

Corporate Social Responsibility

REPORT
2021

Gemline®
On Trend | On Time | On Budget™

A woman with dark hair tied back, wearing a white textured sweater and a black bag, is seen from the side. She is adjusting her sunglasses. The background is a blurred teal structure.

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Corporate Social Responsibility Report

Being a good corporate citizen is important to us,
and we know it's important to you.

Gemline's Corporate Social Responsibility (CSR) efforts are focused on making a positive impact on society through environmental stewardship, charitable giving, diversity, equity and inclusion leadership and ethical business practices.

2021

CORPORATE SOCIAL RESPONSIBILITY BY THE NUMBERS



0%

Waste to landfill. We diverted 100% of waste from Gemline's Lawrence, MA facility to an alternate disposal source.



\$575,000+

Donated to charitable causes that support our community through health and wellness programs, education and leadership activities.



19%

Of new products launched in 2021 were eco-friendly.



1.08M tons

CO₂ saved annually by switching to LED lighting in our Lawrence, MA facility.



172k Kilowatts

Electricity generated from the conversion of 246.07 tons of trash.



238.8 tons

Cardboard recycled from our facilities.

ENVIRONMENTAL STEWARDSHIP

In 2021, Gemline directed multiple efforts to reduce our impact on the planet. From installing a Solar Power Generation System at our Lawrence, MA headquarters, to joining the UPS Carbon Neutral Program, to introducing more eco-friendly products, we remain committed to doing more to help protect the planet and ensure a sustainable ecosystem.



Gemline also became a certified member of the Sustainable Business Leader Program through the Sustainable Business Leadership Network of Massachusetts (SBN). Like Gemline, the SBN is committed to raising the bar for business practices that are local, green and fair. The SBN is part of the American Sustainable Business Network, a nationwide organization that is committed to building a stakeholder-driven sustainable economy. [➤ To learn more about the SBN, click here.](#)



SOLAR

In 2021, Gemline established a Solar Power Generation System. Solar panels were installed and are expected to reduce energy consumption by approximately 43%.

The new system will become operational by early Summer 2022.



PACKAGING

We purchased 471,000 shipping cartons in 2021, all made from at least 85% post-consumer waste.



OFFSETTING CO₂

Gemline joined the UPS Carbon Neutral Program, designed to offset the CO₂ associated with our UPS shipments and to help support environmental projects.

[➤ For more details, click here.](#)

On behalf of Gemline, UPS mitigated 504.96 metric tons of CO₂ in 2021.



ZERO LANDFILL FACILITY

In 2021, no waste from Gemline's headquarters and manufacturing operations in Lawrence, MA went into a landfill.

- **246.07** tons of trash were converted into **172,200** Kilowatts of electricity, which is enough to furnish power to approximately **3,349,362** homes.
- **238.8** tons of cardboard was recycled.



RELAMPING

Gemline relamped our Lawrence, MA headquarters and manufacturing facility with LED lighting, which allows us to save 437,954 Kilowatts of energy annually.

THIS SAVED THE PLANET:

10,983
Gallons of oil

2,149
Cubic yards
of landfill space

1,193,900
Kilowatts of energy

167,146
Gallons of water

4,059
Trees

14,326
Pounds of pollution



PRODUCT

19% of new products that Gemline introduced in 2021 met at least one of the below criteria: reduce single use, made with sustainable materials or made with recycled materials.



REDUCE SINGLE USE

Did you know that according to EcoWatch, Americans purchase an estimated 50 billion water bottles annually and only recycle 23% of them?

Dallas To Go Cup - 23 oz.



SUSTAINABLE MATERIALS

Did you know that Bamboo is a fast-growing plant that thrives without fertilizer or pesticides, making it the perfect resource to harvest again and again?

Auden Bamboo Lap Desk



RECYCLED MATERIALS

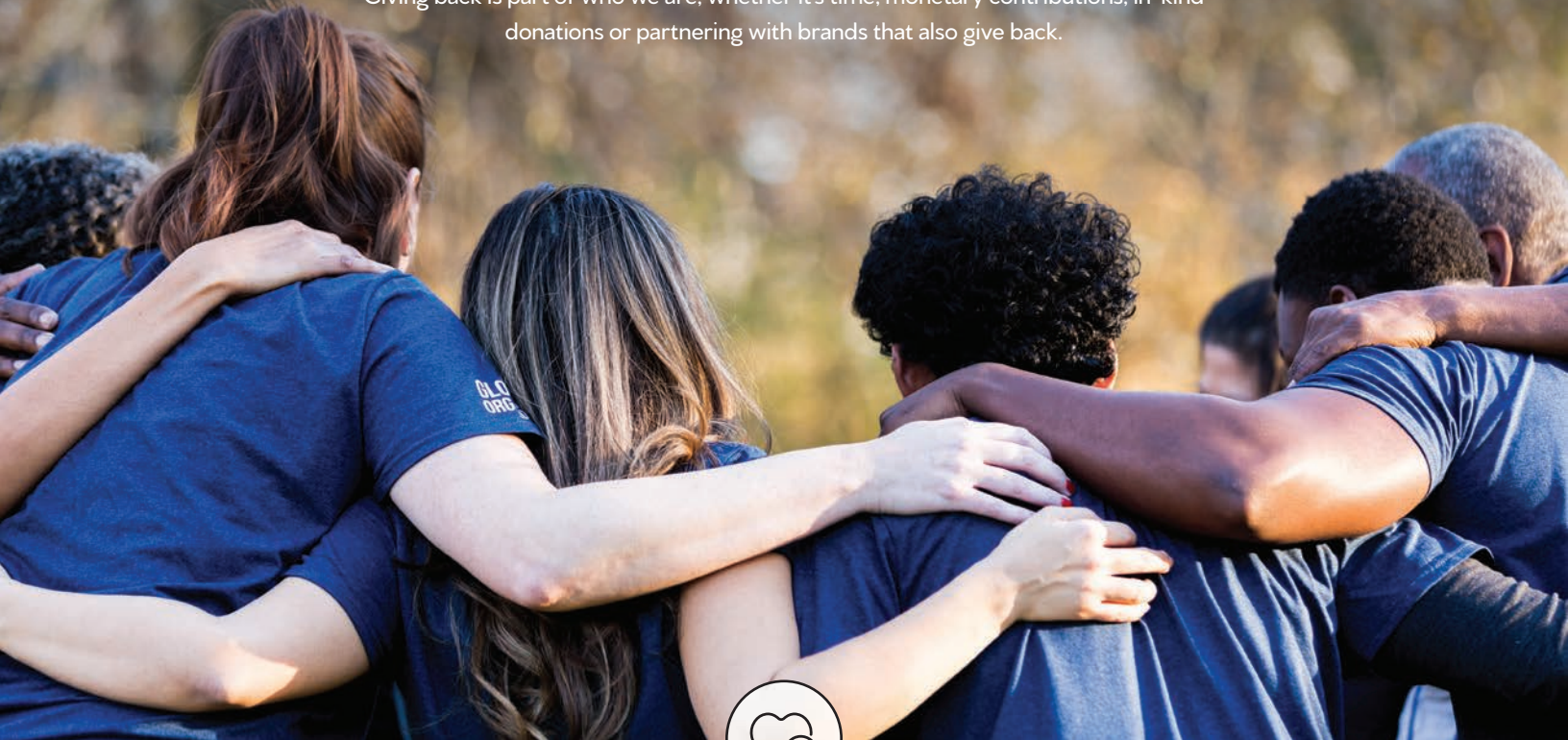
Did you know that recycled polyester (rPET) is made from post-consumer materials, like recycled water bottles? By choosing recycled polyester, we're able to deliver the same quality products, while reducing our environmental footprint.

Renew rPET Packable Shopper

CHARITABLE GIVING & PHILANTHROPY

In the words of one of our beloved retired board members, “Good enough is not good enough.”

Giving back is part of who we are, whether it's time, monetary contributions, in-kind donations or partnering with brands that also give back.



DONATIONS

Gemline has always been an active and engaged member of the surrounding community, and 2021 was no different.

We donated over **\$575,000** USD in cash and in-kind donations to charitable causes including health and wellness programs, education and leadership activities, with a focus on supporting our local community of Lawrence, MA, one of the most impoverished cities in the Commonwealth of Massachusetts. Among others, Gemline is a proud supporter of the **Boys & Girls Club of Lawrence**, **Elevate New England** and the **Greater Lawrence Family Health Center**.



VOLUNTEER TIME

Gemline provides eight hours of paid volunteer time annually for all employees.

BRAND PARTNERS THAT GIVE BACK

We've partnered with brands that contribute funds to charitable efforts and are making an impact in the world through sustainable practices and giving back. Choose products that make a difference.



CORKCICLE®

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.

> For more information, visit:
corkcicle.com/pages/charity-water

MiiR®

Every MiiR product sold helps fund transparent giving projects. MiiR gives at least 1% of revenue to nonprofit organizations whose work empowers communities while benefiting the health of their natural environments. To date, MiiR has granted over \$3.14M.

> For more information, visit:
MiiR.com/Give

modern sprout.

Modern Sprout is committed to giving back—from donating a percentage of proceeds to the Pollinator Partnership for ecosystem protection, to partnering with the Heartland Alliance to provide employment for Chicago's most vulnerable residents.

> For more information, visit:
modsprout.com/our-story/

MOLESKINE

Every notebook purchased from the Moleskine Art Collection helps fund quality education experiences for marginalized youth to develop creative and change-making skills—unlocking their potential and transforming their communities. Join the Moleskine Foundation's mission of Creativity for Social Change.

> For more information, visit:
moleskinefoundation.org



For every product sold, Soapbox® gives back by donating soap bars or contributing to health and hygiene initiatives in communities, both domestically and abroad. To date, Soapbox has donated over 20 million bars of soap. Consumers can track their impact with a Hope Code®, found on all Soapbox product packaging. > For more information, visit: soapboxsoaps.com/pages/ourmission

ETHICAL BUSINESS PRACTICES

Respect for people, as well as providing a healthy, safe working environment worldwide, are fundamental principles at Gemline. We are committed to upholding the highest possible standards of ethical, moral and legal business conduct.

> To view documents that summarize our approach, please click [here](#).



COMPLIANCE

Gemline's approach to compliance is multifaceted. We ensure that each product is built to be safe and meets our high standards for quality. Additionally, we ensure that our social and ethical sourcing guidelines are met in our facilities and in the factories selected to produce our products. > To view our compliance statements, please click [here](#).



DIVERSITY, EQUITY & INCLUSION

In 2021, Gemline hired a Diversity, Equity & Inclusion (DEI) expert to help guide our efforts. We then conducted an internal survey to benchmark our DEI status.

Focus groups were also established to help turn the identified gaps into actionable insights that are actively being used to drive further inclusion, equity and performance.



SOCIAL ACCOUNTABILITY AUDITS

Gemline conducts annual social accountability audits at all our key vendors to ensure that our suppliers follow Gemline's Code of Conduct. We also engage with third parties to conduct audits that follow international standards like SMETA, BSCI and SA 8000.

- Since 2019 Gemline has conducted over 80 audits.
- 100% of our Tier 1 suppliers have completed a social accountability audit.

WHAT'S NEXT IN 2022

In 2022, Gemline is undertaking additional initiatives to expand our CSR efforts.

WE ARE CURRENTLY INVESTING RESOURCES TO:

1. ELIMINATE PVC



Reducing the use of PVC is important to us because plastic production requires an enormous amount of energy and resources, and is difficult to recycle. This causes carbon emissions and contributes to global warming. For the good of our environment, we are committed to our journey toward the elimination of PVC from our Gemline product offering by 2025.

2. BENCHMARK OUR SUSTAINABILITY PRACTICES



We are partnering with EcoVadis, a globally recognized sustainability ratings provider, to benchmark our efforts, increase our sustainability performance and identify improvement opportunities.

3. STRENGTHEN OUR DEI EFFORTS

Gemline has engaged a DEI training firm to provide training for all Gemline employees, focusing on DEI awareness, inclusion and relationship building to enhance Gemline's culture.

4. REDUCE PACKAGING WASTE

Gemline is committed to decreasing our packaging waste by 50% by December 31, 2022.

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