

Reports

Congratulations to Our Winners!

GEAR For Sports® would like to thank all of the 1997 GEAR Reports Merchandising Photo Contest participants. As always, the entries were full of great ideas! Congratulations to our 1997 winners: **Grand Prize:** American University Bookstore, "Get Out in It!"; **2nd Place:** Colorado University Bookstore, "Get Your Tail in GEAR"; **3rd Place:** University of California, San Diego, "Discover GEAR"; **Grand Prize Small Store:** Oakland Community College Bookstore, "GEAR Up and Give—Help Fight Hunger"; **2nd Place Small Store:** Paul Smith's College Bookstore; **Honorable Mentions:** Cornell University Campus Store, Cowboy Book—Oklahoma State University, University of Arizona Bookstore, The Book Rack—Salisbury State University, State University of New York, Cortland College Store. ■



Grand Prize Winner

▲ American University Campus Store



Second Place

▲ Colorado University Bookstore



Grand Prize, Small Store

▲ Oakland Community College Bookstore



Third Place

▲ University California San Diego Bookstore



Second Place, Small Store

▲ Paul Smith's College Bookstore



GEAR FOR SPORTS®

The GEAR For Sports business is predicated on respect for and attention to all of our business partners, customers, employees, vendors, government and community. We select business partners who share our commitment to high ethical standards and fully comply with our business codes of conduct outlined below.

BUSINESS CODES OF CONDUCT

Working Conditions

GEAR For Sports business partners must share our commitment to providing a safe and healthy work environment for all employees. Workplaces must adhere to all local laws and safety standards. Employees must be compensated fairly in accordance with all applicable wage requirements in line with local industry standards.

Child Labor

GEAR For Sports prohibits business partners from utilizing child labor. GEAR For Sports defines child labor as any person who is under the age of 14.

Forced Labor

GEAR For Sports prohibits business partners from engaging in forced, convict or indentured (slave) labor practices.

Discrimination

GEAR For Sports will not tolerate discrimination by its business partners on the basis of race, color, religion, ethnic origin, personal or political beliefs or disability.

Environment

GEAR For Sports expects business partners to act responsibly in regards to the protection and preservation of the environment. In addition to complying with applicable local regulations, we encourage proper environmental safeguarding in the emitting of hazardous pollutants, adhering to waste water discharge guidelines, and ecologically-safe sourcing of raw materials.

U.S. Customs

Just as GEAR For Sports will comply with all U.S. Customs regulations, we require our business partners to also comply with these regulations, including those pertaining to transshipping, quota fraud and commercial document falsification.

Product Quality

GEAR For Sports expects business partners to share our commitment to quality and value within our products and to enforce required operating practices to meet our quality standards.

Compliance

GEAR For Sports' business partners violating these codes of conduct may face serious economic and legal consequences, including cancellation of orders, termination of business dealings and notification of proper local and foreign authorities.

In order to ensure compliance with these standards, GEAR For Sports may request the inspection of production facilities and, on a periodic basis, request relevant records relating to employment practices.

GEAR For Sports also requests that these Business Codes of Conduct be posted and displayed in an area accessible to employees and factory management alike.

A Matter of Principle

Much attention has been lavished recently on the ethical and moral practices of apparel manufacturers. All of us at GEAR For Sports® applaud and congratulate those that have expressed interest and taken action to ensure that moral working conditions are adhered to on and off American soil.

GEAR For Sports would like to take this opportunity to reiterate our position concerning this issue. We rebuke child, forced and abusive labor practices as well as unsafe working conditions. We refuse to associate with factories who allow such practices and conditions. "At GEAR For Sports, this is not merely a question of being politically correct or trying to accommodate our customers' wishes," explained John Menghini, President of GEAR For Sports, "it is rather an acceptance that we have a responsibility to act morally correct and to avoid what is intrinsically wrong, even if it has an economic cost."

To the left of this article is a reduced copy of our company's code of conduct. We have enforced these standards through consistent, extensive monitoring for the last 25 years, and by establishing long-term working relationships with factories. In order that factory employees understand our position, our codes of conduct are translated into several languages and prominently displayed in our partner factories around the world. We have fully trained staff in offices throughout the world who constantly monitor the manufacturing process of our products.

"We are doing everything we can to make sure we produce a quality product in factories we can all be proud of," said Larry Graveel, GEAR For Sports Senior Vice President of Merchandising. ■

SPOTLIGHTING

A GEAR For Sports Foreign Office Representative

"**F**or every factory that we employ, there is a GEAR For Sports team that is responsible for enforcing our standards and codes of conduct," explained Larry Graveel, Senior Vice President of Merchandising.



Betty Lok

As Senior Merchandise Manager, Betty Lok is responsible for such a team in Southeast Asia. Reporting to her is a staff of quality assurance inspectors, merchandisers and administrators who

visit the factories on a daily basis. Educated in one of the poly technical schools in Hong Kong, Betty formerly worked for a large garment factory and for a Hong Kong Trading Company. Her education and experience have given her a great understanding of the apparel industry.

"She visits our Lenexa headquarters twice a year and we visit Betty every two to three months," said Larry. "We are glad to have Betty and her staff as a part of our team. They know our standards and make sure they are met!" ■



GEAR For Sports Reports is a vehicle used to disseminate ideas and information to college and university bookstores. Input is always welcome. Please direct your comments to the editor, Sally Rebel.
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