SPEAK UP!

WHISTLEBLOWING POLICY FOR EMPLOYEES AND EXTERNAL STAKEHOLDERS

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TABLE OF CONTENTS

I. WHAT IS THE PURPOSE OF THIS POLICY? 2

II. WHO CAN RAISE CONCERNS? 2

III. WHAT TYPES OF CONCERNS SHOULD BE REPORTED? 2

IV. HOW DO I REPORT CONCERNS? 3

V. WHAT HAPPENS WHEN I CALL THE NUMBER? 3

VI. HOW WILL GILDAN PROTECT ME IF I RAISE A CONCERN? 4

VII. WHO RECEIVES THE REPORT FROM THE HOTLINE? 4

VIII. WHEN DOES THIS POLICY NOT APPLY? 4

IX. ADDITIONAL INFORMATION 5

X. ADMINISTRATION AND APPROVAL 5

I. WHAT IS THE PURPOSE OF THIS POLICY?

In keeping with Gildan's[1] commitment to high ethical standards in all of its operations worldwide and to foster dialogue with its employees and its external stakeholders[2], Gildan has established this *Speak Up! Whistleblowing Policy for Employees and External Stakeholders*.

This Policy explains how Gildan receives and handles complaints or reports regarding unethical or unlawful conduct received from its employees and external stakeholders through its **ETHICS HOTLINE** that relate to Gildan, its employees, officers, directors, consultants, contractors, agents or suppliers (the "**Policy**").

This Policy also provides information for Gildan's employees and external stakeholders to raise concerns in confidence, or anonymously and without fear of reprisals or retaliation of any kind.

Gildan undertakes to investigate and resolve all good faith complaints or concerns within a reasonable timeframe.

II. WHO CAN RAISE CONCERNS?

Employees and external stakeholders can raise concerns under this Policy. This Policy forms a fundamental part of Gildan's commitment to ethical business and compliance with the law. Employees and external stakeholders are strongly encouraged to speak up and report any concerns via the channels described below, to help Gildan meet such ethical commitments.

III. WHAT TYPES OF CONCERNS SHOULD BE REPORTED?

This Policy may be used for reporting any type of conduct that may reasonably be perceived to be unethical or illegal. Examples include:

- theft, corruption or fraud;
- a violation of human right laws, including modern slavery or forced labour laws;
- a violation of economic sanctions laws or trade controls;
- a violation of competition or insider trading laws;

[1] Throughout this Policy, "Gildan" or "Company" refer to Gildan Activewear Inc., its subsidiaries and affiliated companies.

[2] "External stakeholders" is any person, group, or organization directly or indirectly affected by an issue related to or caused by any of Gildan's operations or practices worldwide. For example, suppliers, contractors or customers (or any of their respective employees), non-governmental organizations (NGOs), and/or members of the communities where Gildan operates.

- a violation of environmental protection laws;
- a violation of health and safety standards at Gildan or third-party contractor facilities;
- sexual assault, unlawful discrimination or harassment that you are uncomfortable reporting or discussing with your local HR team or your supervisor or situations that involve a senior Gildan employee or director;
- a conflict of interest involving a Gildan employee or director;
- a circumvention of internal controls that is suspected or believed to be willful;
- a violation of Gildan's Code of Conduct or Code of Ethics, especially if willful; or
- any retaliation against a whistleblower for reporting a concern.

IV. HOW DO I REPORT CONCERNS?

To report a concern, you may call our independently-operated **Hotline**, including on an anonymous basis. The **ETHICS HOTLINE** contact details are clearly set out on the last page of this Policy. You can also submit a written report through an independent website at www.ethicspoint.com.

The local hotline numbers are posted in each office or plant location and are also published on the Gildan website. The Ethics Hotline operates 24 hours a day & seven days a week and is available in the local languages of each country in which Gildan operates.

V. WHAT HAPPENS WHEN I CALL THE NUMBER?

The Hotline operatives are independent and trained in the intake of whistleblower reports, including on the importance of maintaining confidentiality. The employee or external stakeholder reporting via the Hotline will be assigned an identification number and can use this identification number to obtain updates on the investigation through the Hotline.

Gildan takes all good faith reports of improper practices seriously and investigates such reports diligently and in proportion to the seriousness of the subject matter raised by the report.

When making a report, whistleblowers should provide as much detail as possible to assist the investigators and ensure an efficient and expeditious process.

VI. HOW WILL GILDAN PROTECT ME IF I RAISE A CONCERN?

Gildan is committed to protecting from retaliation any person who in good faith reports improper practices. Retaliation includes physical or verbal abuse, harassment, or any unwarranted adverse actions or impacts on a reporting person's employment status or conditions.

Retaliation against a person who has reported any improper practice in good faith is strictly prohibited and will not be tolerated by Gildan. Employees who retaliate against a good faith reporter will face disciplinary action up to and including termination.

In addition, as explained below, reports submitted through the Hotline are handled and managed according to protocols that protect confidentiality and ensure that persons implicated in the complaint are not assigned responsibility for investigating the matter, no matter how senior their role.

VII. WHO RECEIVES THE REPORT FROM THE HOTLINE?

The Hotline operator will handle and refer the reports to an appropriate senior Gildan representative, in accordance with protocols designed to preserve confidentiality and the protection of the whistleblower from reprisals and ensure a timely and proper investigation. The Gildan representative(s) responsible for the investigation shall not be persons implicated by the misconduct reported, and care is taken when assigning investigators and when communicating investigative findings to ensure that conflicts of interest do not taint or compromise the integrity of the investigation. If a whistleblower has concerns about a risk of reprisal or considers that their supervisor may be implicated or in a conflict of interest if they were to be involved in directing the investigation or determining its outcome, they should raise those concerns in the report.

VIII. WHEN DOES THIS POLICY NOT APPLY?

This Policy is not intended to apply to personal work-related grievances, such as interpersonal conflicts, concerns over compensation and benefits, matters related to freedom of association or collective bargaining, or similar employment concerns that do not entail a breach of Gildan's policies. Such grievance matters should first be directed through to Human Resources or otherwise via Gildan's other grievance channels and procedures. However, if the matter cannot be appropriately resolved through such channels and procedures or if the reporter is not comfortable using those channels, the concern should be reported through the Hotline.

A knowingly false complaint or report is a violation of this Policy and may result in disciplinary action up to and including dismissal.

IX. ADDITIONAL INFORMATION

Nothing in this Policy is intended to alter an employee's at-will employment status or create any contractual obligations on the part of the Company towards any person, or to limit other recourse or remedies available at law.

Employees with questions regarding this Policy should contact the Head of Legal, any member of the Legal or Compliance team or the Ethics and Fraud Committee via e-mail at EthicsAndFraud@gildan.com.

X. ADMINISTRATION AND APPROVAL

This Policy was adopted by the Board of Directors of Gildan upon recommendation of the Audit and Finance Committee and the Corporate Governance and Social Responsibility Committee. All subsequent amendments must be approved by the Board, except that the Head of Legal may make clerical and administrative changes, as deemed appropriate. The Head of Legal and the Head of Internal Audit will administer the Hotline and ensure appropriate communications and trainings are regularly performed to promote awareness of the Hotline.

ETHICS AND COMPLIANCE HOTLINE

Country	Phone number
Australia	1 800 518 156
Bangladesh	09638 917724
Barbados	833 857 0251
Belgium	Web only*
Canada	1 866 514 0820
China	400 120 3047
Dominican Republic	800 148 5557
Haiti	Web only*
Honduras	504 2231 3116
Hong Kong	800 930 293
Italy	Web only*
Mexico	800 681 6722
Nicaragua	7 513 2131*
Singapore	800 492 3016
United Kingdom/N. Ireland	Web only*
United States	1 866 514 0820

*For web only locations, you can access gildanactivewear.ethicspoint.com to contact us.