



# JARDINE WEBBINE

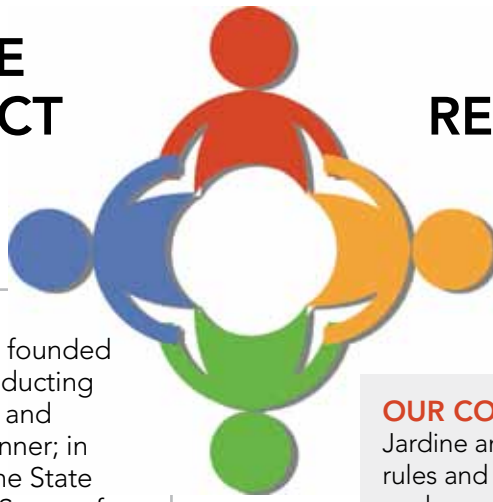
RETAIL PRICING (GOOD THROUGH 12/31/17), ROYALTIES EXTRA.



**2017**  
**COLLEGIATE**  
**GIFTS AND**  
**ACCESSORIES**

# OUR CODE OF CONDUCT

# SOCIAL RESPONSIBILITY



**JARDINE ASSOCIATES** was founded in 1980 and is committed to conducting our business in an ethical, social and environmentally responsible manner; in strict adherence to the laws of the State of Rhode Island and the United States of America. JARDINE has developed and adopted workplace Fair Labor Practices and established a strict Code of Conduct to further strengthen our commitment of operating as a responsible business while striving to improve on those business practices throughout our supply chain.

We require our manufacturers and vendor partners to adopt our Code of Conduct and at a minimum, all must operate in compliance with applicable laws, regulations and fair labor practices.

## Our Company Values

**RESPECT** for others through kind and fair treatment of people both inside and outside of our company.

**COMPASSION** through caring service and programs that help others in our community.

**EXCELLENCE** through high quality standards in our work place and in our products.

**PARTNERSHIPS** with our contractor, with our employees and with the customers we serve.

## CORE CODE OF CONDUCT

JARDINE ASSOCIATES requires all of our suppliers in the U.S. and abroad to comply with the "WORKPLACE CODE OF CONDUCT". We are members of the Fair Labor Association as a Collegiate Licensee, Category C. Jardine is a member of the FLA, which is an organization that works to improve working conditions and labor practices around the world. Additionally, our workplace Code of Conduct has been expanded to meet University Licensee Program Requirements.

## OUR COMMITMENT TO PEOPLE

Jardine and our contractors adopt and adhere to rules and conditions of employment that respect workers and safeguard their rights under national and international labor and social security laws.

### NONDISCRIMINATION

Jardine and our contractors only employ individuals solely on the basis of their ability to perform the job and we will not discriminate against workers in making personnel decisions.

### CHILD LABOR

Jardine and our contractors will NOT employ any person at an age younger than 15.

### HEALTH, SAFETY & ENVIRONMENT

Jardine and it's contractors will provide a safe and healthy workplace; designed to prevent accidents and injury. The workplace will comply with local and national health and safety laws and will adopt measures to mitigate negative impacts that the workplace has on the environment.

### HARRASSMENT OR ABUSE

Jardine and it's manufacturers affirm every employee must be treated with respect and dignity. No worker can be subject to any physical, sexual, psychological or verbal harassment or abuse.

### FORCED LABOR

We will not use or purchase any materials that are produced using any form of forced labor.

### HOURS OF WORK

Jardine and our contractors will comply with all laws and industry standards on working hours. We will not require workers to work more than the regular and overtime hours allowed by the law.

### COMPENSATION

Jardine and our contractors will pay at least the minimum wage or the prevailing wage, whichever is higher. We will comply with all legal requirements on wages and provide at a minimum, all fringe benefits as required by law.

### OVERTIME COMPENSATION

In addition to their compensation for regular hours worked, workers will be compensated for overtime hours at a premium rate legally required in the country of manufacture or in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation.

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