

# CODE OF CONDUCT

Wherever Gildan operates, we are guided by our Code of Conduct. All Gildan employees and business partners are required to adhere to the principles set forth below.

## Employment Relationship

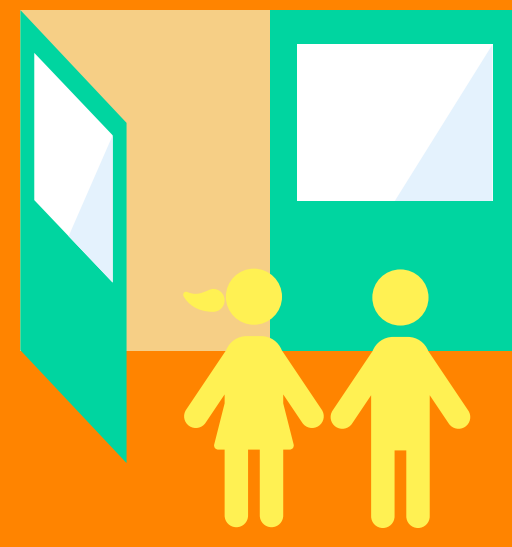
Gildan and its business partners must comply fully with all legal requirements relevant to the conduct of their businesses and will adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labour and social security laws and regulations.



## Child Labour

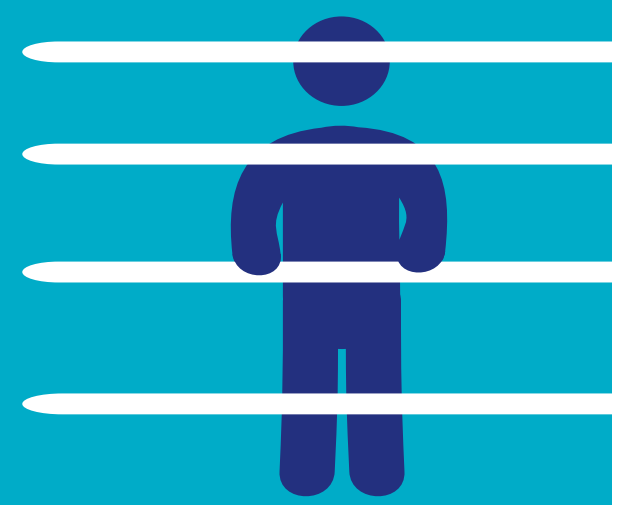
Employees must be at least 16 years of age or over the age for completion of compulsory education or the country legal working age, whichever is higher.

Employees under 18 are not employed in any form of hazardous conditions.



## Forced Labour

Gildan and its business partners will not use forced labour, including prison labour, indentured labour, bonded labour or any other form of forced labour.



## Compensation

Wages must meet the legal minimum wage or the prevailing industry wage, whichever is higher, comply with all legal requirements on wages, and provide all fringe benefits, required by law or contract.

We support the notion that where compensation does not meet employees' basic needs and provide some discretionary income, employers must take appropriate measures to gradually reach a satisfactory compensation level.

Employees have the right to compensation for a regular work week that is sufficient to meet their basic needs and provide some discretionary income.



## Hours of Work/Overtime

Employees must not be required to work more than a total of 60 hours per week or the regular and overtime hours allowed by the law of the country, whichever is less. The regular work week shall not exceed 48 hours.

All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate.

Employees must be allowed at least 24 consecutive hours of rest in every seven-day period.



## Health and Safety

Gildan and its business partners will take all necessary measure to provide a safe and healthy workplace setting to prevent accidents and illnesses arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities and other locations.



## Environment

Gildan and its business partners will adopt responsible measures to mitigate the impacts that the workplace has on the environment. They will comply with applicable country environmental regulations and laws.



## Freedom of Association and Collective Bargaining

Gildan and its business partners will recognize and respect the right of employees to Freedom of Association and Collective Bargaining.



## Harassment or Abuse

Gildan and its business partners will treat every employee with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.



## Grievance Procedure

Employees are allowed to lodge grievances that are addressed in a systematic manner so as to protect employees' privacy and protect them from reprisals.



## Discrimination

Employees are not subject to discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, pregnancy status, race, religion, age, disability, physical appearance, sexual orientation, nationality, political opinion or social or ethnic origin.



## Documentation and Inspection

Gildan and its business partners shall implement this code and applicable laws and allow for it to be subject to verification. The code must be posted, in the language(s) of the employees and communicated to employees. Documentation may be needed to demonstrate compliance with this Code of Conduct and these documents shall be made available for Gildan or its designated auditor(s) for inspection.

