



Gildan Community Investment Policy

1. Policy Statement & Purpose

1.1. Document overview – purpose and intent

At Gildan we believe that we have a responsibility to be an active participant in the communities where we operate. We understand that the long-term sustainability of our business relies on building healthy, resilient, and thriving communities. As a significant employer in each of the regions where we operate, Gildan recognizes its responsibility to have a positive impact in our local communities.

This document presents an overview of our community investment framework and policy.

1.2. Support of business operations and alignment with business units

We seek to ensure our community engagement activities are relevant to who we are as a business and therefore actively seek programs and partnerships which align with our core values and our mission of creating value in everything we do.

The activities we support create value for the community and for Gildan by contributing to economic development, strengthening social and environmental programs, and supporting business growth.

We have established these key guidelines:

- Identify areas of focus that create a consistent approach across all Gildan locations
- Align our community investment activities with three core areas of focus that create social and environmental impact in the communities where we are located (**See section 2.1**)
- Seek partnerships with organizations who share our values and are willing to amplify our efforts.
- Empower our people and enable them to be involved in their local communities.
- Share community efforts broadly with employees to foster a stronger sense of community and belonging

2. Criteria & Process

2.1. Focus Areas

We direct a majority of our community investment resources towards the following focus areas: **quality education, good health & well-being, and resources protection**, in alignment with the United Nations’ Sustainable Development Goals (SDGs).

Figure 1. Gildan Community Investment Focus Areas



We also remain committed to humanitarian aid and disaster relief in the locations where we operate, when circumstances arise. **Annex 1** provides a further description and details on Gildan’s focus areas.

2.2. Geographic Priorities

We favour the regions in the countries where we conduct our operations. [Factory and Office Locations](#)

2.3. Type of Donations

We support communities through a variety of contributions that include financial support, product donations, employee volunteer activities and matched giving programs.

Figure 2. Types of Gildan Support



Financial donations: We provide financial support to a range of local and global partners who have met the criteria outlined in these community investment guidelines.



Product Donations: We donate our products to the communities in which we operate to meet basic needs in response to natural disasters or who have met the criteria outlined in these community investment guidelines.



Volunteering: We actively encourage our employees to volunteer their time to community projects.



Matched Giving: We will match large employees' fundraising efforts towards pre-determined Gildan causes.

2.4. Eligibility

We seek opportunities to engage with organizations working in the impact areas of quality education, good health & well-being, and resources protection.

Eligible projects and organizations must:

- Demonstrate alignment with Gildan's values and community investment focus areas
- Operate in countries where Gildan has operations
- Be a registered organization and provide a valid charitable registration number (when applicable)
- Be financially sound (provide a copy of their most recent financial statements/balance sheet when requested).
- Demonstrate a commitment to diversity, equity, and inclusion

Disaster relief funding will be determined by Gildan on an ad hoc basis.

2.5. Exclusionary Criteria / Ineligible Organizations

Projects and organizations that are not eligible to receive Gildan support include but are not limited to:

- Projects which fall outside countries where Gildan has operations
- Individuals or charitable appeals for individuals
- Religious, non-secular, advocacy and/or political organizations
- Parties or celebration events
- Activities that promote violence or gender inequality

3. Application Process

3.1. Submission process

We accept requests for funds throughout the year. Applicant organizations are responsible for ensuring that requests are submitted well in advance of their event or project start date.

To submit a request:

- Access the online application on Gildan's website: [Application Form](#)
- Complete mandatory fields (*) and add as much information as possible in the other fields

Ideally, each request will be submitted at least 8 weeks ahead of an applicant's deadline.

Annex 1: Description of Focus Areas



Quality Education

- Aligned with UN Sustainable Development Goal 4 (Ensure inclusive and quality education for all and promote lifelong learning), we aim at promoting inclusive and equitable quality education as well as lifelong learning opportunities for all.
- We believe supporting education helps address some of our stakeholders' most pressing needs. Our investments in education will support individuals, with emphasis on youth and young adults, in the communities in which we operate, and create a measurable change in skills and capacity, level of education, and stakeholder engagement.

We provide targeted support to four areas of education:

- **Skills for work and life:** Includes training in a wide range of skills (emotional, social, and intellectual) that contribute to a productive and healthy life, technical and vocational education, and training
- **Improve quality of education:** education programs, girls' education, capacity building programs for students, teachers, schools, communities, and families
- **Investments in infrastructure:** building and upgrading education infrastructure.
- **Investments in scholarships:** Investment in scholarship programs that encourage students to go above and beyond and become positive leaders of tomorrow.

Good Health & Well-Being

- Aligned with UN Sustainable Development Goals 3 (Ensure healthy lives and promote well-being for all at all ages) and 5 (Achieve gender equality and empower all women and girls), we believe that promoting **good health and well-being** for all at all ages can strengthen both our communities and our business by supporting programs that encourage those everyday aspects, as well as promoting diversity and gender equality.
- Our investments will help increase the quality of life for communities, and create a measurable change in awareness of active, diverse, inclusive, and equitable lifestyles, participation in events, and engagement with youth and their families. We support organizations and communities who take action to:
 - Improve access to quality and essential health-care services
 - Improve access to clean properly treated water, sanitation, and hygiene
 - Provide and promote community health education
 - Promote healthy lifestyles (healthy eating and nutrition, physical activity, and healthy habits)
 - Provide community-based mental health initiatives
 - Strengthen community capacity for early warning, risk reduction and management of health risks

- We provide targeted support to these areas through:
 - **Event sponsorship:** activities, programs or events that promote health and wellness among youth and their families in the communities in which we operate.
 - **Enabled access:** programs that improve access to health services, health education and wellness in the communities in which we operate.
 - **Support of active lifestyle:** building and upgrading sport infrastructure to increase access to activities for children and underdeveloped communities.
 - **Diverse, inclusive and gender equality:** promote diversity and gender equality, namely by supporting organizations and events fashioned for women and girls.

Resources Protection

Aligned with UN Sustainable Development Goals 12 (Sustainable Consumption and Production), 13 (Climate Action), 14 (Life below Water) and 15 (Life on Land), we aim at:

- Promoting sustainable management and efficient use of natural resources
- Supporting organizations and communities who take action to improve the reduction, reuse, and recycling of materials
- Promoting sustainable forest management, combat desertification, halt and reverse land degradation, and halt biodiversity loss
- Promoting education, awareness, and capacity building in communities regarding climate change mitigation, adaptation to it and reduction of its effects
- Protecting and restoring water-related, marine, and coastal ecosystems
- Supporting research knowledge development and solutions for the apparel manufacturing industry's key environmental challenges.

Disaster Relief

We are also committed to continue our legacy of providing humanitarian aid and disaster relief in the locations where we operate.