



GILDAN ACTIVEWEAR INC.

GLOBAL DIVERSITY, EQUITY AND INCLUSION POLICY

I. INTRODUCTION:

This policy aims to support the organization’s vision of Making Apparel Better™ and continue cultivating an entrepreneurial, innovative, and performance driven environment by creating a diverse, equitable, and inclusive workplace where all employees are valued for their uniqueness; where they develop, maintain, and promote a sense of belonging.

This policy is aligned to our Human Rights Policy and to our commitments to upholding and respecting internationally recognized human rights.

II. PURPOSE: Representation and Participation

This Diversity, Equity, and Inclusion Policy (the “Policy”) sets forth the principles and the approach for diversity, equity, and inclusion at Gildan Activewear Inc. and its subsidiaries (collectively, “Gildan” or the “Company”) and applies to all Gildan employees worldwide. Its purpose is to systematically encourage representation and participation of diverse groups of people at all levels of the company.

In an increasingly complex world and constantly changing business environment permeated by strong demands for agility, diligence, and regulations, we need a workforce with a diversity of thoughts and varied skillsets to create optimal, innovative, and sustainable solutions. As a large scale vertically integrated apparel manufacturer, our employees are our most valuable asset. We are dedicated to improving their work experience and empowering them to contribute to Gildan’s competitiveness and profitability.

We acknowledge that equity and inclusion are ongoing processes that require continuous and active effort in order to foster a sense of belonging for Gildan employees, and to work towards achieving substantive equality. At Gildan, we strive to remove barriers and actively promote equity throughout the Company to create a better, more inclusive and sustainable employee experience for all. Gildan believes that embracing diversity and systematizing equity and inclusion are the best strategies to address any potential inequalities.

III. GUIDING PRINCIPLES:

Gildan’s Diversity, Equity, and Inclusion (DEI) approach is founded, guided, and shaped by the following principles:



Accountability: the ownership and acceptance of responsibility for equitable and inclusive behaviours throughout all levels of the organization.

Transparency: ensuring that information regarding DEI is shared truthfully within and outside the organization.

Data-driven decisions: the collection and analysis of DEI metrics in order to generate genuine insights and drive decision-making.

Objectivity: actions and decisions are guided by equitable and impartial processes, free from bias or favoritism.

IV. KEY DEFINITIONS

“Diversity is a fact. Equity is a choice. Inclusion is an action. Belonging is an outcome”

- Arthur Chan, Diversity, Equity, & Inclusion Strategist

Diversity is a fact; it is the presence of difference within a given setting. In the context of this policy, the setting refers to Gildan and the differences refer to the variety of identity factors that make up Gildan’s workforce (gender, skin color, ethnicity, ancestry, culture, sexual orientation, gender identity and gender expression, religious affiliations, age, disability, social status, family status, pregnancy, and more). It is important to note that a person is not diverse; they are unique and bring diversity to a group.

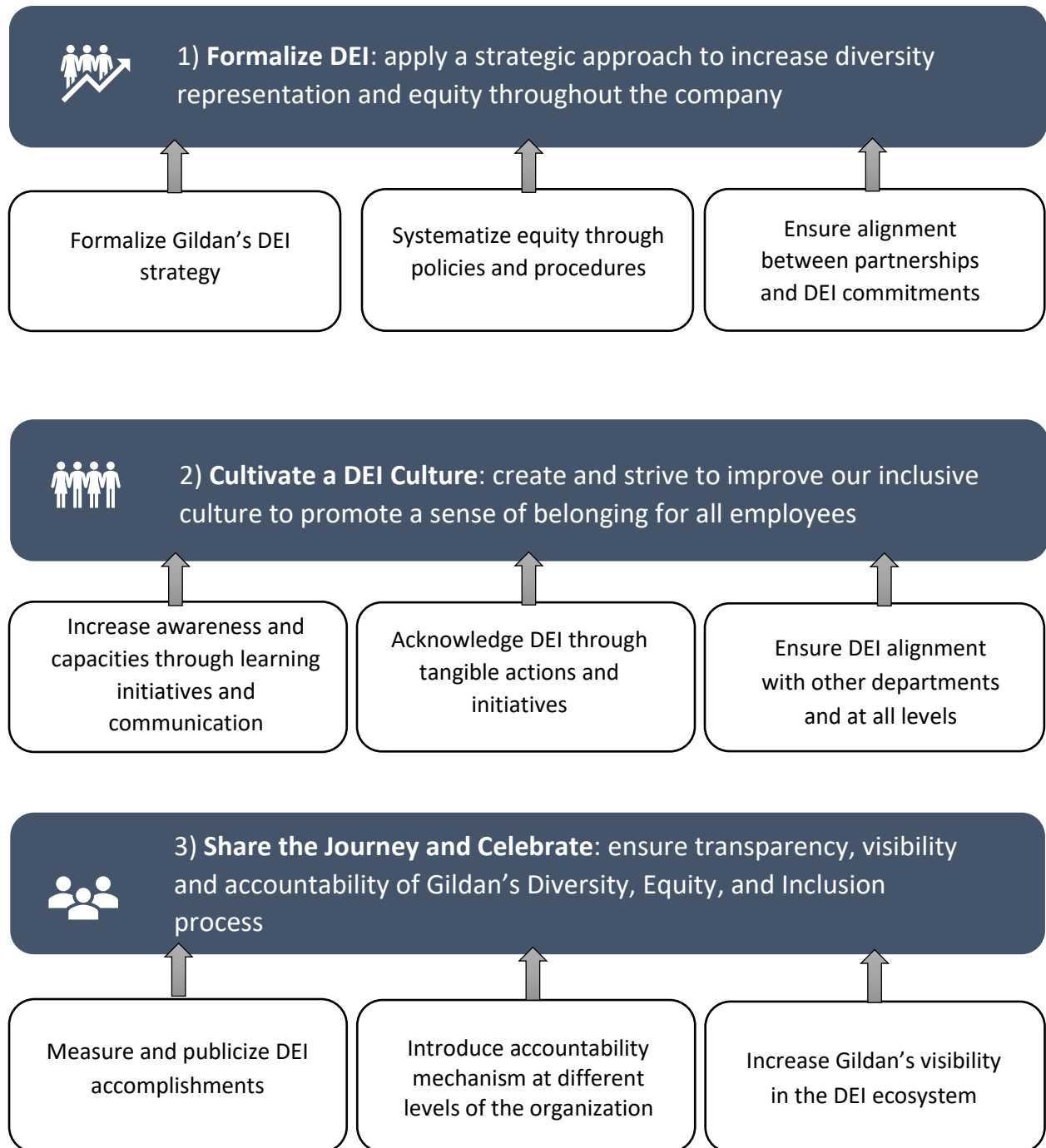
Equity is an organizational choice to ensure fair treatment, access, opportunity, and advancement for all employees. Equity recognizes that we do not all start from the same place; in many instances people belonging to different identity groups can access advantages, or face barriers, which can impact their professional development. An organization can choose to act equitably by addressing potential inequalities and their impact.

Inclusion is the action of creating environments and structures via procedures and policies in which any individual or group feels respected, supported, valued, and empowered to fully participate.

By embracing diversity, choosing to be equitable, and acting inclusively we create a favorable environment and a sense of belonging for all of Gildan’s employees.

V. OUR APPROACH

Diversity, Equity, and Inclusion are vital to creating and maintaining a successful and inclusive workplace. Therefore, in order to achieve its ultimate outcome of improving DEI at Gildan, the Company is committing to three strategic objectives, each driven by specific outcomes.





VI. LEADERSHIP EXPECTATIONS

Lead with Respect: Gildan is committed to ensuring that its current and future leaders adopt inclusive and empathetic leadership behaviours. This means having the ability to lead diverse groups of people while demonstrating understanding and respect for each person’s unique characteristics without bias. Inclusive and empathetic leaders authentically advocate, commit, and create conditions for diversity, equity, and inclusion. Additionally, leaders at all level are expected to:

- 1) Participate in one Gildan training or activity related to DEI annually
- 2) Continue developing and evaluating inclusive and empathetic behaviour as part of the annual performance process.
- 3) Recognize behaviours that may lead to inequities and collaborate with various teams to resolve these.

VII. RESPONSIBILITY AND ACCOUNTABILITY

Gildan’s commitment to DEI is ensured at several levels:

Governance	Practice & Application
<ul style="list-style-type: none"> ➤ Executive Vice President, Chief Human Resources Officer & Legal affairs serving as the owner, supported by the Global organizational development team. ➤ Presidents and Executive Vice Presidents overseeing various steering committees. ➤ ESG Human capital management working group supporting the strategy and targets related to human rights, ethical labour and DEI. 	<ul style="list-style-type: none"> ➤ Human resources teams throughout Gildan’s locations are there to: <ul style="list-style-type: none"> • Provide expertise; • Ensure compliance and adherence to workplace policies relating to the equal treatment of employees; • Drive equitable and inclusive behaviours and develop policies that foster and reflect the diverse groups of people living in the countries in which we operate. • Ensure that equity and inclusion are respected throughout the employee experience ➤ Leaders at all levels are responsible for creating and ensuring an equitable and inclusive environment for their staff.



VIII. EMPLOYEE RESPONSIBILITIES

It is the responsibility of all employees to do the following:

- Comply with the principles and approach set out in this policy;
- Always treat others with dignity and respect;
- Embed DEI principles in their decision-making and within program and process design.
- Exhibit behaviour that reflects Gildan's values during work, at work functions, and at all other company-sponsored and participative events.
- Notify your immediate supervisor or your local human resources lead if you have witnessed behaviour that can be interpreted as abusive or discriminatory.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action up to and including termination of employment.

IX. REPORTING DISCRIMINATORY BEHAVIOUR

Employees have the right to work without discrimination of any kind. Employees who believe they have been subjected to any kind of discrimination or behaviour that conflicts with the current policy should do the following:

- ***Ask for the behaviour to stop or the decision to be reconsidered*** – Wherever possible and if they feel comfortable doing so, employees should advise directly the person acting in a discriminatory or offending way of their wrongdoing in order to allow them to correct the situation, review their decision or stop the behaviour without further delay.
- ***Notify your supervisor, manager, or the local human resources lead*** – This is essential so that Gildan may intervene and have the situation corrected.

Refer to existing policies:

- Refer to the **Global Anti-Harassment, Anti-Discrimination, and Anti-Violence Policy** – if you feel that you have been the victim of unfair behaviour or discriminated against based on categories protected by applicable local laws.
- ***Refer to the Code of Ethics*** - follow company procedures identified in the Code of Ethics, the section called *How to Get Help and Raise Issues* (page 3) to report questionable or discriminatory behaviours.



- Refer to the ***Gildan Whistleblower Policy*** - if the employee does not feel comfortable or wishes to remain anonymous, they should report their complaint through the confidential external *Ethics and Compliance Hotline*.
 - Hotline website <https://secure.ethicspoint.com>
 - For more information on procedure associated with the hotline, refer to the Whistleblowing Policy

X. QUESTIONS

For any questions related to this Policy or its application, employees are invited to contact their local Human Resources lead.