

Policy for the Receipt, Retention and Treatment of Complaints Received by Gildan Activewear Inc. from Non-Employees Regarding Accounting, Internal Accounting Controls or Auditing Matters (the “Policy”)

Date: February 3rd, 2004

The Policy has been established by Gildan Activewear Inc. (“**Gildan**” or the “**Company**”) for the purpose of guiding the receipt, retention and treatment of complaints received by Gildan from non-employees regarding questionable accounting, internal accounting controls and auditing matters. (Complaints by employees of Gildan regarding questionable accounting, internal accounting controls and auditing matters will be handled according to the policies and procedures set forth in Gildan’s *Procedures for Reporting by Employees of Complaints and Concerns Regarding Questionable Acts*, as modified from time to time).

1. Individuals who are not employees of Gildan or its related companies are encouraged to report to the Company when they reasonably believe that the Company is engaging in questionable accounting, internal accounting controls or auditing practices, or otherwise when they have a good faith complaint regarding the Company’s accounting, internal accounting controls or auditing matters. Such individuals can submit their complaint to the Company by delivering a detailed written complaint regarding the issue to Gildan’s Internal Audit Department (“**Internal Audit**”) to the attention of Anne Duprat, Director, Internal Audit, Risk Management via e-mail (aduprat@gildan.com) or regular mail (600 de Maisonneuve Boulevard West, 33rd Floor, Montreal, Quebec, Canada, H3A 3J2).
2. The complaint must include the name and contact information of the person making the complaint. It must be as factual as possible so as to provide sufficient information on the subject matter necessary to complete a thorough investigation as well as to protect against inaccurate and potentially harmful accusations arising from misconstrued or misunderstood actions, activities or rumours.
3. Internal Audit will first analyze the seriousness of each complaint and will, if applicable, forward the complaint to Gildan’s *Ethics and Fraud Compliance Committee* (the “**Committee**”). The Committee consists of the persons holding the following or comparable positions within Gildan:
 - General Counsel, who serves as the chairperson of the Committee
 - Director of Corporate Compliance
 - Person in charge of finance
 - Person in charge of external reporting and SOX compliance
 - Person in charge of human resources
 - Person in charge of corporate security
 - Person in charge of corporate social responsibility

- Person in charge of enterprise risk management
4. The Committee will review the complaint or report and assign a member of the Committee the responsibility for investigating the concern or questionable act and reporting back to the Committee within a prescribed time frame based on the seriousness and severity of the reported subject and other relevant factors.
 5. The Committee will also inform Gildan's *Audit and Finance Committee* of any serious and valid complaint involving questionable auditing or accounting matters or internal accounting controls issues. The Committee and the Company's Audit and Finance Committee, as applicable, may retain and/or consult with internal and external auditors, legal counsel and other experts, on a confidential basis, as necessary to investigate and resolve the complaint.
 6. The Committee will present a monthly summary status of the complaints received to the Company's Executive Committee and to the Company's Audit and Finance Committee.
 7. If Internal Audit or any other member of the Committee is involved in the matter that is the subject of the complaint or report, then the reporting individual should deliver his or her complaint to Gildan's Audit and Finance Committee (c/o Mr. Russell Goodman via e-mail at goodman.tremblant@gmail.com or by regular mail at 600 de Maisonneuve Boulevard West, 33rd Floor, Montreal, Quebec, Canada, H3A 3J2) who will determine the appropriate members of management to assist in the investigation and treatment of the complaint.

Nothing in these procedures is intended to create any contractual obligations on the part of the Company. Further, the Company reserves the right to modify or deviate from these procedures at its sole discretion, consistent with applicable law.