toward a shared vision of a better way.

By The Numbers

2024 ACHIEVEMENTS



CHARITABLE DONATIONS

\$525,000+

Donated to charitable causes that support our local community, as well as to our national partnership with Boys & Girls Clubs of America.



EMPLOYER-SUPPORTED VOLUNTEERING (ESV)

407

volunteer hours used.
Organizations that benefitted from employee volunteers included the Boys & Girls Club of Lawrence, YMCA of Lawrence, Junior Achievement, Bread & Roses and other local organizations.



SOLAR ENERGY PRODUCTION

34%

of the electricity at our Lawrence, MA facility's Solar Power Generation System now comes from solar energy, reducing reliance on traditional power sources.



ENERGY SAVINGS

137,703kWh

(Kilowatts)

211.85 tons of trash - 6% reduction in waste from 2023



RESPONSIBLE WASTE MANAGEMENT

6%

In 2024, Gemline introduced a comprehensive bin recycling system across our Lawrence, MA facility, including multi-stream recycling bins in key areas. As a result, we reduced waste sent to Energy Recovery by 6% and increased recycling efforts by 13%, reinforcing our commitment to responsible waste management.



PVC ELIMINATION

97%

Of our product line is PVC-free.

A diverse group of six young adults (three men and three women) are smiling and posing for a selfie outdoors. They are huddled together, with some arms visible in the foreground. The background shows green trees and a building under a cloudy sky.

PEOPLE

FOSTERING A POSITIVE, FLEXIBLE
& DIVERSE COMPANY CULTURE

PEOPLE



COMPANY CULTURE

At Gemline, we pride ourselves on cultivating a positive and supportive workplace culture. Through ongoing development initiatives, a focus on continuous improvement, and a flexible work environment, we empower our employees to thrive professionally and personally, driving innovation and success.



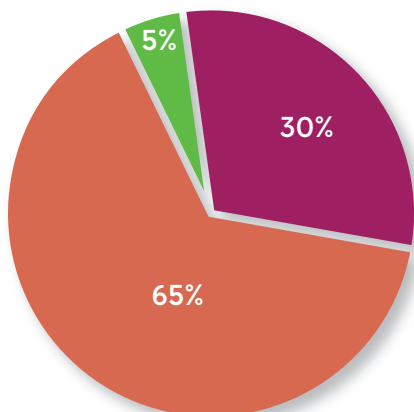
CELEBRATING TENURE

We are honored to have employees that have spent much of their career with Gemline. In fact, over **16%** of employees have been with Gemline for **20+ years**, and over **30%** for **10+ years**. We celebrate these milestones annually to recognize the dedication of these team members.



COMMITMENT TO DEVELOPMENT

In 2024, Gemline invested **1,990** hours in training and development for our employees. This equates to approximately **10 hours** of training per employee.



DIVERSITY, EQUITY & INCLUSION

Diversity is important to Gemline because it is unquestionably the right thing to do. Our behaviors are based on striving to be open-minded, and a quest to learn and grow. We work together to create an environment that embraces what makes each of us unique. We aspire to promote equality by demonstrating value, respect and trust for people.

■ 65% Hispanic/Latino • ■ 5% Asian/African American • ■ 30% White

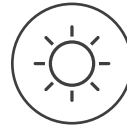


PLANET

ENVIRONMENTAL
STEWARDSHIP

We believe in being responsible stewards of the planet. By taking purposeful action to minimize our environmental footprint, we are helping to protect our planet for generations to come.

2024 ACHIEVEMENTS



SOLAR

Gemline installed a Solar Power Generation System in late 2022 at our Lawrence, MA headquarters, **which generated 34% of the energy needs at our Lawrence, MA facility in 2024.**



CARBON FOOTPRINT

We are committed to reducing our carbon footprint, with a goal of lowering our Scope 1 and 2 emissions annually. In 2024, due to the strategic consolidation of our warehouse operations—from three smaller facilities into one centralized location—we experienced a temporary 9% increase. While this was a short-term impact, we're confident that the efficiencies gained through this move, along with other internal sustainability initiatives, will position us to achieve meaningful reductions in 2025 and beyond.



CARBON NEUTRAL PROGRAM

UPS has mitigated 484,944 metric tons of CO₂e for 2024.

This is equivalent to:

- Taking approximately 105 cars off the road for one year
- The emissions from consuming approximately 54,568 gallons of gasoline.



CARBON OFFSETS

Gemline worked with Climate Impact Partners to purchase certified carbon offsets for our Scope 1 & 2 emissions from 2024. This initiative was divided between three projects located in the United States, India, and Bangladesh.

The Mississippi Band of Choctaw Indians aims to use the sale of carbon credits to build a new high school, rather than harvesting the forest for timber revenue.

Orb Rooftop Solar PV systems convert sunlight into electricity and displaces demand from India's energy grid.

Dhaka, the capital of Bangladesh, is plagued by methane leakage from aging infrastructures. The CDM project finances new technology & training to repair gas leaks.



PACKAGING

In 2024, we successfully **reduced our bubble wrap packaging usage by 25% while increasing our use of biodegradable kraft paper by 5%.** These efforts reflect our ongoing commitment to increase the recyclability of our packaging solutions.



ZERO LANDFILL FACILITY

No waste from Gemline's headquarters and manufacturing operations in Lawrence, MA went into a landfill for the 6th consecutive year.

- **211.85** tons of trash were converted into **137,703** kilowatts of electricity, which is enough to furnish power to approximately **131** homes.
- **326.86** tons of cardboard was recycled.
- We reduced the amount of waste that went into Energy Recovery from our Lawrence, MA facility by **6.1%**.

THIS SAVED THE PLANET:

- ✓ **15,036** Gallons of oil
- ✓ **1,078.64** Cubic yards of landfill space
- ✓ **1,340,126** Kilowatts of energy
- ✓ **228,802** Gallons of water
- ✓ **5,556.62** Trees
- ✓ **19,611** lbs. of pollution not created

A woman with long brown hair, wearing a light blue long-sleeved shirt and jeans, is seen from the side in a grocery store. She is holding a large orange tote bag with a white floral pattern. In her right hand, she is holding a jar of jam with a floral label. The background shows shelves stocked with various jars and products.

PRODUCT

PREFERRED MATERIALS,
CLEANER MATERIALS,
CARBON ACCOUNTABILITY,
AND CHARITABLE IMPACT

Our betterway™ products fall into four key categories:

Preferred Materials, Cleaner Materials, Carbon Accountability, and Charitable Impact.

These criteria are not mutually exclusive—many of our products proudly meet multiple standards.

Additionally, Gemline's design team embraces **circular product design principles** that prioritize long-term impact. Together with our betterway™ Accountability Standards, these principles help ensure that we—and our brand partners—uphold the highest levels of responsibility and innovation.

PREFERRED MATERIALS

We are committed to using recycled materials and sustainably sourced natural fibers whenever possible. Our products are designed for longevity, with a focus on reducing single-use plastics.

In 2024, **45% of the products introduced by Gemline incorporated one or more of these preferred materials.**



RECYCLED MATERIALS

Using certified recycled materials, like Recycled PET (rPET), in products reduces demand for raw resources, diverts waste from landfills, and lowers energy consumption compared to virgin materials, resulting in reduced carbon emissions and environmental impact.

> [See all products made with recycled materials](#)

NATURAL MATERIALS & FIBERS

Products using natural materials like wood and paper, and natural fibers like jute, bamboo, and cotton generally have a lower carbon footprint and require less energy and fewer resources to produce than synthetic alternatives. Additionally, natural fibers are renewable, and some like bamboo and jute grow quickly.

> [See all products made with natural materials and fibers](#)



REDUCE SINGLE USE PLASTICS

Products, like reusable drinkware, shopping bags, cutlery, and food storage containers, intended to act as durable alternatives to disposable plastics, help to reduce waste and promote more responsible consumption habits.

> [See all single-use plastic product alternatives](#)



RECYCLABLE MATERIALS

Products made with aluminum, a material that can be recycled again and again, with no loss of material, and capable of being used to make similar products. Using recyclable materials helps to reduce the amount of waste that ends up in landfills and reduces environmental pollution.

> [See all products made with recyclable materials](#)

CLEANER MATERIALS

Products made with cleaner materials ensure that the materials used are safe and non-toxic.

What's more, when certified by Oeko-Tex® or bluesign®, you can also be assured that they are produced in environmentally responsible ways.

- Through our dedicated efforts in **2024**, we made significant progress on our PVC-free journey, achieving a **97% PVC-free** product line across Gemline-branded products, house brands, and brand partner offerings.

> [Learn more about PVC](#)

- **100%** of Gemline products and brand partner products are **PFAS-free**.

> [Learn more about PFAS](#)



CARBON ACCOUNTABLE

In 2024, Gemline began tracking the carbon emissions (measured in kilograms of CO₂e) from a product over its lifecycle, from “cradle-to-gate.” We successfully tracked greenhouse gas emissions, from raw material sourcing through distribution to Gemline, including product decoration for **375+** products.

> [Explore carbon footprint tracking](#)

This is the first step towards our commitment to manage our Scope 3 emissions, and will be used to guide our future efforts to minimize carbon emissions throughout the product lifecycle.

BRAND PARTNERS COMMITTED TO USING PREFERRED MATERIALS

We are proud to partner with retail brands committed to using our preferred materials. Together, we offer a range of innovative products that have a long-term positive impact.



Osprey offers high performing and long lasting sustainable carry solutions made with high-quality bluesign®-approved recycled fabrics.

[> Learn more.](#)



Out of the Ocean® is cleaning up the ocean with every bag. Each bag they make removes plastic bottles from our oceans and waterways.

[> Learn more.](#)



Out of the Woods® specializes in reusable bags and insulated coolers that are made from Washable Paper which is FSC®-certified (FSC® C153080) made of tree cellulose, a renewable resource, from responsibly managed forests.

[> Learn more.](#)



All Slowtide products exceed Oeko-Tex Standard 100, ensuring safe production. Slowtide's polyester products are made from 100% recycled post-consumer waste and certified by the Global Recycled Standard. All cotton in Slowtide products is certifiably sourced. [> Learn more.](#)



W&P is on a mission to do better for people & the planet. W&P beautifully replaces single-use kitchen disposables, empowering consumers to make sustainable choices that are better for them and the planet while bringing to life their personal style.

[> Learn more.](#)

COMMUNITY IMPACT

Gemline is also proud to partner with **brands that contribute funds to charitable efforts** and are making an impact in the world.



CORKCICLE®

[SHOP](#)

Every CORKCICLE® purchase helps bring clean water to people in need through CORKCICLE's partnership with charity: water. By giving people access to clean water, they are restoring health, providing new opportunities, and creating real change in developing countries. To date, CORKCICLE has donated over \$842,000 to fund water projects.

corkcicle.com/pages/charity-water



MiiR

[SHOP](#)

A B Corporation, 1% For the Planet Member, Climate Label Certified, and Certified Evergreen company, MiiR has given over \$5 million to 175+ organizations working across five continents towards social and environmental change.

miir.com/pages/responsibility



MOLESKINE

[SHOP](#)

Every Smart Writing Set and notebook from the Art Collection helps unlock the creative potential of young people around the world. Every sale will help fund access to quality educational experiences and creative spaces for marginalized youth through the Moleskine Foundation.

moleskinefoundation.org



OUT OF THE WOODS®

[SHOP](#)

As a 1% for the Planet member, they donate 1% of all Out of the Woods® and Out of the Ocean® sales to the National Forest Foundation, supporting their goal to plant 50 million trees by 2025. Through their partnership with GreenSpark, they bolster their impact by planting a tree in Kenya's EarthLungs Reforestation Project for every order and review.

outofthewoods.com

COMMUNITY IMPACT

Gemline is also proud to partner with **brands that make a difference through community engagement**—supporting initiatives that empower local communities, drive social impact, and create lasting change.


[SHOP](#)

SLOWTIDE Slowtide believes in the power of collaboration to create a better world and is dedicated to giving back whenever possible. With a strong commitment to making a difference, Slowtide partners with and donates to nonprofit organizations year-round, supporting initiatives like surf therapy, art programs for underserved youth, environmental efforts, and more. slowtide.co/responsibility


VSSL
[SHOP](#)

VSSL has partnered with Communitas: a not-for-profit that serves young people with special needs. After all the parts of a VSSL arrive at the warehouse in Canada, they get carefully assembled by some of the exceptional young people that are a part of the Communitas program. vsslgear.com/pages/our-story


w&p
[SHOP](#)

W&P is passionate about food and ending food insecurity. That's why they support City Harvest—an organization that is rescuing surplus food and delivering it to those in need—through volunteer work and giveback opportunities. To date, City Harvest has rescued over one billion pounds of food that would have otherwise gone to waste and delivered it, free of charge, to food pantries and soup kitchens across New York's five boroughs. cityharvest.org/our-story



WHAT'S NEXT?

We are proud of our progress, but recognize there is much more to achieve.

As our journey continues, we'll expand existing betterway™ initiatives and embrace new ones, always striving to create a better way, together.

COMMITMENT TO COMMUNITY



In 2025, we will continue our national partnership with **Boys & Girls Clubs of America**. Gemline will also continue to support our surrounding community and global humanitarian efforts with thoughtful charitable donations.

Boys & Girls Clubs of America is a national youth organization of more than 5,400 local clubs, providing safe places, caring mentors, and life-enhancing programs for millions of young people.

PEOPLE

PRIORITIZING EMPLOYEE WELLNESS

In 2025, Gemline will focus on employee wellness with a structured plan to enhance well-being. We aim to cultivate work-life synergy, support physical health through fitness programs and ergonomic enhancements, and promote emotional well-being with mindfulness activities and resources. Engagement will be sustained through education, incentives, and team building, reinforcing our commitment to a thriving Gemline community.

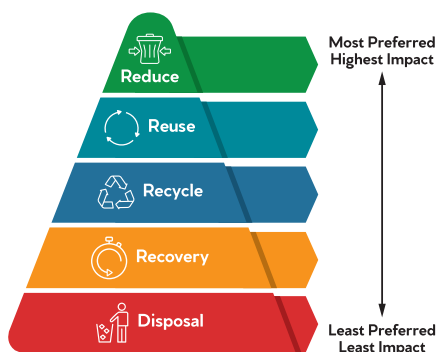
PLANET

ADVANCE OUR SUSTAINABILITY PRACTICES

Gemline plans to offset our Scope 1 (controlled by Gemline), Scope 2 (purchased by Gemline) footprint in 2025. Additionally, Gemline will continue our focus on reducing greenhouse gas (GHG) emissions by 10% annually.

Gemline is enhancing transparency around our carbon footprint at the product level and will expand the number of tracked products by 50%.

CONTINUE WASTE MANAGEMENT SUCCESS



In 2025, Gemline will continue to decrease the amount of waste that goes into Energy Recovery and increase the amount we recycle by expanding our waste management practices throughout the company. Our goal is to decrease our waste by 10% in 2025.

PRODUCT

PREFERRED MATERIALS

Gemline will increase the number of products that are manufactured with preferred materials. In 2025, our target is 50% of all products introduced will be made with preferred materials. One tactic that will help us reach this goal is our plan to continue using Aware™ traceability technology to track and validate textile composition impact from origin to consumer.

PVC ELIMINATION



By the end of 2025, all Gemline branded products and house-branded products will be 100% PVC free.



APPENDIX



ACCOUNTABILITY STANDARDS

At Gemline, we believe there is always a better way to do business—one that creates a lasting, positive impact on people, the planet, and the products we make. Our betterway™ Accountability Standards serve as the foundation of this commitment, guiding our actions and driving meaningful progress.

As a Public Benefit Corporation, we go beyond words—we are legally required to uphold our commitment to responsible business practices and demonstrate measurable progress. Additionally, as a Certified B Corporation, we voluntarily meet the highest standards of social and environmental performance, transparency, and accountability.

Each of our betterway™ Accountability Standards provides a framework for continuous improvement, and we are committed to updating and strengthening these guidelines annually—for ourselves, our brand partners, and our customers.

By holding ourselves to the highest standards and embracing transparent reporting, we strive to make a real, measurable difference in the communities we serve and the world we share. For us, betterway™ is more than a standard—it’s a commitment to doing better in every way.

ACCOUNTABILITY STANDARDS SUMMARY

	BRAND STANDARDS	BRAND CERTIFICATIONS	PRODUCT ACCOUNTABILITY STANDARDS
FOCUS AREAS	Responsible Sourcing	Corporate Sustainability	Cleaner Materials
	Chemical Elimination	Environmental Impact	Natural Materials & Fibers
	Environmental Stewardship	Ethical Business Practices	Recycled Materials

betterway™ BRAND STANDARDS

I. RESPONSIBLE SOURCING

100% of Gemline's Tier 1 and Tier 2 supplier facilities engage with third-party auditors to conduct audits using international frameworks like SMETA, BSCI, and SA 8000 to verify compliance.

Gemline is committed to ensuring that our supply chains, comprised of over 30 suppliers, are clean, fair, safe, non-discriminatory, and uphold the highest ethical and legal standards. Our Code of Conduct addresses social, environmental, and ethical requirements to establish and uphold the industry's highest standards.

GEMLINE PRODUCTS*

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% of Tier 1 and Tier 2 Suppliers complete a social accountability audit.	100% in 2024	2010	Annually

On an annual basis, and when we begin work with a new brand partner, we communicate our requirements to ensure that our brand partners have in place or implement their own manufacturing codes of conduct that meet or exceed Gemline's requirements.

BRAND PARTNERS

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% of brand partners verify they have manufacturing codes of conduct with their suppliers that meet or exceed Gemline's requirements.	75% in 2024	2021	Annually

*Gemline Products are marketed and sold under the following brands: Aviana™, Elements, Gemline®, Gourmet Expressions®, Heritage Supply, La Cuisine™, Merrimack Hat Co.™, RuMe®, Travis & Wells® and Vertex®.

II. CHEMICAL ELIMINATION

Gemline works to ensure that 100% of the products we sell are made without harmful chemicals in order to safeguard the health of our employees, customers, and the communities we serve.

A. BISPHENOL A (BPA)

Gemline requires that 100% of the products it manufactures, sources, and sells—as well as those from our brand partners—that are intended to come into contact with food or liquids for human consumption, are BPA-free.

BPA is a synthetic chemical commonly used in the production of plastics and resins. It is often found in products like water bottles, food containers, and certain kinds of packaging. There is growing concern over potential health risks of products that contain BPA, as it can leach into food and beverages, especially when the plastic is heated or worn down.

GEMLINE PRODUCTS*

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% BPA-free	100% in 2024	2015	Annually

When we begin working with a new brand partner or introduce new products from our brand partners, we communicate our requirement to ensure that all products meet Gemline's BPA-free standard.

B. PFAS – Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS)

Gemline requires that 100% of products it manufactures, sources and sells, as well as products from our brand partners, are PFAS-free.

PFAS make up a class of forever chemicals that are often used to make textiles stain-resistant and water-repellent, and to keep food from sticking to packaging or cookware. Because PFAS break down slowly, they can leak into the environment, leading to accumulation in soil and water. Repeated exposure can build up in wildlife and humans over time, and may be toxic.

GEMLINE PRODUCTS*

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% PFAS-free	100% in 2024	2022	Annually

When we begin working with a new brand partner or introduce new products from our brand partners, we communicate our requirement to ensure that all products meet Gemline's PFAS-free standard.

BRAND PARTNERS

Goal	Current Status	Implemented Since	Reporting Frequency
100% PFAS-free	100% in 2024	2022	Annually

*Gemline Products are marketed and sold under the following brands: Aviana™, Elements, Gemline®, Gourmet Expressions®, Heritage Supply, La Cuisine™, Merrimack Hat Co.™, RuMe®, Travis & Wells® and Vertex®.

C. PHTHALATES

Gemline is working toward a 100% phthalate-free product line, and expects that all products it manufactures, sources and sells, as well as those product from our brand partners, are phthalate-free.

Phthalates are chemicals, often used as “plasticizers” in plastic products, to make them softer and more flexible. They are most commonly found in cosmetics, personal care items, food packaging, medical devices, and building materials, but can also be found in waterproof or coated fabrics, faux leather and vinyl bags. Phthalates are endocrine disrupters and exposure can lead to a range of health problems, including reproductive issues, developmental delays, and increased risk of certain cancers.

GEMLINE PRODUCTS*

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% Phthalate-free	100% in 2024	2019	Annually

When we begin working with a new brand partner or introduce new products from our brand partners, we communicate our requirement to ensure that all products meet Gemline’s phthalate-free standard.

D. POLYVINYL CHLORIDE (PVC)

Gemline is working toward achieving a 100% PVC-free product line and requires that all products it manufactures and sells, as well as those products from our brand partners, are PVC-free.

PVC is a type of plastic polymer known for being relatively inexpensive to produce, is commonly used as a backing material in bags, and can be found in packaging, inks, and many other inexpensive items sold in the promotional products industry. PVC is hazardous to produce and dispose of, and poses serious risks to human health and our ecosystems. It has a high carbon footprint and is minimally recyclable.

GEMLINE PRODUCTS*

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% PVC-free	97% in 2024	By the end of 2025	Annually

When we begin working with a new brand partner or introduce new products from our brand partners, we communicate our requirement to ensure that all products meet Gemline’s PVC-free standard.

BRAND PARTNERS

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% PVC-free	94% in 2024	By the end of 2025	Annually

*Gemline Products are marketed and sold under the following brands: Aviana™, Elements, Gemline®, Gourmet Expressions®, Heritage Supply, La Cuisine™, Merrimack Hat Co.™, RuMe®, Travis & Wells® and Vertex®.

III. ENVIRONMENTAL STEWARDSHIP

Gemline's goal is to design, build and sell products that minimize greenhouse gas emissions and align with our circular product design principles. We are dedicated to creating products that are built for longevity, made from natural fibers or recycled materials, and are fully recyclable, subsequently reducing their environmental impacts.

A. GHG GREENHOUSE GAS EMISSIONS

Gemline is committed to developing and executing strategies to achieve a 10% annual reduction in carbon emissions.

We are measuring and managing our Scope 1, 2, and 3 carbon emissions as part of our ongoing efforts to protect the planet.

GEMLINE CORPORATION*

Goal	Current Status	Goal Achieved Date	Reporting Frequency
10% Annual reduction in carbon emissions	7% reduction in 2024	2020	Annually

We encourage our brand partners to measure their annual greenhouse gas (GHG) emissions, set measurable reduction targets, and implement actionable plans to achieve these goals.

BRAND PARTNERS

Goal	Current Status	Goal Achieved Date	Reporting Frequency
N/A	MiiR - The Climate Label Certified**	2024	Annually

** MiiR earned Climate Neutral Certification in 2020 and transitioned to The Climate Label Certified in 2024. > [Learn more](#)

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B. PREFERRED MATERIALS

Gemline prioritizes circular product design principles that focus on long-term impact. We are committed to using recycled and sustainably-sourced natural materials and fibers; designing products with recyclable materials whenever possible; and offering high-quality products built for longevity—including those intended to reduce the use of single-use plastics.

1. Recycled Materials

Gemline encourages the use of certified recycled materials in the products and packaging we manufacture and source, as well as those from our brand partners. Using recycled materials in products and packaging reduces demand for raw resources, diverts waste from landfills, and lowers energy consumption compared to virgin materials, resulting in reduced carbon emissions and environmental impact.

GEMLINE PRODUCTS			
Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% of recycled content is certified recycled content (when recycled content is used)	100% in 2024	2020	Annually
50% of all products contain certified recycled content	23% in 2024	By the end of 2030	Annually
100% of all packaging contains recycled content	100% of shipping cartons contain at least 85% post-recycled consumer content 0% of primary product packaging contains post-recycled consumer content	2020 By the end of 2025 100% to contain at least 60% post-consumer recycled content	Annually

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We encourage our brand partners to use certified recycled content and recycled packaging.

BRAND PARTNERS

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% of recycled content is certified recycled content (when recycled content is used)	100% in 2024	2020	Annually

2. Natural Materials & Fibers

Gemline encourages the use of sustainably-sourced natural materials, such as wood and paper, as well as natural fibers like jute, bamboo, and cotton in our products. These materials generally have a lower carbon footprint, require less energy and fewer resources to produce than synthetic alternatives, and typically involve the use of fewer chemicals in their growth and processing. Additionally, natural fibers are renewable, with some, like bamboo and jute, growing quickly.

GEMLINE PRODUCTS

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% sustainably-cultivated natural materials (when natural materials are used)	0%	Starting by Q4 2026	Annually

We encourage our brand partners to use certified natural materials and fibers in products when natural materials are used.

BRAND PARTNERS

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% sustainably-cultivated natural materials (when natural materials are used)	Out of the Woods® Washable Paper products are FSC-Certified (FSC® C153080)	2021	Annually
	Moleskine paper products are FSC-Certified (FSC® C175379)	2008	

We encourage our brand partners to use certified recycled content and recycled packaging.

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3. Recyclable Materials

Gemline actively supports circularity in packaging and products to reduce the amount of waste that ends up in landfills and reduce environmental pollution. We encourage the minimization of packaging, use of packaging materials that are recyclable or compostable at end of life, and circular design of products so that they can be recycled.

GEMLINE PRODUCTS*

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% of packaging is recyclable	100% of shipping cartons 90% of primary product packaging	2020 100% by the end of 2025	Annually

We encourage our brand partners to use recyclable or compostable at end-of-life materials, and circular design of products so that they can be recycled.

4. Longevity

Gemline supports the use of reusable water bottles, food containers, cutlery, and grocery bags as durable alternatives to disposable plastics, helping to reduce waste and promote more responsible consumption habits. This impact is further enhanced when these products are made with recycled materials, natural fibers, or are designed to be recyclable at the end of their lifecycle, contributing to a more circular economy and reducing their overall environmental footprint.

GEMLINE PRODUCTS*

Goal	Current Status	Goal Achieved Date	Reporting Frequency
100% of products designed to replace single-use plastics are also made with a certified preferred material and/or are recyclable	25%	By the end of 2032	Annually

We encourage our brand partners to use certified preferred materials instead of virgin materials, when designing products that are meant to replace single-use plastics, which can help lessen their carbon-footprint.

BRAND PARTNER

Goal	Current Status	Goal Achieved Date	Reporting Frequency
50% of products designed to replace single use plastics are also made with a certified preferred materials and/or are recyclable	24%	By the end of 2032	Annually

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betterway™ BRAND CERTIFICATIONS

Gemline believes in the importance of third-party validation to demonstrate our commitment to corporate sustainability, environmental impact, and ethical business practices. We encourage our brand partners to pursue similar certifications. These certifications not only help customers make more informed purchasing decisions, but also enable them to align their spending with their own environmental and social values.

 Certified B Corporation	Certified B Corporations (B Corps) are for-profit companies committed to using business as a force for good, certified by the non-profit organization B Lab. B Corps meet high verified standards of social and environmental performance, transparency, and accountability to all of their stakeholders.
 THE CLIMATE LABEL CERTIFIED	The Climate Label Certified companies earn their certification from The Change Climate Project – A 501(c)3 tech nonprofit, by implementing an internal carbon fee, which is applied to every ton of their emissions. They then must allot the resulting pool of funds to projects that cut emissions across their operations and supply chains, and fund high-impact carbon removal and mitigation projects worldwide. Certification requires companies to track and report cradle-to-customer emissions.
 CERTIFIED E EVERGREEN	Certified Evergreen is a designation by the Evergreen Certified Program from the Tugboat Institute. Certified Evergreen companies embody sustainable business practices with a focus on creating lasting value and fostering a positive impact on their stakeholders.
 ecovadis	EcoVadis is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor, human rights standards, ethics, and procurement practices.
 SBN Sustainable Business Network of Massachusetts	The Sustainable Business Network of Massachusetts is part of a nationwide organization, the American Sustainable Business Council, that is committed to building a stakeholder-driven sustainable economy that supports equitable, regenerative and just economy that benefits all – people and planet.

betterway™ PRODUCT ACCOUNTABILITY STANDARDS

For our preferred materials, we have outlined the third-party certifications that we consider most impactful in supporting Gemline's Betterway™ Accountability Standards. We are committed to obtaining and using as many of these certifications and materials across our own product lines and encourage our brand partners to also use these materials in their applicable products.

	CERTIFICATIONS	DESCRIPTIONS
Cleaner Materials		Bluesign® is an independent certification and system for sustainable textile production, focusing on reducing environmental impact and ensuring safe working conditions. It aims to eliminate harmful chemicals and substances from the manufacturing process, from raw materials to finished products, making it safer for both people and the environment. The certification covers aspects like water and air emissions, chemical use, resource efficiency, and worker safety, ensuring that products meet high environmental standards.
		Oeko-Tex® is an independent, globally recognized certification system that tests textiles and textile products for harmful substances. When a product is certified under Oeko-Tex Standard 100, it means every component (from fabric to buttons, zippers, threads, etc.) has been tested against strict criteria and verified to be free from substances that are harmful to human health.
Natural Materials & Fibers		Forrest Stewardship Council (FSC) certification ensures that products made from wood, paper, and other forest materials come from forests that are responsibly managed with high environmental, social, and economic standards. FSC-certified forests are managed in ways that prioritize biodiversity, protect water quality, prohibit deforestation, and respect the rights of indigenous peoples and forest workers.
		The Global Organic Textile Standard (GOTS) is an internationally recognized certification that ensures cotton is grown without the use of harmful chemicals, pesticides, or synthetic fertilizers and that it meets strict environmental and social criteria throughout the entire supply chain, from farming to manufacturing.

CERTIFICATIONS		DESCRIPTIONS
Recycled Materials		The Global Recycled Standard (GRS) is a certification developed by the Textile Exchange to verify recycled content in products. GRS is a full product standard to verify and track recycled raw materials through the supply chain. It also includes processing criteria to prevent the use of potentially hazardous chemicals, and verifies positive social or environmental production at the facilities. GRS-certified products must contain at least 20% recycled content.
		RCS tracks and verifies the presence and amount of recycled material in a finished product. RCS certification confirms that the product contains a minimum of 5% recycled content, with a focus solely on verifying recycled material without specific criteria for environmental or social impact.
		Aware™ traceability technology provides transparency from source to product, with a Digital Product Passport that authenticates the recycled materials used in textiles.
		Tritan Renew is a copolyester made by Eastman through a unique advanced recycling process that breaks down plastic waste into its basic chemical building blocks allowing plastic materials to be recycled repeatedly without degrading quality. Tritan Renew contains up to 50% certified recycled content, verified by ISCC (International Sustainability & Carbon Certification) using mass balance allocation.
		Repreve® is a performance polyester fiber made from recycled post-consumer waste, such as plastic bottles. Created by Unifi, the company has developed its own recycling and processing centers to support a closed-loop system for producing the fiber, which helps reduce waste in the textile industry.

CERTIFICATIONS		DESCRIPTIONS
Recycled Materials		PrimaLoft® is high-performance, insulation made using up to 100% recycled materials, sourced primarily from plastic bottles.
		Ocean Bound Plastic (OBP) is plastic waste defined as “at risk of ending up in the ocean.” OBP is estimated to generate 80% of plastic marine litter. The OBP Certification Program is designed to encourage the removal of Ocean Bound Plastic from the environment by adding value in effectively collecting and treating it before it reaches the ocean.

Gemline®

Our purpose drives everything we do.

We Promote Community™