

betterway[®]

2025 Corporate Social Responsibility Report



Gemline[®]



A MESSAGE FROM LEADERSHIP

At Gemline, our purpose, We Promote Community™, guides how we show up for our customers, our partners, and each other. It informs how we design products, manage our supply chain, and take responsibility for our broader impact.

In 2025, we continued to make progress across people, planet and product. From expanding the use of preferred materials and traceability technologies like Aware™, to increasing transparency in our carbon footprint and investing in programs that support the communities we serve, we focused on turning commitments into measurable progress.

Since achieving our Certified B Corporation status in 2024, we have continued to build on that foundation, advancing our progress against our accountability standards. We also recognize that progress requires ongoing effort, accountability, and a willingness to improve. As our business grows, so does our responsibility to reduce our impact and make more thoughtful choices across everything we do.

Looking ahead, we remain committed to evolving our approach, strengthening our partnerships, and finding new ways to drive meaningful impact. We believe that real progress happens through collaboration, and we are grateful to be on this journey together.

Thank you for your continued partnership and support.

Sincerely,



Frank Carpenito
President & CEO



Jonathan Isaacson
Executive Chair

COMPANY OVERVIEW

Founded in 1958, Gemline is an award-winning, design-driven supplier of high-quality consumer products serving the over \$27 billion promotional products industry. Gemline is ranked as the 14th largest supplier industrywide by the Advertising Specialty Institute.

For more than six decades, Gemline has combined scale, operational excellence, and a relentless focus on innovation to deliver meaningful value to its distributor partners and their customers.

With approximately \$144 million in annual revenue and 500 associates worldwide, Gemline's size and influence create significant opportunities to drive positive environmental and social impact across global supply chains.

BUSINESS MODEL & CAPABILITIES

Gemline operates a streamlined B2B2B model that integrates product design, engineering, global sourcing, compliance oversight, and domestic light manufacturing. This vertically integrated structure enables enhanced quality control, operational efficiency, and supply chain transparency.

At Gemline, we believe that the products we bring to market should strengthen the communities they touch. Through 11 in-house brands and partnerships with over 30 globally recognized consumer brands, including Anker®, Igloo®, Moleskine®, Osprey®, Samsonite®, Sharpie®, and others, Gemline extends trusted consumer goods experiences into the promotional marketplace while advancing responsible product innovation.

The company's Asia-based technical center and sourcing offices in China, Vietnam, and India support supplier oversight, factory engagement, and diversification efforts, strengthening responsible sourcing and compliance practices.



PURPOSE, CULTURE & VALUES

At the core of Gemline's identity is its purpose:

This purpose shapes company culture, informs product design decisions, and guides the betterway® corporate social responsibility framework. Community is reflected not only in the products Gemline brings to market, but also in how the company treats its associates, partners, and suppliers.

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.

Gemline's foundational values:

TRUST · INTEGRITY · HUMILITY
DIVERSITY · COMMUNITY · TRUTH

Our values guide decision-making and reinforce a culture of accountability and continuous improvement.



Governance Structure & Accountability

betterway® represents our commitment to purpose and accountability. This commitment is embedded into our governance structure so that betterway principles shape how we operate and create long-term value.

Corporate Structure

Gemline is both a Certified B Corporation and a registered Massachusetts Public Benefit Corporation (PBC). As a PBC, Gemline is legally required to balance the interests of shareholders with those of stakeholders, including associates, customers, suppliers, communities, and the environment. As a Certified B Corporation, Gemline meets independently verified standards of social and environmental performance, transparency, and accountability.

Together, these designations reinforce that betterway® is integrated into how Gemline operates and help guide everyday business decisions.



Leadership Oversight

betterway® strategy and performance are led by Gemline's executive leadership team and incorporated into annual strategic planning and operational reviews.

Key sustainability priorities, including responsible sourcing, product material standards, climate strategy, and community engagement, are reviewed regularly to ensure alignment with long-term business objectives.

Goal Setting & Review

betterway® goals and performance metrics are established annually and monitored throughout the fiscal year. Progress toward key objectives, such as greenhouse gas reduction, material transitions, supplier audit compliance, and waste reduction, is evaluated to assess performance and identify opportunities for improvement.

When targets are not fully achieved, action plans are developed and incorporated into future planning cycles.

Continuous Improvement

Gemline recognizes that sustainability expectations continue to evolve. As regulations, standards, and scientific guidance advance, the company reviews and strengthens its betterway® Accountability Standards to remain aligned with best practices and stakeholder expectations.

This governance approach ensures that betterway® remains measurable, responsive, and aligned with long-term value creation.

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ABOUT THIS REPORT:

This report was published in April, 2026 and the information provided in this report covers Gemline's most recently completed fiscal year that began on January 1, 2025, and ended on December 31, 2025, referred to as 2025 throughout the report.



ACCOUNTABILITY FRAMEWORK

To translate executive oversight and purpose into measurable action, Gemline has established a defined set of **betterway® Accountability Standards**. These standards guide how we operate, how we develop products, and how we engage with suppliers and brand partners.

They serve as the operational foundation of betterway® and align performance across People, Planet, and Product.

betterway® 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.](#)

The **betterway® Accountability Standards** are reviewed periodically to ensure they remain aligned with evolving regulations, industry expectations, and stakeholder priorities. As standards strengthen, so do our internal requirements and performance goals. Through defined standards and measurable oversight, betterway® remains operational, transparent, and focused on continuous improvement.

ETHICAL & RESPONSIBLE BUSINESS PRACTICES

At Gemline, responsible business practices extend across our entire organization and global supply chain. Through our betterway® framework, we are committed to conducting business with integrity, protecting human rights, supporting responsible sourcing, and reducing our environmental impact. To guide these commitments, Gemline maintains a series of formal policies that establish clear expectations for employees, suppliers, and partners.



BUSINESS ETHICS

Gemline is committed to conducting business with the highest standards of integrity, transparency, and accountability.

Our **Business Ethics Policy** reinforces a zero-tolerance approach to bribery, corruption, fraud, and unethical behavior. All employees and partners are expected to follow these standards and comply with all applicable laws and regulations.

Employees are encouraged to report concerns through established reporting channels, ensuring issues can be addressed quickly and fairly. These safeguards help maintain a culture of trust, ethical decision-making, and responsible business conduct.



LABOR & HUMAN RIGHTS

Respect for people is fundamental to Gemline's culture and operations.

Our Labor & Human Rights Policy outlines our commitment to treating all individuals with fairness, dignity, and respect while providing safe and supportive working conditions. The policy applies to employees, contractors, and others working on behalf of the company across all locations.

Key focus areas include maintaining safe workplaces, promoting diversity and inclusion, supporting employee development, and ensuring working conditions that promote well-being and work-life balance. Through these practices, we foster a culture built on respect, collaboration, and opportunity.



SUSTAINABLE PROCUREMENT & RESPONSIBLE SOURCING

Gemline integrates sustainability into purchasing decisions through our **Sustainable Procurement Policy**, ensuring environmental, social, and ethical considerations are incorporated into supplier selection and procurement processes.

Our **Supplier Code of Conduct** outlines the minimum standards all suppliers must meet to do business with Gemline. These standards address key areas including child labor, forced labor, nondiscrimination, fair wages and working hours, health and safety, and compliance with applicable laws and regulations.

To support these expectations, we engage independent third-party auditors to evaluate supplier facilities using internationally recognized frameworks such as SMETA, BSCI, and SA8000, which assess working conditions, labor rights, health and safety, and ethical business practices.

Through supplier engagement, monitoring, and collaboration, we work to ensure our partners operate in alignment with Gemline's responsible sourcing standards.

ETHICAL & RESPONSIBLE BUSINESS PRACTICES



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. **Our Product Safety and Compliance Statements** outline these commitments in detail. We conduct both internal and third-party testing for restricted chemicals, confirm functional claims, trace recycled materials to the source, and obtain appropriate product certifications.



ENVIRONMENTAL RESPONSIBILITY

Gemline is committed to minimizing environmental impacts and continually improving our environmental performance. Our **Environmental Policy** guides efforts to improve energy efficiency, reduce greenhouse gas emissions, manage materials responsibly, and reduce waste across our operations.

We also collaborate with suppliers and partners to encourage the use of environmentally responsible materials and production practices, supporting our broader commitment to environmental stewardship through betterway®.

ADVANCING THE UN GLOBAL COMPACT AND SDGs



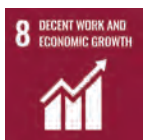
Gemline is a proud signatory of the **UN Global Compact**, committing to its Ten Principles in the areas of human rights, labor, environment, and anti-corruption. These principles guide how we operate responsibly every day. [> To learn more, click here.](#)

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



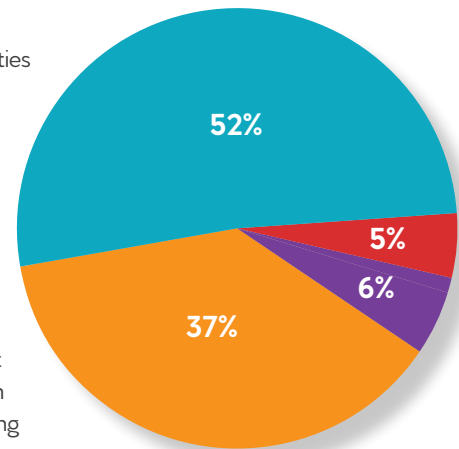
DONATIONS

Supporting employees and communities both locally and nationally through charitable giving and meaningful engagement is embedded in Gemline's culture and values.

Guided by the belief that businesses have a responsibility to contribute beyond their operations, Gemline remains focused on creating measurable, lasting impact.

In 2025, Gemline contributed more than **\$563,000 USD** in cash and in-kind donations to local and national charitable organizations. Nationally, the company continued its partnership with **Boys & Girls Clubs of America**, expanding its impact to reach more communities, and supported **SeriousFun Children's Network**, which provides life-changing camp experiences and year-round programs for children living with serious illnesses and their families.

At the local level, Gemline continued to prioritize health and wellness initiatives, housing and human welfare programs, and leadership development in Lawrence, MA. The company proudly supports organizations including the **Boys & Girls Club of Lawrence**, **Greater Lawrence Family Health Center**, **Elevate New England**, **Lawrence Partnership**, **Lawrence Community Works**, **One Family**, **Junior Achievement**, **Lazarus House**, and **Groundwork Lawrence**, among others.



- 52% Education & Leadership
- 37% Health & Wellness
- 5% Housing Welfare
- 6% Other Charitable



Boys & Girls Clubs of America is a national youth development organization with a network of more than 5,500 local Clubs, providing safe places, caring mentors, and life-enhancing programs for over 4 million young people across the United States. Our partnership with Boys & Girls Clubs of America allows us to support youth in communities where many of our employees, customers, and partners live. Join us in doing even more good. > bgca.org



SeriousFun Children's Network is a global community of camps and programs for children with serious illnesses and their families. It provides medically safe, life-changing experiences and year-round programming at no cost, helping children build joy, confidence, and connection. Through our support of SeriousFun Children's Network, Gemline helps expand access to transformative experiences that build resilience, foster community, and create lasting impact for children and families around the world.

> seriousfun.org

COMMUNITY IMPACT



EMPLOYER-SUPPORTED VOLUNTEERING (ESV)

In 2025, Gemline continued its commitment to community impact through its Employer-Supported Volunteering (ESV) program, providing every employee with eight hours of paid volunteer time annually. Through hands-on service and meaningful engagement, team members supported organizations including the **Boys & Girls Club of Lawrence**, **YMCA of Lawrence**, **Bread & Roses**, **Junior Achievement**, and other local nonprofits.



GEMLINE SCHOLARSHIP PROGRAM

As part of Gemline's ongoing commitment to supporting associates and strengthening the community, the Gemline Scholarship Program was launched in 2023. Since its inception, the program has awarded \$70,000 in scholarships to 28 students, helping advance their educational aspirations and expand access to higher education. By investing in the next generation, Gemline reinforces its belief that opportunity, learning, and leadership development are essential to building stronger communities and brighter futures.

betterway[®]

in Action:

2025 ACHIEVEMENTS

This year, we advanced our commitment to a better way of doing business. Guided by our three pillars, **People, Planet, and Product**, these milestones reflect meaningful progress and a continued openness to new perspectives, experiences, and ideas as we work toward a shared vision of responsible growth and lasting impact.



By The Numbers

2025 ACHIEVEMENTS



CHARITABLE DONATIONS

\$563,000+

Donated to charitable causes that support our local community, as well as to our national partnerships with Boys & Girls Clubs of America and SeriousFun Children's Network.

+7%
increase
from
2024



ENERGY SAVINGS

119,589kWh (Kilowatts)

Gemline's energy usage grew in 2025. This increase was primarily driven by expanded facility utilization and increased production capacity. We remain committed to managing our environmental impact as our business demand continues to grow.

-13%
decrease
from
2024



SOLAR ENERGY PRODUCTION

47% of the electricity at our Lawrence, MA facility's Solar Power Generation

System came from solar energy, reducing reliance on traditional power sources.

+13
percentage
points from
2024



PREFERRED MATERIALS

71% In 2025, 71% of new Gemline products incorporated at least one Preferred Material, supporting our responsibility and innovation goals.

+37
percentage
points from
2024



RESPONSIBLE WASTE MANAGEMENT

20% As a result of Gemline's comprehensive bin recycling system across its Lawrence, MA facility, the amount of waste sent to Energy Recovery decreased by 20% in 2025, reinforcing our commitment to responsible waste management.

+14
percentage
points from
2024



PVC ELIMINATION

99% Of our product line is PVC-free. In 2025, Gemline reached its goal of a 100% PVC-free product line, with brand partner products achieving 98% PVC-free, an important milestone in a journey we began in 2020.

+2
percentage
points from
2024



PEOPLE

FOSTERING A POSITIVE, FLEXIBLE
& DIVERSE COMPANY CULTURE

COMPANY CULTURE

At Gemline, we are committed to fostering a workplace culture built on support, accountability, and shared purpose. Through ongoing professional development, a mindset of continuous improvement, and a flexible work environment, we create an environment where employees can grow, contribute meaningfully, and succeed. This foundation strengthens collaboration, encourages innovation, and drives long-term performance.



CELEBRATING TENURE

We are honored to have employees who have dedicated much of their careers to Gemline. More than **18%** of employees have been with Gemline for **20+ years**, and over **30%** for **10+ years**. We recognize these significant milestones each year, celebrating the loyalty, expertise, and commitment that continue to shape our culture and drive our success.



COMMITMENT TO DEVELOPMENT

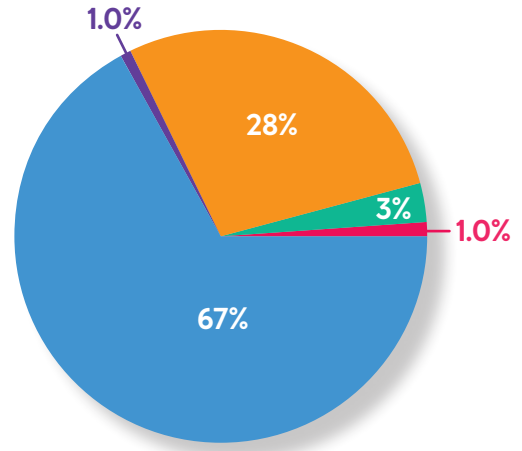
In 2025, Gemline invested **2,160 hours** in training and development for our employees. This equates to approximately **6 hours** of training per employee.

COMPANY CULTURE



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.



Gender representation is also an important measure of our progress. Women represent **61% of our overall organization**, **38% of top management positions**, and **40% of our Board of Directors**. We remain committed to fostering equitable opportunities and advancing representation at every level of leadership.

- 67% Hispanic or Latino
- 28% White
- 3% Asian
- 1% African American
- 1% Two or More Races



EMPLOYEE ENGAGEMENT & CSR ALIGNMENT

In 2025, Gemline conducted its annual employee engagement survey to assess perceptions of our corporate social responsibility (CSR) efforts and workplace culture. The results demonstrate strong internal alignment with our betterway® commitments:

2025 EMPLOYEE ENGAGEMENT SNAPSHOT

Statement	Favorable Response
Gemline operates in a socially responsible manner	92%
Employees are aware of and satisfied with CSR engagement opportunities	92%
CSR efforts contribute to a positive workplace culture	90%

These results reflect that betterway® is not only a strategic framework, but a lived experience across our organization.



PLANET

ENVIRONMENTAL
STEWARDSHIP

We believe in responsible environmental stewardship. Through intentional actions to reduce our environmental footprint, we are working to safeguard natural resources and support a healthier planet for future generations.

2025 ACHIEVEMENTS

CLIMATE & CARBON ACCOUNTABILITY

Gemline is committed to reducing greenhouse gas emissions across our operations and value chain while strengthening transparency around carbon performance.



CARBON FOOTPRINT

We track Scope 1 and Scope 2 emissions and are expanding our Scope 3 measurement using established methodologies, setting reduction targets, and reviewing progress annually. Our strategy combines operational efficiency, renewable energy generation, product-level carbon visibility, and responsible offset use to drive long-term impact.

Scope 1 & 2 – Gemline maintains an annual goal of reducing Scope 1 and Scope 2 emissions by **10%**. In 2025, total emissions increased by 17% compared to 2024. This increase was primarily driven by expanded facility utilization and increased production capacity to reach growing demand. While this operational growth resulted in higher energy use, we remain committed to managing our environmental impact. To address the increase, Gemline purchased certified carbon offsets totaling 975 metric tons of CO₂e, helping neutralize the additional emissions generated during the year.

+8
percentage
points from
2024

Scope 3 – As a product-driven organization, the majority of Gemline's emissions occur within Scope 3 categories across the value chain. In 2025, we expanded cradle-to-gate carbon measurement to **98** additional in-house developed products, increasing transparency into material and manufacturing impacts.

+98
products
from
2024



CARBON OFFSETS

Gemline worked with Therm and Climate Impact Partners to purchase certified carbon offsets for our Scope 1 and Scope 2 emissions from 2025 (975 metric tons of CO₂e).



Therm focuses on reducing super pollutants in the food supply chain, particularly from refrigeration systems, helping grocery retailers, distributors, and food producers transition to cleaner refrigerants and more efficient technologies.



Climate Impact Partners develops high-quality carbon reduction and removal projects that support organizations working toward net-zero goals. One example is the GreenTrees Mississippi Valley Reforestation Project, the largest private reforestation initiative in the United States, which restores former agricultural land by planting and protecting native hardwood forests while generating verified CO₂ removals, restoring wildlife habitat, and supporting rural communities.

2025 ACHIEVEMENTS

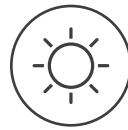


CARBON NEUTRAL PROGRAM

UPS has mitigated **471.95 metric tons** of CO₂e for 2025.

This is equivalent to:

- Taking approximately **102 cars** off the road for one year
- The emissions from consuming approximately **53,100** gallons of gasoline



SOLAR

Gemline installed a Solar Power Generation System in late 2022 at our Lawrence, MA headquarters, which generated **47%** of the energy needs at our Lawrence, MA facility in 2025.

+13
percentage
points from
2024

WASTE & CIRCULAR OPERATIONS

Reducing waste and advancing circular practices are central to Gemline's environmental stewardship efforts. We work to minimize operational waste, maintain zero landfill at our primary facilities, and improve material recovery processes.



PACKAGING REDUCTIONS

In 2025, we increased our focus on reuse by repurposing shipping boxes across our operations. As a result, the amount of cardboard sent to recycling **decreased by 6%**, helping extend the life of existing materials while reducing overall packaging waste.

We also converted our product packaging specifications to require post-consumer recycled content and recyclability. While legacy packaging inventory will continue to be used during the transition period, all newly produced packaging now meets these updated standards, thereby reducing reliance on virgin materials and supporting a more circular packaging system.

-6%
decrease
from
2024





ZERO LANDFILL / ENERGY RECOVERY

No waste from Gemline's headquarters and manufacturing operations in Lawrence, MA went into a landfill for the 7th consecutive year.

- **169 tons of trash** were processed through waste-to-energy recovery, representing a **20% reduction** in waste sent to Energy Recovery at our Lawrence, MA facility.
- **307 tons of cardboard** were recycled. Recycling this material saved **119,589 kilowatt-hours of energy**, enough to power approximately **307 homes**.

THIS SAVED THE PLANET:

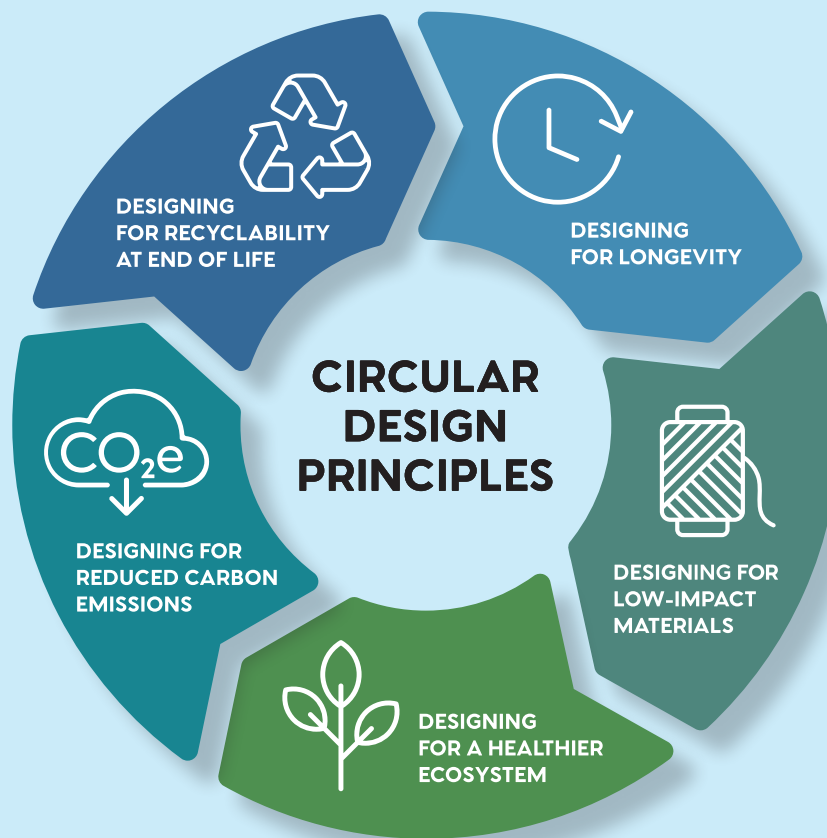
- ✓ **14,105** Gallons of oil
- ✓ **1,411** Cubic yards of landfill space
- ✓ **119,589** Kilowatt-hours of energy
- ✓ **2,146,480** Gallons of water
- ✓ **5,213** Trees



PRODUCT

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

DESIGNING FOR IMPACT



Gemline's design team embraces **circular product design principles** prioritizing longevity and reduced environmental 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.



MATERIAL STRATEGY

Our betterway® products fall into four key categories:

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

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



PREFERRED MATERIALS

We are committed to using certified recycled materials and sustainably sourced natural fibers whenever possible. Our products are designed for longevity, with a focus on reducing single-use plastics. **In 2025, 71% of the products introduced by Gemline incorporated one or more of these preferred materials.**



CERTIFIED 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 certified 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](#)

TECHNOLOGY: VERIFIED IMPACT THROUGH TRANSPARENCY

As part of our commitment to Preferred Materials and material transparency, Gemline was the first supplier in the U.S. to introduce Aware™ traceability technology to its product assortment.

Aware™ is a supply chain traceability platform that turns production data into trusted, verifiable proof of recycled material content and origin.

In 2025, Gemline doubled the number of products offered with Aware™ technology, representing a 100% year-over-year increase and expanding access to verified recycled materials across our betterway® product portfolio. > traceaware.io

CLEANER MATERIALS

Products made with cleaner materials ensure that the materials used are safe and non-toxic. When certified by OEKO-TEX® or bluesign®, these materials also meet rigorous standards for responsible production, reflecting more thoughtful chemical management and reduced environmental impact throughout the manufacturing process.

Through our dedicated efforts in 2025, we made significant progress on our PVC-free journey, achieving a 99% PVC-free product line across Gemline-branded products and house brands, and brand partner offerings.

[> Learn more about PVC](#)

Gemline requires that **100%** of products it manufactures, sources and sells, as well as products from our brand partners, are made with **no intentionally added PFAS**.



CARBON ACCOUNTABLE

In 2024, Gemline began tracking the carbon emissions, measured in kilograms of CO₂e, of products across their lifecycle from cradle-to-gate. This includes greenhouse gas emissions from raw material sourcing through distribution to Gemline, as well as product decoration. After initially tracking more than **375** products, we have now expanded that total to **473** products, representing a **27%** year-over-year increase.

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.

[> Explore carbon footprint tracking](#)



Carbon Footprint



BRAND PARTNERS COMMITTED TO USING PREFERRED MATERIALS

We are proud to partner with **retail brands committed to using 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.](#)



RIGWA was founded to responsibly reimagine food storage, creating durable, reusable alternatives to disposable containers. Through thoughtful design and long-lasting performance, the brand helps reduce reliance on single-use plastics while delivering modern functionality and everyday impact.

[> 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.](#)



Timbuk2 prioritizes durable design and responsibly sourced materials, including fabrics from bluesign® certified mills. Built with uncompromising craftsmanship and tested for long-term performance, each product is designed to last and supported by a lifetime warranty.

[> Learn more.](#)



W&P is on a mission to do better for people and 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.](#)



XD Connects focuses on delivering the highest possible product quality, as defined by durability, functionality, and minimal use of natural resources. Where possible, products are made from (certified and traceable) recycled materials to lower the carbon footprint. [> 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.



MiiR

[SHOP](#)

A Certified 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. miiir.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

COMMUNITY IMPACT


[SHOP](#)

Out of the Woods® is a member of 1% for the Planet and donates 1% of annual Out of the Woods® and Out of the Ocean® sales to the National Forest Foundation to support U.S. forest conservation initiatives. Through its partnership with GreenSpark, they also fund tree planting through Kenya's EarthLungs Reforestation Project for every order and review. In 2025, these initiatives supported the planting of more than 7,000 trees globally. outofthewoods.com/pages/about-us


[SHOP](#)

RIGWA is a proud member of 1% for the Planet, committing a portion of annual sales to environmental nonprofits. This partnership reinforces the brand's mission to reduce waste and support positive environmental impact beyond its products. rigwalife.com/


[SHOP](#)

XD Connects supports Water.org by donating 2% of product proceeds from every item sold in the iqoniq and Avira collections, as well as products featuring AWARE™ tracer technology. Contributions have helped bring safe drinking water to more than 238,000 people. xdconnects.com/en-gb/water-org

COMMUNITY IMPACT

Gemline is proud to partner with brands that **make a meaningful difference through community engagement**. Together, these efforts help strengthen communities, advance social impact, and contribute to lasting, positive change.



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/pages/responsibility

SHOP



TIMBUK2

Timbuk2 supports community and environmental impact through initiatives that donate reusable bags to local partners and divert end-of-life products from landfill by recycling them into alternative energy or repurposing them for community use. Every year, Timbuk2 contributes over 1,400 used bags to a program that transforms waste into engineered fuel, helping reduce landfill use and lower emissions. timbuk2.com/pages/about-us

SHOP



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

CERTIFIED B CORPORATION BRANDS



These brands in our portfolio are Certified B Corporations, meeting rigorous, independently verified standards for social and environmental performance, accountability, and transparency.

As part of a global community of companies using business as a force for good, these partners align with our commitment to responsible growth and measurable impact.

RETAIL BRANDS

MiiR **Native Union**

GEMLINE OWNED BRANDS

AVIANA™ **Gemline**®

RuMe **TRAVIS & WELLS**™



**WHAT'S
NEXT?**

We are proud of the progress we have made, but recognize there is more work ahead.

As we continue this journey, we'll expand existing betterway® initiatives and explore new ones, always striving to create a better way, together.

COMMITMENT TO COMMUNITY



seriousfun
children's network
founded by paul newman

In 2026, Gemline will continue its national partnership with **SeriousFun Children's Network**, which provides life-changing camp experiences and year-round programs

for children living with serious illnesses and their families. We will also continue to support our local communities and global humanitarian efforts through thoughtful charitable giving.



In addition, Gemline will expand its Employee Service Volunteer (ESV) program, increasing access to volunteer opportunities and empowering employees to engage in both company-supported initiatives and causes that are meaningful to them.

PEOPLE



PRIORITIZE EMPLOYEE WELLNESS

In 2026, we will strengthen our commitment to employee well-being by expanding health plan flexibility and enhancing our Employee Assistance and discount programs. We will also invest in the future by increasing paid internship opportunities and upgrading our office spaces to support collaboration, comfort, and overall well-being. Together, these initiatives reflect our continued focus on supporting our people professionally, personally, and within the communities we serve.

PLANET



DRIVE MEASURABLE ENVIRONMENTAL PROGRESS

Carbon Emission Offsets:

Gemline plans to offset our Scope 1 (controlled by Gemline), Scope 2 (purchased by Gemline) footprint in 2026. Additionally, we will continue to focus on reducing greenhouse gas (GHG) emissions across our operations, reinforcing our commitment to long-term climate responsibility.

Carbon Footprint Tracking:

Gemline will continue to enhance transparency around our carbon footprint at the product level by expanding the number of products tracked by 20%.

Reduce Packaging Waste:

Reducing packaging and carton waste remains a key focus for Gemline. In 2026, we will optimize box sizes to increase reuse and improve efficiency across our operations. We aim to achieve a 30% reduction in packaging waste by extending the life of existing materials, minimizing excess packaging, and creating more consistent, right-sized solutions that reduce overall material use.

Investing in Clean Transportation Infrastructure:

Gemline is also investing in clean transportation infrastructure to support emissions reduction beyond our direct operations. In late 2025, we installed Level 3 electric vehicle (EV) fast chargers at our Lawrence, MA headquarters that will become operational in 2026. The chargers will offer free access for employees and expand public access to high-speed EV infrastructure in the surrounding community, supporting the transition to lower-emission transportation.

PRODUCT



EXPAND THE USE OF PREFERRED MATERIALS

Gemline will expand its use of preferred materials, with a goal that 50% of all new products introduced in 2026 meet this standard. One tactic that will help us reach this goal is our plan to expand our use of Aware™ traceability technology to track and validate textile composition impact from origin to consumer.



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 2025	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 suppliers have signed the Supplier Code of Conduct or maintain an equivalent Code of Conduct of their own.	100% in 2025	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 2025	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, do not have intentionally added PFAS.

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% no intentionally added PFAS	100% in 2025	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 made with no intentionally added PFAS standard.

BRAND PARTNERS

Goal	Current Status	Implemented Since	Reporting Frequency
100% no intentionally added PFAS	100% in 2025	2022	Annually

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

C. PHTHALATES

Gemline requires that 100% of products it manufactures, sources and sells, as well as products from our brand partners, are made without phthalates.

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% made without phthalates	100% in 2025	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 made without phthalates 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	100% in 2025	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	98% in 2025	Revised target: by the end of 2028	Annually

*Gemline Products are marketed and sold under the following brands: Aviana™, Elements, Gemline®, Gourmet Expressions®, Heritage Supply, Heritage Supply Pro, 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	Increased 17% in 2025 due to operational changes/growth	Revised target: resume 10% annual reductions by 2026	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**	2025	Annually

** MiiR earned Climate Neutral Certification in 2020 and transitioned to The Climate Label Certified in 2025. [> Learn more](#)

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

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 2025	2020	Annually
50% of all products contain certified recycled content	23% in 2025	By the end of 2030	Annually
100% of all packaging contains recycled content	100% of shipping cartons contain at least 85% post-consumer recycled content 100% of primary product packaging (boxes) contains at least 60% post-consumer recycled content**	2020 2025	Annually

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

**Legacy packaging inventory in use during transition period.

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 2025	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)	12%	Revised target: By the end of 2032	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) Moleskine paper products are FSC-Certified (FSC® C175379)	2021 2008	Annually

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

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

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 100% of primary product packaging	2020 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	54%	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 PARTNERS

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	22%	By the end of 2032	Annually

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

**Legacy packaging inventory in use during transition period.

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		
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 100 certified products contain at least 95% recycled content. RCS Blended products contain 5-94% 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™