



## **Global Occupational Health and Safety Policy**

### **MISSION**

At Gildan, caring for our employees and operating responsibly is critical to our success. We are committed to creating a safe and healthy work environment for our employees, suppliers, and contractors throughout our vertically integrated supply chain.

### **VISION**

Our vision focuses on strengthening our Occupational Health & Safety commitments and embracing a Zero Harm Culture through the implementation of initiatives that build on our practices and make certain that our safety culture and working conditions are amongst the best in the industry.

### **SCOPE**

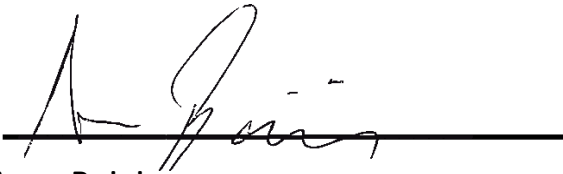
This policy is applicable to all Gildan sites and operations, including its employees at all levels.

### **POLICY**

Gildan is a leader in developing, manufacturing, marketing, and distributing quality branded apparel through its vertically integrated facilities. We are committed to:

- Providing a safe and healthy work environment to prevent work-related injuries and illnesses by sustaining a global strategy of hazard elimination and risk reduction using innovative processes, suitable technologies, safe raw materials and supplies.

- Ensuring compliance with applicable occupational health and safety laws and other requirements in countries in which we operate.
- Educating and motivating our employees, contractors, and suppliers to work in a safe and responsible manner.
- Fostering openness, consultation and participation of our employees, their representatives, and other stakeholders on occupational health & safety matters.
- Evaluating our health and safety management system and actively seeking opportunities to continuously improve its performance.

A handwritten signature in black ink, appearing to read 'Arun Bajaj', is written over a solid black horizontal line.

Arun Bajaj

EVP, CHRO & Legal Affairs

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