

MODERN SLAVERY REPORT

2025





ABOUT GILDAN

Gildan is a leading manufacturer of everyday basic apparel with a diversified portfolio of brands including Gildan®, Hanes®, Comfort Colors®, American Apparel®, ALLPRO™, GOLDTOE®, Peds®, Bali®, Playtex®, Maidenform®, Bonds®, as well as Champion® which is under an exclusive licensing agreement for the printwear channel in the U.S. and Canada.

Gildan markets its products in North America, Europe, Asia Pacific, and Latin America. Our product offerings include activewear, underwear, and socks, sold to a broad range of customers, including wholesale distributors, screenprinters, embellishers, retailers, and global lifestyle brand companies.

We have more than 80,000 employees worldwide and are strongly committed to industry-leading labour and environmental practices throughout our operations and supply chains, in accordance with a comprehensive ESG strategy embedded into our long-term business plan.

For more on Gildan and our ESG practices, visit our website at gildancorp.com.

In this document we, us, our, Company, and Gildan mean Gildan Activewear Inc. and its operating subsidiaries.

Gildan Activewear Inc. is a Canadian corporation incorporated under the Canada Business Corporations Act. Its common shares are traded on the Toronto Stock Exchange and the New York Stock Exchange under the symbol GIL. Gildan is one of the world's largest manufacturers of apparel and is headquartered in Montreal, Quebec, Canada.

ABOUT THIS REPORT

Gildan is fully committed to upholding and respecting human rights, to maintaining high ethical standards in all our operations, and to incorporating these values into our supply chain practices. Gildan does not tolerate modern slavery in any form within our own operations and supply chains. We embed human rights in our policies, governance, and management systems, and we expect our business partners to do the same.

This joint report on Modern Slavery is issued by Gildan Activewear Inc., on behalf of its wholly-owned subsidiaries Gildan Apparel (Canada) LP, 892486 Canada Inc., Gildan Activewear (UK) Limited, and Canadelle Limited Partnership (collectively, the "Reporting Entities"), under the **California Transparency in Supply Chains Act**, the **UK Modern Slavery Act 2015**, the **Australia Modern Slavery Act 2018**, and **Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act**, as applicable, for the period of December 30, 2024 to December 28, 2025 (the "Report"). Unless otherwise indicated herein, the practices and policies described in this Report are applicable to all Reporting Entities. On December 1, 2025, Gildan completed the acquisition of HanesBrands Inc. (now HanesBrands LLC) ("HanesBrands") and has begun the process of integrating the two companies, including working to harmonize the supply chain and other policies, practices, procedures and systems of HanesBrands with those of Gildan.

This Report has been prepared in collaboration with relevant corporate functions and representatives from each relevant group as it applies to each of them and has been approved by the Board of Directors of Gildan Activewear Inc., on its own behalf and on behalf of the Reporting Entities.

For the purposes of this report, "modern slavery" is intended to be interpreted comprehensively and to cover forced and compulsory labour, child labour, exploitation of others for personal or commercial gain, human trafficking, and similar abuse. These are violations of human rights as defined in both international and national legislation.

GILDAN'S GLOBAL BUSINESS AND SUPPLY CHAINS

Gildan owns and operates large-scale, vertically integrated manufacturing facilities primarily located in Central America, the Caribbean, North America, and Asia. The facilities are strategically located to efficiently service our diverse global customer base. Gildan's vertically integrated manufacturing model allows us to have direct control over the majority of our supply chains from sourcing of raw materials to distribution of a finished good. In fact, only a small fraction of Gildan's supply chains consist of packaged goods manufactured outside of this vertical model. This gives us direct visibility and control over processes and risks in our supply chains. For more information on where Gildan facilities and selected contractors are located, please refer to: [Our Factories](#).¹

OUR GOVERNANCE FRAMEWORK

Our Board of Directors is ultimately responsible for our ESG strategy and is supported by its standing committees. The Corporate Governance and Social Responsibility Committee of the Board of Directors oversees our ESG policies and practices, including those relating to labour and human rights, namely through a quarterly ESG report highlighting key developments, issues, and risks. The ESG Steering Committee, co-chaired by our President and CEO and our Executive Vice-President, Chief Legal and Administrative Officer, and composed of executive and senior management, provides leadership and guidance in the development and implementation of our ESG strategy and goals, and meets on a quarterly basis. Five working groups are chaired by senior leaders and consist of cross-functional representatives who support ESG strategy development and implementation. The Centre of Excellence for ESG serves as a facilitator and integrator of sustainability across Gildan and is led by our Senior Vice-President, Global Supply Chain, Sales, Marketing and Distribution, and our Vice-President, Global Social Compliance and Environmental Affairs, who oversee matters relating to ESG governance across the Company.

During 2025, Gildan was embarking on its fourth year of implementing its Next Generation ESG strategy, which encompasses a broad range of initiatives. These include initiatives aimed at ensuring respect for human rights and maintaining safety standards throughout the supply chains. The strategy also embraces a commitment to people, with a focus on investing in our workforce, in addition to enhancing ESG transparency. This strategy includes nine targets focused on five different pillars, including human capital management; long-term value creation; and transparency and disclosure.

OUR SOCIAL COMPLIANCE FRAMEWORK

We are committed to protecting the rights of all people who manufacture Gildan's products worldwide, as well as enforcing the fair and ethical treatment of these individuals. Gildan has a longstanding commitment to eradicate modern slavery from its supply chains and operations. Gildan has been a member of the Fair Labor Association (FLA) since 2003 and was the first vertically integrated apparel manufacturer to have its social compliance program accredited by the FLA in 2007. To maintain our accreditation, Gildan is subject to periodic audits by the FLA to ensure that we have implemented systems and procedures that uphold FLA standards. In 2019, Gildan's Social Compliance program was reaccruited after Gildan demonstrated it employed fair labour practices and policies in its global supply chains and operations. In 2025, Gildan received confirmation of its reaccruited after successfully completing the FLA's 3-year Milestone 5 Evaluation, which verifies that companies continue to meet FLA standards over time.

In 2018, Gildan pledged to join the [Industry Commitment to Responsible Recruitment](#) (ICRR) which was developed in conjunction with the American Apparel & Footwear Association (AAFA) and the FLA. The ICRR is a proactive industry effort to address potential modern slavery risks for migrant workers in global supply chains. The recently updated joint Commitment by the AAFA and the FLA requires signatories of the ICRR to ensure that workers (i) do not have to pay for their job, (ii) receive a timely refund of fees and costs paid to obtain or maintain their job, (iii) retain control of their travel documents and have full freedom of movement, and (iv) are informed, in a language they understand, of the basic terms of their employment prior to being relocated to their new place of employment. Gildan is a signatory to the relaunched ICRR, and we continue to reaffirm our commitment to the fair treatment of workers in our supply chains.

Policies and processes

Gildan has developed a series of policies and codes that form its framework for addressing modern slavery. These include:

- [Code of Ethics](#)
- [Code of Conduct](#)
- [Social and Sustainable Compliance Guidebook](#)
- [Human Rights Policy](#)
- [Responsible Production and Sourcing Policy](#)

Gildan-operated and finished product contractor facilities are required to have written policies and procedures that uphold and respect Gildan's Code of Conduct, human rights standards and policies, and local labour laws. HanesBrands also maintains policies which address the issue of modern slavery. Following the closing of the HanesBrands acquisition in December 2025, we are in the process of harmonizing HanesBrands' policies and procedures with ours, with a view towards aligning practices across the organization.

¹ The information provided at this link does not include the locations of the facilities that Gildan now owns as a result of its recent acquisition of HanesBrands.

DUE DILIGENCE PROCESS ON HUMAN RIGHTS

Gildan monitors human rights-related risks as recommended by the Organisation for Economic Co-operation and Development's (OECD) Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector. Due diligence is an evolving process, and risks may change over time as our operational context evolves.

Human rights due diligence's primary purpose is to prevent and act on potential and actual adverse human rights impacts on workers in our Gildan-operated facilities and those of our finished product contractors' facilities. Our due diligence process combines a compliance and risk-based approach involving five key steps:

1. Identify human rights matters inherent in our operations, our supply chains, and in our industry at large.
2. Assess and evaluate each human rights topic.
3. Mitigate and remediate human rights risks and impacts in our facilities and our supply chains by working collaboratively with stakeholders to implement programs and initiatives.
4. Monitor and communicate by verifying and validating progress and efficiency through our Social Compliance program.
5. Embrace continuous improvement by learning from our past and current experiences to assess and make changes to our human rights practices.

Additionally, as part of the due diligence process leading up to the HanesBrands acquisition, Gildan performed an assessment to identify any differences between HanesBrands' and Gildan's standards and practices in the area of human rights. HanesBrands maintains a risk-based approach comparable to that of Gildan, and integration efforts are underway.

Monitoring Gildan-operated and finished product contractor facilities

We take measures to identify, prevent, and mitigate the risk of human rights violations in both our own vertically integrated operations, and in the operations of our finished product contractors. When initiating a commercial relationship with a finished product contractor or at renewal, the contractor is required to sign a written agreement or certification incorporating Gildan's policies and standards. Finished product contractors are also subject to a verification process that includes social compliance auditing, remediation, and tracking to ensure compliance with applicable laws as well as with Gildan's Code of Conduct and the UN Guiding Principles on Business and Human Rights. For workplace policies and standards, Gildan requires a profile and self-assessment from new facilities, and then conducts an audit of the facility. Audit results are categorized from green to black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social and Sustainable Compliance Guidebook. Green and yellow ratings may be cleared for continued business, orange and red require

improvement within a set timeframe, and a black rating will result in termination of the contract once open orders are completed. If a finished product contractor or Gildan-operated facility receives an orange or red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. For more information on our audit methodology, please refer to our [Social and Sustainable Compliance Guidebook](#).

Monitoring our supply chains

Through our Global Social Compliance program, we take steps to ensure we source products from suppliers with responsible practices. We identify and assess potential risks in our supply chains by conducting a due diligence review of potential business partners when entering into sourcing or major supply agreements. This due diligence review includes a thorough background check, a review of business, political, reputational/social and geographic risks, and (when appropriate) additional questionnaires are administered and on-site verifications are conducted. In certain instances, Gildan will mandate a third-party audit service provider to conduct these verifications on our behalf.

Ongoing internal and external audits

Following the initial due diligence reviews described above, as part of our ongoing monitoring process, audits are performed by internal auditors or third-party auditors on our behalf, at each Gildan-operated and finished product contractor manufacturing facility.

Gildan-operated and finished product contractor facilities may also be independently audited by the FLA, SEDEX, and/or WRAP, as well as by certain larger customers of Gildan to ensure compliance with their respective standards. Several of Gildan's finished product contractors participate in the ILO Better Work Programme and the Social & Labor Convergence Program (SLCP). In addition, all Gildan-operated and finished product contractor facilities are subject to an internal audit program that is based on a risk assessment process which evaluates country risk, production volume, external ratings, and prior audit performance amongst other risk factors at least once every two years.

When onboarding and auditing business partners, Gildan validates the social compliance modern slavery benchmarks described in our [Social and Sustainable Compliance Guidebook](#), including with respect to minimum age of workers, identification systems, work permits, and overtime.

RISK MITIGATION

Gildan periodically conducts materiality assessments to identify and address actual and potential human rights risks that are inherent in our operations and impacting our industry generally. These assessments include the involvement of and/or consultation with relevant stakeholders throughout our supply chains. As part of this process, Gildan strives to maintain an open dialogue with non-governmental organizations (NGOs), members of labour movements, and other interested parties.

Some of our external stakeholders include: the FLA, ILO Better Work, SEDEX, and WRAP. Please refer to Gildan's [Stakeholder Engagement Policy](#) for more information on Gildan's approach to engaging with stakeholders.

Identifying material risks

According to the ILO, 50 million people are subjected to modern slavery, with women and children representing the most vulnerable. *Find out more [here](#). For more information on our Risk Response, please refer to our [Salient Human Rights Risks and Responses](#).*

Child labour is a general human rights risk in the manufacturing industry and in cotton farming. Children are vulnerable to abuse and exploitation and require social protection. Tracking cotton farms to identify potential child labour indicators on cotton farms remains a challenging risk to monitor.

Forced labour and human trafficking have evolved over time to cover a number of situations. Today, debt bondage is one of the most common forms of forced labour. A worker may be bonded to employment as a condition of repaying terms of a debt to a third-party or to an employer. The use of prisoners as forced labour by subcontractors or suppliers in the manufacturing or finishing of our products, including the sourcing of materials, is another risk we monitor. Compulsory overtime is another form of forced labour risk that Gildan and its supply chains partners might face. Compulsory overtime occurs when workers find themselves without the power to decline or refuse overtime without fear of repercussion or reprisal. Our Code of Conduct clearly states that overtime must be voluntary, and we investigate all allegations to the contrary.

While Gildan's vertically integrated business model allows us to better monitor these risks in our supply chain, we also take additional steps to strengthen our oversight.

ADDITIONAL STEPS TAKEN TO PREVENT FORCED LABOUR AND CHILD LABOUR TRAINING

Employees receive training on our Code of Ethics and Code of Conduct as part of the onboarding process provided on Gildan's online training portal or through in-person training sessions. New employees are asked to read, acknowledge, and certify that they will comply with our Code of Conduct and Code of Ethics when they join Gildan.

Gildan's Code of Conduct includes forced labour and child labour principles and aligns with internationally recognized standards. Employees also participate in our annual Code of Conduct training program. Certain employees in supervisory positions or in non-supervisory positions with job functions that require an especially high standard of compliance must complete an annual compliance certification process in connection with the Code of Ethics. In 2025 Gildan launched a Responsible Yarn Sourcing and Cotton Origin Compliance Training and Certification program, including a module on modern slavery, for key finished product suppliers. The

training and the certification will be available in English, Turkish, Vietnamese, Bengali, Urdu (Pakistan), and Hindi.

Supply chain traceability

Modern slavery remains a human rights concern in the global cotton production industry. Recognizing the importance of addressing these risks, Gildan has implemented robust due diligence measures, particularly when sourcing cotton from outside the United States. These measures are designed to enhance supply chain transparency and focus on compliance with ethical sourcing practices.

To mitigate risks associated with modern slavery and other human rights violations, Gildan engages in additional risk-based supply chain tracing for all cotton sourced internationally. We have partnered with an independent third-party organization to map and evaluate the supply chains of our yarn vendors. This vetting process is critical to ensuring that cotton is not procured from prohibited or high-risk sources.

Following a comprehensive assessment of yarn spinners, including their adherence to Gildan's [Code of Ethics and Code of Conduct](#), we established a list of approved vendors. These nominated vendors are the only sources from which Gildan's finished goods suppliers can procure cotton and cotton-blended yarns. To maintain this high standard, Gildan conducts ongoing evaluations of new vendors, integrates them as necessary, and performs annual reviews of vendor compliance.

In addition to vendor vetting, Gildan has adopted advanced testing protocols to further verify supply chain integrity. We have implemented random isotopic sample testing on products both sourced and produced in-house to indicate the geographic origin of cotton. This testing aims to ensure that no cotton or yarn originates from regions identified as high-risk for modern slavery or other human rights violations, which might also be subject to import bans in countries where we sell our products. Moreover, we closely monitor global trends in supply chain traceability and seek to continuously refine our practices on that matter.

Following the closing of the HanesBrands acquisition, Gildan is in the process of integrating HanesBrands into its supply chain traceability processes and programs.

Importantly, Gildan does not source any yarn or cotton-containing finished goods from countries where satisfactory due diligence of raw material origins is not practically feasible. This commitment underscores our dedication to ethical sourcing, safeguarding human rights, and maintaining the integrity of our supply chain.

Finished product contractors and vendors agreements and certifications

As mentioned above, we require written agreement from our finished product contractors and vendors that they will adhere to Gildan's Code of Conduct, as well as to all applicable laws. These commitments are detailed in the contracts signed by the finished product contractors and vendors, and, if applicable, recertified as part of their annual certification process. HanesBrands has a comparable process, and integration efforts are underway.

Living wage

We believe a living wage is a wage that is enough to meet workers' and their family's basic needs² and is sufficient to provide some discretionary income without overtime. We recognize that living wages are unique to every society and may vary by country.

For more information, please refer to our Approach to [Wages](#).

Migrant workers

In addition to our Industry Commitment to Responsible Recruitment (ICRR) as mentioned before, we work with our global supply chain partners to foster responsible recruitment environments. We require our finished product contractors to sign an annual Responsible Recruitment Commitment which outlines this policy, and HanesBrands maintains a similar practice. For more information on our guidelines for migrant workers please see our [Social and Sustainable Guidebook](#).

Grievance and communication mechanisms

As described in the [Speak Up! Whistleblowing Policy for employees and external stakeholders](#) all employees and external stakeholders, including employees of finished product contractors, are encouraged to report any real or suspected misconduct, including any human rights violations. Gildan maintains a 24/7 Ethics and Compliance Hotline in all jurisdictions where it operates. Information regarding the [Ethics and Compliance Hotline](#) is made readily available to all employees and external stakeholders in their local language, and matters are completely confidential. All submissions are fully investigated, and appropriate remedial actions are taken when necessary.

In addition to the communication channels described in our Speak Up! Whistleblowing Policy, Gildan has several communication mechanisms to report any potential violation of its Code of Conduct and other policies, which would include allegations of forced labour or child labour.

- [Digital grievance mechanism](#)³
- [Suggestion boxes](#)
- [Roundtables](#)
- [Open door policy](#)

The Social Compliance team monitors grievances to ensure that the responsible teams are responding to employees in an efficient, assertive, and timely manner that resolves issues or communicates that the situation is being investigated. Whistleblowing cases are dealt with in accordance with our Speak Up! Whistleblowing Policy.

REMEDIATION AND STAKEHOLDER ENGAGEMENT

Gildan is committed to remediation, where legitimate concerns are identified, including concerns related to adverse human rights impacts, and engaging and cooperating with affected stakeholders and/or their representatives in remediation efforts through a legitimate process. We expect our business partners to be committed to the same standards. Gildan does not tolerate modern slavery. If a non-compliance with Gildan's policies against modern slavery occurs in Gildan-operated or finished product contractor facilities, Gildan will take immediate action to mitigate, address, and resolve the matter within the shortest possible timeframe. If such non-compliance is not promptly and satisfactorily remediated, with assurance of non-recurrence, Gildan will consider taking further action, including, but not limited to, termination of contractual relationship and/or notification to law enforcement agencies.

Remediation process

In the event remediation is required, Gildan's Social Compliance team works with local facility managers to provide recommendations on addressing potential human rights violations, make changes where necessary, and implement sustainable remediation solutions that are available for review and verification. All Gildan-operated and finished product contractor facilities provide details and evidence of their remediations to the Social Compliance team within a prescribed timeframe, and remediations are subject to verification through follow-up audits. A remediation process may include in-depth investigation to confirm the non-compliance, interviews with affected stakeholders, documentation review (i.e., trainings, policies, and procedures), and root cause analysis. A Corrective Action Plan (CAP) is required for all non-compliances identified in an audit process. A CAP usually will include photos of corrective actions, training attendance lists, and evidence of review of a policy/internal procedure. Systematic follow-ups are conducted to verify progress made towards resolving the issues and to help the facility improve its overall performance and remain in compliance with our Code of Conduct.

Working with affected stakeholders

For all cases involving a potential human rights violation, regardless of how the grievance was received (via an audit process or through a grievance or communication mechanism such as an app or hotline), the Human Resources team and the facility's leadership work together with the employee and the local union, if applicable, to remediate any negative impact on the employee and to properly address any unintended negative consequences on the employee or its family of the remediation efforts. To date, we are not aware of any of these measures resulting in the loss of income to families and therefore no remediation measures have been taken.

² **Basic Needs:** For a more detailed definition of family and basic needs, please refer to the Fair Labor Association's (FLA) definition.

³ [Ethics and Compliance | Gildan](#) - See additional communication channels.

ASSESSING THE EFFECTIVENESS

To assess the effectiveness of our approach to eradicating modern slavery, we monitor, verify, and validate progress through our Social Compliance program and against a number of key performance indicators (KPIs), including KPIs relating to instances or alleged instances of child labour, forced labour and compensation and benefits.

LOOKING AHEAD

We understand that the risks associated with modern slavery are not static and that best practices on monitoring and addressing these risks evolve constantly. As a result, we continuously monitor how we assess and manage those risks.

APPROVAL

This report was approved by the Board of Directors of Gildan Activewear Inc. pursuant to subparagraph 11(4)(b)(ii) of Canada's Fighting Against Forced and Child Labour in Supply Chains Act (the "Act") on behalf of Gildan Activewear Inc. and the Reporting Entities.

In my capacity as a Director, and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Glenn J. Chamandy

President & Chief Executive Officer

March 17, 2026

"I have the authority to bind Gildan Activewear Inc."

CAUTION REGARDING FORWARD-LOOKING INFORMATION AND STATEMENTS

Certain statements included in this Report constitute “forward-looking statements” within the meaning of the U.S. Private Securities Litigation Reform Act of 1995 and “forward-looking information” within the meaning of Canadian securities legislation and regulations and are subject to important risks, uncertainties, and assumptions. This forward-looking information includes, amongst others, information with respect to our objectives and the strategies to achieve these objectives. Forward-looking statements may be identified by conditional or forward-looking terminology such as “may,” “target,” “goal,” “will,” “expect,” “intend,” “estimate,” “project,” “assume,” “anticipate,” “plan,” “foresee,” “believe,” or “continue,” or the negatives of these terms or variations thereof or similar terminology. There can be no assurance that the expectations represented by our forward-looking statements will prove to be correct. Forward-looking statements are inherently uncertain and the results or events predicted in such forward-looking statements may differ materially from actual results or events. Forward-looking statements are subject to significant risks and uncertainties, including those described under the “Caution regarding forward-looking statements” section and the “Risks and uncertainties” section of our MD&A for the year and quarter ended December 29, 2024 and the Company’s filings with the Canadian securities regulatory authorities and the U.S. Securities and Exchange Commission. These filings provide a comprehensive discussion of the risks, assumptions, and uncertainties that may result in Gildan’s actual results and experiences significantly differing from anticipated results. Readers are advised to exercise caution in relying excessively on forward-looking statements. Unless otherwise stated, forward-looking statements contained in this Report are made as of the date hereof and we do not undertake any obligation to update publicly or to revise any forward-looking statements, whether as a result of new information, future events, or otherwise unless required by applicable legislation or regulation. The forward-looking statements contained in this Report are expressly qualified by this cautionary statement.



GILDAN



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