



Social Compliance Statement

To Whom It May Concern:

Gemline reaffirms our commitment to conducting all of our business with integrity, social responsibility and consistent with all legal requirements and ethical standards in each of the countries where we conduct business.

Gemline is also committed to protecting the environment, the health and safety of our employees, our vendors, and our customers. Gemline recognizes that by integrating a sound code of conduct, environmental and health and safety management practices, we can offer safe innovative products, provide a safe and secure working environment, while conserving and enhancing resources for future generations.

Gemline seeks strict compliance with the Code of Conduct from all of our contractors, subcontractors and any other associated suppliers or production facilities.

Child labor

- Every employee must meet the country's minimum age requirement or is at least 16 years old whichever is the older.
- All factories must maintain official documentation that verifies the employee's date of birth and date of employment, and this record is available to Gemline.

Wages, hours and benefits

- Our vendors and their associated suppliers must comply with all applicable laws regulating wages, working hours, overtime and employee benefits for their particular regions.
- Workers are to be paid at least the minimum wage or at least the local industry standard whichever is greater.
- For each pay period the factory provides the worker with a clear and understandable wage statement and Gemline can inspect this record. All overtime work must be recorded and payment for this work clearly shown on the wage statement.
- There cannot be conditional employment practices, such as training or apprenticeship wages, pre-employment fees, deposits or other practices that effectively lower an employee's pay below the legal minimum wage.
- Workers are entitled to at least one day off every week.

Health and safety

- The workplace must be safe and healthy based on the recognized international standards and local laws.
- The factory and worker's station must be well lighted and ventilated.
- There are sufficient operational and inspected fire extinguishers, and there are designated people trained to operate these.
- There are functioning fire alarms.
- There are clearly marked exits that are unlocked during the working hours, sufficient to evacuate the factory quickly in an emergency: at least two exits on each floor.
- Doors, aisles, exits, stairwells are to be kept clear and accessible for easy evacuation.

Gemline®

- There are no open electric switches, and unprotected wiring. All wiring is to code.
- All factories provide workers with clean cool drinking water in each work area or floor.
- All factories provide a well-stocked first-aid kit in each area or on each floor, with someone in each area trained to administer basic first-aid.
- All factories provide adequate clean and sanitary toilet facilities.
- Where applicable, dormitories are adequate, clean and provide a secure environment.

Forced labor

The use of prison or forced labor for the manufacture of our products is strictly prohibited. We will not tolerate the use of any forms of physical or mental coercion. This extends to all other third party suppliers or subcontractors in the supply chain.

Legal requirements

Our vendors and their associated suppliers must comply with all applicable national, local or international laws and regulations relevant to the conduct of their business.

Environmental safety

- We expect our vendors and their associated suppliers to share our commitment to a clean and safe environment.
- We expect our vendors to abide by all applicable environmental laws and regulations. We will manage our environmental footprint to minimize the adverse impact on the environment.

Fair and equal treatment

Work environments must be free of intolerance, harassment, abuse, retribution for grievances, and corporal punishment. We will not tolerate discrimination in hiring and employment practices on the basis of race, gender, ethnicity, sexual orientation, national origin or religious affiliation.

Last revised on 9/29/11