

**Partner with a trusted
experienced supplier who is
committed to product safety.**





Since 1984, Gibco is consistently rated a top industry supplier on both promotional product industry platforms, ASI (ESP) and SAGE. These ratings mean a lot to us because it is our clients who rate us. As an A+, 5-star supplier of toys, we take safety seriously. Gibco was the first plush toy company in the industry to attend the annual PPAI Product Safety Summit and adopt the industry Code of Conduct.



Why do we take safety so seriously? Because like you, we have children in our lives too. It is our responsibility to keep them safe while playing with the promotional toys that bear your brand name. Simply put, we care.





We value and respect the fact that you have chosen us to import your promotional toys. This presentation has been compiled to assure you of our capabilities as a plush toy supplier in the promotional product industry. Although we may not be the “cheapest” supplier in the industry, we will produce products that you are proud to distribute.

We will not cut corners in an effort to save cost or time. We will not manufacture dollar-store or carnival toys. The quality and workmanship of our products speaks for itself. Our customers rate us in this industry and we value our 5-Star rating. We frequently audit our production facilities both personally and via third-party. We attend product compliance and safety seminars and continually strive to better ourselves through education and resources. Our team inspection approach from design-to-delivery simply works. If you have any questions or concerns, please let us know. We are here to serve you!

Thank you for your business!



Our Company Mission

Gibco Inc. is a wholesale supplier of promotional toys. Our goal is to supply safe, appealing and engaging promotional toys that aid in company promotion and comply with applicable laws. We are committed to our distributor customers. We will maintain the integrity of the company brand by offering the finest in quality and workmanship without cutting corners on compliance or safety.

Code of Conduct & Ethical Compliance

Gibco believes we must exceed the expectations of our customers and go above and beyond to meet them. We have created and implemented a comprehensive Code of Conduct and Ethical Compliance. Gibco Inc. has adopted such strict standards for the safety of consumers, our customers and our businesses. The quality and integrity of the promotional products we sell and the sourcing and manufacturing processes we adhere to show our commitment to our customers while respecting the rights of our workers and protecting the environment. We are dedicated to complying with all applicable laws and standards to conduct business in an ethical and responsible manner.



- **Product Safety**

Gibco will comply with all applicable laws, regulations and standards regarding the safety of the products we sell. We will meet or exceed applicable recognized voluntary industry standards for our products and our processes. This includes Consumer Product Safety Improvement Act (CPSIA), California Prop-65 and ASTM-F963 testing methods.

- **Social Compliance**

Gibco will not use any form of forced labor. We will not tolerate any form of forced labor from any contracted facilities. This includes physical or verbal harassment or discipline. Gibco will not employ workers under age by law of country of manufacture. We comply with all minimum age provisions and ensure compliance with audits of factory payroll records.

- **Freedom of Association**

We respect the rights of employees to associate or organize or join union without fear of reprisal or interference.

- **No Discrimination**

We will not discriminate in hiring or employment practices on the basis of age, nationality, race, gender, religion, ethnicity or disability.

- **Hours/Wages**

We will comply with all applicable wages, work hours, benefits and overtime laws and regulations as governed by state, federal law.



- **Workplace Environment**

In an effort to reduce workplace injury or accidents, we provide a workplace manual which includes our safety policies and procedures to each employee and have taken efforts to ensure workplace safety requirements are met. We will make a conscious effort to ensure these procedures are followed to ensure a safe healthy workplace environment.

- **Absence of Applicable Laws & Regulations**

In the absence of law in a particular geographic locale, the intent of these working conditions, workplace safety and product safety requirements will be communicated and enforced within our fullest capacity.

- **Subcontractors/Sourcing**

Our vendors are required to have an internal Code of Conduct. As part of our supply-chain, we ask every vendor we work to submit reports on social compliance, quality inspections, workplace environmental safety, ethical practices, policies and procedures. Should Gibco find a non-compliance issue, we take every effort internally and externally to remediate the situation and take steps to ensure it will not occur again. We conduct independent audits and owner audits to ensure these comprehensive standards and practices are met. We work with supply chain vendors to ensure mutual respect, compliance and quality.



Toys in the USA

- In the United States, toys are governed by the Consumer Product Safety Commission. The CPSC has authority in determining if a toy is safe. The CPSC is the government branch that sets forth requirements for plush toys including
 - **Hazardous Conditions**
 - **Mechanical Safety**
 - **Flammability**
 - **Chemical Requirements**
 - **Performance**
 - **Labeling**
- Toy importers must be registered with the CPSC and the individual states for labeling requirements..
- Toys must comply with all federal and individual state laws including label laws.
- Manufacturers must have toys safety tested at an independent CPSC accredited testing laboratory.



Toy Laws

- CPSIA
- California Proposition-65
(2018 update) labeling
- State of Illinois Lead Poisoning
Prevention Act
- Labeling Laws for states that
require
- ASTM F-963-11 Testing Standards
- International Laws by Country
(Canada/TSSA, EU/EN-71)
- And more being added all the time!

CPSIA

Also known as the Consumer Product Safety Improvement Act of 2008 (CPSIA) is an Act passed by United States Congress in 2008 and is overseen by the Consumer Product Safety Commission (CPSC). It is Public Law 110-314 and its goal is to establish consumer product safety improvement standards and other safety requirements for children's products and to authorize CPSC's level of enforcement. It requires manufacturers/importers to define and test items intended for use by children. Toys must be tested according to ASTM internationally recognized standards at a CPSC accredited third-party safety tested laboratory. If you are a manufacturer, importer, or private labeler of toys, you must continue to comply with the toy safety standard.

Manufacturer, importer, or private labelers of toys must test products manufactured after December 31, 2011 for compliance with the toy safety standard. The Commission will require third party testing for those products on January 1, 2012. The required testing must be conducted by an accredited third party laboratory whose accreditation is accepted by the CPSC.

Third party testing is required for the specific sections of the toy safety standard outlined in the "notice of requirements." There are other sections of the toy safety standard that do not require third party testing. Nevertheless, for those sections of the toy standard, the manufacturer still must: (i) ensure that the toy is compliant with those sections, and also (ii) certify compliance with those sections.

After a product is tested for compliance with the mandatory toy standard, the manufacturer, private labeler, or importer must issue a children's product certificate in which it certifies, in writing, compliance of the toy to that mandatory toy standard.

California Proposition 65

CA Prop-65 entitles residents of the state (since 1985) to special warnings for products that contain chemicals known by the state to cause cancer and birth defects or other reproductive harm if those products expose consumers to such chemicals above certain threshold levels. CA Prop-65 specifically prohibits businesses with ten or more employees from knowingly and intentionally exposing any individual in the State of California to a listed chemical without first giving a clear and reasonable warning. Gibco has adopted new labeling requirements effective August, 2018. All products manufactured after July 31, 2018 will bear the clear and reasonable warning label IF the toy safety testing requires us to do so.

California Proposition 65

Under CA Prop-65 products sold or used in the State of California must bear a clear and reasonable warning label *if* that product is known by the State of California to contain chemicals that cause cancer, birth defects or other reproductive harm. The growing list of chemicals is currently over 1,000 and if the product contains such chemicals (measured in parts per million, or PPM) the product must either specify the chemical(s), or bear the warning label which alerts consumers about the exposure to such chemicals. This list and other CA Prop-65 information can be found at:

<https://www.p65warnings.ca.gov/>

State of Illinois Lead Prevention Act

Sets measures that will help prevent children from becoming poisoned.

- Protect children most at risk of harm from lead by:
 - requiring lead inspections in units and common areas of buildings
 - requiring products children use, eat, or wear to be lead-safe.
- Target properties and property owners most likely to have lead hazards
- Educate the public about lead poisoning by:
 - requiring signs be posted or brochures distributed about lead-safe work practices in stores where supplies intended for paint removal are sold
 - requiring families with children in day care facilities be provided information on lead poisoning, and
 - requiring notices be posted in common areas of buildings when a child has been poisoned in one of the units, until the hazards are removed.
- Hold stakeholders accountable for preventing lead poisoning

ASTM International



Established in 1898, ASTM International provides a global forum for the development and publication of international voluntary consensus standards for materials, products, systems and services. ASTM standards are used in research and development, product testing and quality systems. ASTM standards are universally recognized and are a critical element in the manufacturing and global trade infrastructure.



Label Laws

- Country of Origin- Articles of foreign origin imported into the U.S. must be marked with the name of the city and country of origin.
- CPSIA Tracking Label- Product and its packaging must bear a permanent and distinguishing mark as required to the extent practicable.
- Producer Markings- Toys or their packaging must be legibly and conspicuously marked with the name and address of the producer/importer.
- Age Grading- labeled to indicate the minimum age for intended usage.
- Claims- Product shall perform as intended and meet all verifiable labeled claims.
- 3 states require manufacturers to utilize a uniform law label.
- Effective August of 2018, CA Proposition labeling requirements are now adhered to IF the product does not pass the required safety testing for the State of CA.

Contact us for a current Law Label layout! We add YOUR CLIENT'S information at No Additional Charge!

GIBCO is the leading plush toy supplier in the industry for a reason!

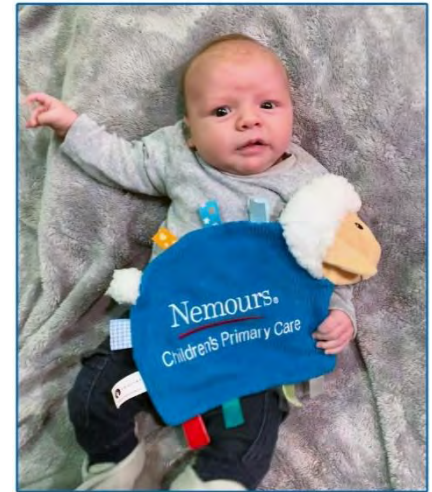
International Standards



- **Vary by Country**
- **Testing procedures may be more/less stringent.**
- **Label laws and language may be completely different.**
- **We need to know Country of Distribution.**
- **We need to know Quantity/Country.**

Gibco coordinates mandatory safety testing at a third-party independent CPSIA accredited testing facility. Test results are sent to distributor client. We have accounts with five testing facilities but can accommodate a specific client testing program if required.

Sell with Confidence. Work with a trusted, reputable and safe children's merchandise supplier. We never cut corners on safety. Here are just a few reasons why...





**Working with a
reputable trusted
supplier provides
peace of mind
and confidence
resulting in
customer loyalty
and increased
sales.**