



## **Gildan Community Investment Policy**

### **1. Policy Statement & Purpose**

#### **1.1. Document overview – purpose and intent**

At Gildan we believe that we have a responsibility to be an active participant in the communities where we operate. We understand that the long-term sustainability of our business also relies on building healthy, resilient and thriving communities. As a significant employer in each of the regions where we operate, Gildan recognizes its responsibility to have a positive impact on our local communities.

This document presents an overview of our community investment framework and policy.

#### **1.2. Support of business operations and alignment with business units**

We seek to ensure our community engagement activities are relevant to who we are as a business and therefore actively seek programs and partnerships which align with our core values and our mission of creating value in everything we do.

The activities we support create value for the community and for Gildan by contributing to economic development, strengthening social and environmental programs, and supporting business growth.

We have established these key guidelines:

- Identify areas of focus that create a consistent approach across all Gildan locations
- Align our community investment activities with three core areas of focus that create social and environmental impact in the communities where we are located (**See section 2.1**)
- Seek partnerships with organizations who share our values and are willing to amplify our efforts.
- Empower our people and enable them to be involved in their local communities.
- Share community efforts broadly with employees to foster a stronger sense of community and belonging.

## **2. Criteria**

### **2.1. Focus Areas**

We direct most of our community investment resources towards the following focus areas: **quality education, good health & well-being, and resources protection**, in alignment with the United Nations' Sustainable Development Goals (SDGs).

**Figure 1. Gildan Community Investment Focus Areas**



**Annex 1** provides a further description and details on Gildan's focus areas.

We also remain committed to humanitarian aid and disaster relief in the locations where we operate, when circumstances arise. Disaster relief funding will be determined by Gildan on an ad hoc basis.

### **2.2. Geographic Priorities**

We favour the regions in the countries where we conduct our operations. [Factory and Office Locations](#)

### **2.3. Type of Donations**

We support communities through a variety of contributions that include financial support, in-kind donations, employee volunteering activities and matched giving programs.

**Figure 2. Types of Gildan Support**



**Financial donations:** We provide financial support to a range of local and global partners who have met the criteria outlined in this community investment policy.



**In-kind Donations:** We donate our products, other goods, or services to the communities in which we operate to address basic needs, support disaster relief efforts, and contribute to partners and initiatives that have met the criteria outlined in this community investment policy.



**Volunteering:** We actively encourage our employees to volunteer their time to community projects.



**Matched Giving:** We will match employee contributions made to specific fundraising initiatives that have been previously selected by Gildan for support.

## **2.4. Eligibility**

Eligible projects and organizations must:

- Demonstrate alignment with Gildan's values and community investment focus areas
- Operate in countries where Gildan has operations
- Be a registered organization and provide a valid charitable registration number (when applicable)
- Be financially sound (provide a copy of their most recent financial statements/balance sheet when requested).
- Demonstrate a commitment to Gildan's Culture & Inclusion strategy.

## **2.5. Exclusionary Criteria / Ineligible Organizations**

Projects and organizations that are not eligible to receive Gildan support include but are not limited to:

- Projects which fall outside countries where Gildan has operations
- Individuals or charitable appeals for individuals
- Religious, non-secular <sup>1</sup>
- Advocacy and/or political organizations
- Parties or celebration events
- Activities that promote violence or gender inequality

<sup>1</sup> Faith-based organizations are eligible for support if the programs they administer are for non-religious purposes and are accessible to all individuals, regardless of their religious affiliation.

### **3. Application Process**

#### **3.1. Submission process**

We accept requests for funds throughout the year. Applicant organizations are responsible for ensuring that requests are submitted well in advance of their event or project start date.

Requests can be submitted through:

- The online application on Gildan's website: [Application Form](#)

### **4. Investment Criteria**

#### **4.1. Investment criteria**

Gildan's community investment decisions will be assessed in relation to the following criteria depending on the community investment purpose, scope and cost value:

Criteria
Investment aligns with a community investment focus area
Investment aligns with a focus area of ESG strategy
Employee Engagement
Position Gildan Corporately as Employer of Choice
Investment is linked to one or more priority countries and communities
Investment meets a clear community need
Promotes community engagement or represents a competitive advantage to Gildan
Investment will contribute to brand exposure
Opportunity will build reputation and goodwill through association
Community partner prioritizes inclusive and equitable programs
Community partner possesses resources, knowledge, skills to implement
Community partner can provide evidence of impact

#### **4.2. Policy Exceptions**

The Community Investment Committee and ESG Steering Committee (CI) may grant exceptions to this policy provided that the exception granted is clearly documented with an explanation with the basis of the exception.

Approved by the Community Investment Committee.

## Annex 1: Description of Focus Areas



### Quality Education

- Aligned with UN Sustainable Development Goal 4 (Ensure inclusive and quality education for all and promote lifelong learning), we aim at promoting inclusive and equitable quality education as well as lifelong learning opportunities for all.

We believe supporting education helps address some of our stakeholders' most pressing needs. Our investments in education aim to support individuals, particularly children, youth and young adults, in the communities in which we operate.

We provide targeted support for four areas of education:

- **Skills for work and life:** Learning skills, knowledge, and attitudes needed to succeed in work and life. It includes gaining practical skills and developing key hard and soft skills.
- **Improve quality of education:** Focuses on girls' and women's education, education programs and capacity building programs for students, teachers, schools, communities, and families. Education programs may take various forms such as training sessions, workshops, courses, conferences, public awareness campaigns, after-school programs, cultural activities as well as technical and vocational education.
- **Investments in infrastructure:** building and upgrading education infrastructure including facilities, technology and other resources.
- **Investments in scholarships:** Investment in scholarship programs that encourage students to go above and beyond and become positive leaders of tomorrow.

### Good Health & Well-Being

- Aligned with UN Sustainable Development Goals 3 (Ensure healthy lives and promote well-being for all at all ages) and 5 (Achieve gender equality and empower all women and girls). We believe that promoting **good health and well-being** for all at all ages, as well as advancing representation and gender equality, can strengthen both our communities and our business.
- Our investments aim to increase the quality of life for communities, create awareness of active, inclusive, and equitable lifestyles, participate in events to engage with youth and their families. We support organizations, communities and initiatives that:
  - Facilitate access to improved and essential health-care services
  - Facilitate access to clean water, sanitation, and hygiene

- Facilitate access to emotional and mental health-care services
- Provide or promote community health education
- Provide or promote community-based mental health initiatives
- Promote healthy lifestyles (healthy eating and nutrition, physical activity, and other healthy habits)
- Enhance community capacity for early warning, risk reduction and management of health risks and disease prevention
- Provide or upgrade health care infrastructure and equipment

○ We provide targeted support to these areas through:

- **Event sponsorship:** activities, programs or events that promote health and wellness among youth and their families in the communities in which we operate.
- **Enabled access:** programs that facilitate access to health services, WASH, health education, capacity building health programs and promote wellness in the communities in which we operate.
- **Support of active lifestyle:** building and upgrading sport infrastructure to increase access to activities for children and underdeveloped communities.
- **Promoting inclusion and gender equality:** by supporting organizations and events dedicated to women and girls.

### Resources Protection

Aligned with UN Sustainable Development Goals 12 (Sustainable Consumption and Production), 13 (Climate Action), 14 (Life below Water) and 15 (Life on Land). We support organizations, communities and initiatives that:

- Promote sustainable management and efficient use of natural resources
- Promote the reduction, reuse, and recycling of materials
- Promote sustainable forest management, combat desertification, halt and reverse land degradation, and halt biodiversity loss
- Promote education, awareness, and capacity building in communities regarding climate change mitigation, adaptation to it and reduction of its effects
- Contribute to build community resilience to climate-related hazards and natural disasters through early warning and emergency preparedness, nature-based solutions, infrastructure and sustainable practices, community engagement and education.
- Protect and restore water-related, marine, and coastal ecosystems

### Disaster Relief

We are also committed to continuing our legacy of providing humanitarian aid and disaster relief in the locations where we operate.