

GILDAN INCLUDED IN DOW JONES SUSTAINABILITY WORLD INDEX

MEMBER OF

**Dow Jones
Sustainability Indices**

In Collaboration with RobecoSAM

SOCIAL COMPLIANCE



Performed 142 social monitoring audits at our facilities and those of our third party contractors

LAUNCHED OUR FIRST ENVIRONMENTAL TARGETS TO BE ACHIEVED BY 2015

GREENHOUSE GAS EMISSIONS

36% OF OUR ENERGY CONSUMPTION COMES FROM RENEWABLE SOURCES



DONATIONS



Granted 20 scholarships totaling \$100,000 through our continued support of the Instituto Politécnico Centroamericano (IPC) in Honduras

PRODUCT SAFETY



TRAINING AND DEVELOPMENT



Provided close to one million hours of training to our employees.

HEALTH AND SAFETY



Injury and severity rates reduced by 39% and 24% respectively from 2011

WASTE



Gildan Named Oeko-Tex®
Company of the Month for
September 2012.

Gildan named RobecoSAM
Sector Mover 2013

HOME > COMPANY



MESSAGE FROM MANAGEMENT

A strong commitment to have leading practices

One of Gildan's strategic objectives is to continue to invest in its commitment to maintaining a leadership position in its corporate citizenship practices.



COMPANY OVERVIEW

Being part of your life

Leading activewear brand in the screenprint market in the U.S. and Canada, Gildan is also one of the world's largest suppliers of branded and private label socks.



OUR APPROACH

Building on well-defined strategic priorities

Our overall business strategy reflects our commitment towards our employees, the environment, our communities and the products we make



GOALS AND TARGETS

Measuring to better improve

We have implemented substantial measuring processes which allow us to continuously improve our programs.



REPORTING

Reporting on our results since 2004

Gildan was among the first companies in its industry to report its social and environmental results on an annual basis.



STAKEHOLDERS & PARTNERS

Sharing ideas and building consensus

Our belief is that engagement should be mutually beneficial, that the focus should be on common ground and creative solutions, and that the outcome should lead to real value for both the company and its stakeholders.



GOVERNANCE

Adopting and adhering to the highest standards

We consider strong and transparent corporate governance practices to be both an integral part of our environmental and social commitments and an important factor in our overall business success.



RECOGNITION

Being recognized

Although this is not the reason why we are committed to continuously improve our corporate citizenship practices, we are proud to say that Gildan's programs have been recognized for years by many different organizations.



HOME > COMPANY > MESSAGE FROM MANAGEMENT

MESSAGE FROM THE PRESIDENT AND CEO

I am proud of Gildan’s commitment to corporate citizenship and the progress we’ve made since the issuance of our first report in 2004. With over 31,000 employees around the world and multiple facility locations, we recognize that we have a responsibility to our employees, customers and shareholders, as well as to the communities in which we operate, to ensure that we are producing high-quality products with integrity and care as we continue to expand our market presence.

We continue to develop and apply innovative solutions that reduce the environmental impact of our operations throughout our entire supply chain. For instance, this past year, we completed the construction of our largest biomass facility, which will generate steam for our three textile facilities in Honduras. With the completion of this fourth biomass facility, over 35% of Gildan’s energy now originates from renewable sources. We also expanded and implemented our corporate citizenship practices at our new textile facility in Honduras and established our first set of environmental targets to be achieved by 2015, including reductions in greenhouse gas emissions, water, waste and energy usage per kilogram of product.

In May 2012, we acquired Anvil Knitwear, which is one of the world’s largest buyers of organic and transitional cotton, and which has developed profitable niche products under its eco collection, such as the anvilsustainable® and anvilorganic® brands. Over the course of this past year, we commenced the implementation of Gildan’s stringent corporate citizenship programs and our Code of Conduct at all of Anvil’s facilities. Our progress and results related to the Anvil facilities will be incorporated in our 2013 corporate citizenship report.

I am also pleased to announce the recognition of our continuing achievements in sustainability: for the fifth consecutive year, Gildan was recognized as one of Canada’s Top 50 Best Corporate Citizens by Jantzi-Sustainalytics/ Maclean’s magazine. We also received the RobecoSAM Sustainability Award – Sector Mover 2013 as having achieved the largest proportional improvement in our sustainability performance compared to the prior year within the top 15% of our sector.

Going forward, we will continue to challenge ourselves as to how we, as a company, can continually contribute to the environmental, social and economic well-being of the communities where we live and work. We believe, more than ever, that Gildan has a responsibility to influence our customers to understand the value of responsibly-made apparel.

I extend my heartfelt thanks to our employees, customers, shareholders, partners and suppliers for their ongoing support throughout the years. I look forward to updating you on our ongoing progress in next year’s report.

Sincerely,

Glenn J. Chamandy
President and Chief Executive Officer





HOME > COMPANY > COMPANY OVERVIEW

Gildan is a leading supplier of quality branded basic family apparel, including T-shirts, fleece, sport shirts, socks and underwear. The Company sells its products under a diversified portfolio of Company-owned brands, including the Gildan®, Gold Toe® and Anvil® brands and brand extensions, as well as under license agreements for the Under Armour® and New Balance® brands. The Company distributes its products in printwear markets in the U.S. and Canada, where Gildan® is the industry-leading brand, and the Company is increasing its penetration in international printwear markets. The Company is also one of the largest suppliers of branded athletic, casual and dress socks for a broad spectrum of retailers in the U.S., and is developing Gildan® as a consumer brand for underwear and activewear.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America and the Caribbean Basin to efficiently service the replenishment needs of its customers in the printwear and retail markets. Gildan has over 31,000 employees worldwide and is committed to industry-leading labour and environmental practices in all of its facilities. More information about the Company and its corporate citizenship practices and initiatives can be found at its corporate websites www.gildan.com and www.genuinegildan.com, respectively.

2012 FINANCIAL HIGHLIGHTS

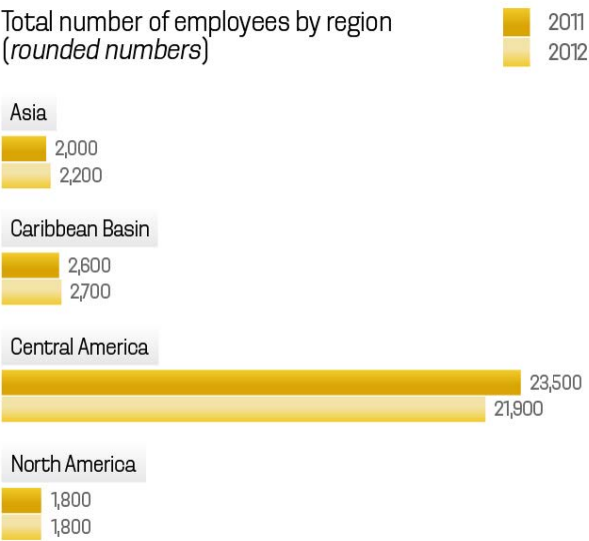
- Sales of \$1.95 billion for a net sales growth of 13%
- EPS of \$1.29
- Free cash flow generation of \$145 million after financing capital expenditures of approximately \$80 million
- EBITDA of \$264.8 million generated
- Reinforced leadership in the U.S. printwear distributor market with estimated market share in excess of 70%
- Increased penetration in target international printwear markets, with unit sales volume growth of approximately 30%
- Improved profitability of Branded Apparel segment and obtained new branded programs in all product categories with national retailers for fiscal 2013, which will provide significant exposure and visibility for the Gildan® brand.
- Over 700 million garments sold with the Gildan label
- In excess of 730 million pairs of socks sold
- Products sold in 32 countries

SIGNIFICANT EVENTS IN 2012

- Ramped production at Rio Nance 5, our largest, newest and most cost efficient textile manufacturing facility.
- Acquired Anvil Holdings, Inc., a supplier of high-quality basic T-shirts and sport shirts in the U.S. printwear market and a supply chain partner to leading consumer brands.

TOTAL NUMBER OF EMPLOYEES PER REGION

(rounded numbers)

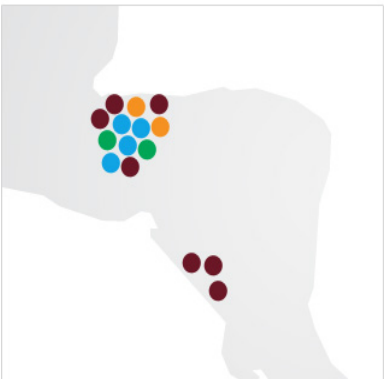


MAP OF OUR OPERATIONS

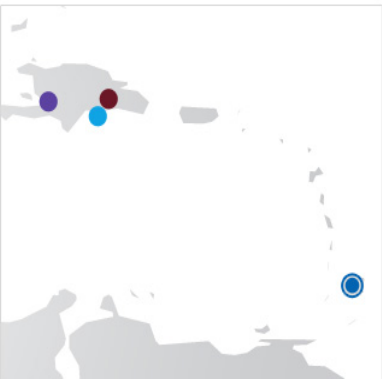
NORTH AMERICA



CENTRAL AMERICA



CARIBBEAN BASIN



EUROPE



ASIA/PACIFIC



CORPORATE HEAD OFFICE

 **Corporate Head Office**
Montreal, QC (Canada)

SALES

-  **Sales and marketing headquarters**
Christ Church (Barbados) – Printwear division
Charleston, SC (United States) – Branded Apparel division
-  **Regional sales and administrative offices**
Bentonville, AR (United States)
Hamer, SC (United States)
Newton, NC (United States)
Statesville, NC (United States)
New York, NY (United States)
London (United Kingdom)
Kaiserslautern-Mehlingen (Germany)
Shanghai (China)

Gold Toe Retail Stores⁽¹⁾
42 locations throughout the United States

DISTRIBUTION CENTRES

MANUFACTURING

-  **Textile manufacturing facilities for activewear and underwear**
Rio Nance (Honduras) – Three facilities⁽²⁾
Naco (Honduras)⁽³⁾
Bella Vista (Dominican Republic)
-  **Sock manufacturing facilities**
Rio Nance (Honduras) – Two facilities
-  **Yarn spinning facilities**
Clarkton, NC (United States)⁽⁴⁾
Cedartown, GA (United States)⁽⁴⁾
Salisbury, NC (United States)⁽⁵⁾
-  **Sewing facilities**
San Miguel, Villanueva, San Antonio and El Progreso⁽⁶⁾ (Honduras)
Masatepe, Rivas and San Marcos (Nicaragua)⁽⁷⁾
Santo Domingo (Dominican Republic)
-  **Integrated textile and sewing facility**
Savar, Dhaka (Bangladesh)
-  **Sourcing and contractor management⁽⁸⁾**
Port-au-Prince (Haiti)

- Gildan-operated

Charleston, SC (United States)
Eden, NC (United States)
Mebane, NC (United States)
Hamer, SC (United States)
Choloma (Honduras)
El Progreso (Honduras)
Kaiserslautern-Mehlingen (Germany)
- Third-party logistics providers

Mississauga, ON (Canada)
Phoenix, AZ (United States)
Redlands, CA (United States)
Mexico City (Mexico)
Manchester (United Kingdom)
Meer (Belgium)
Shanghai (China)

Production sites (1/2012)

Shanghai (China)
Hong Kong (China)

(1) Not indicated on the map.

(2) Production at our most mature facility, RN1, has temporarily ceased as we proceed with plans to modernize and refurbish the facility to improve its cost efficiency.

(3) The facility in Naco was added with the acquisition of Anvil Knitwear in May of 2012.

(4) CanAm Yarns, LLC (CanAm) became a wholly-owned subsidiary of Gildan Activewear Inc. on October 29, 2012, pursuant to the acquisition of the remaining 50% share of our U.S. yarn spinning joint-venture, which was previously owned by a third party.

(5) Future site for a ring-spun yarn spinning facility.

(6) The facility in El Progreso was added with the acquisition of Anvil Knitwear in May of 2012.

(7) The facility in Masatepe was added with the acquisition of Anvil Knitwear in May of 2012.

(8) Gildan has administrative offices to oversee the production of third-party sewing contractors in these regions.



HOME > COMPANY > OUR APPROACH

Gildan's commitment to leadership in operating responsibly is an integral and guiding part of our overall business strategy underlining our responsibility to our employees, the environment, our communities and the products we make.

The Gildan Genuine Stewardship strategic priorities are:

- PEOPLE
Commitment to industry-leading working conditions and labour practices at each of our worldwide locations
- ENVIRONMENT
Commitment to the development and implementation of innovative solutions that reduce the environmental impact of our operations throughout our entire supply chain
- COMMUNITY
Commitment to our neighbours through dedicated support for youth and humanitarian aid
- PRODUCT
Commitment to a responsible product line through sustainable solutions



HOME > COMPANY > GOALS & TARGETS

Gildan is currently working on the establishment of additional new goals, which we plan to add to this list in the coming months.

ENVIRONMENT

New GHG Reduction Goal

Goal

Gildan will reduce the greenhouse gas (GHG) emissions intensity resulting from its owned operations, per kg of product, by 20% as compared to the baseline year of 2010.

Timeline:

2015

Progress:

Since 2010, Gildan decreased its GHG emissions intensity by 14%.



New Energy Reduction Goal

Goal

Gildan will reduce the energy intensity resulting from its owned operations, per kg of product, by 20% as compared to the baseline year of 2010.

Timeline:

2015

Progress:

In 2012, we decreased energy intensity by 2% from our 2010 baseline.



New Water Reduction Goal

Goal

Gildan will reduce the water intensity resulting from its owned operations, per kg of product, by 10% as compared to the baseline year of 2010.

Timeline:

2015

Progress:

Since 2010, Gildan has decreased its water intensity by 2%.



New Waste Reduction Goal

Goal

Gildan will reduce the volume of waste sent to landfills resulting from its owned operations, by 20% as compared to the baseline year of 2010.

Timeline:

2015

Progress:

Since 2010, Gildan decreased its waste sent to landfill by 1%.



Policies and Procedures

Goal

Complete the development of Gildan’s environmental management system to comply with the ISO14001 standard in Honduras.

Timeline:

2013

Progress:

This goal is on track and will be completed by the end of 2013.



Energy

Goal

Establish energy reduction targets

Timeline:

2012

Progress:

See new goal above.



Goal

Identify new initiatives to further reduce energy consumption

Timeline:

2012

Progress:

In 2012, we conducted a strategic assessment of our opportunities in the area of energy management in order to further reduce our energy consumption. Specific opportunities were identified in order to provide sustainable cost savings and impact reductions. For more details, please refer to our Energy section.



Greenhouse Gas (GHG) Emissions

Goal

Establish GHG emissions reduction targets

Timeline:

2012

Progress:

See new goal above.



Goal

Identify new initiatives to further reduce GHG emissions

Timeline:

2012

Progress:

In 2012, we conducted a strategic assessment of our opportunities in the area of GHG emissions management in order to further reduce our GHG emissions. Specific opportunities were identified in order to provide sustainable cost savings and impact reductions. For more details, please refer to our GHG emissions section.



Water

Goal

Establish water reduction targets

Timeline:

2012

Progress:

See new goal above.



Goal

Identify new initiatives to further reduce water consumption

Timeline:

2012

Progress:

In 2012, we conducted a strategic assessment of our opportunities in the area of water management in order to further reduce our water consumption. Specific opportunities were identified in order to provide sustainable cost savings and impact reductions. For more details, please refer to our water section.



Waste

Goal

Establish waste reduction targets

Timeline:

2012

Progress:

See new goal above.



Goal

Identify new initiatives to further reduce waste

Timeline:

2012

Progress:

In 2012, we conducted a strategic assessment of our opportunities in the area of waste management in order to further reduce our waste. Specific opportunities were identified in order to provide sustainable cost savings and impact reductions. For more details, please refer to our waste section.



Database

Goal

Add new environmental indicators to Gildan's social and environmental database in order to expand on internal and external reporting

Timeline:

2012

Progress:

In 2012, we increased the number of indicators we are monitoring through our Corporate Citizenship database. Gildan will continue to add new indicators on an on-going basis, as required.



Goal

Conduct an annual refresher training to users in all regions

Timeline:

2012

Progress:

In 2012, Gildan conducted training at all locations on the new Corporate Citizenship database indicators and database functionalities. Gildan will continue to conduct refresher training on an on-going basis, as required.



PEOPLE

Policies and Procedures

Goal

Integrate Fair Labor Association (FLA) Social Compliance Initiative (SCI) methodology into current social compliance program and monitoring practices and tools.

Timeline:

2014

Progress:

With the arrival of the FLA SCI in 2012, we decided to reassess our previous goal and base our social management system on the SCI Initiative. In 2011, we started to review our social compliance program to adopt a more complete management system approach, which we pursued in 2012 and will continue to develop in 2013 using the SCI methodology.



Goal

Continue implementation of Gildan's Ergonomics program at all of our sewing, textile and hosiery facilities in Honduras (up to level 5 - World-class level - of the ECNC model)

Timeline:

2014

Progress:

This goal is on track and will be completed in 2014.



Database

Goal

Add new social indicators to Gildan’s social and environmental database in order to expand on internal and external reporting

Timeline:

2012

Progress:

In 2012, we increased the number of indicators we are monitoring through our Corporate Citizenship database. Gildan will continue to assess the need to add new indicators on an on-going basis, as required.



Goal

Conduct an annual refresher training to users in all regions

Timeline:

Yearly

Progress:

In 2012, Gildan conducted training at all locations on the new Corporate Citizenship database indicators and database functionalities. We will continue to conduct refresher training on an on-going basis, as required.



Employee Engagement

Goal

Conduct a global employee survey

Timeline:

2012

Progress:

In 2012, we evaluated the scope of the project and identified project leads. After an extensive research and evaluation for a survey partner, we hired a global Human Resources firm with extensive experience with employee engagement surveys. This project will be completed in 2013.



COMMUNITY

Existing Policies and Procedures

Goal

Review Gildan’s community investment policy, its areas of focus and the procedures to further standardize the program

Timeline:

2012

Progress:

Over the course of 2012, a benchmarking research was conducted, as well as a wide consultation across our operations regarding community needs. An updated community investment policy is currently being developed based on the findings and feedback received. We expect to be able to launch this new policy by the end of 2013.



Goal

Expand Gildan’s volunteering program

Timeline:

2012

Progress:

Although we are proud to report that a significant number of employee volunteering activities were organized at our different locations in fiscal 2012, we did not officially proceed with the program’s expansion. The main reason this project was put on hold is that we are still in the process of determining which approach would be the most appropriate for all our locations, by assessing current best practices and gathering feedback from key people in each of our locations to ensure the approach is sustainable and addresses the needs of the communities in which we operate.



New Initiatives

Goal

Establish major charitable partnerships with organizations whose mission is in line with Gildan’s community involvement objectives

Timeline:

2012



Progress:

Prior to establishing these major partnerships, the updated community investment policy must be finalized and launched, which is expected to happen by the end of 2013. Consequently, we have set a new timeline for reaching this goal, which is at the beginning of fiscal 2014.



PRODUCT

New Initiatives

Goal

Improve our cotton traceability system to ensure sustainable sourcing.

Timeline:

To be confirmed


Progress:

As child labour and forced labour have been identified in the production of cotton from Uzbekistan, in 2012, Gildan established a process requiring all business partners to confirm, by means of a signed statement, that they do not use or procure any cotton fiber, originating from Uzbekistan in any supplies of yarn to our organization or in the manufacturing of our products. In 2013, we will further continue the assessment of our cotton supply chain in order to improve its traceability.





HOME > COMPANY > REPORTING

Gildan has published annual Corporate Citizenship Reports covering the Company’s initiatives since 2004. Due to the large quantity of information and in order to offer readers a friendlier and dynamic format, last year we migrated all of the information to this new dedicated website. For social and environmental responsibility professionals, the information in this website has been structured based on the Global Reporting Initiative (GRI) G3.1 Guidelines. Gildan has presented its reporting for 2012 to the Global Reporting Initiative’s Report Services which have concluded that it fulfills the requirement of  Application Level A (pdf - 306.0Kb).

The GRI Index will help you navigate through the different guidelines. The GRI guidelines, developed by a wide range of international stakeholders, have been adopted to enhance the quality, credibility and comparability of the information we report. These guidelines were applied in the collection and interpretation of all data presented within the report and provide a widely-accepted, credible framework for reporting on the economic, environmental and social performance of an organization, irrespective of size, sector or location. Additionally, guidelines contained in the GRI Apparel and Footwear Sector Supplement were also followed.

This website’s information focuses on Gildan’s 2012 fiscal year and discloses information on issues pertaining to Gildan owned locations in North America, Central America, the Caribbean Basin and Asia, and any significant impact resulting from operations therein. When deemed relevant, we have included data from earlier years.

This website contains information on topics and matters that reflect the organization’s sustainability programs and initiatives with regard to corporate governance, people’s well-being, community engagement, environmental protection and product sustainability. We report on these initiatives as we believe they are of interest to our stakeholders, more specifically our employees, shareholders, customers, business partners, governments, local authorities, civil society organizations and the communities within which we operate.

Information pertaining to Anvil, which was acquired on May 9, 2012, has not been included in our 2012 data, as the Company was acquired mid-year. We will begin including the results from the Anvil operations in our next reporting year.

In 2012, Gildan established reduction targets for its owned sites for energy consumption, greenhouse gas emissions, water consumption as well as waste sent to landfill. As part of this exercise, Gildan partnered with a third party consultant in order to review its previous years reporting in terms of the indicators linked to reduction targets to account for the Company’s recent acquisitions. Accordingly, the baseline year of 2010 has been adjusted and subsequent years’ reports will be updated when a significant cumulative change in the baseline year metrics is triggered. The following conditions will require an adjustment if a significant change is identified:

- 1. A structural change of Gildan’s organizational boundaries (i.e. merger, acquisition, or divestiture);
- 2. A change in calculation methodologies or emission factors;
- 3. Additional or new data or methodology are available on source data that was not previously available; or
- 4. A significant error or a number of cumulative errors in the inventory are discovered. “Significant” is typically defined as a cumulative change (+/-) of five percent (5%) or larger in total base year figures.

An operational control methodology has been selected for the aggregation of Gildan’s reportable data, inclusive of all Gildan owned facilities.

For the 2012 reporting, the following acquisitions, which occurred since the established baseline of 2010, have been integrated into the 2010 baseline (and subsequent years) :

- Acquisition of the Shahriyar Fabrics integrated manufacturing facility in Bangladesh;
- Acquisition of GoldToeMoretz facilities and offices in the U.S.

The expansion of Gildan’s Rio Nance complex in Honduras to include the Rio Nance V textile facility will not require a baseline year recalculation since it is considered as organic growth.

Additionally, based on availability and quality of data in the baseline year for water and waste streams, representative data points from Gildan facilities in 2012 have been back-cast into 2010 in order to re-establishing the baseline. When errors from previous years reporting have been identified, they have been corrected and validated with our third-party consultant to align the calculation methodology across all years in order to ensure an accurate comparison.

We are confident that the exercise we undertook this year to adjust our baseline year properly incorporated the recent acquisitions of the Company and will set the records straight in terms of our environmental target reporting, which we will continue to use for our future reporting.

MATERIALITY

Data collected and compiled within this report is the result of a collaborative effort by Gildan staff throughout the Company’s many locations with a variety of measurement techniques having been adopted. The criteria used to determine materiality for information included in this report was based predominantly on benchmarking exercises. The following factors were also taken into account: principal concerns in the apparel industry, relevant and applicable laws and regulations, international agreements such as the ILO Conventions, as well as any perceived impact or risk to our operations. As we further formalize our CSR strategy and programs, we anticipate refining what is considered material in our reporting efforts.

REVIEW

Gildan’s Disclosure Committee has reviewed the information contained herein in order to ensure our stakeholders are provided with a proper representation of our performance for the 2012 fiscal year.

We invite you to go to the GRI Index section for the list of indicators addressed in this report. You can click here to consult our previous Corporate Citizenship Reports.

Should you have any questions and/or comments about this website or our responsible practices in general, please contact us at cc@gildan.com.

GILDAN'S INTEGRATED SOLUTION TO TRACK SOCIAL AND ENVIRONMENTAL PERFORMANCE

Gildan continues to make progress in measuring and managing its social and environmental performance across a growing base of operations and production volume. In order to achieve the next level of performance, in 2010 we developed and implemented a fully automated and integrated solution that enables us to track key social and environmental performance indicators including energy use, solid and liquid waste, water consumption, emissions, spills, reforestation, training, compensation, employee diversity, and pay equity.

Available in English, French and Spanish, this platform links operational systems at all facilities with internal and third-party auditing, action planning, and follow-up. The new tool also enables us to generate detailed monthly, quarterly and annual reports for internal use and public disclosure.

In the coming year, we will continue to develop this solution in order to increase the number of indicators to be tracked. We will also strive to continuously improve the tool in order to make it more user-friendly such that we can continue to rely on it as one of our main management tools for environmental and social performance data.

"Our Corporate Citizenship Integrated Solution has completely changed our way of reporting by integrating all elements into a single tool that allows us to not only analyze our performance at the global level, but also at the regional level, and use this information to leverage performance and create improvements." Julie Cournoyer
Manager, Corporate Social Responsibility

RIO PRINCIPLE


The precautionary principle is defined in Article 15 of the Rio Declaration of the United Nations Conference on Environment and development (1992) as a principle to be used where there are threats of serious or irreversible damage to human safety or environmental degradation. It should be applied as a preventive measure in order to reduce the environmental impact of products and ensure consumers are protected against possible harm.

At Gildan, we implement preventive measures which ensure human safety and environmental protection, such as:

- Gildan's Environmental Code of Practice and Environmental Management System
- Oeko-Tex® Standard 100 certification
- Risk approach to climate change
- Ergonomics Program to avoid musculoskeletal disorders
- Root Cause Analysis




HOME > COMPANY > REPORTING > GRI INDEX

Gildan has presented its reporting for 2012 to the Global Reporting Initiative’s Report Services which have concluded that it fulfills the requirement of  Application Level A (pdf - 306.0Kb).


LEGEND : ● = Full coverage ◐ = Partial coverage N/A = Not applicable  = Not disclosed



STRATEGY AND ANALYSIS

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
1.1	Statement from the most senior decision-maker of the organization.	●	Message from Management
1.2	Description of key impacts, risks, and opportunities.	●	 2012 Annual Report

* = Is core

ORGANIZATION PROFILE

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
2.1	Name of the organization.	●	Gildan website/Company overview Company overview
2.2	Primary brands, products, and/or services.	●	Gildan website/Company overview Gildan Online Gildan Printwear Company overview
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	●	Gildan website/Company overview 2012 Annual Information Report Company overview
2.4	Location of organization's headquarters.	●	Gildan website/Company overview 2012 Annual Information Report Company overview
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●	Gildan website/Company overview 2012 Annual Information Report Company overview
2.6	Nature of ownership and legal form.	●	Gildan website/Company overview 2012 Annual Information Report Company overview
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	●	Gildan website/Company overview 2012 Annual Information Report  2012 Annual Report Company overview

2.8	Scale of the reporting organization.	●	Gildan website/Company overview 2012 Annual Information Report  2012 Annual Report Company overview
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●	Gildan website/Company overview 2012 Annual Information Report  2012 Annual Report Company overview
2.10	Awards received in the reporting period.	●	Recognition

* = Is core

REPORT PARAMETERS

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	●	Reporting
3.2	Date of most recent previous report (if any).	●	Reporting
3.3	Reporting cycle (annual, biennial, etc.)	●	Reporting
3.4	Contact point for questions regarding the report or its contents.	●	Reporting
3.5	Process for defining report content.	●	Reporting
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	●	Reporting
3.7	State any specific limitations on the scope or boundary of the report.	●	Reporting
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	●	Reporting
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	●	Reporting
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement	●	Reporting
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	●	Reporting
3.12	Table identifying the location of the Standard Disclosures in the report.	●	GRI Index
3.13	Policy and current practice with regard to seeking external assurance for the report.	●	This report has not been assured externally.

* = Is core

GOVERNANCE, COMMITMENTS, AND ENGAGEMENT

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	●	2012 Proxy Circular 2012 Annual Information Report Governance

4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	2012 Proxy Circular Governance
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	●	2012 Proxy Circular Governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	2012 Proxy Circular Governance
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangement), and the organization's performance (including social and environmental performance).	●	2012 Proxy Circular Governance
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	2012 Proxy Circular Governance
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	●	2012 Proxy Circular Governance
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	①	Code of Ethics Code of Conduct Environmental Code of Practice
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	●	2012 Proxy Circular Governance
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	●	2012 Proxy Circular Governance
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	●	Reporting
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	●	Stakeholders & Partners
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	●	Stakeholders & Partners
4.14	List of stakeholder groups engaged by the organization.	●	Stakeholders & Partners
4.15	Basis for identification and selection of stakeholders with whom to engage.	①	Stakeholders & Partners
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	①	Stakeholders & Partners
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	●	Stakeholders & Partners

* = Is core

DISCLOSURES ON MANAGEMENT APPROACH (DMAS)

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
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DMA SCP	Management approach for supply chain aspects, goals and performance, policy, organizational responsibility, training and awareness, monitoring and follow up and additional contextual information.	●	2012 Annual Information Report Our Approach Governance Goals & Targets Code of Conduct Social Compliance Product Life Cycle Assessment Raw Material
DMS EC	Management approach for economic aspects, goals and performance, policy and additional contextual information.	●	2012 Annual Information Report
DMA EN	Management approach for environmental aspects, goals and performance, policy, organizational responsibility, training and awareness, monitoring and follow up and additional contextual information.	●	Our Approach Governance Goals & Targets Policies & Procedures
DMA LA	Management approach for labour aspects, goals and performance, policy, organizational responsibility, training and awareness, monitoring and follow up and additional contextual information.	●	Our Approach Governance Goals & Targets Code of Conduct Working Conditions Social Compliance
DMA HR	Management approach for human rights aspects, goals and performance, policy, organizational responsibility, training and awareness, monitoring and follow up and additional contextual information.	●	Our Approach Governance Goals & Targets Code of Conduct Working Conditions Social Compliance
DMA SO	Management approach for society aspects, goals and performance, policy, organizational responsibility, training and awareness, monitoring and follow up and additional contextual information.	●	Our Approach Governance Code of Ethics Goals & Targets Community Development Donations
DMA PR	Management approach for product responsibility aspects, goals and performance, policy, organizational responsibility, training and awareness, monitoring and follow-up and additional contextual information.	●	Our Approach Governance Goals & Targets Life Cycle Assessment Product Safety

* = Is core

SUPPLY CHAIN STANDARDS AND PRACTICES

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
AF1 *	Code of conduct content coverage.	●	Code of Conduct
AF2 *	Parties and personnel engaged in code of conduct compliance function.	●	Methodology
AF3 *	Compliance audit process.	●	Methodology
AF4 *	Policy and procedures for receiving, investigating, and responding to grievances and complaints.	●	Grievance Mechanisms

AF5 *	Strategy and scope of efforts to strengthen capacity of management, workers and other staff to improve in social and environmental performance.	●	Code of Conduct Contractors & Suppliers
AF6 *	Policies for supplier selection, management, and termination.	●	Code of Conduct Methodology
AF7 *	Number and location of workplaces covered by code of conduct.	●	Company overview Code of Conduct Contractors & Suppliers
AF8 *	Number of audits conducted and percentage of workplaces audited.	●	Audits
AF9 *	Incidents of non-compliance with legal requirements or collective bargaining agreements on wages.	●	Unions Findings
AF10 *	Incidents of non-compliance with overtime standards.	●	Findings
AF11 *	Incidents of non-compliance with standards on pregnancy and maternity rights.	●	Findings
AF12 *	Incidents of the use of child labor.	●	Findings
AF13 *	Incidents of noncompliance with standards on gender discrimination.	●	Findings
AF14 *	Incidents of non-compliance with code of conduct.	●	Findings
AF15 *	Analysis of data from code compliance audits.	●	Findings Remediation
AF16 *	Remediation practices to address non-compliance findings.	●	Remediation
AF17 *	Actions to identify and mitigate business practices that affect code compliance.	●	Remediation

* = Is core

ECONOMIC

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
EC1 *	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	🕒	📄 2012 Annual Report Community Development Donations
EC2 *	Financial implications and other risks and opportunities for the organization's activities due to climate change.	●	📄 2012 Annual Report GHG Emissions
EC3 *	Coverage of the organization's defined benefit plan obligations.	🕒	2012 Proxy Circular
EC4 *	Significant financial assistance received from government.	●	We have not received any subsidies or tax credits which are material to our overall financial results.
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	🔒	This is confidential information for Gildan.
EC6 *	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	●	Community Development
EC7 *	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	●	Community Development

EC8 *	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	●	Community Development Donations
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	🕒	Community Development

* = Is core

ENVIRONMENT




















NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
AF18 *	Programs to replace organic-based adhesives and primers with water-based adhesives and primers	N/A	This indicator is not applicable to our business. Gildan does not use adhesives or primers in its processes.
AF19 *	Practices to source safer alternatives substances to those on the restricted substances list, including description of associated management system.	●	Environmental Code of Practice
EN1 *	Materials used by weight or volume.	🔒	This is competitive information for Gildan.
EN2 *	Percentage of materials used that are recycled input materials.	N/A	We do not currently use recycled input materials in our products.
EN3 *	Direct energy consumption by primary energy source.	●	Energy Metrics
AF20 *	List of environmentally preferable materials used in apparel and footwear products.	N/A	We do not currently use environmentally preferred materials in our products as per GRI definition. Raw Material
EN4 *	Indirect energy consumption by primary source.	🕒	Metrics
EN5	Energy saved due to conservation and efficiency improvements.	●	Energy Energy Efficiency Projects Metrics
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	🔒	We do not report on this yet as we have thus far not developed programs and policies in order to reduce energy consumption associated with the use of our products. Gildan will be working on developing programs and policies to reduce energy consumption related to the use of our products (eg: electricity requirement for washing, etc.) in the coming years.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	🔒	We do not report on this yet as we have thus far not develop programs and policies in order to reduce indirect energy consumption associated with use of energy-intensive materials, subcontracted production, business-related travel and employee commuting.
AF21 *	Amount of energy consumed and percentage of the energy that is from renewable sources.	●	Energy Renewable Energy Energy Efficiency Projects Metrics
EN8 *	Total water withdrawal by source.	●	Water Metrics
EN9	Water sources significantly affected by withdrawal of water.	●	Water
EN10	Percentage and total volume of water recycled and reused.	N/A	Wastewater Management
EN11 *	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	N/A	We do not operate in or adjacent to protected areas.
EN12 *	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	N/A	We do not operate in or adjacent to protected areas and areas of high biodiversity value outside protected areas.





EN13	Habitats protected or restored.	●	Biodiversity
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	●	Biodiversity
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	●	Biodiversity
EN16 *	Total direct and indirect greenhouse gas emissions by weight.	●	GHG Emissions Metrics
EN17 *	Other relevant indirect greenhouse gas emissions by weight.	🔒	We do not currently measure this indicator.
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	●	GHG Emissions Metrics
EN19 *	Emissions of ozone-depleting substances by weight.	●	Other Emissions Metrics
EN20 *	NOx, SOx, and other significant air emissions by type and weight.	●	Other Emissions Metrics
EN21 *	Total water discharge by quality and destination.	●	Wastewater Management Metrics
EN22 *	Total weight of waste by type and disposal method.	●	Waste Metrics
EN23 *	Total number and volume of significant spills.	🕒	Spills
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	🔒	We do not have formal processes in place to collect this data.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	●	Gildan does not discharge water into any protected rivers or wetlands. Wastewater Management
EN26 *	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	●	Life Cycle Assessment
EN27 *	Percentage of products sold and their packaging materials that are reclaimed by category.	N/A	We do not reclaim packaging material of sold products.
EN28 *	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	●	In 2012, Gildan received a fine of U.S. \$5,100 at two of its textile facilities in Honduras due to the annual environmental monitoring reports which were not submitted to the Environmental Authorities (SERNA, Secretaria de Recursos Naturales y Ambiente) using the appropriate form.
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	●	GHG Emissions Life Cycle Assessment
EN30	Total environmental protection expenditures and investments by type.	●	Environmental Policy

* = Is core

LABOUR PRACTICES AND DECENT WORK













NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
LA1 *	Total workforce by employment type, employment contract, and region, broken down by gender.	●	Employment Practices Metrics
LA2 *	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	🕒	Employment Practices

LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		Wages & Benefits
AF22 *	Policy and practices regarding the use of employees with non-permanent and non full-time status.		Employment Practices Metrics
AF23 *	Policy regarding the use of home working.		A policy is in the process of being developed
AF24 *	Policy on the use and selection of labor brokers, including adherence to relevant ILO Conventions.		Code of Conduct Contractors & Suppliers
AF25 *	Policy and practices on wage deductions that are not mandated by law.		Code of Conduct
AF26 *	Policy on working hours, including definition of overtime, and actions to prevent excessive and forced overtime.		Code of Conduct Remediation
LA4 *	Percentage of employees covered by collective bargaining agreements.	N/A	There are currently no employees covered by a collective bargaining agreement. Unions
LA5 *	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		Facility Closures
AF27 *	Policy and actions to protect the pregnancy and maternity rights of women workers.		Code of Conduct
AF28 *	Percentage of foreign migrant workers as a portion of total workforce, broken down by region.		We do not currently track this indicator. We are planning to report on this indicator in future years.
AF29 *	Percentage of workplaces where there is one or more independent trade union(s), broken down by: Workplace with a collective bargaining agreement and Workplaces without a collective bargaining agreement. Also provide information broken down by country.		There are currently no employees covered by a collective bargaining agreement. We do not currently track this indicator for third-party facilities. Unions
AF30 *	Percentage of workplaces where, in the absence of a trade union, there are worker-management committees, broken down by country.		We do not currently track this indicator for third-party facilities. Grievance Mechanisms
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.		Health & Safety
LA7 *	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.		Health & Safety
LA8 *	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		Health Clinics Employee Engagement Programs
LA9	Health and safety topics covered in formal agreements with trade unions.		This is confidential information for Gildan.
AF31 *	Initiatives and programs (training) to respond to, reduce, and prevent the occurrence of musculoskeletal disorders and also general health and safety incidents.		Health & Safety Ergonomics Program
LA10 *	Average hours of training per year per employee by gender, and by employee category.		Training & Development
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		Training & Development
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.		Training & Development

LA13 *	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		2012 Proxy Circular Members of the Board of Directors Employment Practices Metrics
AF32 *	Actions to address gender discrimination and to provide opportunities for the advancement of women workers.		Code of Conduct Health & Safety
LA14 *	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.		We do not currently track this indicator. We hope to report on this indicator in the future.
LA15 *	Return to work and retention rates after parental leave, by gender.		We are currently not collecting this level of information.

* = Is core













HUMAN RIGHTS

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
HR1 *	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.		Methodology
HR2 *	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.		Methodology Audits
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		Code of Conduct Training & Development
HR4 *	Total number of incidents of discrimination and corrective actions taken.		In 2012, there were no incidents of discrimination reported at Gildan owned facilities. Findings  1.6 - WRC_Agreement (90.7Kb)
HR5 *	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.		Unions Findings
HR6 *	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.		Findings
HR7 *	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.		Findings
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.		Contractors & Suppliers
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		In 2012, we did not have any incidents of violations involving rights of indigenous people. Gildan has a strict policy against all kind of discrimination including ethnicity.
HR10 *	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.		Contractors & Suppliers Audits Findings
HR11 *	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.		Grievance Mechanisms Unions

* = Is core








SOCIETY

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
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SO1 *	Percentage of operations with implemented local community engagement, impact assessments, and development programs.		Community Development
SO9 *	Operations with significant potential or actual negative impacts on local communities.		We do not currently track this indicator.
SO10 *	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.		We do not currently track this indicator.
AF33 *	Priorities in community investment strategy.		Donations
AF34 *	Amount of investment in worker communities broken down by location.		This information is competitive for Gildan.
SO2 *	Percentage and total number of business units analyzed for risks related to corruption.		Code of Ethics
SO3 *	Percentage of employees trained in organization's anti-corruption policies and procedures.		All employees are trained on the Gildan Code of Ethics. Code of Ethics
SO4 *	Actions taken in response to incidents of corruption.		In 2012, there were no incidents of corruption reported. Code of Ethics
SO5 *	Public policy positions and participation in public policy development and lobbying.		This information is confidential for Gildan
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		In 2012, Gildan did not make any contributions to political parties, politicians or related institutions.
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		In 2012, we had no legal actions for anti-competitive behavior, anti-trust or monopoly practices.
SO8 *	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		We did not receive any non-monetary sanctions during the 2010-2011 fiscal years. Findings

* = Is core

PRODUCT RESPONSIBILITY

NUMBER	DESCRIPTION	STATUS	REFERENCE AND EXPLANATION
PR1 *	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.		Product Safety Oeko-Tex® Standard 100 certification
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.		During the 2012 fiscal year, we had no incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of our products.
PR3 *	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		We currently do not provide sustainability impacts information on our product labels.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.		During the 2012 fiscal year, we had no incidents of non-compliance with regulations and voluntary codes concerning product and services information and labeling.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		We do not have a formal customer satisfaction process in place yet.
PR6 *	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		We do not adhere to any codes or voluntary standards relating to marketing communications yet.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.		During the 2012 fiscal year, we had no incidents of non-compliance with regulations and voluntary codes concerning marketing communications.

PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	●	During the 2012 fiscal year, we have not received any complaints regarding breaches of customer privacy and losses of customer data.
PR9 *	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	●	During the 2012 fiscal year, we had no incidents of non-compliance with laws and regulations concerning the provision and use of products and services.

* = Is core



HOME > COMPANY > REPORTING > REPORTS

All our Corporate Citizenship Reports can be found below.

2011 CORPORATE CITIZENSHIP REPORT

 [Read the report - web version \(pdf - 3.8Mb\)](#)

2010 INTERIM CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 2.2Mb\)](#)

2008-2009 CORPORATE CITIZENSHIP EXECUTIVE SUMMARY 2008-2009 CORPORATE CITIZENSHIP REPORT

 [Read the Executive Summary report \(pdf - 1.6Mb\)](#)

 [Read the complete report \(pdf - 2.1Mb\)](#)

2008 INTERIM CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 1.4Mb\)](#)

2007 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 2.5Mb\)](#)

2006 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 1.9Mb\)](#)

2005 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 1.4Mb\)](#)



HOME > COMPANY > STAKEHOLDERS & PARTNERS

At Gildan, we believe that a key step towards achieving our corporate citizenship goals is to adopt a structured approach to engaging and involving stakeholders whose contributions and perspectives allow us to collaborate and learn from one another in the pursuit of concrete, viable solutions.

The goal we share with our stakeholders is to work toward improving the lives of workers producing our products, ensuring an ethical and stimulating work environment, and respecting and enhancing the local communities in which we operate. To engage in dialogue, share ideas and build consensus, we invite groups representing workers and factories, students, colleges, trade unions, academia, governments, local communities and consumers to communicate with us.

This can be done through a variety of methods, including face-to-face meetings, focus groups or round tables facilitated by external independent facilitators, workshops and seminars, confidential questionnaires, and anonymous feedback. Our belief is that engagement should be mutually beneficial and transparent, that the focus should be on common ground and creative solutions, and that the outcome should lead to real value for both the company and its stakeholders.

Gildan has been affiliated and/or dialoguing with the following organizations chosen for their pertinence to our Company.

WORLDWIDE RESPONSIBLE ACCREDITED PRODUCTION (WRAP)

All of Gildan's mature sewing facilities are certified with the Worldwide Responsible Accredited Production (WRAP) or are currently in the process of being re-certified. The four contractor sewing facilities producing for Gildan in Haiti are also WRAP certified.

WRAP is an independent, non-profit organization dedicated to the promotion and certification of lawful, humane and ethical manufacturing throughout the world. WRAP promotes 12 principles that ensures that core labour concepts are understood and practiced on the shop floor and by management. WRAP relies upon independent, third party monitors to certify that factories are in compliance with WRAP's set of principles.

[Read more about WRAP.](#)

FAIR LABOR ASSOCIATION (FLA)

Gildan's labour compliance program was accredited by the Fair Labor Association (FLA) on June 13, 2007. The Company was the first vertically-integrated basic activewear apparel manufacturer to receive accreditation by the FLA.

The FLA is a Washington, D.C.-based non-profit organization whose goal is to promote adherence to international labour standards and improve working conditions worldwide. It represents a multi-stakeholder coalition of companies, universities and non-governmental organizations committed to a rigorous program of code of conduct implementation, monitoring and remediation in order to bring manufacturing sites into compliance with FLA standards.

Gildan is proud to have received such accreditation from the FLA. The FLA's method of annual public reporting, its strict Workplace Code of Conduct, and the fact it employs internal and external independent audits were all key elements that prompted Gildan to seek FLA membership in 2004.

[Click here \(pdf - 30.3Kb\)](#) to read the press release announcing Gildan's accreditation from the FLA.

BETTER WORK

Gildan has been participating in the International Labour Organization's Better Work Programme through its contractors in Haiti. This program is a unique partnership program developed by the International Labour Organization (ILO) and the International Finance Corporation (IFC). Launched in February 2007, the program aims to improve compliance with labour standards and competitiveness in global supply chains. It is offered in specific countries, where the ILO and IFC work together to mobilize necessary resources for projects specific to each country.

In 2012, Gildan registered one of its sewing facilities in Nicaragua to the program. The first Better Work audit to be performed at this facility is scheduled for February 2013.

CARBON DISCLOSURE PROJECT

Gildan has also been participating in the Carbon Disclosure Project (CDP) since 2008. The CDP works with organizations worldwide to drive transparency and effectiveness of reporting processes with regards to international disclosures of corporate greenhouse gas emissions and climate change strategies.

MAQUILA SOLIDARITY NETWORK

The Maquila Solidarity Network (MSN) is a labour and women's rights advocacy organization that promotes solidarity with grassroots groups in Mexico, Central America and Asia, and works to improve conditions in maquiladora factories and export processing zones.

Through dialogue with MSN, we have applied their input in the development of a remediation plan following the closure in 2004 of our El Progreso plant in Honduras. We continue to remain in dialogue with MSN regarding our corporate social responsibility practices.

[Click here](#) to access MSN's website.

WORKER RIGHTS CONSORTIUM

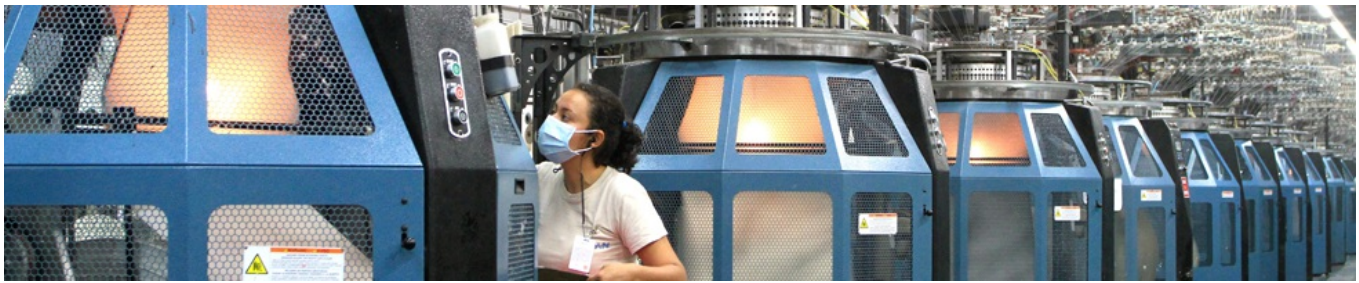
The Worker Rights Consortium (WRC) is a non-profit organization created by college and university administrations, students and labor rights experts. The WRC's purpose is to assist in the enforcement of manufacturing Codes of Conduct adopted by colleges and universities.

Since 2005, Gildan has been working collaboratively with the WRC regarding labour practices and freedom of association at its various manufacturing locations. In 2012, Gildan was credited by the WRC regarding actions taken by the Company to ensure the reinstatement of workers improperly dismissed at two of its third party contractor facilities in Haiti.

[Click here](#) to read the WRC's statement to its members.

OTHERS

- Adozona
- Anitec
- Asociación Hondureña de Maquiladores
- Asociación Nacional de Industriales
- Cámara de Comercio e Industrias de Choloma
- Fundharse
- Unión Nicaragüense para la Responsabilidad Social Empresarial (UniRSE)



HOME > COMPANY > GOVERNANCE

Gildan is committed to maintaining its strong corporate governance culture of integrity, accountability and transparency.

We consider strong and transparent corporate governance practices to be both an integral part of our environmental and social commitments and an important factor in our overall business success.

Our strength in corporate governance begins with our Board of Directors. With eight out of our nine Board members, including the Chairman, independent of management, and with only independent directors sitting on the Board's three committees, the Board is well-positioned to perform its stewardship role of overseeing the management of Gildan's business and affairs, with the objective of increasing shareholder value. Gildan has been recognized for its accomplishments in corporate governance, including receiving high rankings in The Globe and Mail's "Report on Business" corporate governance rankings for the past six years.

Gildan is committed to adopting and adhering to the highest standards in corporate governance, a commitment that includes adopting practices that go beyond simple compliance with applicable Canadian and U.S. securities legislation and the requirements of the Toronto and New York stock exchanges where Gildan shares are listed. Our Corporate Governance Guidelines reflect this commitment and we revise these guidelines on an ongoing basis in order to respond to evolving industry trends and best practices. This year, as part of the Board's commitment to maintaining an ongoing engagement process with the Company's shareholders, the Board has decided once again to offer shareholders the opportunity to cast at the 2012 annual shareholders' meeting an advisory vote on the Company's approach to executive compensation as disclosed in its management proxy circular.

Gildan remains committed to the highest standards of integrity and ethical behaviour and to environmental and social performance as defined in our Code of Ethics, Code of Conduct and Environmental Code of Practice adopted by our Board of Directors. As part of its formal mandate, overall responsibility for monitoring and reviewing the Company's environmental and social practices falls to our Board of Directors. In order to enhance this oversight role, the Board has delegated to the Corporate Governance and Social Responsibility Committee the specific responsibility to oversee Gildan's policies and practices in such areas as environment, labour, health and safety and sustainability issues, as well as community and other stakeholder relations.

For more information on corporate governance, please visit the corporate governance page, in the investor relations section of our corporate website.

QUICK FACTS

- Eight out of nine board members are independent from management
- Gildan employs a strict Code of Ethics, Environmental Policy, Environmental Code of Practice, and Code of Conduct
- Only independent directors sit on the Board's three committees (Audit and Finance, Corporate Governance and Social Responsibility, and Compensation and Human Resources)
- Gildan has obtained high rankings in corporate governance in the Globe and Mail's "Report on Business" for six consecutive years (2007-2012)



HOME > COMPANY > GOVERNANCE > CODE OF ETHICS

Gildan is committed to maintaining high ethical standards in all of our operations and business practices worldwide. The Gildan Code of Ethics sets out Gildan's standards and expectations of conduct by all employees with regards to integrity, ethics, confidentiality and conflicts of interest. This Code of Ethics applies at all times, without exception, to all employees of Gildan worldwide, as well as to the members of Gildan's Board of Directors. Newly hired employees must sign an acknowledgement that they have read and understood the Code of Ethics and the Code of Conduct. Designated members of management are also required to re-certify their compliance with these codes on an annual basis.

The Gildan Code of Conduct defines Gildan's values and acts as a framework in guiding our operations and business practices, as well as those of our contractors, consultants, agents and suppliers.

The content and application of these codes fall under the mandate of Gildan's Executive Management Committee. The standards and expectations outlined in the codes are not exhaustive and should be interpreted together with other Gildan policies and practices, as well as common sense standards of conduct and individual conscience.

[View the Code of Ethics and the Code of Conduct. \(pdf - 248.9Kb\)](#)

2012 INFORMATION RELATED TO GRI INDICATORS S02 AND S04

As part of the Company's compliance with the requirements of the Sarbanes-Oxley Act of 2002, a company-wide risk assessment was performed, which includes risks relating to financial reporting and continuous disclosure compliance, as well as fraud risks. In addition, certain key internal controls which are tested as part of these compliance requirements also serve to address corruption risk, such as tests of disbursements and related controls, and various annual certifications by business segment management. These internal certifications include compliance with the Company's Code of Ethics and Code of Conduct, and more specifically, compliance with the Company's anti-corruption policy adopted by the Board of Directors in 2004. The Company also has an integrity and social responsibility hotline program in place that is managed by a third-party service provider, which allows employees to anonymously report any concerns relating to ethics, corruption or any other breaches of the Code of Ethics and Code of Conduct. The Company has an "Employee Concerns and Questionable Acts Committee" which reviews all calls received through the hotline service, with a requirement to communicate any significant issues to executive management and the Company's Audit and Finance Committee.

Gildan requires strict adherence to its Code of Ethics and Code of Conduct and associated policies, including its anti-corruption policy. Failure to comply could result in disciplinary action up to and including termination.

No incidents of corruption were reported through the certification process or otherwise identified during the 2012 fiscal year.



HOME > COMPANY > GOVERNANCE > MEMBERS OF THE BOARD OF DIRECTORS



- (1) William D. Anderson
- (2) Glenn J. Chamandy
- (3) Russell Goodman
- (4) George Heller
- (5) Sheila O'Brien
- (6) Pierre Robitaille
- (7) James R. Scarborough
- (8) Richard P. Strubel
- (9) Gonzalo F. Valdes-Fauli

Read more about our Board of Directors

GOVERNANCE BOARD AND COMMITTEES – DIVERSITY AND ATTENDANCE RECORD - 2012

BOARD	% MINORITY	% WOMEN	% OF MEMBERS IN 30-50 AGE GROUP	% MEMBERS OVER 50 YEARS OF AGE	% ATTENDANCE RECORD
BOARD OF DIRECTORS	17%	17%	0%	100%	100%
AUDIT AND FINANCE COMMITTEE MEMBERS	17%	0%	0%	100%	100%
COMPENSATION AND HUMAN RESOURCES COMMITTEE MEMBERS	0%	17%	0%	100%	100%
CORPORATE GOVERNANCE MEMBERS	17%	17%	0%	100%	100%



HOME > COMPANY > RECOGNITION

Canada

GILDAN INCLUDED IN DOW JONES SUSTAINABILITY WORLD INDEX

Gildan has been named to the Dow Jones Sustainability World Index (DJSI World), with effect from September 23, 2013. Gildan is one of only two North American companies to be named to DJSI World under the Textiles, Apparel and Luxury Goods sector.

The Dow Jones Sustainability Indices (DJSI) track the financial performance of the leading sustainability-driven companies worldwide. These indices serve as benchmarks for investors who integrate sustainability considerations into their investment philosophy. The annual DJSI review is based on a thorough analysis of corporate economic, environmental and social performance carried out by RobecoSAM, an investment specialist focused exclusively on sustainability investing. The analysis covers issues such as supply chain standards and labour practices, environmental policy/management systems, corporate governance and risk management.

MEMBER OF

**Dow Jones
Sustainability Indices**

In Collaboration with RobecoSAM

Canada

GILDAN RECOGNIZED AS ONE OF CANADA'S 50 BEST CORPORATE CITIZENS – 2009-2012

Every year in June, Maclean's magazine presents its inaugural list of Canada's 50 Best Corporate Citizens. Each of the 50 companies featured on this list is either Canadian-listed or a wholly-owned subsidiary of a foreign-listed company with significant operations or brand presence in Canada. In each of the last four years, Gildan was included in the Top 50 list of Socially Responsible Corporations.



The 50 most Socially Responsible Corporations are selected on the basis of their performance across a broad range of environmental, social and governance indicators tracked by Jantzi-Sustainalytics. Most of the companies rank at the top of their respective peer groups in Jantzi's Canadian Social Investment Database (CSID) or the databases of its global research partners, having demonstrated strong performance in areas such as environmental management, impact on local or First Nations communities, treatment of employees, and their record on human rights issues.

Between 2009 and 2012, the following Gildan initiatives were highlighted in the ranking assessments:

- Conducting biodiversity inventories in Honduras and the Dominican Republic;
- Creation of biomass steam generation projects at our textile facilities in the Dominican Republic and Honduras;
- Development of our own biological system, the Biotop®, to treat wastewater from our manufacturing processes in Honduras and the Dominican Republic;
- Some 8,000 Central Americans were surveyed to identify their most pressing community needs, allowing to better support economic development in the regions where Gildan operates;
- Introduction of a labour compliance program accredited by the Fair Labor Association.
- The only Canadian apparel manufacturer accredited by the Fair Labor Association;
- Implementation of a health and safety scorecard and an ergonomics program at our sewing facilities;
- Demonstrated leadership in dealing with the El Progreso closure;
- Implementation of employee policies, including freedom of association, working conditions and elimination of discrimination;
- One of the few Canadian apparel companies that publishes a corporate citizenship report;
- Donation of more than half a million dollars through the Gildan Haiti Relief and Reconstruction Fund;
- Opening of fully equipped medical clinics at our manufacturing facilities in Central America and the Caribbean Basin.

Jantzi-Sustainalytics' process includes a thorough examination of company documents, media sources, online databases, government sources and NGO research, as well as direct correspondence with key stakeholders. Jantzi-Sustainalytics' analysts use a Best-of-Sector™ methodology to compare companies within a given peer group to industry best practices. Jantzi-Sustainalytics' research is used by some of the world's largest institutional and individual investors who consider environmental, social and governance performance, in addition to financial performance, in the management of their investments. For more information on the rating criteria, visit www.sustainalytics.com.

Canada

GILDAN NAMED ROBECOSAM SECTOR MOVER 2013

Gildan has been recognized as the Sector Mover within the Clothing, Accessories & Footwear sector in The Sustainability Yearbook 2013.

RobecoSAM is an investment specialist in Sustainability Investing. RobecoSAM uses its Corporate Sustainability Assessment (CSA) to determine companies that are better equipped to identify and respond to emerging opportunities and risks resulting from global sustainability trends. The company that achieves the largest proportional improvement in its sustainability performance compared to last year within the top 15% of each sector is named the RobecoSAM sector mover. In collaboration with KPMG, the RobecoSAM Sustainability Yearbook is an annual publication on corporate sustainability performance.

Download the  Sustainability Yearbook 2013



Canada

TOP 20 - ANNUAL CORPORATE GOVERNANCE RANKING OF CANADIAN PUBLIC CORPORATIONS BY THE GLOBE AND MAIL (2007-2012)

Gildan has ranked in the Top 20 in the "Report on Business" section of the Globe and Mail, one of Canada's leading national newspapers, for six consecutive years, ranking first in 2008. Gildan is now among the rare manufacturing companies to have reached this position from among more than 180 publicly-listed companies (excluding income trusts) listed on the TSX/S&P Composite Index, which is dominated mostly by banks, insurers and other industries long recognized for leading governance practices.

The "Report on Business" rates Canada's corporate governance practices using a rigorous set of criteria designed to go beyond the minimum mandatory rules imposed by Canadian securities regulators and to include evolving best practices. The ranking considers governance practices in four key areas: board composition, compensation, shareholder rights, and disclosure.

Corporate governance is an important factor in Gildan's overall success and the Company is proud to have been recognized for its accomplishments over the past years.

Canada

GILDAN NAMED OEKO-TEX® COMPANY OF THE MONTH FOR SEPTEMBER 2012

Gildan has been selected as the International Oeko-Tex® Association's company of the month for September 2012 and is therefore eligible to win the 2012 Oeko-Tex® Sustainability Award. The Oeko-Tex® award program is targeted to companies who are certified to the OEKO-TEX® Standard 100 or 1000, and have demonstrated outstanding performance in sustainable products and processes. All "companies of the month" are eligible for the Oeko-Tex® Sustainability Award in one of five categories: environmental management, safety management, quality management, social responsibility and product innovations. The Oeko-Tex® Sustainability Award will be presented in June 2013. Gildan was the first manufacturer catering to the wholesale imprinted activewear market to obtain the Oeko-Tex® Standard 100 certification more than eight years ago.



Honduras

FUNDAHRSE SEAL FOR SOCIAL RESPONSIBILITY - 2008-2012

In 2012, for the fifth consecutive year, the Foundation for Corporate Social Responsibility in Honduras (Fundación Hondureña de Responsabilidad Social Empresarial - FUNDAHRSE) has awarded Gildan with the FUNDAHRSE Seal (Sello FUNDAHRSE). This recognition is given to companies demonstrating high standards and a strong commitment toward Corporate Social Responsibility (CSR).

Gildan was selected out of many companies in Honduras that were pre-screened and invited to apply for the award. In order to earn this recognition, companies had to respond to an extensive questionnaire of over 200 questions related to environmental practices, employee and community relations, governance, marketing, and purchasing practices. Companies which obtained a rating higher than the standard set by FUNDAHRSE were selected as recipients of the award.



HOME > COMPANY > NEWS

MONDAY, SEPTEMBER 16, 2013 - GILDAN ACTIVEWEAR INCLUDED IN DOW JONES SUSTAINABILITY WORLD INDEX

Montréal, Monday, September 16, 2013 – Gildan Activewear Inc. (GIL; TSX and NYSE) today announced that the Company is one of only two North American companies to be included in the Dow Jones Sustainability World Index in the Textiles, Apparel and Luxury Goods sector, with effect from September 23, 2013.

The Dow Jones Sustainability Indices (DJSI) track the financial performance of the leading sustainability-driven companies worldwide. These indices serve as benchmarks for investors who integrate sustainability considerations into their investment philosophy. The annual DJSI review is based on a thorough analysis of corporate economic, environmental and social performance carried out by RobecoSAM, an investment specialist focused exclusively on sustainability investing. The analysis covers issues such as supply chain standards and labour practices, environmental policy/management systems, corporate governance and risk management.

“We are proud to be recognized for our commitment to sustainability by our inclusion in this prestigious global index,” commented Glenn Chamandy, President and Chief Executive Officer. “All of our stakeholders can continue to have confidence that our vertical manufacturing and supply chain business model allow us to ensure that the Gildan family of branded products are manufactured in safe and responsible working conditions, which is now further reinforced by our inclusion in the Dow Jones Sustainability World Index.”

To learn more about Gildan’s various programs and initiatives related to sustainability, please visit www.GenuineGildan.com.

About Gildan

Gildan is a leading supplier of quality branded basic family apparel, including T-shirts, fleece, sport shirts, socks and underwear. The Company sells its products under a diversified portfolio of Company-owned brands, including the Gildan®, Gold Toe® and Anvil® brands and brand extensions, as well as under license agreements for the Under Armour® and New Balance® brands. The Company distributes its products in printwear markets in the U.S. and Canada, where Gildan® is the industry-leading brand, and the Company is increasing its penetration in international printwear markets. The Company is also one of the largest suppliers of branded athletic, casual and dress socks for a broad spectrum of retailers in the U.S. In addition to socks, the Company is developing Gildan® as a consumer brand for underwear and activewear.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America and the Caribbean Basin to efficiently service the replenishment needs of its customers in the printwear and retail markets. Gildan has over 33,000 employees worldwide and is committed to industry-leading labour and environmental practices in all of its facilities. More information about the Company and its corporate citizenship practices and initiatives can be found at its corporate websites www.gildan.com and www.GenuineGildan.com, respectively.

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Media Relations

Stéphanie Gaucher,
Manager, Corporate Communications
Tel: (514) 343-8811
Email: sgaucher@gildan.com



Implemented Level 3 of our Ergonomics program in Honduras and in Nicaragua.



In 2012, we signed an educational cooperation agreement with the Technological University of Honduras to offer classes accommodating employees' working schedule.



More than 11,000 employees from all our facilities in Central America and the Caribbean Basin participated in the 2012 edition of Gildan's Breast Cancer "Pink Tour" Campaign.

HOME > PEOPLE

What sets Gildan apart is our people. At Gildan, we value our employees, but more than that, we transform this sentiment into action on a daily basis in each of the countries in which we operate. As we ask the people who have chosen to work alongside us to give us the best of themselves, we believe that we owe it to them to provide a comfortable, satisfying and stimulating work environment.

Gildan's ability to attract and retain the best talent in its sector is due in large part to its outstanding reputation in the countries in which it operates, which provides the Company increased productivity and results.

Each day the Gildan group meets the challenge of fulfilling the needs of its employees in North America, Central America, the Caribbean Basin and most recently Bangladesh, representing a wide range of cultures, as well as diverse economic, political, legal, and social systems. In the face of these complexities, we remain committed to instituting the best working conditions in the apparel industry for the approximately 30,000 employees on whom our success depends every day.



CODE OF CONDUCT

Guidelines for an ethical workplace

Our Code of Conduct guides our activities wherever we operate and clearly states our position on a number of labour practice issues.



WORKING CONDITIONS

Ethical and stimulating work environment

Through competitive working conditions, we want to attract, motivate and retain the best talent in all the countries in which we operate.



SOCIAL COMPLIANCE

Commitment to the highest standards of labour practices

To ensure that we deliver on our commitments to employees, customers and other stakeholders to meet or exceed our strict Code of Conduct requirements, we conduct a series of independent internal and third-party audits each year.



EMPLOYEE ENGAGEMENT PROGRAMS

Supporting our employees and their communities

We develop and implement various programs to better communicate with our employees and to support them in the many aspects of their lives.



HOME > PEOPLE > GOALS & TARGETS

Policies and Procedures

Goal
Integrate Fair Labor Association (FLA) Social Compliance Initiative (SCI) methodology into current social compliance program and monitoring practices and tools.

Timeline:
2014

Progress:
With the arrival of the FLA SCI in 2012, we decided to reassess our previous goal and base our social management system on the SCI Initiative. In 2011, we started to review our social compliance program to adopt a more complete management system approach, which we pursued in 2012 and will continue to develop in 2013 using the SCI methodology.



Goal
Continue implementation of Gildan's Ergonomics program at all of our sewing, textile and hosiery facilities in Honduras (up to level 5 - World-class level - of the ECNC model)

Timeline:
2014

Progress:
This goal is on track and will be completed in 2014.



Database

Goal
Add new social indicators to Gildan's social and environmental database in order to expand on internal and external reporting

Timeline:
2012

Progress:
In 2012, we increased the number of indicators we are monitoring through our Corporate Citizenship database. Gildan will continue to assess the need to add new indicators on an on-going basis, as required.



Goal
Conduct an annual refresher training to users in all regions

Timeline:
Yearly

Progress:
In 2012, Gildan conducted training at all locations on the new Corporate Citizenship database indicators and database functionalities. We will continue to conduct refresher training on an on-going basis, as required.



Employee Engagement

Goal
Conduct a global employee survey

Timeline:
2012

Progress:
In 2012, we evaluated the scope of the project and identified project leads. After an extensive research and evaluation for a



survey partner, we hired a global Human Resources firm with extensive experience with employee engagement surveys. This project will be completed in 2013.



HOME > PEOPLE > CODE OF CONDUCT

Our day-to-day operations are governed by the Gildan Code of Conduct, which was developed in 2005 and updated in 2012. The Code functions as a guideline for maintaining an ethical workplace. Gildan management was very deliberate in basing these guidelines on internationally recognized standards such as the International Labor Organization (ILO) conventions. In today's workplace, international labour standards – conventions that are standardized globally in which companies and employees are held accountable – are an essential component of the industry.

The Gildan Code of Conduct also encompasses principles set forth by the Fair Labor Association (FLA), whose stated purpose is to protect workers' rights and improve working conditions worldwide, as well as the Worldwide Responsible Accredited Production's (WRAP) set of principles, which takes into account best practices commonly agreed upon in the area of social responsibility.

What does the Gildan Code of Conduct include?

Our Code of Conduct guides our activities at each of our global operations and clearly states our position on a wide range of labour practice issues including hours of work, gender equality, age of majority, harassment, protecting the right of freedom of association, and many other best practices that Gildan management feels are integral to both our organization and our employees.

Every employee and management team member is required to comply with the Gildan Code of Conduct.

 [Click here \(pdf - 261.4Kb\) to see our Code of Conduct in poster format.](#)

[Read more](#) about Code of Conduct compliance.

CODE OF CONDUCT INTERNAL TRAINING

Employees are trained on the key elements of our Code of Conduct.

Human Resources and Corporate Social Responsibility Managers give new direct employees a presentation on the Gildan Code of Conduct, as well as information on topics related to corporate citizenship, policies, regulations, rights and obligations. Furthermore, all new employees are provided with the details of our Code of Conduct and are required to acknowledge in writing they have read and understood all aspects of the Code of Conduct. This provides new employees with a thorough knowledge about the Gildan Code of Conduct, while also introducing them to the concept of Corporate Citizenship and the role it plays within our Company.

Ad hoc refresher courses on the Code of Conduct or on other specific topics are also provided to prevent and address potential workplace issues. For instance, in 2012, training sessions on the Code of Conduct were provided to middle management in Central America and the Caribbean Basin, as well as to the management team in Bangladesh. The Code was also communicated to all of our direct employees at the integrated facility in Bangladesh.

In September and October of 2012, all employees of Gildan's recently acquired companies, GoldToeMoretz and Anvil Knitwear, were trained on the Gildan Code of Conduct.

Moreover, to ensure that employees remember and follow the principles outlined in the Code of Conduct as they go about their daily activities, posters reiterating key conduct principles are displayed around common areas at both Gildan owned and contractor facilities.

GILDAN VENDOR GUIDEBOOK

We work with both our own facilities' and contractors' management teams on an ongoing basis to improve their labor compliance performance, and we also provide them with a comprehensive guidebook for their reference: the Gildan Vendor Guidebook. This guidebook is a practical tool that covers principles of the International Labor Organization convention standards and policies that must be implemented in order to protect and promote workers' rights. Specifically, the Gildan Vendor Guidebook contains the following:

- Details on how to implement an integrated approach to meeting the Gildan Code of Conduct and labour compliance standards;
- Policies and operating procedures for each labour compliance standard;
- A management system approach to labour compliance, which outlines the benefits of adopting an integrated approach rather than an issue-focused and fragmented approach.



HOME > PEOPLE > CODE OF CONDUCT > CONTRACTORS & SUPPLIERS

When a decision is made to outsource production to a new contractor, we apply a comprehensive selection process to assess the contractor’s ability to comply with our cost structures and quality standards, as well as with our labour and environmental standards. This selection process includes a thorough analysis of the contractor’s social responsibility practices through the completion of a self-assessment questionnaire on critical issues outlined by Gildan. In addition, Gildan performs a preliminary audit assessment prior to engaging with any contractor.

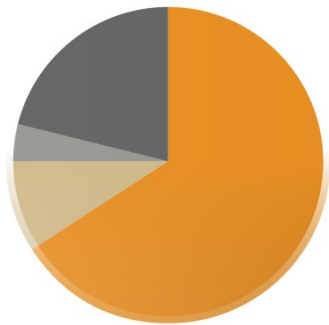
CONTRACTUAL REQUIREMENTS

To ensure that Gildan’s major contractors and suppliers respect the Gildan Code of Conduct, a clause is included in any new commercial agreement governing our contractual relationship which stipulates that contractors must abide by our Code. This practice encompasses the following agreements:

- Manufacturing contractors’ agreement (including sewing agreements or any third party manufacturing agreement);
- Raw material suppliers’ agreement
- Agreements for major equipment purchases.

PROFILE OF GILDAN’S MANUFACTURING CONTRACTOR FACILITIES

In addition to Gildan owned vertically-integrated manufacturing sites (for more details, please refer to our map of operations) where we manufacture the large majority of our global production, Gildan outsourced production to 47 manufacturing third party contractor facilities worldwide in 2012, representing 26% of our global production.



Profile of Gildan's manufacturing contractors facilities		
	Asia/Pacific	66%
	Central America and Caribbean Basin	9%
	Europe	4%
	North America	21%

SOURCING FACILITY DUE DILIGENCE PROCESS

It is Gildan’s policy to audit each potential new third party contractor facility selected for manufacturing Gildan or licensee products in order to verify social compliance prior to entering into any production contract. These audits are conducted by independent internal monitors that are thoroughly trained on Gildan’s monitoring guidelines and social compliance program or by third party auditors on our behalf. The results of these audits help our internal teams assess the level of compliance of new potential facilities. Once the facility is inspected

and audited for compliance against Gildan's Code of Conduct and the benchmarks outlined in our Vendor Guidebook, the contractor facilities producing for Gildan are assigned a rating based on the number of findings and their severity. If a facility receives a weak rating, we first seek to work with the facility management to correct major issues found and improve their overall performance by establishing an action plan and follow-up on progress achieved in resolving the issue raised during the audit. If no progress is shown during a pre-determined period of time, Gildan can decide to end the business relationship with this contractor. If the compliance level of a facility is determined insufficient to Gildan standards during the due diligence process, orders can be cancelled prior to starting production. In 2012, Gildan turned down two contractor facilities due to insufficient compliance levels.

CONTRACTOR TRAINING

At each of our long-term Haitian sewing contractors, we have been providing training on our Code of Conduct to all new employees on an ongoing basis.

Also, as part of the Better Work Haiti program, our Haitian contractors' employees received training on various labour issues. In 2011, managers from our four Haitian contractor facilities attended the following sessions:

- Human Resources planning
- Mastering recruitment for key positions
- Securing employee loyalty
- Organizing successful training sessions
- Establishing a remuneration and motivation system

In 2012, our CSR Coordinator in Haiti supported contractors in developing Human Resources, Environment, Health and Safety (EHS) as well as compensation policies. Additionally, basic EHS training, related to fire extinguisher use was provided to employees. During 2013, we will provide refresher training sessions for the Code of Conduct to all contractors in Haiti, as well as a more in-depth EHS training.

In 2012, Code of Conduct training sessions for supervisors, managers and compliance staff took place at two major contractors in China as well as at two sourcing agents in Korea. The presentation included information about the Code of Conduct provisions and examples of non-compliances to the Code and recommendations for how they can be remediated. Similar training sessions are planned during the course of 2013 at other contractors in Asia.

In addition, Gildan provided training on the Code of conduct to two contractors in Mexico.

In addition to Code of Conduct training, security personnel in Central America and in the Dominican Republic (all of whom are employed by sub-contractors) also received training on labour and human rights as part of their induction training (as per our commercial agreement with contractors) in 2010-2011. Designed specifically for security employees hired by third party contractors, this new training program focuses on situations these particular employees might face while performing their duties on behalf of Gildan. All new security personnel are trained on the Gildan Code of Conduct, as well as on our Anti-Harassment and Abuse policies. Refresher training will be provided to personnel during 2013.





HOME > PEOPLE > CODE OF CONDUCT > CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

In 2010, the California Legislature passed a new law, *The California Transparency in Supply Chain Act of 2010 (SB 657)*, which requires manufacturers and retailers of goods with annual worldwide gross receipts over \$100 million to provide consumers with information regarding their efforts to eradicate slavery and human trafficking from their supply chains.

Human trafficking can take many forms, including forced and child labour, as defined in the following ILO Conventions:

- ILO Convention on Forced Labour, No. 29;
- ILO Convention on Abolition of Forced Labour, No. 105;
- ILO Conventions on the Worst Forms of Child Labour, No. 182.

Gildan's current Code of Conduct, which was launched in 2005 and updated in 2012, guides our activities at each of our operating locations and clearly states our position on a wide range of labour practices.

This Code is based on the ILO conventions and its associated compliance benchmarks, which address forced labour, child labour, wages and benefits, working hours, harassment and abuse, as well as health and safety.

We monitor working conditions each year at all owned and contracted facilities manufacturing our products. As a company whose labour compliance program is accredited by the Fair Labor Association (FLA), Gildan facilities and the facilities of our manufacturing contractors are subject to the FLA's rigorous monitoring, remediation and verification system. The FLA accredits monitors and uses internal auditors to conduct unannounced verifications.

Please read below for details on how Gildan complies with each point of the California Transparency in Supply Chains Act.

1. Company engages in verification of product supply chains to evaluate and address risks of human trafficking and slavery.

Gildan evaluates the risks associated with its supply chain by evaluating contractors through its pre-sourcing assessment, which guides our business decisions and relationship with the manufacturing contractors we use.

These assessments are designed to ensure that, at a minimum, all facilities manufacturing our products comply with our own strict internal Code of Conduct, local and international laws, and the codes which we adhere to, including those of Worldwide Responsible Accredited Production (WRAP) and the Fair Labor Association (FLA). All the aforementioned codes and standards include strict provision with regards to forced and child labor such as human trafficking and slavery. When external suppliers are used, they must also adhere to these codes. This is a requirement for conducting business with Gildan.

To ensure that we meet or exceed our strict Code of Conduct requirements, we conduct a series of independent internal and third party audits each year, ensuring our commitment to responsibility for our employees, customers and other stakeholders. In 2012, 142 monitoring audits were performed. Of these, 90 were conducted by Gildan's internal auditors or by external auditors on Gildan's behalf, and 52 were conducted by external auditors or assessors for WRAP, the FLA, Better Work or by customers. For more information regarding Gildan's auditing process, please refer to point 2 below.

2. Company conducts audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains. The disclosure shall specify if the verification was not an independent, unannounced audit.

Gildan's goal is to visit 100% of its manufacturing facilities, including the ones of its third party contractors, at least once in a 18-month base period.

All Gildan audits are unannounced. The majority of the audits are conducted by our trained internal auditors and we also use independent third party auditors in some instances. We are also subject to audits from some of our customers.

Gildan audits its contractors' facilities according to its Code of Conduct. Assessments are based on the standards in the Gildan Vendor Guidebook, which is provided to all our contractors. Our auditing and monitoring tools include:

- Facility self-assessment questionnaire
- Audit guidelines and management action plan
- Management interview form
- Monitoring guidelines
- Worker interview guidelines

Gildan uses a sampling methodology, based on the Sedex Members Ethical Trade Audit (SMETA) guidelines, to determine the number of documents to be reviewed and the number of individuals to be interviewed.

Additionally, some of our contractors have been participating in the ILO Better Work Programme. Gildan's manufacturing facilities, as well as its contractors, are also audited by the FLA, WRAP and customers. Please read the Social Compliance section of our website for more information.

3. Company requires direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

To ensure that Gildan's major contractors and suppliers respect and enforce the Gildan Code of Conduct, we include a clause in the commercial agreement governing our contractual relationship which stipulates that contractors must abide by our Code.

Gildan requires all business partners to confirm, by means of a signed statement, that they do not use or procure any cotton fiber, originating from Uzbekistan in any supplies of yarn to our organization or in the manufacturing of our products.

4. Company maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.

Non-compliances with the Gildan Code of Conduct can result in corrective action or termination, depending on the number of non-compliances found and their severity. Although Gildan will always first seek for sustainable remediation, we may terminate a business relationship with a contractor if it is deemed necessary. Our team of internal auditors work with contractors to develop action plans to resolve any instances of non-compliance.

5. Company provides company employees and management who have direct responsibility for supply chain management with training on human trafficking and slavery, particularly with respect to mitigating risks within supply chains of products.

All Gildan direct employees are trained on the key elements of our Code of Conduct. At our Haitian third party sewing contractors, training on our Code of Conduct is provided on an ongoing basis to all new employees. Our internal monitoring teams continuously receive different types of training on social compliance and human rights issues. They also work closely with our management team and our contractors to ensure they are knowledgeable of our Code requirements and understand the issues linked to social compliance.

In 2012, Code of Conduct training sessions for supervisors, managers and compliance staff took place at four major contractors (two in China and two in Mexico) as well as two sourcing agencies in Korea. The presentation included information about the Code of Conduct provisions and examples of non-compliances to the Code, as well as remediation examples. Similar training sessions are planned during the course of 2013 at other contractors in Asia.



HOME > PEOPLE > WORKING CONDITIONS

Gildan offers an ethical, stimulating work environment. The Company aims to provide a positive work climate for all of its employees.

The majority of our permanent production workers earn significantly more than the legally-mandated minimum industry wages in all the countries in which we operate. In addition, our employees receive valuable competitive benefits, such as 24-hour access to Gildan medical clinics, free transportation to and from work, subsidized meals, and access to a program for financial aid.

In the coming years, Gildan will continue to develop initiatives which will build on our existing employee relations practices and ensure our health and safety practices are among the best in the apparel industry. We will also continue to strengthen our training and development programs with the objective of creating an increased number of advancement opportunities for our employees.



HOME > PEOPLE > WORKING CONDITIONS > EMPLOYMENT PRACTICES

On a global scale, Gildan favours permanent employment positions rather than temporary contracts.

There are many reasons for this practice:

- Optimize financial investment in employee training and development:
 - Training new employees involves a significant financial cost, therefore, Gildan is most interested in investing in people who will make a long-term commitment to the Company
- Minimize the costs associated with the recruitment of new employees
- Ease of integrating permanent employees compared to temporary contractual employees into the Company’s culture and values

In some cases, hiring temporary employees is necessary. For instance:

- To work on a specific project (with a clear end date) assuming we do not have the capacity or expertise internally
- To fulfill temporary needs
- When experiencing a busier than usual workflow
- When it takes longer to find suitable permanent resources and someone is needed in the meantime
- Summer interns:
 - We believe it is important to offer students real-work experience that provides them with the opportunity to apply what they have learned in their studies.

2012 GILDAN OWNED FACILITIES - EMPLOYEES BY CONTRACT TYPE, REGION AND GENDER

	PERCENTAGE OF TEMPORARY CONTRACT EMPLOYEES		PERCENTAGE OF PERMANENT CONTRACT EMPLOYEES	
	MEN	WOMEN	MEN	WOMEN
ASIA	0		100	
	N/A	N/A	30.4	69.6
CARIBBEAN BASIN	0.5		99.5	
	57.1	42.9	59.2	40.8
CENTRAL AMERICA	0.7		99.3	
	58.3	41.7	52.7	43.7
NORTH AMERICA	10.9		89.1	
	44.4	55.6	47.7	52.3

- A permanent employment contract is an employee contract for full-time or part-time work for an indeterminate period of time.
- A temporary employment contract is defined as a fixed-term contract of employment that ends when a specific time period expires or when a specific task, which has a time estimate attached, is complete.

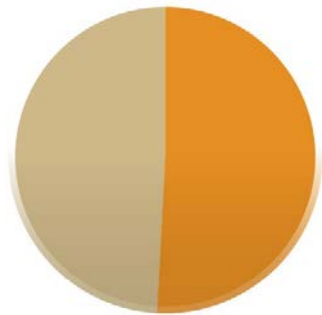
2012 PERCENTAGE OF NEW EMPLOYEE HIRES BY AGE GROUP AND GENDER WITHIN EACH REGION

COUNTRY	AGE GROUP		GENDER	
	18-30 (%)	ABOVE AGE 30 (%)	WOMEN (%)	MEN (%)
ASIA	98.9	1.1	73.0	27.0
CARIBBEAN BASIN	48.8	51.2	38.9	61.1

CENTRAL AMERICA	82.4	17.6	64.1	35.9
NORTH AMERICA	48.8	55.2	59.2	40.8

PROVIDING EQUAL OPPORTUNITY

In North America, we comply with equal-wage laws, such as the Quebec Employment Equity Act and the U.S. Equal Employment Opportunity law (EEO). In other regions, where no such laws exist we adhere to a policy of non-discrimination based on race, age, color, sex, religion, national origin, disability, citizenship status, and other protected classifications. This policy, in line with our Code of Conduct, clearly stipulates that no employee will be subject to any type of discrimination.



2012 Gildan owned facilities
Employees by gender

Men	51%
Women	49%

OPPORTUNITIES PROGRAM IN NICARAGUA

In September of 2012, Gildan and Los Pipitos, a local non-governmental organization supporting people with mental and physical disabilities, signed a collaboration agreement to implement the "Opportunities Program" at our Nicaraguan sewing facilities.

As per this agreement, Los Pipitos commits to train people with disabilities in order to allow them to apply for different positions within the Company, while Gildan commits to providing them with job opportunities in various areas including sewing, inspection, cleaning and stockroom duties.

Since the implementation of the program, thirty-eight people have joined Gildan at our San Marcos facility with outstanding results.



HOME > PEOPLE > WORKING CONDITIONS > WAGES & BENEFITS

Gildan has developed and implemented a competitive compensation structure that helps in attracting, motivating and retaining the best talent in each of the countries in which we operate.

At all our manufacturing locations, Gildan is proud of its record in creating well-paying jobs with attractive benefits, such as access to free medical assistance, access to financial aid programs, subsidized transportation to and from work, and subsidized meals. We also empower workers by providing them with the opportunity to upgrade their skill sets and education level through training programs. The majority of our permanent production employees earn significantly more than the legally-mandated minimum industry wages in all the countries where we operate. This has had a direct and positive impact on the quality of life of our workers and their families.

Gildan also offers incentives above basic salaries to employees who exceed certain objectives. These bonuses, which represent compensation over and above their basic wages, reward workers whose performance is above average, similar to the model found in many North American companies.

Fair Wages

In 2012, Gildan conducted a pilot project to assess the wages of its direct employees in Honduras based on a fair wage approach. The goal of this assessment is to develop a procedure that could be used by our local human resources management team in order to calculate fair wages. We are currently reviewing the results of this project in order to develop a methodology for assessing fair wages in all regions where we operate. We expect to report a summary of this project during the next year.

Minimum Wages in Latin America

Countries in Latin America typically have various categories for the application of minimum wage compensation. The legally-mandated minimum wage in most Latin American countries will vary, depending on the industry sector. The various industry sectors include agriculture, services, industrial, banking and textile sectors.

Most countries have a minimum wage that applies for the textile industry. Wages in the manufacturing or industrial sectors can be used to compare with salaries in the textile industry as they relate to similar activities.

Minimum Wages in Bangladesh

In Bangladesh, there is a specific minimum wage structure for the garment sector. The workers are graded by their position.

REWARDING EMPLOYEE DEDICATION AND PERFORMANCE

Performance Appraisal

Gildan has established a performance appraisal process for indirect hourly and salaried employees.

Short-Term Incentive Plan

A large proportion of indirect employees are eligible for a short-term incentive plan. The plan provides annual bonuses when the Company's key financial profitability and growth objectives are met. The plan also recognizes individual and team efforts towards achieving superior financial results.

Long-Term Incentive Plan

The Long-Term Incentive Plan (LTIP) was first implemented in 1998 for the granting of stock options and was subsequently amended to allow the Board of Directors to grant Treasury Restricted Share Units (RSUs) and Non-Treasury RSUs, to officers and key employees of the Company and its subsidiaries. The primary objective of the LTIP is to encourage individuals to work towards, and participate in, the long-term growth and development of the Company and to assist the Company in attracting, retaining and motivating its officers and key employees. The LTIP is administered by the Board of Directors, which has delegated the LTIP responsibilities to the Compensation and Human Resources Committee.

Employee Share Purchase Plan

In order to promote employee commitment towards Gildan, the Company has been offering an Employee Share Purchase Plan (ESPP) to its employees in Canada since 2000 and in the US and Barbados since 2007. In 2012, the Company also launched the ESPP in Central America and the Dominican Republic to employees in manager level positions and above to allow them to become shareholders of the Company. The ESPP allows employees to buy shares of Gildan through payroll deductions at a discounted price. The program requires a minimum two-year retention period. Employee participation is voluntary. The program has not been rolled out in Asia yet.

Read more about our Long-Term Incentive Plan in the  Management Proxy Circular.



HOME > PEOPLE > WORKING CONDITIONS > TRAINING & DEVELOPMENT

Gildan offers its employees a wide range of training opportunities throughout the year in order to build on their competencies, increase their knowledge, and heighten their awareness of the principles outlined in the Gildan Code of Conduct.

Employees are eligible for both external professional training and in-house training courses which are available based on each employee's training needs. Depending on pre-defined parameters, the Company will cover certain related expenses.

In 2012, 865,343 man-hours of training were provided globally, which represents an average of 30.1 man-hours of training per employee.

In 2012, detailed man-hours of training per category for employees can be broken down as follows:

CATEGORY	MAN-HOURS
EMPLOYEE INDUCTION AND CODE OF CONDUCT	35,154
HUMAN DEVELOPMENT	93,621
TECHNICAL TRAINING	585,263
HEALTH & SAFETY	88,250
MAINTENANCE	12,530
QUALITY	50,525

INDUCTION TRAINING

Upon commencement of their employment with Gildan, employees attend an induction training or information session where they are introduced to Gildan, its principles, policies and procedures, the Code of Conduct, corporate citizenship principles, the Gildan Quality System (GQS), and with their specific job responsibilities. The training also includes topics relating to enabling workers to better understand the environment in which they will be working, as well as informing them of their rights and obligations.



TECHNICAL TRAINING

At Gildan, we recognize that ongoing employee training is a key factor in upgrading workforce competencies. As such, we place great emphasis on "on-the-job training" for our workers. Immediately upon hiring, direct production employees receive technical training specific to their job responsibilities, such as the equipment operator training that is provided to all lift operators at all our U.S. facilities, or advanced training in Word, Excel and other software applications for our administrative staff in Barbados and Bangladesh. Learning the right techniques and safety protocols from the onset allows employees to easily adapt to their new work environment and allows them to quickly integrate into their role and responsibilities.

At Gildan owned facilities in Central America, the Caribbean Basin and Bangladesh, as well as at our contractor facilities in Haiti, sewing modules are reserved exclusively for new employee training. These modules are also used to teach new sewing procedures throughout the course of the year.

In 2012, we conducted approximately 131,500 man-hours of training on dedicated sewing modules in Honduras and more than 38,000 in Nicaragua.

Specifically at our textile facility in the Dominican Republic (Dortex), the Dortex Training System (DTS) was created to reinforce our commitment to technical training. In 2012, 41,476 man-hours of training were provided to operators and utility personnel.

To date, in the Dominican Republic, 44 of our employees obtained their Lean Six Sigma certification. The Lean Six Sigma training is a methodology that aims to improve various processes by reducing their variability, thus leading to the elimination of defects and/or errors in manufacturing products or delivering services to clients.

Additionally, in the summer of 2012, 25 employees from the textile facilities in Honduras received the Six Sigma Green belt.

In addition, we provide both on-site and off-site technical, managerial and leadership education, as well as labour law training to Directors, Supervisors and Coordinators in Central America and the Caribbean Basin.

For instance, in 2012 in Barbados, groups of supervisors and managers were offered training in supervisory and management skills; coaching, and giving and receiving feedback.



INTERNAL TRAINING ACADEMY

In March 2011, Gildan created an Internal Training Academy in Nicaragua to provide all direct employees the opportunity to be trained in additional technical areas such as mechanics, as well as in supervisory and instructional roles. This will allow the Company to identify and train internal talent and provide these individuals with the opportunity to be promoted within the Company. The program is supervised and certified by the National Technical Institute of Nicaragua (INATEC), a governmental organization responsible for professional development.

In Honduras, Gildan started an Internal Training Academy pilot project at its Villanueva sewing facility where 19 employees are enrolled. The Company expects to expand the program to all sewing and textile facilities in 2013.



LEADERSHIP PROGRAM IN HONDURAS: THE FRANKLIN COVEY PROJECT

In 2011, the Gildan Training & Organizational Development department in Honduras began the implementation of a Leadership Program with the internationally recognized leadership training firm, Franklin Covey™, in order to provide a two-year training program adapted specifically to the needs of Vice Presidents, Directors and Managers. The program's objective is to ensure that senior executives are aligned with the Company's vision, mission and values, and to strengthen the overall leadership of our organization.

In order to expand the Leadership Program among the Honduran employees, Gildan created an Internal Facilitators Academy with a group of 13 executives who received a Franklin Covey certification and will roll out the program to all levels, as internal facilitators.

During 2012, these facilitators provided leadership training to a group of 27 executives and will continue the training program with middle management in the coming years.

IN-HOUSE TRAINING

At the majority of our locations, we have initiated a series of in-house training sessions in order to enhance employee knowledge on subjects specific to Gildan, share best practices and recognize employees' expertise and competencies.

In 2012, Gildan has focused on strengthening competencies identified in our Performance Appraisal Process through in-house training sessions. All these trainings are customized to our employees' needs.

A total of 350,705 man-hours were spent on in-house training in 2012 for Central America. In the Dominican Republic, 1,843 man-hours were provided on these specific trainings in 2012, while in Bangladesh, 50,400 man-hours were provided.

Gildan also encourages the mobility of its employees from one hub or facility to another in order to allow for cross-training within the organization.

Topics covered at these in-house training sessions include:

- **Gildan operations**

In 2012, we launched the Gildan Business Knowledge Training, which is focused on Gildan history, products and operation, as well as Corporate Social Responsibility and Human Resources practices, the Code of Conduct and the Code of Ethics. It reflects the Gildan Culture and clearly states the expected behavior from our employees in ethical matters

- **Human Resources**

Leadership training; employee motivation; organizational skills; new employee training; conflict resolution; change management; labour code; performance appraisal process; insurance plans; and disciplinary process

- **Quality**

Gildan Quality System, ISO 9001, quality control, auditor training

- **Health and Safety**

Preparation of internal brigades, facility safety training across all areas, including fire control and chemical handling

- **Technical**

Operator skills development; knitting; cutting and dyeing procedures; Instituto Politécnico Centroamericano technical training (refrigeration and air conditioning); basic electrics training

- **Finance**

Finance 101 for non-finance professionals, IFRS training

- **Corporate Citizenship**

Code of Conduct, Ergonomics, Environment

PERSONAL DEVELOPMENT

Gildan recognizes that over the course of one's employment, it is important to provide employees with ongoing education through various types of training designed to improve the technical, administrative and interpersonal skills necessary in their present job or related to possible future growth. Specific employee training requirements are identified through the Performance Appraisal process.

Through the Gildan tuition reimbursement program, in some countries, we reimburse tuition fees to employees who participate in continuing professional development programs offered through universities or professional associations.

In addition, at the majority of our locations, we provide language courses to employees who are required to communicate in French, English or Spanish in performing their duties.

Gildan supports employees whose job performance and job satisfaction improve as a result of the skills and knowledge acquired through training and development programs.

Educados Program in Honduras

Basic education and literacy are taken for granted in many parts of the world and unfortunately, these fundamental rights are not available in many regions. Recognizing this, since 2003 Gildan has supported *Educados*, a program developed in partnership with the Honduran Ministry of Education and the United States Agency for International Development to offer primary and secondary education classes in underprivileged regions. Government funding for the program was suspended in 2009 due to the political instability in Honduras at the time. However, in August 2010, the program was officially re-launched, with more than 340 employees enrolling. Also in 2010, Gildan continued to expand the program across all lines to include its textile and sewing facilities in Honduras.

In July 2011, we celebrated the graduation of more than 300 employees at our textile and sewing facilities that had participated in the Educados program. For the first time since the implementation of the program, the graduation celebration was held in the presence of the Honduran Secretary of Education. Gildan also signed an agreement committing to continue the program into 2011 and 2012 in order to benefit the increasing number of employees interested in continuing their high school education.

In 2012, as part of this, more than 145 employees participated and graduated from the Educados program. As the agreement targeted 300 employees, we will work during 2013 to meet or exceed that number, which will require a minimum of 155 new employees' participation.

Leadership Program in the Dominican Republic

In the Dominican Republic we started a specialized leadership program aimed at managers in order to develop competencies in areas such as leadership, strategic planning, coaching, the five elections for extraordinary production, and emotional intelligence.

In 2013, we will provide training sessions on behaviour competencies and will start new training sessions on technical competencies.





EDUCATIONAL AGREEMENT WITH AN HONDURAN UNIVERSITY

In November 2011, Gildan conducted a survey at some of its facilities in Honduras regarding employee satisfaction with the work schedule. Although the large majority of our employees expressed their overall satisfaction with their work schedule, a small percentage raised a negative aspect of their schedule, which was that they were experiencing difficulties finding an academic program adapted to it. In response to this need, Gildan explored different options and identified the Universidad Tecnológica de Honduras (UTH) as a great partner to implement a class schedule adapted to the employees' needs.

Accordingly, in February 2012, Gildan signed an educational cooperation agreement with the UTH. Under this agreement, the first one of its kind in Latin America and the Caribbean Basin, the university offers classes whose schedule follows the Gildan work model. This unique agreement, along with the flexibility afforded by the Company's schedule, will allow the employees to initiate or continue their university studies. During 2012, more than 140 employees enrolled in the university.



COLLABORATION AGREEMENT WITH INATEC NICARAGUA

In September 2012, Gildan signed a collaboration agreement with the ITA, a local institute operated by the National Technical Institute (INATEC) of Nicaragua and located in Nandaime, close to our Rivas sewing facility. The ITA will offer technical and English courses in a flexible schedule to benefit our employees working at our Rivas sewing facility. These courses will be sponsored by INATEC at no cost to our employees.

MY HOUSE OF KNOWLEDGE IN DOMINICAN REPUBLIC

In the Dominican Republic, Gildan created an internal technical training school called "*Mi Casita*". The main objective of this school is to provide our maintenance employees the opportunity to increase their education level and help them improve their academic profile.



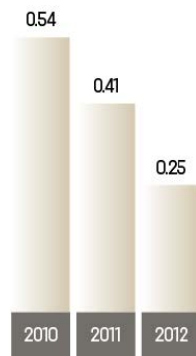
HOME > PEOPLE > WORKING CONDITIONS > HEALTH & SAFETY

At Gildan, occupational health and safety is a top priority. In 2008, Gildan implemented an internal health and safety performance scorecard in order to keep track of work-related injuries and severity. Covering all of our Gildan owned facilities, the scorecard contains data relating to first aid, injuries, lost-time accidents, musculo-skeletal disorders, lost work hours, work days, injury rate, and severity rate.

The injury rate is an indicator showing how many accidents occurred for every 200,000 hours worked based on the Occupational Safety and Health Administration (OSHA) principles. The severity rate indicates the gravity of the accidents which occurred during the same amount of hours worked. This rate is based on the number of lost days which is an indicator of the severity of any accident.

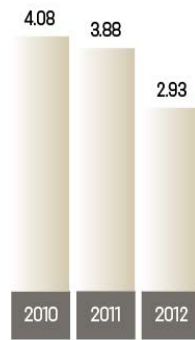
In 2012, on a global scale, injury and severity rates respectively decreased by 39% and 24% from 2011. In 2012, we did not have any work-related fatalities.

Work-related injury rate



*Data based on Occupational Safety and Health Administration (OSHA) calculations.
(Total Amount of Accidents/Total Work Hours) X 200,000
Factor 200,000 is derived from 50 working weeks at 40 hours per 100 employees.*

Severity rate



Data based on Occupational Safety and Health Administration (OSHA) calculations.
 $(\text{Total Lost Days} / \text{Total Work Hours}) \times 200,000$
 Factor 200,000 is derived from 50 working weeks at 40 hours per 100 employees.

HEALTH AND SAFETY COMMITTEES

At all Gildan owned facilities and at many of our administrative offices, we have established formal Health and Safety Committees composed of managers, supervisors and production workers, who meet once a month to discuss preventive measures to be implemented. Committees also review health and safety accidents which occurred during that period and suggest improvements to our health and safety programs. These suggested improvements are implemented by Health and Safety Managers who are also responsible for developing related procedures at our sewing and textile operations.



HEALTH AND SAFETY TRAINING

Each year, Gildan provides a number of health and safety training sessions to employees at all levels at all of its facilities. These sessions include:

- general safety rules
- inspection check sheets
- emergency response and first aid
- evacuation and rescue procedures
- forklift security
- industrial security training
- fire control and prevention
- ear protection and back safety
- extinguisher use
- hazardous waste management
- work permit/lock-out/tag-out
- personal protective equipment
- electrical hazards
- spill response
- working at heights
- chemical identification and use
- accident reporting and investigation

During 2012, more than 40 Human Resources and Environment, Health and Safety (EHS) employees received 100 man-hours of training on health and safety. In 2013, a group of middle management employees from our facilities in Central America and in the Caribbean Basin will be trained on the Safety Training Observation Program (STOP) in order to promote safety and reduce accidents at all of our facilities in these locations.



HEALTH AND SAFETY COMPLIANCE PERFORMANCE

All Gildan owned facilities are subject to specific health and safety audits that are performed on a regular basis by an in-house safety coordinator and internal corporate social responsibility monitors, as well as external social compliance auditors.

Health and safety audits conducted at all Gildan owned facilities:

- **Once per work shift**
Production work station safety
- **Once a month**
Cafeteria sanitary conditions
Facility safety
Maintenance and condition of equipment
Labelling and maintenance of chemicals
Housekeeping

In 2012, audits related to facility safety, maintenance and condition of equipment, as well as to labelling and maintenance of chemicals were consolidated into the housekeeping audit, which is a more effective way to compare all facilities as part of the internal health and safety inspections.

CONTINUOUSLY IMPROVING OUR OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Recognizing an opportunity to improve occupational health and safety, we joined forces with Business for Social Responsibility (BSR) and the Fundación Hondureña de Responsabilidad Social Empresarial (FUNDAHRSE), in 2009, to analyze and strengthen our occupational health and safety (OHS) management by becoming part of BSR's DR-CAFTA Responsible Competitiveness Project.

BSR and FUNDAHRSE began the project by conducting internal and external stakeholder interviews which provided input for a health and safety materiality analysis for our San Miguel sewing facility in Honduras. The results showed that this facility's stakeholders were mostly interested in ergonomics. BSR and FUNDAHRSE then conducted an OHS management systems best practices benchmark and gap analysis to determine areas for continuous improvement. The final stage of the project consisted in the creation of a peer-to-peer training program to empower workers to actively contribute to factory OHS trainings, both by helping decide the content and by reinforcing with their peers the concepts presented in trainings. The complete study can be found [here](#).

From this work emerged a series of initiatives designed to create corporate management systems that encourage preventive measures for occupational illnesses and on-the-job accidents, along with the continuous improvement of health and safety issues. The project's immediate results included:

- Creation of a global Health and Safety Committee, including representatives from every region in order to share preventive and corrective actions following accidents
- Incorporation of health and safety indicators into manager and supervisor evaluations at all levels
- Improvement of manager and supervisor response times with respect to implementing health and safety suggestions and taking corrective action to ensure compliance
- Inclusion of the project's recommendations in the regional manager's annual implementation goals
- Incorporation of employee concerns identified during interviews conducted by BSR and FUNDAHRSE into the Occupational Health and Safety Training Program
- More dynamic worker involvement in the occupational health and safety programs

Expected longer-term results include higher compliance with our health and safety policies, a decrease in health and safety risks as a result of preventive measures, and lower employee absenteeism and turnover rates.

During 2011, as an outcome of the project, more than 4,000 San Miguel employees were retrained in ergonomics, using the same methodology that was developed with the BSR project. In 2011, both the number of accidents at San Miguel and the employee turnover rate were reduced by the initiatives mentioned above.

In 2012, training was provided by medical and EHS staff. All employees from other sewing facilities were trained in Gildan's ergonomics program.

LOCAL INITIATIVES

At Gildan, we are proud of the fact that numerous programs are developed and implemented at our locations with an objective towards improving our employees' knowledge regarding general health issues, thus contributing to their overall well-being. These initiatives are designed to address the specific needs of our employees according to their geographic location.

Staying Informed about Health and Safety

Our employees receive health and safety information through various means of communication depending on their location: bulletins, flyers, emails, meetings and notification from health care partners.

Continuous Improvements in Environment, Health and Safety

In 2012, we sent our Environment, Health and Safety (EHS) coordinators from the Caribbean Basin region to our Bangladesh integrated facility for a one-month period to train local teams on environment, health and safety policies and procedures, in order to standardize practices with other Gildan facilities.

Cafeteria Certifications

In keeping with our commitment to provide employees with clean and hygienic cafeteria services, Gildan is implementing a food safety program (Programa Alimentos Seguros or PAS) at all cafeterias in Honduras. The program provides Gildan with useful tools to continuously improve the quality of its cafeterias and its employees' satisfaction, while reducing cafeteria personnel absenteeism due to food-transmitted outbreaks or diseases. Through this program, Gildan has benefitted from consulting services provided by *AgroBioTek Internacional*, the organization responsible for the development of the program. This was complemented by training sessions on food handling, with the objectives of informing cafeteria personnel on their respective roles with regard to food safety, as well as coaching them on the auditing process to quickly detect non-conformities and how to implement corrective actions to address these in accordance with international norms.

Our San Miguel and Rio Nance 2 facilities completed the implementation in June of 2011 and received their gold certification confirming that they are compliant with international norms in terms of hygienic food handling. The gold certification is the highest level that can be reached within the program. In 2012, our two Hosiery facilities and our Villanueva sewing facility in Honduras, as well as our Rivas sewing facility in Nicaragua, also obtained the gold certification. Our most recent textile facility in Honduras, Rio Nance 5, and our San Marcos sewing facility in Nicaragua, are currently implementing the program.

Health Care Programs

In most of the countries in which we operate, public and private healthcare programs are lacking. To make up for the deficiencies in the social security systems (which includes access to medical care), Gildan physicians at each facility have analyzed public health tendencies of common illnesses (including influenza, HIV and other sexually transmitted diseases, dengue, and conjunctivitis) in the countries in which we operate. Based on the findings, Gildan has implemented preventive programs for employees, such as presentations, bulletin board postings, brochures, and loud speaker announcements.

For instance, at our facilities in Central America and the Caribbean Basin, we implemented a preventive program for respiratory illness, which is the main cause of illness in these regions due to their tropical climate. In Nicaragua, a preventive program was implemented on leptospirosis as an increase in reported cases has been noted in the country.

In 2012, in order to further enhance our health care programs, seven additional doctors from Honduras were trained on occupational health by the Investigation and Health Studies Center of the *Universidad Autónoma de Nicaragua*. A total of 13 doctors were trained to date on this subject. This training program is coordinated by the Honduran Social Security Institute.

Health Fairs in Central America and the Caribbean Basin

We have been organizing Health fairs at our Honduran facilities since 2007 and in Nicaragua since 2009. During these events, many organizations join Gildan's medical staff to provide our employees with information on various medical conditions, nutrition and other health care-related topics. They also receive important information on medical treatment for concerns such as diabetes, dental, ophthalmological and gynecological care, among others.

In 2012, Gildan provided numerous medical services, such as general medicine, pediatrics, ophthalmology, gynecology, vaccines,

laboratory exams, orthopedics, dentist services, HIV tests, to more than 4,180 employees from our sewing facilities in Honduras. Employees from our textile facilities received similar services through monthly campaigns. Different specialists visited these facilities and assisted employees with specific needs, such as orthopedist, dermatologist, laboratory exams, cytology tests, HIV tests or breast cancer screenings.

In 2012, more than 1,800 employees and their children participated in health fairs in Nicaragua.

In the Dominican Republic, health fairs are part of the Family Days organized each year at our Dortex textile facility. In 2012, more than 1,200 employees and members of their families attended the health fairs, during which conferences were offered to employees on various health subjects.

In 2012, the first health fair for our employees and their families occurred at the Las Americas sewing facility. Approximately 1,300 employees and their children received free medical attention in areas such as general medicine, pediatrics, dental care, gynecology and ophthalmology.

In Central America and the Caribbean Basin, more than 8,500 employees and their families received free medical attention at the Company's organized health fairs.

Women's Health

In Honduras, our health care teams educate female employees to recognize signs of cervical cancer, and provide free testing to those who wish to be tested. Between the first campaign in 2007 and the end of 2011, 750 female employees, representing 10% of our current Honduran female workforce, have undergone cytology tests. This test was made available through a partnership between Gildan and the Honduran government, which donated the equipment required for this test. In the future, Gildan will be highlighting this campaign in order to ensure that female employees understand the importance of the issue and participate in future testing.

In 2012, Gildan continued supporting this campaign in Honduras and Nicaragua, during which more than 230 female employees were provided with cytology tests at no cost.

Gildan's Pink Tour: Breast Cancer Awareness Campaign

In October 2010, Gildan launched a breast cancer awareness campaign at all of its facilities. The campaign, which is referred to as Gildan's Pink Tour, has now become an annual event at the Company's facilities in Central America and the Caribbean Basin. During the campaign, facilities are decorated with pink ribbons and balloons. Doctors give presentations about breast cancer detection and prevention, and answered employee questions on the topic.

In 2012, more than 18,000 employees from Central America participated in the campaign and approximately 200 employees from Honduras volunteered to join the breast cancer awareness walk. During this campaign and for the first time in Honduras, the Company organized a hair donation activity for the U.S. non-profit organization "Locks of Love" whose mission is to make wigs for children with cancer. A total of 21 employees from Honduras participated in this initiative.

Additionally, in 2012 our medical staff from Honduras and Nicaragua offered preventive breast exams to more than 370 female employees.

"Think Pink" Program

In the Barbados office, we worked with the Barbados Cancer Society in 2011 and 2012 to assist with the promotion of the "Think Pink" campaign across the country. Gildan developed a "Think Pink" logo and provided T-shirts which were resold to raise funds for the national Breast Cancer Screening Program. Employees were also given access to free Breast Cancer Screening during Breast Cancer Week.

Pregnancy Workshops and Breastfeeding Clinic

In 2011, one of our nurses from our Villanueva sewing facility in Honduras was trained to develop a workshop required by the Social Security Institute (IHSS) for all pregnant employees in order to comply with the Honduran Health Secretary's standards and procedures. This workshop is also mandatory in order for women to receive an allowance during their maternity leave. The objective is to provide pregnant women with information to help them become physically and mentally prepared to give birth and to the changes that motherhood will introduce into their lives. The workshop covers the following topics:

- Breathing techniques
- General physical preparation exercises
- Importance and advantages of breastfeeding
- Guidance on delivery phases, waiting time at home, when to go to the hospital, and high-risk situations

Among the multiple benefits of this workshop, one key advantage is that it gives employees the convenience of receiving the training at the Company's facilities over one day, compared to the four-day workshop given externally by the IHSS.

A total of 441 women participated in the workshop since its inception. In 2012, our sewing facilities in Nicaragua and our sewing and textile facilities in the Dominican Republic also provided the maternity workshops in which more than 270 female employees participated.

In October 2010, at our Villanueva sewing facility in Honduras, we also inaugurated a breastfeeding clinic to support our female employees who are returning to work after having given birth and are still breastfeeding. During the International Breastfeeding week, in August 2011, our sewing facility in Villanueva was recognized for its program.

Other facilities in Honduras and in Nicaragua also offer breastfeeding areas allowing new mothers to extract and store milk.

In September of 2012, building on the success of the breastfeeding clinic implemented at its Villanueva sewing facility in Honduras, Gildan inaugurated the first breastfeeding area at its Las Americas sewing facility in Dominican Republic. This initiative aims to support our female employees who are returning to work after having given birth and are still breastfeeding.

The breastfeeding area, which is decorated with pictures of our employees' babies and equipped with a small refrigerator and a comfortable chair, will benefit an average of 150 employees per year.

HIV / AIDS Awareness Campaign

Since 2010, our Honduras facilities participated in an annual HIV / AIDS awareness and prevention campaign during which Samaritan's Purse, an international organization providing spiritual and physical aid, was invited to speak about HIV / AIDS prevention. In 2011, more than 12,000 employees participated in the campaign. The organization also offered on-site HIV testing for employees who wished to be tested. More than 1,160 employees volunteered to be tested.

In 2010, Gildan was one of only four companies, and the only manufacturer, to receive the Building a Better World Award, which recognizes organizations promoting policies, initiatives and information campaigns about HIV / AIDS as part of their corporate citizenship platform. The Award, which was received for a second year in 2011, is given by the Honduran National Business Council (COHEP) and CHF International, a non-profit organization aiming to be a catalyst for long-lasting positive change in low and moderate income communities, helping them improve their social, economic and environmental conditions.

In 2011, the campaign was extended to our sewing facilities in Nicaragua where local health centers and the non-profit organization, Pro Familia, provided prevention information and on-site free HIV tests to more than 100 employees.

In November 2011, in the Dominican Republic, Gildan partnered with various organizations such as the Ministry of Health, the Canadian Embassy, the Bayaguana City Hall and the Municipal Council to Combat HIV to develop and implement the "Integrated Care Unit and HIV Awareness Campaign".

This is the Dominican Republic's first municipal plan to combat HIV / AIDS and sexually transmitted diseases through a public-private mechanism. Gildan is proud to be part of this initiative, through a \$10,000 donation which will be used, among other things, to purchase equipment, promotional material and personal medical supplies, as well as to cover training, transportation, and operational costs.

In 2011, the Barbados office partnered with the National HIV / AIDS Commission to offer employee training sessions which were targeted at removing the stigma and discrimination associated with HIV / AIDS.

Safety Bowl

At our distribution facility in Eden, North Carolina, the idea of implementing the Safety Bowl program was first raised during one of the worker-management committee meetings. Based on a football game's rules, the participating employees are divided into teams and achieve points and yardage for various safety categories such as safety inspections, no recorded accidents, no first aid accidents, and identification of team safety ideas. Similarly, teams can also be penalized for failing to comply with certain safety items. At the end of the year, the team with the most points gets a day off, as well as a trophy and plaque which are displayed in the employees' break room.

Reaching One Million Hours Without Any Lost Time Accidents

On May 17th 2012, during the North Carolina Department of Labor's annual Safety Awards ceremony, Gildan's Distribution Center in Eden was recognized for achieving one million working hours without a Lost Time Accident (period between May 10th, 2009 and February 28th, 2011). Gildan was one of seven companies in the Greensboro area to receive this award.

For the first time, our Eden Distribution Center also received the Gold Award, which recognizes businesses which have an accident frequency rate of at least 50% below the industry average. Gildan's Eden facility had a rate of 2.5 accidents per 100,000 man-hours worked, while the industry average is 5.9 for distribution centers.







HOME > PEOPLE > WORKING CONDITIONS > ERGONOMICS PROGRAM

Safeguarding and improving the health and safety of our employees is a priority for Gildan and an integral part of our operations. As repetitive movements are an inherent part of the sewing process and can cause discomfort and possibly injury, Gildan has implemented measures to improve ergonomic practices at all its facilities with a view toward preventing workplace injuries.

In the textile and sewing industry, it is known that the main risk of developing musculoskeletal disorders (MSDs) arises from cumulative exposure to subtle hazards, including repetitive movements, incorrect postures and vibrations that are commonly associated with MSDs. Compared to other industries, the occurrence of other types of acute injuries, illnesses and fatal accidents is very low in this industry. Aside from the hazards related to the work environment, it is important to take into consideration that there are other non-occupational components (general health, non-work leisure, play and physical daily living activities) that also contribute to the development and incidence of MSDs.

At the end of 2008, Gildan initiated discussions with the Ergonomic Center of North Carolina (ECNC) to partner in the development and implementation of a three-to-five-year best-in-class Ergonomics Program. We selected the ECNC for its leading reputation in ergonomic practices and for its rigorous standards and extensive experience with large companies operating in the apparel industry. The mandate of the program was to identify and troubleshoot ergonomic risks.

DEVELOPING THE GILDAN ERGONOMICS PROGRAM

A senior ergonomist from the Center has been allocated to Gildan to further develop our Ergonomics Program. As part of his initial assessment in Honduras, in May 2009, the ergonomist conducted a study in which he interviewed management and workers, toured four facilities, and reviewed the details of Gildan's Ergonomics Program, including all medical data maintained by the Company.

The study performed by the ECNC thoroughly evaluated targeted jobs and the processes that are considered to pose a high risk to Gildan employees. The Center drafted specific recommendations which address hazards that are commonly associated with MSDs. Recommendations have been implemented and are encompassed in Gildan's Ergonomics Program.

Based on the Ergonomic Culture Maturity Model (ECMM), which rates competency in ergonomic practices, the ECNC program provides a roadmap to help companies progress up the ladder from the "Fire-fighting" level to "World-class" status within three to five years.



SUMMARY OF ELEMENTS OF ECMM AND LEVELS

EIGHT ELEMENTS OF THE ECMM	LEVELS OF IMPLEMENTATION
<ul style="list-style-type: none">• Injury Management• Education and Training• Program Compliance & Audit• Management Leadership• Employee Involvement and Accountability• Plant Ergonomics Team• Risk Assessment and Hazard Control• Prioritization and Analysis	<ul style="list-style-type: none">• Level 1: Fire-fighting• Level 2: Reactive• Level 3: Compliance• Level 4: Preventive• Level 5: World-class

The matrix used by the ECNC includes the following key elements:

- **Employee Involvement and Accountability** to establish guidelines and implement a safety disciplinary policy which includes expectations regarding behaviours and participation
- **Management Leadership** to ensure resource availability and program measurement
- **Injury Management** to identify employees with early symptoms and to better track injury trends in order to identify root causes and mitigate risks
- **Education and Training** to support ergonomics awareness and specific training for employees at high risk
- **Program, Compliance and Audit** to implement all program components and audit performance
- **Plant Ergonomics Team** to establish multidisciplinary teams to manage the program
- **Risk Assessment and Hazard Control** to apply controls to identified risks
- **Prioritization and Analysis** to react effectively to incidents

By the end of 2012, all facilities in Honduras had reached *Level 3 – Compliance*, except for two facilities. One textile facility only reached 90% of level 3 because it needs to strengthen its consistency regarding committee meetings and adherence to the training program. Our newest textile facility in Honduras, which started the Ergonomics Program this year, reached 75% of level 3.

When *Level 5 - World-class* of the program is implemented, it will signify that we have systems in place to efficiently identify root causes of injury based on symptoms and pathology. On a practical level, it will mean that Gildan is equipped to initiate actionable items to control hazards and mitigate risk to our employees.

We have also begun to introduce this Ergonomics Program at our other Company owned facilities. This process will be completed in three to five years.

All facilities in Central America now have a functional Ergonomics Committee, which is responsible for risk analysis and implementing processes to reduce the potential for employee injury.

Sewing facilities in Nicaragua are moving forward in the implementation of the Ergonomics Program, having reached *Level 3 - Compliance*, in 2012. Improvements in production and office workstations have been done, as well as in medical prevention on work-related injuries.

In the Dominican Republic, we have reached *Level 2 – Reactive*, and we are working on reaching the next level in 2013. We have established the Ergonomics Committee as well as exercises in both our sewing facilities. During 2012, we provided training to all employees on our ergonomics program and policy. The policy was posted in different places within the facilities.

In 2013, we will also commence implementing the program at our recently acquired integrated facility in Bangladesh.



GILDAN’S SCHOOLS FOR BACK HEALTH: A FIRST IN HONDURAS

In March of 2012, as part of its ongoing implementation of a world-class Ergonomics Program and its commitment towards its employees’ health, Gildan inaugurated three Schools for back health. These schools were developed based on a program created by the Honduran Social Security Institute’s Regional Rehabilitation Centre. Sixteen doctors and 24 nurses from Gildan’s medical team were certified as instructors to provide theoretical and practical sessions to employees. These sessions aim at educating employees on how to take care of their health in order to prevent back pain and improve their overall quality of life. They also include exercises which contribute to reducing pain, preventing relapses and reducing work-related medical leaves.

One of the three Schools for back health is located at our second hosiery facility (Rio Nance 4) in Choloma and will service employees at our entire Rio Nance manufacturing complex. The second school is located at Gildan’s largest sewing facility in San Miguel, and the third school is located at our Villanueva sewing facility. Based on the success of the first three schools, Gildan is evaluating the possibility of opening additional schools at other Company locations.

Employees who will participate in this program, which includes a series of 10 training sessions, will be selected by our doctors through a medical screening process.

Gildan is the first company in Honduras to implement such a program.

As of September 2012, 112 employees have participated in the 15 sessions offered by the schools.



WORKING TOWARD IMPROVED ERGONOMICS FOR OUR EMPLOYEES: QUICK FACTS ABOUT OUR ACHIEVEMENTS IN HONDURAS

- As mentioned previously, in 2012, Gildan reached *Level 3 – Compliance* for all facilities except two. We expect to achieve the next level, *Preventive*, by 2013, followed by the *World-class* level by 2014.
- A team of more than 20 employees composed of EHS Managers, Chiefs, Officers and Coordinators for both the textile and sewing operations is dedicated to raising the Company's Ergonomics Program to the highest standard.
- In Honduras alone, Gildan has 16 doctors and 28 nurses on staff ready to meet the health needs of our employees.
- Each facility has a Health and Safety Committee and an Ergonomics Committee, composed of approximately seven employees from various positions and departments.
- All Ergonomics Committee members are trained in MSD identification; prioritization of ergonomic stressors; root cause determination; risk analysis techniques; development of control measures; and design criteria. In addition, they interact directly with production employees to identify risks, receive feedback and implement ergonomics controls.
- In total, Gildan and the ECNC have trained approximately 90 staff experts in ergonomics in Honduras and in Nicaragua who in turn lead the implementation of the Ergonomics Program at each facility.
- To sustain the full functioning of the Program at each facility, more than 11,000 employees have been trained in ergonomics during 2012. This

training includes topics such as postures; types of injuries; early symptom indicators; medical intervention; and preventive measures related to work and everyday activities.

- Ergonomics is also included as part of the induction process undertaken by all new employees.

ERGONOMICS DAY IN HONDURAS

In 2012, Gildan held its First Ergonomics Day in Honduras at its San Miguel sewing facility and at its two hosiery facilities. The Human Resources, Environment, Health and Safety and Medical departments worked together in order to develop activities which aimed at raising awareness on the benefits of ergonomics.

THE GILDAN COMMITMENT TO EXCELLENCE IN ERGONOMICS

As part of the initial review conducted by the ECNC in 2009 with respect to Gildan's ergonomics practices, the ECNC's Senior Ergonomist highlighted the following evidence of Gildan's commitment toward achieving a culture of excellence in ergonomics:

- Tremendous executive leadership support for creating a "peerless" Ergonomics Program
- Cross-functional ergonomics teams have been formed at the plants with the purpose of identifying potential hazards and applying controls to mitigate ergonomics risks
- Strong medical presence in the plant provides a mechanism for reporting discomfort and potential injuries, as well as following up on and monitoring symptoms proactively
- Employees have an opportunity to voice concerns about their work areas
- Training of new hires includes awareness training on body mechanics
- Awareness posters reminding employees of potential job hazards
- In addition to two standard 15-minute rest breaks, employees have two mandatory breaks per day dedicated to exercises designed to help them develop better postures and practice muscle relaxation

FIRST ANTHROPOMETRIC STUDY IN CENTRAL AMERICA

Gildan is developing the first anthropometric characterization in the Central American region together with the Physiology Department of the Faculty of Medical Sciences of the National University of Honduras (UNAH). This kind of study, widely used in developed countries, will provide measurements and proportions of the human body of the Honduran population. This study, the first in the region, will allow Gildan and the industry in Central America to work in the future with industrial manufacturers so that machines and workstations can be designed according to the measurements of the population.

Anthropometry is an important element of ergonomics since, from the beginning, it allows the workstation to adapt to more accurate measurements of the population.



HOME > PEOPLE > WORKING CONDITIONS > HEALTH CLINICS

Gildan provides frontline healthcare to all of its employees in Central America and the Dominican Republic through fully equipped medical clinics at each of our manufacturing facilities. While focusing on workplace-related health issues, our medical team, composed of 23 doctors and 38 nurses are also often called upon to provide such services as pre-natal care and vaccinations.

We also have an equipped medical center at our Bangladesh integrated facility, where one doctor and two nurses are available every working day and shift. Employees visit the medical center in the event of a minor injury or accident. Medical staff provides medical advice and general treatment for medical issues such as sudden headache, fever, diarrhea, and general health awareness. On an average, there are at least 30 to 40 visits per day.

During 2012, our doctors from our on-site medical clinics in Central America and in the Dominican Republic provided more than 43,920 incidents of medical attention to our employees.

In 2012:

- 6,040 employees from Central America and the Caribbean Basin were vaccinated free of charge against tetanus, hepatitis B, influenza, pneumococcus, rubella, diphtheria, pertussis and tetanus (DPT), and polio.
- More than 4,500 employees from Honduras and Nicaragua received vitamins and dewormers.

In addition to basic health care services, all pregnant employees are also eligible to receive medical advice related to their pregnancy through Maternity Workshops from Gildan's on-site medical staff in the Dominican Republic, Nicaragua and Honduras. At the majority of our facilities in Central America and the Dominican Republic, when employees register for this program, they are given training on various topics such as:

- Special care for pregnant women
- Exercise techniques to facilitate birth
- Care for the newborn (hygiene and preparing the home environment)
- Breastfeeding techniques

DRUGSTORE

In May 2010, in partnership with the Instituto Hondureño de Seguridad Social (IHSS), Gildan opened a new drugstore adjacent to our Rio Nance complex clinic in Honduras. All employees working at the complex can benefit from this service.

This year, we automated the registration process for all prescriptions provided at all of our facilities at the Rio Nance complex. During 2012, the drugstore provided medicine for more than 46,500 drug prescriptions filled by our doctors at the Rio Nance complex. In order to cover all of the employees' health issues, the Company provided more than \$152,000 in medicine to be offered at no cost at our clinics.

AN INDUSTRIAL NURSE FOR OUR CHARLESTON EMPLOYEES

At our Charleston, North Carolina facility, our employees benefit from the presence of an onsite industrial nurse. As an integral part of the Gildan safety program, this nurse provides assistance with pre-employment screening requirements, assistance to employees who are injured on the shop floor, and other illnesses/injuries that may occur during the course of work. In addition, the nurse also works on safety policies and procedures. The nurse's contribution has resulted in an enhanced health care program on several fronts: health and safety awareness, greater medical presence, on-site pre-employment screening, on-site work-related injury assistance, employee morale, and reduced lost time from work.

ON-SITE NURSE PRACTITIONER

In Newton and Mebane, North Carolina, employees from GoldToeMoretz have access to the services of an on-site nurse practitioner. For eight hours each week, employees can consult the nurse to address their personal health concerns, or receive a written prescription, without leaving the facility. This program has not only reduced absenteeism but has also positively impacted the company's self-funded group health plan, as the cost of treating minor illnesses on-site is far less than a normal doctor's office visit. These services have also allowed us to reduce our company's overall year over year claims cost. All current and newly hired employees are encouraged to participate in a voluntary, confidential, health assessment conducted by the nurse practitioner as an alternative way to identify and treat any potential health risks that may have gone undetected.

FOCUS ON HEALTH & WELLNESS

In an effort to bring attention to wellness in the workplace, our GoldToeMoretz facilities focused on a broad range of events that could impact all areas of the workforce. In October 2011, we provided all 644 employees from all facilities and administrative offices with a packet of information on "How to Maintain a Healthy Back". The packet was mailed to the employee's home address, for use by the entire family, and included a DVD that contained exercises that would improve overall back health. In November 2011, we conducted on-site seminars at all North Carolina locations, in conjunction with our health care provider, on the topic of managing stress. Participation in these 30 minute sessions was high, with a total of 110 employees attending. We also offered all employees annual flu shots in November 2011. A total of 240 employees took advantage of receiving their flu shot at their facility. In December 2011, we recognized those individuals who had participated in our year-long wellness initiatives: 107 employees participated in at least one wellness event throughout the year, 52% of the participants attended four out of five events and 21% of employees completed all five wellness programs. Employees are eager to learn about the wellness events we have planned for the future. Several have offered ideas for topics they would like to learn more about. We will continue to work on educating and advancing the importance of health and wellness within our

employee base in hopes that it will also have a broader impact on family and friends.



HOME > PEOPLE > WORKING CONDITIONS > GRIEVANCE MECHANISMS

Early identification of employee-related issues is crucial to ensuring not only basic Code of Conduct compliance but also to creating an engaging workplace, by supporting effective and genuinely open lines of communication between managers and workers.

During audits at all of our third party contractor facilities, we also verify that grievance mechanisms are in place.

At all of Gildan's administrative offices and manufacturing facilities, we accomplish this through formal grievance mechanisms featuring:

- **Open Door Policy** to encourage any employee to contact management on any matter and receive immediate feedback
- Employee management **roundtables** with clear deliverables and follow-up:
 - Roundtables are organized by the management team and employees in order to identify best practices, discuss grievances, and to collectively develop an action plan for remediation
 - Provide immediate feedback to the employee
 - The frequency of the roundtables varies according to the region: monthly, bi-monthly or quarterly basis
- **Worker-management committees**
 - Several worker-management committees have been created at our various locations in order to share opinions and help manage a variety of issues in the workplace
 - In addition to the health and safety and ergonomics committees, other committees have been established and meet monthly to discuss subjects including transportation, cafeteria and environmental initiatives, or to address specific issues in a particular facility or office
 - The following are examples of committees that were created, and of some of the excellent initiatives that have been developed as a result:
 - In Honduras, an environmental committee has been created to oversee all environmental activities at our textile complex, such as recycling, reforestation, and circulation of educational bulletins
 - In the Dominican Republic, various committees were formed for employees from various shifts to work on opinion survey results and establish an action plan to work on identified areas of improvement
 - In Barbados, a staff committee is responsible for planning staff activities. It also acts as an information conduit for employees
 - In Bangladesh, a Worker's Participation Committee comprised of workers and management representatives is in place. The committee meets once every two months to discuss subjects presented by workers' representatives.
- **Suggestion boxes**
 - Suggestion boxes located on the production floor and in cafeterias at every manufacturing facility in Central America, the Caribbean Basin and Bangladesh are one of the grievance mechanisms used by the employees to report their concerns
 - Written messages from the boxes are collected every other week by a regional employee who is independent from the facility management

In Honduras, we received a total of 1,940 suggestions in 2012. The majority of the concerns were issues regarding middle management, cafeteria and human resources matters, all of which can be resolved through the human resources offices.

In the Dominican Republic, we received a total of 685 suggestions related to cafeteria, human resources issues and services, as well as middle management issues.

We have seen an increase in the past few years regarding the number of suggestions received. We attribute this increase to the various activities that have been done to promote grievance mechanisms to employees.

For instance, over the years, many successful programs have been initiated based on employee suggestions originating from these suggestion boxes, such as the implementation of the Credit Union program at the Rio Nance facilities in Honduras, the construction of a covered parking area for motorcycles at San Miguel, and the establishment of the Green Committee in Barbados.

We also believe that since all suggestions are addressed and that employees receive feedback on their ideas, there has been an increase in suggestions over the years.

- **Toll-free Integrity and Social Responsibility Hotline and website link**

- A toll-free Integrity and Social Responsibility Hotline is available 24 hours a day, seven days a week, enabling Gildan employees to anonymously and/or confidentially report concerns in English, French, Spanish, Creole and soon Bengali
- This hotline is part of our whistle blowing policy launched in 2004 and is used as a tool for reporting alleged violations of the Gildan Code of Conduct and Code of Ethics
- The hotline is tested annually by the Company's internal audit department

In 2012, we received a total of six complaints; all of which related to Human Resources issues, and more precisely to labour issues and workplace conduct. Every complaint has been investigated and followed up by the Employee Concerns and Questionable Acts Committee at the Company's Head Office.

Each one of the reported complaints is investigated and followed up by management teams or, if submitted through the Hotline, by the Employee Concerns and Questionable Acts Committee. If senior management is involved in the complaint, the Board of Directors is consulted.

During 2012, we trained all U.S. employees at our recently acquired company, GoldToeMoretz, on the Integrity and Social Responsibility Hotline. Approximately 525 employees were trained. Hotline posters were posted throughout all facilities. In 2013, we will train the remaining GoldToeMoretz employees located in Asia on how to use this hotline.

Employees of our newly acquired Anvil facilities will also be trained in 2013 on the Integrity and Social Responsibility Hotline.

USING CREATIVITY TO PROMOTE GRIEVANCE MECHANISMS

At Gildan, we proactively promote available grievance mechanisms and we provide specific training on these mechanisms as part of the induction training for new employees. Colourful posters promoting the Integrity and Social Responsibility Hotline are also displayed in the common areas of our facilities and offices.

In 2012, Gildan created an interdisciplinary grievance mechanisms committee to review all of the responses provided by each facility to ensure that employees concerns are appropriately answered. This information is also shared with Directors and Vice-Presidents.



HOME > PEOPLE > WORKING CONDITIONS > FACILITY CLOSURES

CENTRAL AMERICA

During 2012, we continued to execute on the next phase of our major capacity expansion initiative with the acceleration of the ramp up of our newest textile facility, Rio Nance 5. During the production ramp-up of Rio Nance 5, we suspended production temporarily at our most mature facility, Rio Nance 1, as we initiated plans to modernize and refurbish the facility in order to improve its cost efficiency. Impacted employees were treated fairly and in accordance with local laws. As of December 31, 2012, approximately 60% of the impacted employees at Rio Nance 1 have been relocated to our other textile facilities.

In order to improve our sewing efficiency, we have also reorganized our sewing production in Honduras. Accordingly, the San Jose facility has been consolidated into another existing Gildan sewing facility. Virtually all employees were transferred to this facility and have maintained their seniority with the Company.

UNITED STATES

In 2012, Gildan consolidated its U.S. distribution operations for the Branded Apparel channel in addition to consolidating a portion of Anvil's operations in the U.S. These reorganizations resulted in the closure of GoldToeMoretz's (GTM) Conover distribution facility and Broyhill Import Warehouse, both located in North Carolina, following the transfer of the distribution capacity to a larger GTM distribution center located in Mebane, North Carolina. Approximately 85 positions in North Carolina were affected by this reorganization.

As part of the integration of GTM's operations in 2012, we also ceased operations at a small sock manufacturing facility based in Newton, NC, impacting approximately 85 employees.

Following the acquisition of Anvil Knitwear Inc., in May 2012, Gildan also eliminated duplicated administrative and distribution positions, impacting approximately 85 employees. Furthermore, operations at a small garment dye facility were also discontinued, impacting approximately 35 employees.

All impacted employees received a minimum 60-day notice period. Gildan regrets the impact that these difficult decisions have had on these experienced and dedicated employees and has provided assistance in order to facilitate their transition to new job opportunities.



HOME > PEOPLE > WORKING CONDITIONS > UNIONS

Gildan's Code of Conduct and management team support the rights of workers to freedom of association. Gildan is currently working on a collaborative basis with various unions and has a collective bargaining agreement (CBA) in place at two of its facilities located in Central America. The Company fully recognizes an employee's right to form or join any organization or association of their choosing, including a union, and their right to engage in collective bargaining with the Company.

DOMINICAN REPUBLIC

At its textile facility in the Dominican Republic, the Company has experienced a conflict between two competing unions, both registered with the Dominican Ministry of Labor. In March, 2010 Gildan became a party to a CBA with Sitragil, one of the two registered unions. The CBA was terminated in February 2011 upon the mutual consent of the Company and the union, although it is still claiming to represent a majority of the factory workers. Notwithstanding the termination of the agreement, the Company continued to provide all of the benefits to the employees covered by the original agreement.

The second union, Sitragildan, which was also claiming that it represented the majority of the workers at the facility, filed a third party complaint alleging violation of freedom of association with the Fair Labor Association (FLA), an international labour standards monitor of which Gildan is a participating company. The Company collaborated with the FLA in a verification of the majority representation claim of the second union and entered into negotiations with this union for the purposes of completing a CBA. In May of 2012, Gildan and Sitragildan agreed to enter into the process of signing a CBA. Notwithstanding the completion of the agreement, as part of a series of legal actions filed against Gildan, Sitragildan and other involved parties by the other competing union, the Supreme Court of the Dominican Republic ordered the suspension of the collective bargaining process between Gildan and Sitragildan until such time as the Labor Court of First Instance of the Province of Santo Domingo makes a determination as to which of the two unions represents the majority of the workers at the Dominican Republic textile facility.

Although the second CBA has not been executed yet, Gildan has already unilaterally implemented the economic benefits to the workers agreed upon with Sitragildan.

HONDURAS

In May 2012, Gildan acquired Anvil Knitwear, which operates three manufacturing facilities in Central America. Following the announcement of the acquisition, allegations relating to violations of freedom of association, rumours surrounding the closure of the facility and miscommunication by the facility's management team with union leaders regarding the acquisition were raised at Star S.A., a sewing facility operated by Anvil in Honduras, which is subject to an existing CBA. Shortly after hearing about these allegations, Gildan requested that the FLA conduct an independent investigation, which led to the development of an action plan to address the different findings which were mostly related to deficient communications with workers and union leaders.

Subsequent to the commencement of the independent investigation, in November of 2012, the Worker Rights Consortium (WRC) issued a report alleging freedom of association violations at the Star facility as well as alleged threats that Gildan would close the Star facility. The report focused on incidents dating back to 2008, prior to Gildan's acquisition of Anvil in May 2012. Since Gildan's acquisition of Anvil, we have been working on an integration plan to implement our existing corporate social responsibility practices at each of Anvil's manufacturing facilities in Central America, including Star.

Prior to the recommendations provided in the FLA report and prior to the issuance of the WRC report, Gildan senior management had already met with union representatives of the Star facility, committing to the continued operation of the facility and Gildan's intention to maintain a clear and transparent line of communication with both the union and the employees of the facility. Furthermore, Gildan's commitment to continue to observe and respect all provisions of the CBA was reinforced and assured.

Notwithstanding the positive changes already implemented at the Star facility and the commitments already put forward by management prior to the release of the WRC report, as described above, Gildan committed to the WRC the following, which was included in the WRC report and completed by Gildan in December of 2012:

- A representative from Gildan's international operations will communicate, in an effective and appropriate manner, to the entire Star workforce that the Company will continue to operate the Star facility;
- Gildan will also communicate to the workforce its respect for freedom of association and its commitment to deal with the existing union in good faith and in a constructive manner;
- All managers and supervisors at the Star facility will be instructed to address allegations of threats and intimidation as outlined in Gildan's Code of Conduct and take the necessary disciplinary measures when appropriate;
- All managers and supervisors at the Star facility will continue to be instructed on workers' rights to freedom of association and the Gildan Code of Conduct; and
- Gildan agrees to respect all provisions of the CBA in force at the Star facility, including the provision with respect to notifications and information provided to the union which will be done in a timely and accurate manner.

Gildan management is confident that labour relations at all Anvil manufacturing facilities in Central America are in good standing and that the facility is operating in an effective manner without any concerns with respect to labour unrest or employee dissatisfaction.

HAITI

In September 2011, a new union named Sendika Ouvriye Takstil ak Abiman (SOTA) was formed in Haiti to represent workers in the country. Since the formation of the union, various non-governmental organizations have alleged that six of the seven members of the leadership committee representing the union have been fired due to their union activity. Four of the six individuals in question worked for the Genesis facility in Port-au-Prince which is a third party contractor in Haiti supplying Gildan with sewing production. This allegation was confirmed in an independent investigation completed by Better Work Haiti in November 2011.

After numerous discussions between the various parties and after significant pressure applied by Gildan on Genesis to reinstate the workers, an agreement was reached in January 2012 between the union, the contractors and the impacted workers resulting in their reinstatement. This has been confirmed to us in writing by both Genesis and the union leader. Furthermore, the Worker Rights Consortium (WRC) has issued a public report confirming the agreement reached by the parties and the positive involvement of Gildan to that effect.



HOME > PEOPLE > SOCIAL COMPLIANCE

Gildan is committed to achieving the highest standards of labour practices, working conditions and to maintaining an open dialogue with non-governmental organizations, members of the labour movement, and other interested parties.

A key example of our commitment to being a socially responsible employer at all our geographical hubs is the successful implementation of our Social Compliance Program for labour practices and working conditions. This program is designed to ensure that, at a minimum, all our facilities comply with our own strict internal Code of Conduct, local and international laws, and the codes to which we adhere, including those of Worldwide Responsible Accredited Production (WRAP) and the Fair Labor Association (FLA). When external suppliers are used, they must also adhere to these codes. This is, in fact, a condition for doing business with Gildan.

To ensure that we deliver on our commitment to employees, customers and other stakeholders to meet or exceed our strict Code of Conduct requirements, we conduct a series of independent internal and third party audits each year.



HOME > PEOPLE > SOCIAL COMPLIANCE > METHODOLOGY

Gildan’s facilities have been audited for more than eight years through independent internal and external audits.

All Gildan owned and third party contractor facilities are subject to a complete internal audit at least once in an 18-month base period. Internal audits are conducted by independent internal regional monitors that are thoroughly trained on our monitoring guidelines and social compliance program and reporting directly to the Vice-President of Corporate Citizenship who is responsible for the Central America and Caribbean regions and to the Vice-President of Supply Chain, for the Asia region. Internal compliance auditors are selected and hired based on the job description, which includes a list of required competencies established for the position. Candidates for these positions are recruited and selected based on the identified competencies. New hires follow a series of orientation and training sessions to ensure they have the capabilities needed to fulfill their responsibilities. Yearly performance evaluations are conducted to identify training gaps, among other things, and to develop a personalized training plan designed to enhance each employee’s capabilities and continuously develop their skills. External audits are conducted by third party auditors on our behalf.

Basic training required for all compliance staff and/or third party monitors includes:

- Training on Gildan Code of Conduct
- Corporate Citizenship staff are required to have been involved in audits either with the FLA, WRAP or with customers’ monitoring programs
- Speak the local language of their region, with the exception of Haiti where we work with an interpreter in Creole
- Knowledge on the local laws of their particular area and country
- Third party monitors work with trained staff and use either their own tools, or those of SMETA or the FLA, to conduct external monitoring
- Corporate Citizenship internal auditors are trained on the Gildan Corporate Citizenship Program and internal monitoring system and tools

In November 2011, as part of the GoldToeMoretz integration, all internal auditors from GoldToeMoretz were trained on Gildan’s Corporate Citizenship Program and internal monitoring system and tools.

In addition to internal audits, external audits are also conducted on an ongoing basis at Gildan owned and contractor facilities. These audits are performed by third party monitoring organizations mandated by the Fair Labor Association (FLA), Worldwide Responsible Apparel Production (WRAP), and by our customers.

Remediation status follow-ups are also conducted. These are performed by our internal monitors who are working with the facilities towards proper remediation. Remediation evidences are verified by our auditors on an on-going basis to verify if corrective measures have been implemented to address initial findings and the results are then updated in our internal Corporate Citizenship database. An on-site follow-up audit may be conducted if necessary.

MONITORING TOOLS

In addition to taking into account our own labour compliance requirements and best practices, our auditing and monitoring tools encompass best practices from our major retail customers.

Gildan’s monitoring tools include:

- Facility self-assessment questionnaire
- Audit guidelines and management action plan
- Management interview form
- Monitoring guidelines
- Worker interview guidelines

Gildan uses a sampling methodology, based on the SMETA guidelines, to determine the number of documents to be reviewed and the number of individuals to be interviewed.

Gildan’s Monitoring Guideline

NUMBER OF WORKERS (EXCLUDING MANAGERS)	LENGHT OF AUDIT	INDIVIDUAL INTERVIEWS	GROUP INTERVIEWS	TOTAL EMPLOYEES INTERVIEWED	WORKERS FILES ANALYZED (WORKING HOURS AND WAGE COMPLIANCE)	TIME SPENT ON INTERVIEWS
1-100	1 DAY	6 (OR TOTAL NUMBER OF WORKERS IF LESS THAN 5)	1 GROUP OF 4	10	10	2.5 HOURS
101-500	2 DAYS	6	4 GROUPS OF 5	26	26	6 HOURS
501-1000	3 DAYS	12	6 GROUPS OF 5	42	42	8.5 HOURS

1001-2000	4 DAYS	20	8 GROUPS OF 4	52	52	12.5 HOURS
Over 2000	4 DAYS	30	10 GROUPS OF 4	70	70	15 HOURS

ACQUISITION DUE DILIGENCE AND INTEGRATION PROCESS

As Gildan is expanding its presence in emerging markets, the compliance role during the due diligence process is crucial. In order to ensure that we make responsible acquisitions, our due diligence process for potential acquisitions takes into account social and environmental risks. Environmental and labor laws, regulatory compliance, and compliance to Gildan’s internal social and environmental standards are also considered.

In 2012, we undertook a due diligence process while considering the acquisition of Anvil Knitwear Inc. For this acquisition, we performed a detailed review of the past external social compliance audits conducted by their customers as well as internal audits conducted by their internal auditors. An environmental due diligence was also performed.

Once an acquisition is completed, we work with the new company to integrate our social and environmental policies and compliance programs by examining gaps and developing action plans to implement corrective actions in a timely manner. The main steps of the integration process are:

- Rolling out of the Code of Conduct and employee awareness training
- Training of auditors
- Performance of internal audits

At the end of 2012, GoldToeMoretz operations were fully integrated to Gildan’s social compliance standards, while Anvil’s operations integration will be completed by the end of the second quarter of our fiscal year.



HOME > PEOPLE > SOCIAL COMPLIANCE > AUDITS

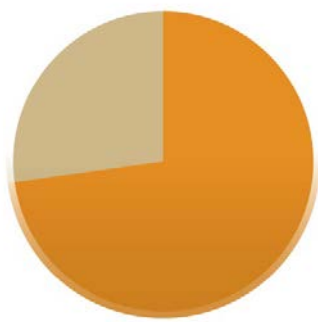
FISCAL 2012



Gildan’s goal is to visit 100% of its manufacturing facilities, including the ones of its third party contractors, at least once in an 18-month base period. Audits are prioritized based on risk evaluation. Due to the increase of contractor facilities in 2011-2012, including the ones from the acquisition of GoldToeMoretz, Gildan made strong efforts to ensure that complete social compliance was integrated. This resulted in 66% of our overall manufacturing facilities audited at least once by Gildan internal auditors or third party auditors mandated by Gildan in 2012. Although Gildan has not visited the remaining 34%, those were audited at least once by Gildan’s customers or other certification bodies such as WRAP, and the results were reviewed by the Gildan internal compliance team. The facilities that have not yet been audited by Gildan will be visited before the end of the second quarter of fiscal 2013, which will ensure that all facilities have been visited at least once in an 18-month period. In addition, all new sourcing facilities have been audited prior to production. For more information, please refer to our Methodology section.

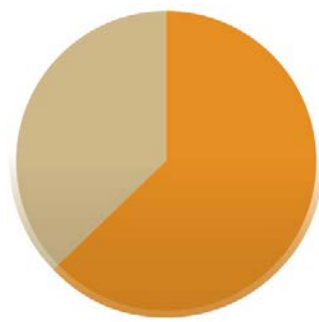
In 2012, 142 monitoring audits were performed. This number also includes audits performed at third party contractor facilities that were not retained for production.



104 complete social compliance audits were conducted at Gildan and third party contractor facilities in the United States, Asia, Central America, and the Caribbean Basin. Of these, 54 audits were conducted by Gildan’s internal auditors or by third party auditors on Gildan’s behalf, and 50 were conducted by external auditors or assessors for WRAP, the FLA, Better Work or by customers.

38 follow-up audits were conducted at Gildan and contractor facilities. Of these, 36 were conducted by Gildan’s internal auditors or by third party auditors on Gildan’s behalf, and two were conducted by external auditors for Better Work.

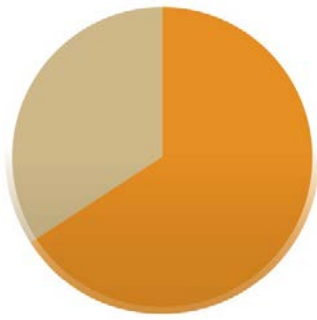


2012 Audits complete vs follow-up		
	Complete	73%
	Follow-up	27%



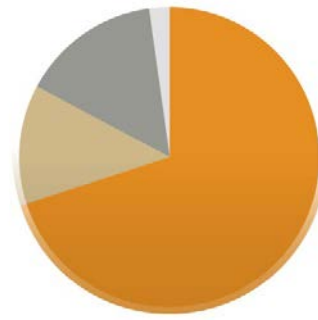
2012 Audits internal vs external		
	Internal	63%
	External	37%

Internal audits are conducted by Gildan’s internal auditors or by third party auditors on Gildan’s behalf.
External audits are conducted by independent assessors for WRAP, the FLA, Better Work or for customers.



2012 Audits
Gildan owned vs contractor facilities

Contractors	66%
Gildan	34%



2012 External audits

Customers	70%
Better Work	13%
WRAP	15%
FLA	2%



HOME > PEOPLE > SOCIAL COMPLIANCE > FINDINGS

Classification of Social Non-Compliance

- **Fully Compliant:** In full compliance with the Gildan Code of Conduct provisions and the other Codes it adheres to, as well as legal requirements.
- **Minor:** Low risk issue. Improvement towards best practices. Remediation time frame: six months.
- **Moderate:** Negative impact on workers' rights and safety (non-critical). Remediation time frame: up to two months, depending on type of violation.
- **Major:** Serious violation of the Gildan Code of Conduct and the other Codes it adheres to and/or the law, resulting in a severe impact on individual rights and/or physical safety. Remediation time frame: immediate.

2012 INTERNAL SOCIAL COMPLIANCE AUDIT FINDINGS - GILDAN OWNED FACILITIES

A total of 270 labour-related non-compliances were found at Gildan owned facilities during 2012 internal audits (33 complete and follow-up internal audits at Gildan owned facilities in 2012) : 4 major (1.5%), 130 moderate (48.1%) and 136 (50.4%) minor. The number of non-compliances slightly increased this year, due to the ramp up of the Rio Nance 5 textile facility and the integration of our integrated facility in Bangladesh.

Most of the 2012 findings (approximately 70%) related to environment, health and safety issues. As this is a highly regulated area, it is the section of our assessment questionnaire that contains the most questions (57 % of our total checklist).

The 4 major findings at Gildan owned facilities in 2012 related to:

- Compensation and benefits, such as late payment of overtime hours
 - The non-compliances found in two facilities were corrected in a timely manner and payments were done according to the law. Additionally, the compensation principle was strengthened with middle management to ensure this will not become a recurrent non-compliance.
- Verbal harassment
 - The non-compliances found in two facilities were reported by employees who complained about the behavior of their direct supervisor. Human Resources and Corporate Citizenship departments immediately conducted a follow-up investigation to correct the non-compliance in a timely manner. Disciplinary warnings were given to the supervisors involved, as well as general training related to verbal abuse and people skills, such as leadership, personnel management, coaching and others. Additionally, our Harassment and Abuse policies were refreshed with this group.

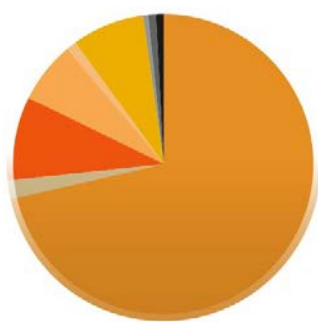
In general, findings at Gildan owned facilities involved:

- Record keeping, such as incomplete employee contracts
 - Human Resources employees training has been supplemented to ensure that employees are knowledgeable regarding all requirements of employee contracts.
- Hours of work, such as overtime in excess of the prescribed 60 hours per week
 - Even though we continued in 2012 to observe this issue at our facilities, it was as a smaller percentage compared to 2011, and was mainly related to our indirect employees.
(For more details on this temporary issue and its remediation, please refer to the case study presented in the Remediation section)
- Fire safety, such as blocked aisles, blocked electrical panel and improper housekeeping
 - We have found that non-compliances in this area are often linked to employee negligence. Raising our employees' awareness, through the use of bulletin boards and refresher training courses, and reiterating rules and procedures during health and safety committee meetings, are various ways in which Gildan works toward improving compliance in this area.
- General cleanliness and sanitary conditions, such as cafeteria hygiene and overall upkeep and sanitation in facilities and bathrooms
 - A sanitation procedure was developed for proper food handling and storage in cafeterias.
 - Regarding overall upkeep and sanitation at our facilities, our quality team is working on developing cleaning manuals as well as a list of procedures to be posted in various areas.
- Machine safety, such as missing needles or eye guards, safety lights on lift-trucks and other missing or deficient safety devices on machines
 - Refresher training in these areas is important in order to increase employee awareness of the essential nature of keeping these safety devices on the machine, to ensure their own safety.
 - Informing the maintenance department when a safety device is missing on a machine is also a key safety element. Simultaneously, it is also important that the maintenance department replace missing machine parts or safety items in a timely manner.
- Chemical safety, such as unlabelled containers
 - For more details on this issue and its remediation, please click [here](#).

In all of the above-mentioned issues, employees, supervisors and management accountability and discipline are very important in order to enforce rules and procedures established on that front. It is necessary to continually increase employee awareness of these rules and procedures. This is why environment, and health and safety training are essential. At the same time, when there is an obvious case of negligence, supervisors must also apply progressive disciplinary measures consistently as a demonstration of their commitment to Gildan values and practices.

In every non-compliance case, detailed remediation plans and, where indicated, in-depth root cause analyses were implemented.

Now that we have three year data related to our audit results in the Corporate Citizenship database and that we have reliable statistics to identify recurrent findings, a presentation was prepared for middle management levels and up in order to share these results and discuss how we can improve and avoid recurrence. Our management teams will provide their input, share knowledge between facilities and increase awareness with regards to similar problems facilities are facing.



2012 non-compliances by category
Gildan owned facilities

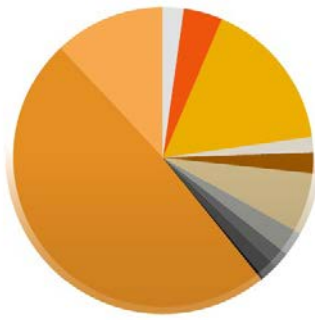
Health and safety	71.5%
Legal information	1.9%
Code and company policies awareness	8.9%
Record keeping	6.7%
Grievance system	1.1%
Hours of work	7.8%
Compensation and benefits	0.7%
Forced labour	0.7%
Harassment or abuse	0.7%

THIRD PARTY MANUFACTURING CONTRACTOR FACILITIES

A total of 348 labor-related non-compliances were found at our third party manufacturing contractor facilities during 2012. Of these non-compliances, 20 were major, 98 moderate and 230 minor. This number has significantly increased in 2012 due to new contractors which have been added as part of the Company’s recent acquisitions.

The findings reported only include findings at third party manufacturing contractors with which we conducted business over the course of 2012. Contractor facilities that have been audited, but for which no orders have been placed, are not included in the numbers reported here.

In order to assist facilities in the remediation of the non-compliances found during our audits, our internal auditor teams work with the facility management to ensure an action plan is in place. They also provide advice and feedback on how to better address the various issues. Since the vast majority of our production needs are manufactured internally at Gildan owned and operated facilities, we have developed an internal expertise on labour compliance management systems, policies and procedures. We transfer this knowledge to our contractor facilities management teams in order to ensure sustainable remediation and educate them on that matter. For more details on our capacity building initiatives at our contractor facilities, please refer to our Contractors and Suppliers section.



2012 non-compliances by category Third party contractor facilities

Legal information	2.3%
Code and company policies awareness	4.3%
Record keeping	16.4%
Grievance system	1.7%
Discipline and termination	2.0%
Hours of work	6.6%
Compensation and benefits	2.3%
Harassment or abuse	17%
Freedom of association	17%
Disorimination	0.3%
Health and safety	48.9%
Environment	11.8%

2012 INFORMATION RELATED TO GRI INDICATORS HR5-HR6-HR7

In an effort to ensure that no children are employed at its facilities and at the facilities of its contractors, Gildan's Code of Conduct minimum working age provision has been set at 18 years. Even though in most countries it is legal to work at age 15 or 16, many restrictions apply to young workers (ILO Minimum Age Convention, 1973). For example, young workers are not allowed to perform hazardous duties or work at night (ILO Night Work of Young Person (Industry) Convention, 1919). According to our interpretation of the ILO convention on child labor, we believe that it is appropriate to exclude young workers from our facilities and have decided to set our minimum working age at 18 years. When we acquired our integrated facility in Bangladesh in 2010, a country identified as having significant risk for child labor incidents as it has not ratified ILO Convention 138 on child labor, we conducted a complete screening of employees to confirm that they were all above the age of 18.

Child labor is continually monitored through audits conducted by either Gildan's internal or third party auditors in order to alleviate the risk of child labour incidents.

Gildan prohibits and continuously verifies that there is no use of forced or compulsory labour at its facilities, however two findings associated with it were found through an internal audit. One of the issues is related to a change in the working shift and even though employees do not consider it as forced labor, the Company must record the process and have formal employee approvals. The second issue was found at a new facility where no policies or procedures related to forced labor were yet implemented. This facility is in the process of adopting the Gildan culture regarding practices and procedures.

With regards to freedom of association, we experienced situations during the reporting period. For more details on these issues, please consult our Unions section.

Six minor findings were found at contractors with regards to documentation linked to meeting minutes between workers' unions and management which were not maintained properly. All six findings were remediated and documentation has been provided to auditors for review.



HOME > PEOPLE > SOCIAL COMPLIANCE > REMEDIATION

Remedial actions are verified through follow-up audits and through the use of our Corporate Citizenship database, where facilities can provide details on their remediation actions as well as evidence supporting such actions. We also review the status of all non-compliances on a quarterly basis and report on remediation to the Board of Directors.

Persistent or recurrent findings are given special attention in order to ensure proper remediation is implemented for these concerns as well as assess whether persistent pattern is developing in several facilities. For example, in 2010, a persistent pattern of non-compliance occurred relating to the handling and labelling of chemicals. The issue was brought to the attention of senior management and corrective action was taken to store chemicals in safe containers intended for the handling of chemicals. Employees at all facilities were provided training on the proper handling of chemicals.

In 2012, chemical handling and labelling was not a recurrent finding proving the effectiveness of the training provided. In 2013, trainings will focus on fire extinguisher maintenance as well as blocked aisles since we have identified these issues as recurrent. All of the Gildan owned textile facilities are built with fire safety systems such as sprinkler systems (except for Bangladesh: the functional fire safety system currently in place will be replaced with a more efficient sprinkler system by the end of 2013, emergency exits and fire alarms, among other items. Additionally, fire drills are performed at least twice a year at all facilities. However, our internal compliance monitors have found minor issues mainly due to employees' failure to follow instructions and procedures linked to fire safety. In 2013, we will provide specific fire safety refresher training sessions. This will also be discussed during the general presentation to management on the analysis of the 2012 audit results.

In 2011, we improved our root cause tracking system in our database by linking each finding identified during internal audits to a pre-defined root cause that the user can choose from. Using this tool, we categorize the main root causes of the non-compliances and analyze which root causes are the most recurrent.

Out of the total findings that have been remediated at the end of the 2012 fiscal year and for which a root cause had been identified, the most common root causes are linked to:

- 1) instructions or procedures not being followed;
- 2) lack of understanding of the requirements; and
- 3) inadequate, missing or faulty equipment.

The first two are directly linked to the recurrent findings explained above and this is why we will ensure in 2013 that the procedures linked to these non-compliances are better understood by the employees. The third one is linked to delays related to pending investments, which require the prior approval of regional and corporate teams. We will also review these required investments to ensure the delay caused by them is not putting the safety of our employees at risk.

AN EXAMPLE OF THE REMEDIATION PROCESS

For the Americas region, the Company operates two main hubs as part of its manufacturing operations, one in Central America and the other in the Caribbean Basin. The Caribbean Basin manufacturing hub operates a textile facility in the Dominican Republic, and sewing facilities in the Dominican Republic and Haiti (third party contractors). In 2010 and 2011, the tragic earthquake and the difficult political situation in Haiti were extraordinary circumstances that impacted our supply chain.

This situation resulted in a number of work stoppages at our contractor facilities, which in turn resulted in the accumulation of fabric at our Dominican Republic textile facility, while demand for our products continued to be strong in the marketplace. As a response, in order to service the demand in the marketplace, the additional inventory was transferred to sewing facilities in Honduras, Nicaragua and the Dominican Republic, causing a temporary situation involving excessive overtime. In 2011, this issue was reported in 9 of the 12 audits conducted in Central America and in the Dominican Republic, where some workers exceeded the number of regular and overtime working hours.

Although these were unusual circumstances, the Company performed an evaluation of policies and training relating to working hours. Opportunities for improvement were found, for instance, plant managers met with coordinators and supervisors to explain the situation and create awareness about the prohibition of working more than 60 hours per week. The Human Resources Department established a system to monitor accumulated hours on a weekly basis and developed a communication plan with plant management to advise them on the number of hours worked by each employee at each facility. In September 2011, two independent third party audits were performed and the issue of overtime did not arise.

In 2012, overtime linked to direct employees' production was only found in two audits, which is a significant improvement from previous years. However, this year we found a few cases of overtime working hours exceeding the limit linked to our indirect employees involved in the inventories process at the end of each month. Meetings will be organized in 2013 with the production and planning teams to identify the best solution to adopt in order to resolve this finding.



HOME > PEOPLE > EMPLOYEE ENGAGEMENT PROGRAMS

When individuals begin working at Gildan, they become a valued member of a larger family. This is why we feel it is important for us to develop and implement various programs to better communicate with our employees, to support them in the many aspects of their lives – professional, family, and personal –, to encourage them to adopt a healthy and active lifestyle, and to recognize and reward their unique contribution to our Company.

At Gildan, we believe that such initiatives have the power to make a difference in improving our employees' quality of life at work and at home.

Here are a few examples of local initiatives.

GILDAN TV

In 2009, the Communications Department in Central America identified the need for a better and more efficient means of communication with our employees. After conducting surveys across our facilities, television was identified as the communication vehicle of preference by our employees. Gildan TV was created in response to this survey and it has become a great tool to provide our employees with information in an easy-to-digest, attention-grabbing manner.

The Gildan closed-circuit TV system allows plant management to broadcast messages to employees through TV monitors which are located throughout our textile and sewing plants, as well as at our health clinics and cafeterias.

The content that airs on Gildan TV is mainly educational and is developed to strengthen awareness of the Company's policies, activities, employee success stories, and community programs, among other items.

After having witnessed the positive results of Gildan TV in Honduras, this creative way of communicating information to employees was extended to other locations. Our Barbados office and our Charleston facility have also implemented the system.

During 2012, Human Resources staff was trained on Gildan TV software management and programming in order for them to be able to update the Gildan TV content at each facility in addition to the Communications team. Going forward, Gildan TV content will include important Human Resources information specific to each facility.

In 2012, videos and clips broadcasted on the Gildan TV covered the following subjects: personal safety; Pink Tour: cancer survival testimonials; employee suggestions for improvements in environment, health and safety, production and quality; ergonomics; the Gildan Corporate video; and grievance mechanisms.

Most recently, Gildan TV was also extended to Nicaragua and will be fully operational in 2013.



COOPERATIVES

Our Honduras and Dominican Republic sewing and textile facilities have formed independent cooperatives in order to provide an incentive and to encourage employees to accumulate savings. These cooperatives assist employees with greater access to loans, which can be difficult to obtain in these countries, and at low interest rates compared with those available through standard banking channels. Participation in these cooperatives is voluntary and may be terminated at any time.

The cooperatives operate as independent legal entities supervised by an administrative manager. All cooperatives are exclusively available for non-management employees, who freely elect a Board of Directors among themselves on a biannual basis. As the cooperatives are located within our facilities, the finance department and external auditors are mandated with ensuring they are properly managed and operated in compliance with local regulations.

In Honduras, 12,810 employees are affiliated with these cooperatives. We are proud to report that in 2012, the cooperatives granted more than \$6,900,000 in loans to employees from our textile and sewing facilities. More than 20 million dollars have been loaned to employees in Honduras through the cooperatives between 2007 and October 2012.

In the Dominican Republic, Gildan is affiliated with an independent cooperative, which operates at Industrial Free Zone Las Americas, to offer this program to its employees. During fiscal 2012, our employees in that region received a total of over 6,350 loans, which amounted to \$1,498,246.

THANK YOU CARDS

In 2011, our Charleston facility initiated a unique way of rewarding employees whose behavior and contribution to the Company are outstanding: Thank You Cards.

The rationale behind this initiative is to encourage peer-to-peer recognition for outstanding performance and to foster a sense of community within the Gildan organization. How does it work? Employees who notice a peer performing above and beyond what is required, or who makes a contribution in one of the eight areas listed below, are encouraged to write a Thank You card and present the appropriate section of the card to their co-worker as an acknowledgement of their special contribution. The other section of the card is given to the Human Resources Department for the employee's file. Employees who receive a card then become eligible to receive a Thank you gift through a draw held among all recipients over a given period.

The eight categories are:

1. Ethics and integrity
2. Awareness of laws/rules/company policies/procedures
3. Integrity of records
4. Protection of company assets
5. Employee relations
6. Health and safety
7. Customer relations
8. Social responsibility

These areas are closely linked to our Code of Conduct, values, priorities and best practices.

This initiative continued in 2012 and gained in popularity with a total of 94 "Thank You Cards".



GILDAN'S SAVING OUR FAMILY PROGRAM IN CENTRAL AMERICA

Gildan's "Saving Our Family" assistance program responds to the needs expressed by many of our employees who request support in handling personal issues and family situations in a safe environment and non-confrontational manner. This program provides employees with free access to confidential counseling conducted by a certified professional specialized in marriage and family affairs. The "Saving Our Family" initiative has been in place at a number of our textile and hosiery facilities since 2009 and has fully extended to all Gildan Honduras facilities in 2011 and all Nicaraguan facilities in 2012. In 2012, the program offered more than 1,000 sessions for our employees in Honduras. In Nicaragua, we launched the program in 2012 by sharing information in bulletin boards and speakers and we will provide sessions to employees later this year.

FAMILY DAYS

At our Dortex textile facility in the Dominican Republic, Gildan sponsors Family Days, which are held twice a year. During these two-day events called "Juntos en familia," employees are encouraged to invite relatives, visit the facility, share a lunch at the Company's expense, and take part in lots of games, food, raffles and contests. Our objective in doing this is to foster employees' pride in their jobs and for their relatives to better understand the type of work they do. In 2012, 2,400 employees and members of their families participated in "Juntos en Familia" at our Dortex textile facility.

At our Las Américas sewing plant, 75 children participated in an Open House activity where they visited the facility to better understand their parents work. Following the visit, they were then invited to a local children's museum in Santo Domingo.

Building on the success of its 2011 Family Fun Day, the Barbados office held another one in 2012. Approximately 200 of our employees and members of their families were treated to a day of fun-filled competitions and activities, including face painting, a water balloon challenge and bumper cars. Approximately 200 people participated in this fun activity, including 16 dedicated employees who acted as volunteers throughout the day to handle the catering service and manage all the games and booths.



CHILDREN'S FESTIVAL

Gildan has been celebrating an annual Children's Festival at both of its sewing facilities in Nicaragua since we started our operations in 2004. The Festival, which is held in December, is dedicated to our employees' children. This year, more than 3,000 boys and girls enjoyed a day filled with sports activities, a variety of games, as well as food and candy.

GILDAN AND THE HONDURAN MAQUILA ASSOCIATION PRESENT "EL JUEGO"

On February 23rd, Gildan and the Honduran Maquila Association (AHM) welcomed representatives from the President of Honduras' office and the Regional Labor and Culture Ministries, as well as other companies from the industry, NGOs and the media to a special presentation of the play "El Juego" (The Game). Written and directed by Frances Lynch, Hosiery Director at Rio Nance, this play was initially presented to the community of San Pedro Sula during Christmas.

The main purpose of this special presentation was to showcase the talent of our employees and their children. More than one hundred Gildan employees and their children, along with various collaborators, participated in this project.

Approximately 200 guests attended this special event. "El Juego" was the fifth play presented by Gildan and its employees to the San Pedro Sula community.



CELEBRATING EARTH DAY AT GILDAN

Honduras

On April 28th, 2012, Gildan celebrated Earth Day with its Honduran employees and their families, who were invited to participate in a cultural event held at the Pequeño Sula, San Pedro Sula's Childhood Museum. Approximately 250 people enjoyed a tour of the museum, including the famous Planetarium.

The drawing contest, which is organized annually with our employees' children in order to celebrate Earth Day, was also held at the museum.

Nicaragua

Gildan's Nicaragua sewing facilities also joined in on the Earth Day celebrations.

Once again this year, our sewing facilities located in San Marcos and Rivas organized a drawing contest to celebrate Earth Day with the employees' children. At each of these facilities, 300 children aged between 5 and 14 years participated in the contest. The grand winner of each age group received educational toys.

A total of 28 employees kindly volunteered to ensure the day was perfect.





LIBRARY AT THE SAN MIGUEL SEWING FACILITY

In September of 2012, as part of Gildan's ongoing leadership training program at our San Miguel sewing facility, a group of middle management employees were asked to brainstorm on ideas of projects they could develop in order to contribute to the employees and/or the communities' well-being.

Amongst the projects which were implemented, a library was inaugurated within the San Miguel sewing facility. This library benefits the more than 5,000 employees working at the facility, by providing them with a place where they can look for information to help their children with their homework, find material to prepare their training sessions – for those who are participating into Gildan's educational programs – or simply read a book.



COMMITTED TO AN ACTIVE WAY OF LIFE

At several of our locations, we have put programs in place to encourage our employees to adopt an active and healthy way of living. For instance, in the Dominican Republic, the Gildan Sport program promotes an active lifestyle and encourages team spirit among our employees. As part of this program, a Gildan basketball team was created, which has proved to be extremely popular.



RECOGNIZING EMPLOYEES' PERFECT ATTENDANCE AND LOYALTY AT OUR FACILITIES

Early in fiscal 2012, recognition events took place at our Eden distribution center and at our Charleston facility in order to celebrate the unique contribution of our employees:

- At Eden, a ceremony was organized on October 14th, to recognize the loyalty of employees who have reached 5, 10 or 25 years of service within the Company. A total of 51 employees received a service award. In addition, at the Christmas luncheon, 29 employees received a certificate recognizing their perfect attendance record.
- In Charleston, an event was organized to recognize 19 employees' perfect attendance record during the year. They were offered a gift certificate. Two days later, an Employee Appreciation Luncheon was organized for all employees.

Similar activities were organized in Barbados and Canada to recognize employees who have worked with the Company for 5, 10 and 15 years, and during which they received awards and gifts which were presented publicly at staff functions.







HOME > PEOPLE > EMPLOYEE ENGAGEMENT PROGRAMS > EMPLOYEE VOLUNTEERING PROGRAM

Each year, Gildan organizes several employee volunteering activities at our various locations. For instance, reforestation activities are annually held in Honduras, Nicaragua and in the Dominican Republic. Gildan teams contributed to their communities by painting a school's walls in Honduras, delivering school supplies and toys to children in Central America, or serving meals to the elderly in Nicaragua.

In Canada, the Company provides support to employees who volunteer their personal time to community projects through The Gildan Employee in the Community Program, in which Gildan makes a donation in cash to the organizations where employees participate in volunteer work.

“REGALANDO SONRISAS CON GILDAN”

In 2004, employees at two of our sewing facilities in Honduras (San Miguel and San Jose) developed the "Regalando Sonrisas con Gildan" (Giving Smiles with Gildan) campaign. Every year during the holiday season, our employees donate toys which are distributed to children living in underprivileged communities near Gildan's facilities.

In December 2011, this initiative was launched at other facilities. At our most recent textile facility, more than 100 employees volunteered to deliver close to 5,000 donated toys. At our Villanueva sewing facility, a group of 25 volunteers visited three different communities near our sewing facility to distribute 3,500 toys.



“SANTA NOS VISITA”: DISTRIBUTING GIFTS TO KIDS

In December, right before Christmas, a group of employees from our Dortex textile facility volunteered to visit the four schools sponsored by Gildan: La Reforma, Mata Vaca, La Granja and Arcadia Reyes, in order to distribute gifts to the children of the school.

The Company has been organizing this annual activity since 2007 to provide children with joyful hours filled with clowns, music, a special visit from Santa Claus, and gifts for every child.



CHRISTMAS LUNCH AT NURSING HOME

In December 2011, as part of our volunteering program, a group of 20 employees from our sewing facility in Rivas in Nicaragua shared a Christmas lunch with 100 senior citizens living in the López Carazo Nursing Home, which is located in close proximity to our facility.

PAINTING AN ELEMENTARY SCHOOL IN HONDURAS

In October 2011, 35 volunteers from our Rio Nance 2 textile facility spent a Saturday morning painting the Jenny Vallecillo Elementary School's exterior walls in the Quebrada Seca community in Choloma, Honduras. More than 500 preschool and elementary students attend this school. Many are our employees' children.

Thanks to the help from our team of volunteers, the school has a new look and children can enjoy the improved conditions of their school.



BUILDING TOGETHER WITH HABITAT FOR HUMANITY

We strive to be active citizens in the areas in which we live and work and our ongoing commitment to support local communities through development projects continues to inspire us. During 2012, Gildan's Montreal Donations Committee chose to get involved with Habitat for Humanity, an organization whose mission is to build affordable housing and promote homeownership as a tool to break the cycle of poverty. Five employees from our Montreal headquarters participated in this unique volunteering activity on Saturday, May 12th, at a construction site located in the lower-income district of Mercier-Hochelaga-Maisonneuve.

We also donated over 900 T-shirts to Habitat for Humanity in April 2012.



EMPLOYEE BAKE SALES BENEFITTING CHARITIES IN MONTREAL

In line with Gildan’s commitment to supporting communities, the Donations Committee organized two bake sales during 2012 in order to raise funds for two charities located in Montreal. Approximately 35 employees volunteered to bake homemade sweets such as muffins, cakes, brownies and cupcakes, which were sold to the Head Office personnel.

The first bake sale was held in December to support the Christmas food drive of Moisson Montréal, whose mission is to ensure an optimal food supply to individuals and families in need within the Montreal community. The second one, which took place in May, aimed to raise funds for the Welcome Hall Mission’s summer camp program.

Through each bake sale, an amount of approximately \$450 was raised and was matched by Gildan.





HOME > PEOPLE > METRICS

CLASSIFICATION OF GILDAN EMPLOYEES WORLDWIDE BY GENDER AND AGE GROUP

	MEN	WOMEN	18-29	30+
2010	53%	47%	66%	34%
2011	53%	47%	65%	35%
2012	51%	49%	62%	38%

GILDAN EMPLOYEES WORLDWIDE BY REGION AND GENDER

	Men	Women
ASIA	28.8%	71.2%
CARIBBEAN BASIN	59.2%	40.8%
CENTRAL AMERICA	52.7%	47.3%
NORTH AMERICA	47.1%	52.9%

GILDAN EMPLOYEES WORLDWIDE BY CONTRACT TYPE

	2012	2011	2010
TEMPORARY	1.2%	2.4%	1.8%
PERMANENT	98.8%	97.6%	98.2%

WORK-RELATED INJURY AND SEVERITY RATES 2009-2012

	2012	2011	2010	2009
INJURY RATE	0.25	0.41	0.54	0.92
VARIANCE INJURY RATES	-39%	- 24%	- 41%	
SEVERITY RATE	2.93	3.88	4.08	8.05
VARIANCE SEVERITY RATES	-24%	- 5%	- 49%	



Completed the construction of our fourth and largest biomass system generation facility, located in Honduras.



Our employees planted more than 2,114 trees and 2,887 shrubs in 2012 alone.

HOME > ENVIRONMENT

At all levels of its operations, Gildan is keenly aware of the fact that we operate as part of a greater whole – the environment in which we live and work. This translates into a heightened sense of responsibility to preserve our existing environmental resources and, as well, to develop processes designed to reduce as much as possible the effect of our activities on our physical surroundings.

In an era of growing resource depletion and environmental degradation, a narrow, compliance-based approach will not generate the kind of results we need to reduce our environmental footprint, improve the lives of those who work for us or live near us, and ensure our long-term competitiveness. Gildan is therefore committed to developing innovative environmental solutions that make the best use of our manufacturing facilities and our focus on operational excellence.

Gildan's environmental program accomplishes two core objectives: it reduces our environmental impact while preserving the external natural resources the Company utilizes.



ENERGY

Improving energy efficiency to reduce our environmental impact

Gildan is committed to reducing our reliance on fossil fuels by finding alternate sustainable energy sources and production processes.



WATER

Optimizing our water use throughout our processes

We are continually devising ways to minimize our water use and enhance the quality of our wastewater effluent.



EMISSIONS

Creativity in finding alternate sustainable energy sources

Gildan is committed to reducing its greenhouse gas emissions through energy conservation efforts.



WASTE

Continuously reducing waste through reuse and recycling

One of our key objectives with regard to environmental sustainability is waste reduction through recycling and the establishment of waste prevention measures at all stages of the production cycle.



BIODIVERSITY

Preserving the health of our ecosystem

At Gildan, we are passionate about not only preserving, but enhancing the environment in which we live and work.



POLICIES AND PROCEDURES

Developing strong guidelines to lead our actions

Gildan has implemented specific tools and programs to implement our environmental practices and ensure we meet our environmental sustainability objectives.



ENVIRONMENTAL COMPLIANCE

Going beyond legal requirements

We implemented a number of evaluation and verification methods to ensure that we are compliant with all applicable environmental laws and regulations, as well as our internal Environmental Policy.



HOME > ENVIRONMENT > GOALS & TARGETS

New GHG Reduction Goal

Goal
Gildan will reduce the greenhouse gas (GHG) emissions intensity resulting from its owned operations, per kg of product, by 20% as compared to the baseline year of 2010.

Timeline:
2015

Progress:
Since 2010, Gildan decreased its GHG emissions intensity by 14%.



New Energy Reduction Goal

Goal
Gildan will reduce the energy intensity resulting from its owned operations, per kg of product, by 20% as compared to the baseline year of 2010.

Timeline:
2015

Progress:
In 2012, we decreased energy intensity by 2% from our 2010 baseline.



New Water Reduction Goal

Goal
Gildan will reduce the water intensity resulting from its owned operations, per kg of product, by 10% as compared to the baseline year of 2010.

Timeline:
2015

Progress:
Since 2010, Gildan has decreased its water intensity by 2%.



New Waste Reduction Goal

Goal
Gildan will reduce the volume of waste sent to landfills resulting from its owned operations, by 20% as compared to the baseline year of 2010.

Timeline:
2015

Progress:
Since 2010, Gildan decreased its waste sent to landfill by 1%.



Policies and Procedures

Goal
Complete the development of Gildan's environmental management system to comply with the ISO14001 standard in Honduras.

Timeline:
2013

Progress:
This goal is on track and will be completed by the end of 2013.



Energy

Goal
Establish energy reduction targets
Timeline:
2012
Progress:
See new goal above.



Goal
Identify new initiatives to further reduce energy consumption
Timeline:
2012
Progress:
In 2012, we conducted a strategic assessment of our opportunities in the area of energy management in order to further reduce our energy consumption. Specific opportunities were identified in order to provide sustainable cost savings and impact reductions. For more details, please refer to our Energy section.



Greenhouse Gas (GHG) Emissions

Goal
Establish GHG emissions reduction targets
Timeline:
2012
Progress:
See new goal above.



Goal
Identify new initiatives to further reduce GHG emissions
Timeline:
2012
Progress:
In 2012, we conducted a strategic assessment of our opportunities in the area of GHG emissions management in order to further reduce our GHG emissions. Specific opportunities were identified in order to provide sustainable cost savings and impact reductions. For more details, please refer to our GHG emissions section.



Water

Goal
Establish water reduction targets
Timeline:
2012
Progress:
See new goal above.



Goal
Identify new initiatives to further reduce water consumption
Timeline:
2012
Progress:
In 2012, we conducted a strategic assessment of our opportunities in the area of water management in order to further reduce our water consumption. Specific opportunities were identified in order to provide sustainable cost savings and impact reductions. For more details, please refer to our water section.



Waste

Goal

Establish waste reduction targets

Timeline:

2012

Progress:

See new goal above.



Goal

Identify new initiatives to further reduce waste

Timeline:

2012

Progress:

In 2012, we conducted a strategic assessment of our opportunities in the area of waste management in order to further reduce our waste. Specific opportunities were identified in order to provide sustainable cost savings and impact reductions. For more details, please refer to our waste section.



Database

Goal

Add new environmental indicators to Gildan’s social and environmental database in order to expand on internal and external reporting

Timeline:

2012

Progress:

In 2012, we increased the number of indicators we are monitoring through our Corporate Citizenship database. Gildan will continue to add new indicators on an on-going basis, as required.



Goal

Conduct an annual refresher training to users in all regions

Timeline:

2012

Progress:

In 2012, Gildan conducted training at all locations on the new Corporate Citizenship database indicators and database functionalities. Gildan will continue to conduct refresher training on an on-going basis, as required.





HOME > ENVIRONMENT > ENERGY

Energy consumption is directly linked to greenhouse gas emissions and climate change. Gildan's greatest sources of energy are biomass, bunker fuel and electricity. Bunker fuel is used primarily to heat water necessary for our dyeing and compacting process – it is classified as “direct energy”. The balance originates from purchased electricity, classified as “indirect energy”. Our yarn-spinning facilities in the United States represents a large part of the electricity we use. Gildan has recently established the following reduction target: reduce energy intensity resulting from our owned operations by 20% by 2015 from our 2010 baseline.

In 2012, we decreased energy intensity by 2% from our 2010 baseline.

In 2012, the global energy consumption for all facilities and offices, including direct and indirect energy, was approximately 4,394,694 gigajoules, compared to 4,098,2281 gigajoules in 2011.

- 70% of the energy consumption was from direct sources
 - Diesel (1%)
 - Fuel Oil (29%)
 - Propane (1%)
 - Natural Gas (3%)
 - Biomass (36%)
- 30% of the energy consumption was from indirect purchased electricity sources

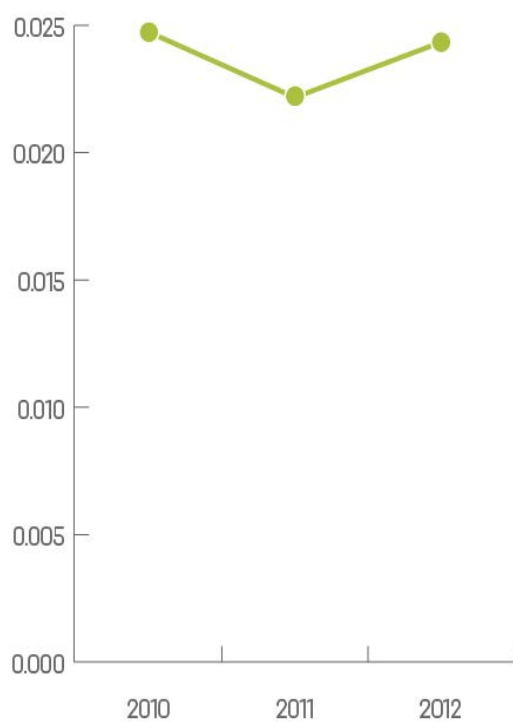
Energy intensity (GJ per kg of products) across all Gildan facilities increased by 10% in 2012. We attribute this increase to the ramping-up of our new textile facility (Rio Nance 5) in 2012, as well as the ramping-down of our Rio Nance 1 textile facility, which used energy while not producing any output.

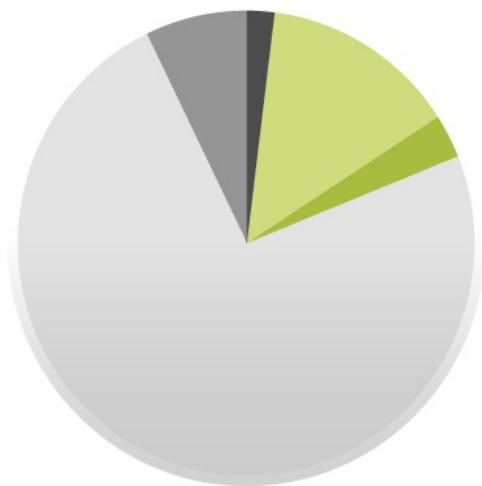
In 2012, we continued to reduce our bunker fuel consumption, representing a 26% reduction from 2011 and a 40% reduction since 2010. This is largely attributable to the increased use of biomass as a replacement for bunker fuel.

Gildan plans to achieve its 20% energy reduction target by implementing energy efficiency projects, which have been identified through an extensive energy audit conducted in 2011 at its Central American facilities, across Gildan's operations. Examples of initiatives identified include the installation of skylights to improve lighting efficiency, the upgrade of the chiller plant control and the installation of the variable frequency drive to better control the chillers, which are responsible for the most important portion of the electricity use, and the optimization of the vacuum system at the textile facilities.






Gildan's 2010 baseline year numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

2010-2012 Energy intensity
(gigajoule per kg of products)





2012 Energy use by process

	Distribution centers	2%
	Hosiery manufacturing	14%
	Sewing operations	3%
	Textile manufacturing	74%
	Others	7%

The "Others" category includes our energy use from our yarn-spinning facilities, administrative offices, chemical production unit, retail stores and industrial park services.



HOME > ENVIRONMENT > ENERGY > RENEWABLE ENERGY

Like most manufacturing facilities in the countries in which we operate, the energy source used by our plants has traditionally come from fossil fuels, particularly bunker oil. Fossil fuels have been the focus of much attention in recent years as they generate greenhouse gas emissions, which have a damaging effect on the environment, thus contributing to global warming. In addition, fossil fuels are non-renewable, and increasingly costly, resources.

Gildan is in the process of finalizing the transition of its steam generation plants from fossil fuels to biomass steam generation in Central America and in the Caribbean Basin. As a first step, in February of 2010, we completed the installation of a biomass system at our Dominican Republic textile manufacturing facility. We are pleased to report that this system is now supplying the vast majority of our steam requirements. Likewise, in Honduras, our two hosiery facilities have been using biomass systems since August and November 2010. In 2012, we completed the construction of our largest biomass facility which provides the steam needed to power our three textile facilities in Honduras.

In the Dominican Republic, the system substitutes fossil fuel with biomass such as agricultural residues and selected packaging and production leftovers.

In Honduras, the burning biomass consists of a variety of agroforestry residues – mainly African Palm –, cultivated crops harvested from agricultural energy plantations and non-fossil industrial residues from Gildan’s production processes.

In 2012, 36% of Gildan’s total energy was powered from renewable sources.

KEY BENEFITS OF THE AGRICULTURAL ENERGY PLANTATIONS' BIOMASS SYSTEMS

- The dedicated energy crops plantations provide numerous and diversified jobs in urban and rural areas, reducing migration flow to the cities.
- The energy from plantation-grown biomass is considered a carbon neutral process, therefore, it does not contribute to global warming and climate change.
- Biomass crops combustion generates less ash than coal with the advantage that the generated ash can be used as organic soil fertilizer.
- Biomass crops contain very low levels of sulfur.
- Biomass crops are a local source of fuel, independent of fluctuating oil prices. Their use in developing countries greatly reduces economic pressures resulting from oil derivatives and increases the country’s energy autonomy.
- Biomass is a reliable, long-term fuel supply.
- Biomass supports the development of agro-industries for the production of renewable and clean energy.



HOME > ENVIRONMENT > ENERGY > ENERGY EFFICIENCY PROJECTS

Improving energy efficiency and thereby reducing our environmental impact remains a priority at all of our facilities.

Gildan's current condensate return rates at all of its textile and hosiery facilities in Central America and the Caribbean Basin are close to 90%, and close to 70% at its Bangladesh integrated facility, which translates into substantial conservation of both energy and water. Condensate is the liquid resulting after steam energy has been used in a heat transfer process. Condensate is warm water containing chemical additives that can be reused to produce steam, at just one-third of the cost of generating steam from fresh water and new chemicals. Much of the energy consumed in our processes is used to heat the water used in the fabric dyeing process. Several heat recuperation systems have been incorporated into the condensate return loop, boiler's surface and bottom purges - used to clean solids accumulations. By using these heat recovery systems, we are able to pre-heat water and have it available when required by our different processes, thus reducing the amount of steam needed to reach the process temperature. This way, Gildan reduces its energy and consumption costs and engages in effective water conservation.

GILDAN'S ACHIEVEMENTS IN REDUCING VARIOUS TYPES OF ENERGY CONSUMPTION

- Hot water heating projects were completed at all of Gildan's textile and hosiery facilities in Central America and the Caribbean Basin. A similar project is planned at our Bangladesh integrated facility for 2014. Also noteworthy, the bunker heating control system and condensate recovery process at just one of our textile facilities in Honduras saves approximately 2,000 gallons of bunker fuel per month.
- Exhaust heat captors have been installed at the top of each dryer at one of our hosiery facilities in Honduras. The captured heat is then recirculated back into the dryers, thus saving energy and reducing dry times, which improves throughput. Overall, with this measure alone, energy use has been reduced by 45% at this facility. We are currently testing a similar process at one of our textile facilities in Honduras and plan to install the same system at our other Honduran hosiery facility in 2014.
- Cold water supply at one of our processes has been switched to hot water use at all of our textile and hosiery facilities in Honduras, thus reducing our bunker consumption by 200 gallons per day. Instead of using 25°C to 30°C water to fill machines and heat it with steam at 80°C, we now use hot water at 45°C to 50°C to heat it at 80°C, which reduces the need in steam.
- At our San Miguel sewing facility, one of our hosiery facilities and at our new textile facility in Honduras, and at our two sewing facilities in Nicaragua, the lighting system was changed from 75W lamps (wattage originally installed in the facilities) to 59W lamps. This reduced our energy consumption without impacting workers' vision, safety or production quality.
- Skylights have been installed at two of our textile facilities in Honduras to improve the lighting of the facilities with natural light. We also upgraded the lights at one of our textile facilities in Honduras which has been put on photo cells control, reducing the time the lighting is turned on. We expect to generate approximately 710,000 kwh in annual energy savings.
- The vacuum system has been optimized at two of our hosiery facilities in order to reduce the actual pressure, by closing up all unnecessary in the vacuum system, totaling annual energy savings of approximately 688,000 kwh.



HOME > ENVIRONMENT > WATER

Water is consumed extensively in our dyeing process. For this reason, we are continually devising ways to minimize our water use and enhance the quality of our wastewater effluent. While our effluent waters are in compliance with local regulations, our goal is to exceed regulatory requirements and to recycle more water throughout the various stages of our manufacturing processes. In addition, we are continuing to research programs designed to enable water recycling. Gildan has established the following target related to water consumption: reduce water intensity resulting from Gildan owned operations by 10% by 2015 from our 2010 baseline. Since 2010, Gildan has decreased its water intensity by 2%.

Gildan's 2010 baseline year numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

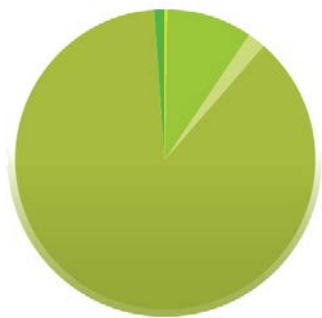
WATER CONSUMPTION

In 2012, the global water consumption from all facilities and offices was approximately 13,214,401 m3.

Based on the U.S. Environment Protection Agency's  Best Management Practices for Pollution Prevention in the Textile Industry, our water consumption represents a good average for the textile industry. Gildan sources the vast majority of its water needs from wells (99%) and only a small percentage from the city (1%).

The textile facilities consume 88.2% of Gildan's total water demands, mostly resulting from the dyeing process.

It is important to note that no water source is significantly affected by the withdrawal of water: our withdrawal amounts are below 5% of the annual average volume of any given water body. We do not withdraw water from any Ramsar-listed wetlands or water bodies that are recognized as being particularly sensitive.

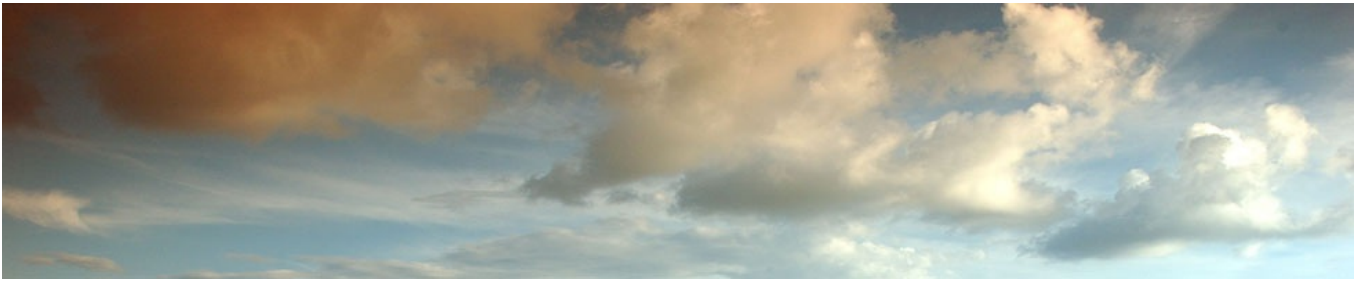


2012 Water consumption by process		
	Distribution centers	0.2%
	Hosiery manufacturing	8.6%
	Sewing operations	2.4%
	Textile manufacturing	88.2%
	Others	0.7%

WATER EFFICIENCY

As demonstrated in our first life cycle assessment (LCA), which was conducted in 2010, water consumption and disposal have significant environmental impacts. We are continuing to focus our efforts on reducing water use.

In 2010 and 2011, we completed the testing phase of our brine recovery system in Honduras, which will recycle the salt and water used in the dyeing process, which consumes a significant amount of water. The purpose of this system is to mechanically recover the salt from the dyehouse effluents that contain the highest concentration of salt, in order to reuse it in various stages of our dyeing process. Once this system is fully functional, both our water and salt consumption will decrease. In 2012, we started the construction of the system for one of our textile facilities in Honduras and we expect the system to be fully functional by the end of 2013. The system will then be implemented at the other textile facilities in Honduras and in the Dominican Republic by the end of 2014. We expect that this system will allow us to reach our 10% water consumption reduction target.



HOME > ENVIRONMENT > EMISSIONS

Gildan, through its various phases of production, generates different types of emissions into the environment: greenhouse gas (GHG) and other air emissions, wastewater and spills.

We manage these emissions and mitigate their impact on the environment through detailed procedures contained in our Environmental Management System.



HOME > ENVIRONMENT > EMISSIONS > GHG EMISSIONS

The relationship between energy consumption and climate change has been widely recognized. This new reality poses a number of legislative, physical and financial risks to our operations.

Gildan is committed to reducing its greenhouse gas emissions (GHG) through energy conservation efforts. We also aim to reduce our reliance on fossil fuels by finding alternate sustainable energy sources and production processes. This will not only reduce our environmental footprint, it will also lower costs and improve our operational efficiencies. Gildan has established the following target related to GHG emissions: reduce GHG emissions intensity resulting from our owned operations by 20% by 2015 from our 2010 baseline. Since 2010, Gildan decreased its GHG emissions intensity by 14%.

We mainly attribute this decrease to the gradual conversion of bunker fuel to biomass, as well as to various energy efficiency projects. We expect to reach our 20% reduction target using our latest and largest biomass steam generation system, as well as the implementation of additional energy efficiency projects across our facilities.

Gildan's 2010 baseline year numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

MEASURING GREENHOUSE GAS EMISSIONS

We have been measuring greenhouse gas emissions since 2006 at Gildan owned facilities and offices. Gildan has been participating in the Carbon Disclosure Project since 2008. Concurrently, we have concentrated our efforts on the implementation of energy efficiency projects as well as renewable energy initiatives, such as the biomass project, in order to reduce our greenhouse gas emissions.

In 2012, the global absolute greenhouse gas emissions from all facilities and offices including direct and indirect emissions, reduced by 2% from those of 2011. Specifically, in 2012, our absolute greenhouse gas emissions were measured at approximately 334,519 tCO2eq, compared to 340,759 tCO2eq in 2011.

- 47 % of these emissions were direct emissions
- 53 % were indirect emissions from purchased electricity

Gildan's greenhouse gas emissions intensity (tons of CO2eq per kg of products) across all Gildan facilities decreased by 0.5% compared to 2011. We expect a greater decrease next year as we have just completed the ramp-up of our largest biomass steam generation facility during the third quarter of 2012.

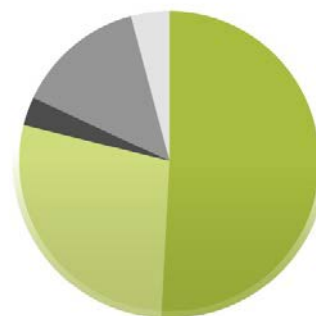
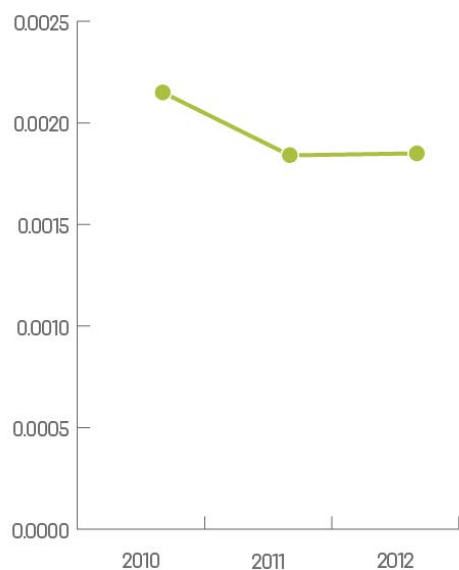
Direct greenhouse gas emissions originate primarily from:

- Combustion of fossil fuel to generate electricity; heat and steam; works in progress and finished products; transportation of raw materials and transport for employees using Gildan owned vehicles;
- Fugitive emissions, mainly from handling and use of refrigerants

Each activity has a specific source of greenhouse gas emissions. Electricity represents the main source of emissions for all our operations. Bunker fuel remains the second source, despite the fact that we have converted a significant proportion to biomass.

Absolute indirect greenhouse gas emissions are generated at sources owned or controlled by other organizations with the use of purchased electricity. Indirect emissions continued to increase in 2012 as the result of the addition of GoldToeMoretz owned sites, including their hosiery facility, retail stores, as well as their distribution centres and offices, where energy comes from purchased electricity.

2010-2012 Greenhouse gas emissions intensity
(in tons CO₂ eq of products)



2012 Greenhouse gas emissions per process (in tons CO₂ eq)

Distribution centers	3%
Hosiery manufacturing	14%
Sewing operations	4%
Textile manufacturing	51%
Others	28%

RISKS RELATED TO GREENHOUSE GAS EMISSIONS

Our manufacturing plants generate air emissions, which are controlled by the installation of specific chimneys and filters. For 2012, the environmental protection requirements with regards to the Company's operations did not have a significant financial or operational impact on the Company's capital expenditures, earnings and competitive position. To manage Gildan's exposure to regulatory changes, the Company works with its local management teams, which are regularly informed of potential changes to regulations that might be instituted by local governments. It allows Gildan to be proactive and to continue improving its processes and technologies.

Physical impacts related to climate change can affect individual facilities. Most of our facilities are located in geographic regions that are exposed to the risk of, and have experienced in the past, hurricanes, floods and earthquakes. Naturally, such events could have a material adverse impact on our business. To manage the physical risks mentioned above, Gildan has built its facilities to withstand difficult climate conditions and are above the 100 year flood lines.

Our facilities have been constructed on raised land, using structural design and materials capable of resisting hurricanes. In addition, the Company is protected by an insurance policy that covers loss of assets and business interruption in the event of natural disasters such as earthquakes, hurricanes and floods. Our local management teams monitor climate conditions on a regular basis and adequate emergency response plans are implemented at all sites, in order to protect employees and assets in case such natural disasters occur.



HOME > ENVIRONMENT > EMISSIONS > WASTEWATER MANAGEMENT

THE GILDAN BIOTOP SYSTEM

Gildan has created a highly efficient biological wastewater treatment system at its Honduras and Dominican Republic plants. The Biotop system has been in use since the facilities’ inception, in 2002.

The purpose of the system is to treat wastewater through a series of lagoons in which pH is naturally stabilized. Biotop is a wastewater treatment process that has yielded excellent results while maintaining an extremely rich ecosystem just beside our production facilities. It provides a number of important advantages over traditional chemical-treatment based systems:

- Bacteria virtually eliminate dyes and chemicals
- No additional chemicals are introduced into the system
- Virtually no incremental energy is required to process the effluent
- No harm is done to the aquatic life in the receiving river and its ecosystem. In fact, several species of birds and fish have been spotted in the lagoons area
- Water treated by this biological system is suitable for agricultural use in surrounding communities which in fact helps local farmers
- The system does not consume fossil fuels
- The 40-day retention time in the system protects against sudden changes in production or accidental spills of dangerous liquids in the production process
- Water entering the local ecosystem is free of all contaminants and is continuously monitored for compliance with local requirements
- The clean water is then released into a drainage channel that flows into the nearest river

The water discharged in the Biotop is monitored in accordance with the following indicators: biological oxygen demand (BOD₅); chemical oxygen demand (COD); pH, total dissolved solids (TDS); total suspended solid (TSS), oxygen; oil and grease; temperature; coliform bacteria; colour; nitrogen kjedahl; nitrogen ammonia; phosphorus; detergents; phenols; sulfide; and heavy metal.

Gildan does not discharge water into any protected rivers or wetlands.

We enforce a strict control of all the effluents discharge from our wastewater treatment. Each facility is obligated to meet the local regulation as well as the Gildan standards. The Gildan standards for effluents were created to establish a target level for all the facilities. If we operate in a country where there is no specific regulation for the wastewater or where the regulation is very basic, the facility is nevertheless obligated to meet the stringent Gildan Corporate Standard. To develop this standard, we have listed the regulations of all the countries in which we operate, in addition to widely-accepted international standards, and selected the highest norm to include in the Gildan Corporate Standard, which is applied at all of our facilities.

The table below is an example of parameters we monitor at our Biotop. For each of these parameters, the table shows our own corporate standard, as well as our 2012 measurements. Gildan’s performance for all the parameters exceeds the standard.

PARAMETERS

	CHEMICAL OXYGEN DEMAND (COD) [MG/L]	BIOLOGICAL OXYGEN DEMAND (BOD ₅)[MG/L]	TOTAL SUSPENDED SOLIDS (TSS) [MG/L]	NITROGEN KJELDAHL [MG/L]	PHOS- PHORUS TOTAL [MG/L]
GILDAN CORPORATE STANDARD	200.00	50.00	50.00	30.00	5.00
HONDURAS STANDARD	200.00	50.00	50.00	30.00	5.00
DOMINICAN REPUBLIC STANDARD	150.00	50.00	50.00	30.00	5.00
BIOTOP AVERAGE 2012	144.87	30.39	34.80	4.95	2.26



USE OF A BIOLOGICAL REACTOR TO ENHANCE THE EFFLUENT TREATMENT PROCESS

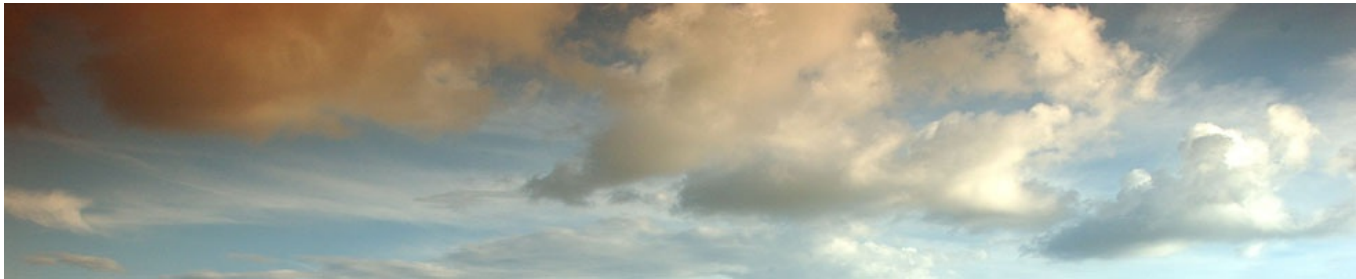
Following our success with the Biotop system, Gildan has initiated a new biological reactor for the treatment of our most recently constructed textile facility's (Rio Nance V) effluents. The new system is scheduled to commence operations by April 2013.

As part of our commitment to reducing our environmental footprint while maintaining operational efficiencies, after careful research and consideration, Gildan has determined that biological oxidation represents an advantageous wastewater treatment process for this facility. This is due to two factors: its positive results and its low operational costs. The biological reactor will work in tandem with the Biotop in order to guarantee a continuous and safe wastewater treatment system. Gildan's biological reactor represents an environmentally friendly and socially responsible solution.

While researching options for effluent treatment at our new textile facility, Gildan looked for the optimal solution based on the following criteria:

- Environmentally friendly: respect for the ecology has always been one of Gildan's pillars.
- Socially responsible: our treatment plants not only clean water, they also create jobs; we focus on improving the quality of life of our employees through training and education programs for them and their families.
- Reliable: the system must run 24/7 and must comply with the latest environmental regulations at all times.
- Long-lasting and technologically-advanced: only leading-edge equipment from the most renowned manufacturers is installed at Gildan facilities in order to ensure maximum quality and continuous support to our production processes.

The biological reactor met all these criteria. In addition, since it does not require significant space, this system optimizes land use when the available land is limited.



HOME > ENVIRONMENT > EMISSIONS > SPILLS

Gildan’s goal is to prevent all spills resulting from its supply chain, operations and transportation systems. To this end, we have implemented preventive measures and reinforced our retention infrastructure to ensure that spills resulting from human error do not impact the environment. Spill monitoring is a critical part of our Environmental Management System which is done based on a spill reporting procedure. Significant environmental accidents are reported to regulatory authorities. A complete root-cause analysis is conducted to develop sustainable corrective measures to prevent recurrence.

When a spill occurs, our internal spill-control procedure outlines how to secure and manage substances. At each facility, we have an emergency spill brigade that collects the spilled liquid and verifies that residual contaminants are managed appropriately.

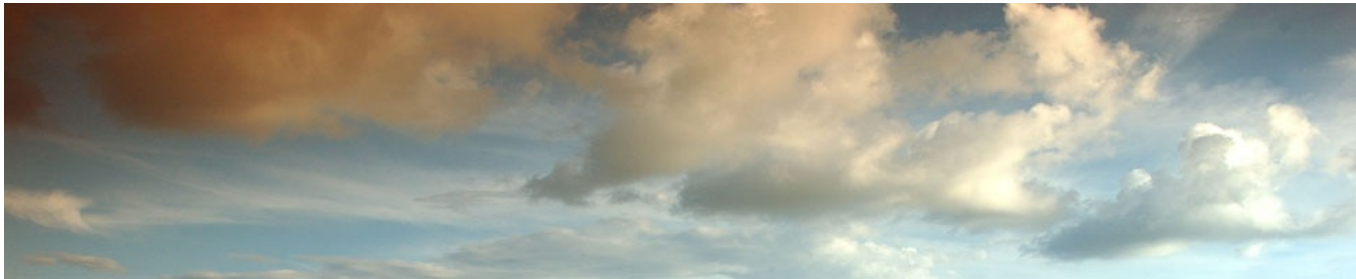
Spilled substances can be either eliminated or recovered: when possible, we recuperate the spilled substance and reuse it in our processes. When it is not possible to recover the spill, either because it contains dirt or other undesired substances, it is eliminated with absorbents or other cleaning methods as required by our spill-management procedures. Eliminated spilled liquids are then sent as hazardous waste to a licensed waste management company for proper disposal.

Spills per total of chemicals and fuels and oils purchased (in litres)

Litres	Chemicals	Fuels and Oils
2010	0.00236	0.00005
2011	0.00018	0.00003
2012	0.00021	0.00012

In each reported instance, the spill was over a concrete floor and was cleaned with the appropriate emergency material. There was no resulting environmental impact. Following these incidents, a report was issued and corrective actions were implemented in order to prevent such recurrences at each facility.

In 2012, Gildan conducted a total of 1,511 man-hours of training on chemical and spill management.



HOME > ENVIRONMENT > EMISSIONS > OTHER EMISSIONS

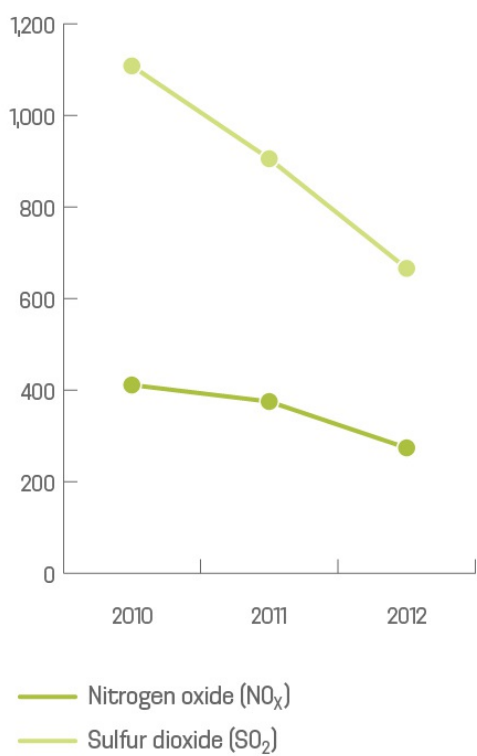
INORGANIC AIR EMISSIONS

In 2012, our inorganic air pollutant emissions totaled 939.4 tons: 665.7 tons of sulfur dioxide (SO₂) and 273.7 tons of nitrogen oxide (NO_x).

From 2009 to 2012, Gildan achieved a 40% decrease in SO₂ emissions. This correlates with the Company's substitution of fuel oil for boilers with biomass at our textile facility in the Dominican Republic, as well as at our hosiery and textile facilities in Honduras.

In fact, bunker fuel, used primarily for heat generation during the dyeing process phase, represents the first source of emissions. Diesel, which is used by the generators to produce energy when necessary, also constitutes an important source of emissions.

2010-2012 Inorganic air emissions
(in tons)

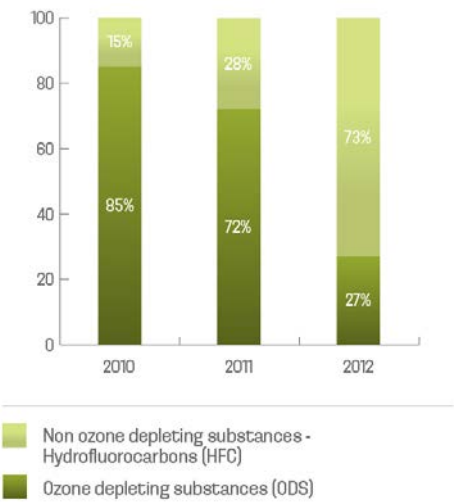


OZONE DEPLETING SUBSTANCES INVENTORY

Gildan is committed to ensure proactive initiatives and rigorous follow up towards the elimination of HCFCs in our processes. In this perspective, Gildan conducted its first ozone depleting substances (ODS) inventory in 2010. The review revealed that the most frequent ODS that can be found in our facilities was the hydrochlorofluorocarbon (HCFC) R22 refrigerant, primarily used in our oldest air conditioning units.

Gildan is committed to minimizing the use of synthetic refrigerant materials. These shall no longer be used in new installations. Natural refrigerant materials are the preferred alternative for new equipment. HCFCs in existing equipment are being replaced when refilling becomes necessary.

2010-2012 Total refrigerants quantity (in %)





HOME > ENVIRONMENT > WASTE

At Gildan, one of our key objectives with regards to environmental sustainability is waste reduction through recycling and the establishment of waste prevention measures at all stages of the production cycle. Gildan has established the following target related to waste: reduce waste sent to landfill resulting from Gildan's operations by 20% by 2015 from our 2010 baseline. Since 2010, Gildan decreased its waste sent to landfill by 1%.

Gildan's Waste Management System, developed in 2007 and implemented over the course of 2008 and 2009, is based on the 4R-D concept: source Reduction, Reuse, Recycle, Recovery, and Disposal. It consists of identifying and quantifying all waste by type and weight on an annual basis, and ensuring effective waste management and control.

Implementing this Waste Management System involved several key steps representing best practices, which were communicated to supervisors and production staff at each facility in Central America and the Caribbean Basin through comprehensive training sessions. Dedicated on-site environmental staff supported key steps of the program, including:

- Overview of waste classification
- Process for handling each type of waste
- Site-specific information for cafeteria, office and facility waste reduction and streaming
- Creation of additional facilities to store waste where necessary
- Process for documenting and reporting waste data
- Identification of the impact our business has on the environment
- Identification of opportunities to continue raising awareness and integrating waste management practices

The best practices that are part of Gildan's Waste Management System are designed based on the highest of the following: our own corporate standard or what is required by the laws in the countries in which we operate.

Our total waste intensity decreased by 4% in 2012 compared to our 2010 baseline and we managed to recycle 87% of our total waste. We plan on further reducing the amount of waste sent to landfill by finding reusable solutions for shipping material for immediate transport, further evaluating waste-to-energy opportunities for the feeding of the biomass, collaborating with suppliers to further minimize packaging and other materials received, or establishing take-back programs, and developing a reduction plan for categories of waste that are more difficult to divert from landfill, such as cafeteria and office waste, as well as intermediate packaging or single use items within Gildan's manufacturing processes.

Gildan's 2010 baseline year numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

2010-2012 Waste per type (in tons)



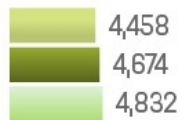
Biomedical waste



Hazardous waste



General solid waste



Recycled waste



Special waste





HOME > ENVIRONMENT > BIODIVERSITY

The number and diversity of vegetal and animal species is a key indicator of the health of any ecosystem and ultimately influences quality of life for people living in or adjacent to this ecosystem.

Our Environmental Management System (EMS) includes a Biodiversity and Soil Use procedure that specifies that for every tree we cut, we replant ten.

On a global scale, in 2012, Gildan planted more than 2,114 trees, along with 2,887 plants and shrubs through reforestation activities led by our employees.

Since 2008, Gildan has planted more than 18,500 trees and 20,000 shrubs.

GILDAN EMPLOYEES: MAKING AN ENVIRONMENTAL DIFFERENCE AROUND THE WORLD

At Gildan, we are passionate about not only preserving, but enhancing the environment in which we live and work. With this philosophy in mind, we celebrate environmental events such as Earth Day and Environment Day at each of our facilities in Central America and in the Caribbean Basin.

As part of our ongoing commitment to protecting biodiversity, our employees participated in various reforestation activities throughout 2012.

Honduras

During the week of April 23rd, 2012, Gildan organized various activities to celebrate Earth Day and raise awareness about environmental issues amongst its Honduran community partners. A total of 45 employees from our Villanueva sewing facility participated in a reforestation activity held at the Ramon Rosa School, which is located close to the facility. Gildan's Environment, Health & Safety team in Honduras was also involved by offering students from Ramon Rosa and Antonio C. Rivera schools a series of speeches about the importance of recycling and reforestation. Coloring books and T-shirts were raffled amongst the participating students.

In September of 2012, more than 400 volunteers from our textile and sewing facilities joined the Choloma Red Cross in a reforestation activity to plant 1,000 trees in the community. The activity formed part of a reforestation program led by the Red Cross to protect the environment of Choloma and its surrounding communities. This is the first time volunteers from Gildan participated in this initiative, which took place in the surroundings of the Choloma river near the community.

Nicaragua

On July 8th and 9th 2012, 240 volunteers participated in the reforestation activity organized as part of the Environment Day Celebrations. The volunteers planted 600 trees and plants during this activity. The volunteers from San Marcos visited the Carrusel Preschool in a small neighborhood called JAAZ, while volunteers from our Rivas sewing facility developed the reforestation activity along the road to the communities of La Virgen and San Juan del Sur.

Dominican Republic

In June 2012, a group of approximately 90 employees from our textile and sewing facilities in the Dominican Republic volunteered in a vast reforestation activity at Lagunas del Toro to celebrate Environment Day. This was the second time Gildan participated in the Quisqueya Verde Plan, which is a national reforestation program.

Gildan offered transportation, T-shirts, water and food for volunteers, as well as the needed materials. During that day, our volunteers planted 2,000 trees.

In addition, in April and May, Gildan was greatly involved with the four schools sponsored by the Company in the Dominican Republic as part of the Eco Schools program in order to organize activities linked to Earth Day and Environment Day. Gildan provided the needed support in terms of logistics and materials to hold one reforestation activity at each school. During this activity, students planted trees around their school and in their community. We also provided support to allow students from the sponsored schools to participate in a recycling project along with their teachers and community representatives. The participants were offered a workshop about recycling during which they learned how to separate the different types of waste and how they could re-use it in a creative and productive manner.

Bangladesh

Approximately 60 trees and 350 plants and shrubs were planted around the integrated facility in Bangladesh by the administration and the Environment, Health and Safety department.

Gildan also sponsored environmental activities at some of the other schools it supports. For more information, please visit our community section.





BIODIVERSITY INVENTORY

Every two years, as part of our overall environmental impact assessments, we conduct, through a third party, biodiversity inventories in the Dominican Republic and Honduras.

Dominican Republic

The most recent inventory of our land in the Dominican Republic, performed in April 2012, revealed increased biodiversity:

- 33 bird species (a decrease of 2 from 2010)
- 5 reptile species (an increase of 1 from 2010)
- 1 amphibious species
- 3 fish species
- 3 mammalian species (an increase of 1 from 2010)

The species were qualified based on their abundance in the area assessed.

In addition, 21 of the above species were also found to be living in or around the Gildan Biotop wastewater treatment plant.

Our biodiversity inventory process confirmed once again that the Dominican Republic's national bird, Cigua Palmera (*Dulus dominicus*), a locally protected species, continues to live and thrive in the environment of our Biotop system. Certain species considered as being endangered according by the Convention on International Trade on Endangered Species of Wild Fauna and Flora were found in the surroundings of our Dominican Republic facilities. Amongst these species, we find the blunt-headed green treesnake (*Uromacer catesbyi*) and the Turkey Vulture (*Cathartes aura*). The inventory also revealed the presence of the Hispaniolan Lizard-cuckoo (*Saurothera longirostris*), which is included in the International Union for Conservation of Nature (IUCN) Red List of Threatened Species. The ruddy duck (*Oxiura jamacensis*), which is classified as being an endangered species (in the category "vulnerable") was also reported to be living in close proximity to our facility. These are all species which have migrated around the Biotop, which is now part of their living environment. In fact, in the last few years we have observed an increase of the biodiversity, both plants and animals, around the Biotop.

Honduras

In April 2011, the first inventory at our Honduran manufacturing complex revealed that 33 animal species were living in or around the Gildan Biotop wastewater treatment plant:

- 25 bird species
- 3 reptile species
- 5 amphibious species

The next inventory is planned for 2013.





COASTAL CLEANING VOLUNTEERING DAY IN THE DOMINICAN REPUBLIC

On September 15th, 2012, Gildan organized its first Coastal Cleaning Volunteer Day with the Vida Azul Foundation, which is the Ocean Conservancy's representative in the Dominican Republic. Approximately 200 Gildan employees participated in this volunteering activity which took place at Boca Chica. They collected 6,993.5 pounds of organic waste and 354 pounds of plastic, for a total of 7,347.5 pounds of waste.

This activity was organized by Gildan to contribute to the conservation of the biodiversity in this area. In fact, untreated waste, such as

windblown trash, lost fishing nets, or street-wash during a rainstorm, can have many different ways of entering marine and coastal environments where it can become a significant threat to wildlife. Entanglement and ingestion are the primary causes of wildlife damage while the marine litter itself can absorb and concentrate other toxic pollutants in the environment. Marine litter can smother out plants and destroy habitats on the seabed and coasts, interfering with the biological productivity of the area.



GREEN INITIATIVE IN BARBADOS

In Barbados, we shred used paper and donate this to companies who utilize it in their day-to-day business and to community based individuals such as farmers, who use the paper mainly as bedding for livestock.

Gildan is also involved in environmental awareness campaigns in the communities where we operate. For more information, please visit our community section.




HOME > ENVIRONMENT > POLICIES & PROCEDURES

Gildan has put in place specific tools and programs to implement our environmental practices and ensure we meet our environmental sustainability objectives.



HOME > ENVIRONMENT > POLICIES & PROCEDURES >
ENVIRONMENTAL POLICY

Gildan’s practices are guided by the  Environmental Policy (pdf - 46.8Kb) we adopted in 2003. Rigorously applied at all facilities, the policy describes and reinforces behaviours that ensure that we meet and/or exceed local laws, as well as our own higher standards. This encompasses areas such as water use; wastewater control; waste management; energy; chemical handling; and control of atmospheric emissions, as well as ozone-depleting substances, biodiversity protection and greenhouse gas emissions.

ENVIRONMENTAL EXPENDITURES

Gildan incurs environmental expenditures in order to comply with environmental laws and regulations, our own Environmental Policy and to continue to improve its practices.

The total environmental protection expenditures for 2012 were approximately \$25.7 million. This comprises total operational costs (including effluents; Biotop maintenance; waste disposal and management; emissions treatment; spills clean-up) and investment costs.

Examples of investments made in 2012:

- New brine recovery system in Honduras
- New biomass project in Honduras
- New biological reactor in Honduras



HOME > ENVIRONMENT > POLICIES & PROCEDURES > ENVIRONMENTAL CODE OF PRACTICE

Our Environmental Code of Practice (ECP) was created in 2003 and has been integrated into all Gildan owned facilities. The ECP lists the allowable materials to be used in our manufacturing processes – materials that do not contain substances that are harmful to humans or the environment. Our raw material suppliers are required to agree to adhere to the stringent standards of our Code.

The ECP has multiple benefits:

- It guarantees our customers that our products are clean and safe for their health
- It ensures a safe working environment for our employees
- It minimizes our environmental impact


RAW MATERIAL CLASSIFICATION

Class I: The raw material meets the Gildan Environmental Code of Practice. Therefore, from an environmental perspective, it is approved for use in our manufacturing process.

Class II: Results indicate that the testing information provided was insufficient. Therefore, the supplier is required to provide additional information within three months in order to finalize testing before the material is approved for inclusion in our manufacturing process.

Class III: Materials are deemed unacceptable according to the terms of the Gildan Environmental Code of Practice and are therefore rejected. These materials are not used in our manufacturing process.

EMBELLISHING OUR CODE, IMPROVING OUR PRACTICE

As a reflection of our commitment to continuous improvement, our Environmental Code of Practice is regularly updated to include chemicals related to the apparel sector which are newly banned or restricted by Oeko-Tex, REACH, California's Proposition 65, EPA, OSHA, and Environment Canada. In total, the new version of the Code, ECP-V8, restricts 980 substances. To facilitate the search for specific chemicals in the ECP, a  Restricted Substance List (pdf - 240.6Kb) is included, disclosing all substances that are restricted and indicating the category of the chemical, its name and its Chemical Abstracts Service (CAS) number.

The new regulations have added updated requirements for a wide range of product components, including cotton; polyester; yarn; chemicals; dyes; solvents; trims accessories; waistbands and elastics; bags; screen-printing; service chemicals; ozone depleting substances; fluorinated greenhouse gases; and asbestos.



HOME > ENVIRONMENT > POLICIES & PROCEDURES >
ENVIRONMENTAL MANAGEMENT SYSTEM

Using the Gildan Environmental Management System (EMS), we have tracked how our environment policy and environmental procedures are being implemented at all of our facilities. Verified by internal audits which are conducted on a bi-annual basis, the EMS allows us to evaluate our procedures for managing water use; wastewater; energy; chemical handling and storage; raw materials; waste; biodiversity protection; emissions; and spills control.



HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE

At Gildan we have devised a number of evaluation and verification methods to ensure that we are compliant with all applicable environmental laws and regulations, as well as our internal Environmental Policy. As a result of our commitment to the environment and to the health and safety of our employees, we incur capital and other expenditures each year that are aimed at achieving compliance with current environmental standards.

ENVIRONMENTAL ASSESSMENTS

As part of its Environmental Management System, Gildan conducts a complete analysis of potential environmental issues specific to each location where we operate in order to prevent and address any adverse impact that our operations might create at the location and in the surrounding community. Part of this process includes public consultation with members of the community who are invited to ask questions to Gildan representatives involved in implementing the technical aspects of a given project.



HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE > AUDITS

Environmental audits are conducted on a regular basis in order to evaluate the efficiency and effectiveness of our Environmental Management System and to ensure we comply with laws and regulations, and our own stringent internal standards. Deficiencies are classified as having a major, moderate or minimal impact. We strive to identify the causes of the deficiencies and to take the necessary corrective actions. The frequency of the environmental audit depends on the manufacturing activities being performed at the facility and the level of potential environmental impact those activities might have.

CLASSIFICATION OF ENVIRONMENTAL NON-COMPLIANCE

Major Impact / Major Non-Compliance: Violation of environmental laws causing a high environmental impact or high risk of causing an environmental impact. Time frame for remediation: immediate.

Moderate Impact / Moderate Non-Compliance: Moderate environmental impact that can affect the environment and employees' health in the long term or moderate risk of causing such impact. Time frame for remediation: two months.

Minor Impact / Minor Non-Compliance: Minor environmental impact or minimal risk of causing such impact. This observation can also refer to the need for initiating environmental continuous improvement measures. Time frame for remediation: six months.

Fully Compliant: In full compliance with the Gildan Environmental Policy and Code of Environmental Practice provisions and the other Codes it adheres to, as well as legal requirements.



HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE > FINDINGS

2012 ENVIRONMENTAL NON-COMPLIANCES AT GILDAN OWNED FACILITIES

In 2012, 16 complete and 26 follow-up environmental audits were performed at all textile, hosiery, and sewing facilities, as well as at distribution centres. Additionally, two external environmental audits were performed by a third party as part of the Anvil acquisition due diligence process. Most of the non-compliances were related to chemical management/spill control (45%), waste management (17%), and fuel management/spill control (17%).

There were three major non-compliances, which were all noted at one facility where a small portion of our products are manufactured, and a remediation action plan has been established in order to address these non-compliances.

These non-compliances related to:

- 1. wastewater management and control;
- 2. Gildan's Environmental Code of Practice; and
- 3. chemical management and control.

Two of these non-compliances have been remediated and the third one will be completely remediated by the end of the second quarter.



2012 Environmental non-compliances by category
Gildan owned facilities

Legal information	15%
Waste management	17.3%
Water management	2.3%
Soil contamination	0.8%
Chemical management and spill control	45.4%
Air emissions and ozone depleting substances	3.8%
Environmental training and awareness	2.7%
Fuel management and spill control	17.0%
Environmental management system	2.3%
Wastewater management and control	5.0%
Energy and greenhouse gas emissions inventory	0.8%
Biodiversity	0.8%
Environmental code of practice	0.4%



HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE > REMEDIATION

In order to address the non-conformities identified through our environmental audits, various remediation actions were initiated in 2012 as described below.

- We reinforced our Chemical Code of Practice, which is a procedure aiming to improve chemical management at our facilities in order to reduce spills and chemical accidents. All employees managing chemicals at all of our facilities were trained on this procedure;
- We reinforced environmental awareness amongst our employees by conducting approximately 18,302 man-hours of training globally;
- We improved temporary waste storage areas at some facilities (one in Bangladesh, two in Nicaragua and at two in Honduras) to increase the area dedicated to recycling waste;
- The fuel storage area was improved at some facilities by adding oil-water separators to minimize the potential for soil and surface water contamination at one facility in Nicaragua and at two in Honduras;
- We enhanced the signage in all areas where chemicals, oils and fuel oils are used at one facility in Bangladesh and at three in Honduras;
- We continued to further promote recycling across our facilities and offices, including the services areas, to encourage our employees to adopt better practices in this regard.



HOME > ENVIRONMENT > METRICS

2010-2012 ENERGY CONSUMPTION FOR GILDAN OWNED FACILITIES

	2012	2011	2010
ABSOLUTE DIRECT ENERGY (GJ)	3,083,307	2,857,210	2,915,966
ABSOLUTE INDIRECT ENERGY (GJ)	1,311,387	1,241,018	982,331
ABSOLUTE TOTAL ENERGY (GJ)	4,394,694	4,098,228	3,898,296
TOTAL ENERGY INTENSITY (GJ/KG)	0.02434	0.02217	0.02473
% INTENSITY VARIATION FROM 2010 BASELINE	-2%	-10%	
% RENEWABLE ENERGY	36%	25%	15%

Gildan’s 2010 baseline year numbers have been normalized according to an adjusted baseline including Gildan’s mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

Read more about our energy consumption

2010-2012 GREENHOUSE GAS EMISSIONS FOR GILDAN OWNED FACILITIES

	2012	2011	2010
ABSOLUTE DIRECT GHG EMISSIONS (Scope 1) (tCO ₂ eq)	158,595	178,959	210,327
ABSOLUTE INDIRECT GHG EMISSIONS (Scope 2) (tCO ₂ eq)	175,924	161,800	128,315
TOTAL ABSOLUTE GHG EMISSIONS (Scope 1 and 2) (tCO ₂ eq)	334,519	340,759	338,641
TOTAL GHG EMISSIONS INTENSITY (Scope 1 and 2) (tCO ₂ eq/kg)	0.00185	0.00184	0.00215
% INTENSITY VARIATION FROM 2010 BASELINE	-14%	-14%	

Gildan’s 2010 baseline year numbers have been normalized according to an adjusted baseline including Gildan’s mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

Read more about our GHG emissions

2010-2012 INORGANIC AIR EMISSIONS (IN TONS) FOR GILDAN OWNED FACILITIES

	2012	2011	2010
NITROGEN OXIDE (NO _x)	273.7	374.9	411.0
SULFUR DIOXIDE (SO ₂)	665.7	905.2	1,107.9
TOTAL INORGANIC AIR EMISSIONS	939.4	1,280.2	1,519.0

Results from our manufacturing facility in Bangladesh (acquired in 2010) and GoldToeMoretz owned facilities (acquired in 2011) were not included in data prior to 2012.

[Read more about inorganic air emissions](#)

2010-2012 TOTAL REFRIGERANTS INVENTORIES (IN TONS) FOR GILDAN OWNED FACILITIES

	2012	2011	2010
CFC INVENTORIES	0	0	0.01
HCFC INVENTORIES	3.09	3.02	3.08
HFC INVENTORIES	8.47	1.14	0.54
TOTAL REFRIGERANT INVENTORIES	11.56	4.16	3.62
TOTAL ODS	3.09	3.02	3.09

Results from our manufacturing facility in Bangladesh (acquired in 2010) and GoldToeMoretz owned facilities (acquired in 2011) were not included in data prior to 2012.

[Read more about our inorganic ozone depleting substances](#)

2010-2012 WATER CONSUMPTION FOR GILDAN OWNED FACILITIES

	2012	2011	2010
ABSOLUTE WATER (M ³)	13,214,401	12,231,694	11,776,763
WATER INTENSITY (M ³ /KG)	0.07320	0.06616	0.07472
WATER INTENSITY VARIATION FROM 2010 BASELINE	-2%	-11%	

Gildan's 2010 baseline year numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

[Read more about our water consumption](#)

2010-2012 WASTE FOR GILDAN OWNED FACILITIES

	2012	2011	2010
HAZARDOUS WASTE (TONS)	256	208	190
NON-HAZARDOUS WASTE (TONS)	40,283	39,637	36,841
TOTAL ABSOLUTE WASTE (TONS)	40,539	39,844	37,030
TOTAL WASTE INTENSITY (KG/KG)	0.22456	0.21553	0.23495
VARIATION WASTE INTENSITY FROM 2010 BASELINE	-4%	-8%	
LANDFILL WASTE PERCENTAGE	11.9%	11.7%	12.0%
LANDFILL DEFERRAL IMPROVEMENT FROM 2010 BASELINE	-1.01%	-2.64%	

Gildan's 2010 baseline year numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

[Read more about our waste](#)



Donated close to \$45,000 through Gildan's "Part of your Life" program to community projects in Nicaragua.

In 2012, Gildan signed a collaboration agreement with World Vision Honduras to implement the "Health School and Home Program" in five schools.

HOME > COMMUNITY

Gildan is already amongst the largest employers in the countries where the majority of our manufacturing facilities are located and has an important business presence in Canada (Montreal, Quebec), Barbados and the United States (North Carolina, Georgia, New York, South Carolina). In addition to capital investment and payroll, which are significant contributors to local economic development, Gildan is also committed to continuing to play an active role in the community by increasingly enhancing our contributions and involvement.

Low literacy rates and lack of job skills in some locations are not only social challenges, but also an impediment to building a strong local workforce that can grow with Gildan. Education is therefore one of our key areas of involvement in each of the communities in which we operate. Furthermore, as some of the countries where we operate are more frequently struck with natural disasters, the Company has also been actively involved in providing quick humanitarian aid when necessary.



COMMUNITY DEVELOPMENT

Generating social and economic added-value

In addition to creating diversified employment opportunities, Gildan's presence in a community generates a positive impact on a great variety of local businesses and service providers.



DONATIONS

Supporting youth education and humanitarian aid

We believe that investing in youth education can have a transformational impact as it builds job and life skills and prepares a whole generation to contribute to their own community.



HOME > COMMUNITY > GOALS & TARGETS

Existing Policies and Procedures

Goal

Review Gildan’s community investment policy, its areas of focus and the procedures to further standardize the program

Timeline:

2012

Progress:

Over the course of 2012, a benchmarking research was conducted, as well as a wide consultation across our operations regarding community needs. An updated community investment policy is currently being developed based on the findings and feedback received. We expect to be able to launch this new policy by the end of 2013.



Goal

Expand Gildan’s volunteering program

Timeline:

2012

Progress:

Although we are proud to report that a significant number of employee volunteering activities were organized at our different locations in fiscal 2012, we did not officially proceed with the program’s expansion. The main reason this project was put on hold is that we are still in the process of determining which approach would be the most appropriate for all our locations, by assessing current best practices and gathering feedback from key people in each of our locations to ensure the approach is sustainable and addresses the needs of the communities in which we operate.



New Initiatives

Goal

Establish major charitable partnerships with organizations whose mission is in line with Gildan’s community involvement objectives

Timeline:

2012

Progress:

Prior to establishing these major partnerships, the updated community investment policy must be finalized and launched, which is expected to happen by the end of 2013. Consequently, we have set a new timeline for reaching this goal, which is at the beginning of fiscal 2014.





HOME > COMMUNITY > COMMUNITY DEVELOPMENT

Gildan operates manufacturing and distribution facilities in Honduras, Nicaragua, the Dominican Republic, Bangladesh and the United States. The Company has offices in Canada, the United States, Barbados, Europe, and China and has an important contract manufacturing presence in Haiti.

In these countries, our operations and activities generate a social and economic added-value in the communities surrounding our facilities and offices, especially where Gildan is a major employer, such as in Honduras or Barbados.

BUILDING ON LOCAL MANAGEMENT TEAMS

Gildan has always placed emphasis on putting in place well-educated and highly motivated local management teams as the most effective way to develop and implement best practices in our manufacturing facilities.

Gildan’s common practice is to first look for local candidates. By providing employees in each of our operating regions with competitive compensation and benefits, along with training opportunities, we are creating both optimum conditions in our facilities and benefiting our employees’ families, the community and economy. This has been a key factor in our operational success.

In 2012, Gildan’s global proportion of local managers – director level and up – was 85.8%.

2012 Percentage of local managers (director level and up) by region

REGION	2012
ASIA	40%
CARIBBEAN BASIN	47%
CENTRAL AMERICA	72%
NORTH AMERICA	98%

CONTRIBUTING TO THE LOCAL ECONOMY

In addition to creating diversified employment opportunities, Gildan’s presence in a community generates a positive impact on a great variety of local businesses and service providers, for instance, transportation, food services and local suppliers for material such as dyes, buttons, zippers, boxes and office supplies. Although we do not have a formal policy regulating the use of local suppliers, we create business opportunities by buying the majority of our materials locally. Gildan’s common practice is to first look for suppliers that are local, which we believe to be a win-win situation as we benefit from the proximity of suppliers and share economic benefits of development with the people closest to our operations.

The table below presents the percentage of raw material, except yarn, which is mostly coming from the U.S., including thread, chemicals, dyes, buttons, zippers, labels and packaging, but excluding processes (energy use, etc.) and services.

2012 Percentage of non-yarn supplies purchased from local suppliers*

REGION	2012
CENTRAL AMERICA	85%
CARIBBEAN BASIN	80%
ASIA	58%

ADDRESSING LOCAL SPECIFIC NEEDS

Gildan brings a significant contribution to community development through in-kind and cash donations, primarily to youth education and humanitarian aid related causes. These donations are managed locally, following the criteria set at the Company’s head office and included in Gildan’s Donation Policy. The vast participation of our employees in the various activities organized through our employee volunteering program has had an appreciative impact, and further accentuates Gildan’s impact within the local institutions.

At the beginning of 2011, in Nicaragua, we launched a program called “Part of Your Life” through which our employees are invited to provide ideas of community projects they would like the Company to be involved in. We continued this project in 2012 in Nicaragua and

extended it to Honduras. Please read our Donations section to obtain more information on the projects that were selected from employee suggestions. These are only a few examples of the many initiatives undertaken by Gildan in each of the local communities in which we operate.

Relationships are also established with local authorities, such as the mayoral office, municipal authorities, local charities or education and health related institutions, in order to identify other projects that would benefit the whole community and in which Gildan could bring an added-value.

MEASURING GILDAN'S DIRECT AND INDIRECT ECONOMIC IMPACT

While we are aware that Gildan's economic impact goes beyond the scope of the organization itself, measuring our indirect economic impact, not only in the countries in which we operate, but across our entire supply chain as well, including cotton farmers and third party contractors, is a much more complex analysis. Such an analysis takes into account direct employment (number of employees), dependents (number of people or relatives depending on these employees) and indirect employment (number of jobs a company supports or creates within its supply chain or distribution chain).

As a first step, in 2011, we undertook the process of defining our impact in Honduras, where we currently employ the largest proportion of our workforce. In 2012, we did a similar study in Nicaragua and are currently evaluating our impact in the Dominican Republic.

Over the coming years, we will continue to work at better understanding and measuring these types of impacts throughout our global operations and incorporate our findings into our reporting process.





HOME > COMMUNITY > DONATIONS

Gildan's Donation Policy focuses on two main areas: youth education and humanitarian aid in regions where Gildan operates.

At Gildan, we believe that investing in youth education can have a transformational impact as it builds job and life skills and prepares a whole generation to contribute to their own community. This is the primary focus of our community support activities.

We also know — unfortunately from direct experience — that some communities in which we operate are all too prone to natural disasters. However, by contributing funds and logistical support, we also know that we can help them overcome such events and rebuild.

EMPLOYEE DONATIONS PROGRAM

Gildan encourages and supports employee giving and volunteering.

Through the Gildan Employee Matching Grant Program, the Company matches donations and/or selected fundraising campaigns made by employees to charitable organizations in Canada, the U.S. and Honduras.

Through the Gildan Employee in the Community Program, the Company provides support to Canadian and American employees who volunteer their personal time to community projects. With this program, Gildan makes a donation in cash to the organizations with which employees do volunteer work.





HOME > COMMUNITY > DONATIONS > DONATION COMMITTEES

Within each regional operating hub, Gildan maintains a donation committee whose members are responsible for managing the donation requests from local organizations and deciding which projects to support, based on the parameters set in the Company donation policy (youth education and humanitarian aid).

Organizations seeking financial or in-kind donations from Gildan must submit their request in writing. To be considered for support, applicant organizations must respect the following conditions:

- Demonstrate that their project improves quality of life and integrates humanitarian aid, youth and/or education into their respective organization's mission statement or purpose;
- Operate in regions where Gildan has offices and/or facilities;
- Be registered and provide a valid charitable registration number;
- Be financially sound (provide a copy of their most recent financial statements/balance sheet).

Organizations that are not eligible include: religious, political, sectarian or advocacy groups; sports organizations; service or social clubs and private schools.

Requests are accepted throughout the year. Proposals should include a description of the organization, its mission statement, area and population served, clear details of the project for which the organization seeks funding, amount requested, project budget and description of funding sources. Some other conditions may apply.

Proposals should be forwarded to:

CANADA AND INTERNATIONAL REQUESTS

By mail: Gildan Activewear Donations Committee
600 de Maisonneuve West, 33rd floor
Montréal (Qc) H3A 3J2
Canada

By email: donations@gildan.com

By Fax: 01 (514) 735-8270

For additional information: Please contact Astrid Reyes at 01 (514) 343-8843

UNITED STATES

By mail: Gildan Activewear Donations Committee
602 East Meadow Rd
Eden, NC, 27289
USA

By email: donations-usa@gildan.com

By Fax: 01 (336) 623-9566

For additional information: Please contact Orlando Poteat at 01 (336) 623-9555

CENTRAL AMERICA AND CARIBBEAN BASIN

By mail: Gildan Honduras Textile Company
KM15.5 Carretera
A Puerto Cortés
Rio Nance, Choloma Cortés
HONDURAS

By email: pvillanueva@gildan.com

By Phone: 01 (504) 2669-6500

By Fax: 01 (504) 2669-6587

For additional information: Please contact Paola Villanueva

BARBADOS

By mail: Gildan SRL
Newton, Christ Church
BB17047
BARBADOS

By email: ewalkes@gildan.com

By Phone: 01 (246) 753-8109

By Fax: 01 (246) 421-7753

For additional information: Please contact Esther Walkes



HOME > COMMUNITY > DONATIONS > DONATIONS PER COUNTRY

You will find below a few examples of initiatives Gildan contributed to in the communities in which we are presently operating.

DOMINICAN REPUBLIC

Enhancing Students' School Experience

Gildan is actively involved in improving the quality of life for students in the communities where we work. We currently engage with four schools located in close proximity to our facilities in the Dominican Republic, Futuro Vivo, Arcadia Reyes, Mata Vaca and La Granja, where we conduct regular assessments to identify their specific needs for classroom materials and infrastructure improvement.

At the beginning of the 2012 school year, we invested \$12,000 to remodel bathrooms at the La Reforma School and install a potable water system to ensure that the 800 students and teachers alike are in a healthy learning environment.

In addition, we donated \$4,000 to repair Arcadia Reyes School's bathrooms, where 300 students were positively impacted by these improvements. We also inaugurated a teachers' room at the Tomas Hernández Franco School, located in La Reforma.

Eco Schools

Eco Schools is an international environmental certification program under the leadership of the Foundation of Environmental Education (FEE) that is awarded to educational institutions that implement environmental improvements within their facilities and curriculum and in the community. The program, which focuses on water conservation, waste recycling, energy saving and consumption in addition to climate change, actively involves students and members of the community in building awareness and action on environmental sustainability.

The rights of the program are owned by the Environmental Rights Institute of Dominican Republic (IDARD), and in September 2010, as a member of the National Business Network for Environmental Protection, Gildan committed to sponsor the Eco Schools Program, which took place in four schools located in the Municipality of Guerra, home to our Dominican Republic textile facility. The schools sponsored by Gildan are Futuro Vivo, Arcadia Reyes, Mata Vaca and La Granja which together totals approximately 1,700 students.

The sponsored schools formed environmental committees that developed an assessment to identify environmental issues in their schools. From this assessment, they developed action plans to address the issues found. The students followed this action plan and presented the final projects to Gildan, their peers, teachers, local authorities, representatives of the Ministry of Education and Environment. By the end of 2012, the four schools received their Eco School Certification and Green flag, which attests that the schools comply with the action plan prepared by the students. The program and the flag are recognized by well-known organizations including the United Nations.



Collaborating to Create HIV Awareness

Gildan is proud to be a part of the Dominican Republic's first private-public partnership plan to combat HIV/AIDS and sexually transmitted diseases. In 2012, Gildan partnered with various organizations in the Dominican Republic, including the Ministry of Health, the Canadian Embassy, the Bayaguana City Hall and Municipal Council to Combat HIV, to implement the "Integrated Care Unit and HIV Awareness Campaign."

During the year, Gildan donated \$10,000, which will go towards the funding of medical supplies, equipment and promotional materials, as well as cover training, transportation and operational costs for the program. Over 1,000 people from the Bayaguana community and surrounding area will benefit from these efforts.

HONDURAS

Continuing Technical Education with Instituto Politécnico Centroamericano (IPC)

Building job skills is vital for sustainable community development. Since 2005, Gildan has been actively engaged with spearheading an industry-wide initiative to create the Central American Polytechnic Institute (IPC) in Honduras. Gildan's initial funding was \$500,000.

The IPC is the first technical institute in Central America to provide training for those involved in textile, apparel and other industries through intensive two to five month courses or one-year technical programs.

As the only technical institute of its kind in Central America, the IPC offers training programs in areas including industrial refrigeration, air conditioning, mechatronics, and textile and apparel technology. We have previously provided business and technical advice that resulted in the construction of a full-service student residence where Honduran students can benefit from living at the IPC without having to pay expensive fees for transportation or temporary accommodations.

Gildan has sponsored 320 scholarships since 2006 to encourage access to these programs for Gildan employees and their families, as well as to unprivileged young men and women from all over the country. In 2012, this contribution totaled \$500,000.

Since its inception, over 6,000 students graduated from all IPC programs, including over 1,000 students who graduated from the IPC one-year program, with a 90% job placement record in a wide range of companies in Honduras, including at Gildan. We also partner with the IPC to offer training sessions to our employees, representing an additional U.S. \$300,000 in funding for the IPC during 2011 and 2012.



Constructing a Healthy Environment at Ramón Rosa School

As part of Gildan's "Part of Your Life" campaign at our Villanueva sewing facility, our employees submitted over 20 ideas for community development programs. A Gildan team composed of employees and managers evaluated the potential programs and selected the Ramón Rosa School as a community partner, since several employees' children attend this school. We constructed new bathrooms for the 700 students attending the school, providing them with a healthy learning environment. Gildan donated \$17,000 for this project.

Contributing to Healthier Schools and Homes

In September 2012, Gildan signed a collaboration agreement with Visión Mundial Honduras (World Vision Honduras) to implement the "Healthy School and Home Program" in five schools where our employees' children study. The program's main objective is to encourage both children and members of their families to adopt behavioral changes in order to improve their health, personal hygiene and basic sanitation at home and in the community. We invested approximately U.S. \$11,500 that will benefit 4,000 children and their families.

World Vision Honduras is a nonprofit organization that focuses on sustainable development practices and implements humanitarian aid programs for children, families and communities to overcome poverty without discrimination.



Disaster Relief for Neighbouring Farmers

As part of our long-term commitment to support the communities where we operate, we donated \$6,000 to two groups of Honduran farmers that suffered damages by severe flooding during the rainy season. This contribution will help 27 farmers and their families in the community repair their impacted houses.



Continuing Support for Teletón

Since 2004, Gildan has been supporting Teletón, a Honduran non-profit organization that provides support to people with mental and physical disabilities, through its annual fundraising event which finances its rehabilitation centers located across the country. Every December, we launch an internal fundraising campaign among employees to maximize donations to this organization. In 2012, Gildan donated more than U.S. \$22,000 to Teletón. Since 2004, our donations have totaled more than \$155,000.



NICARAGUA

Safety for Children

We launched the “Part of Your Life” program in 2011 to provide our Nicaraguan employees with the opportunity to suggest projects and initiatives for Gildan to get involved in. During February 2012, we worked with Carrusel Los Pollitos Kindergarten, a day care school for over 60 children between three and six years of age. A thorough needs assessment revealed that there was a lack of perimeter walls at the school, exposing the children to unsafe conditions. In order to ensure a safe environment for the children, we donated \$10,000 for the construction of perimeter walls in addition to educational toys and a playground set for the school.



Improving our Communities’ Quality of Life

The largest initiative within the “Part of Your Life” program in 2012 was the construction of a bridge over the Gil Gonzalez river, as suggested by employees from our Rivas sewing facility. We donated \$19,000 for the bridge construction, a project that benefits more than 3,000 community members yearly.



HAITI

Supporting Education in Haiti

As an on-going effort to support the areas that were impacted by the 2010 Haiti earthquake, we conducted a needs assessment in Port-au-Prince and identified a group of schools in urgent need of repairs. We became involved with the Notre-Dame-du-Rosaire School, which is located in an area that was completely devastated by the earthquake. In September 2012, Gildan invested US \$21,000 to build a new classroom, benefitting more than 300 students aged between 10 and 12 years.



BARBADOS

Fostering a New Learning Environment for the Vauxhall Primary School

In March of 2012, Gildan representatives visited the Vauxhall Primary School, located in a community in close proximity to our Barbados office. During this visit, we provided 54 students with educational tools such as geometrical kits, reading aides and writing materials for their upcoming exams.

Building on the success of this supply donation, we became more involved with Vauxhall Primary School during the remainder of the 2012 school year. Gildan donated \$15,000 that went towards major renovations in the school's bathrooms and the creation of a library for the students. Vauxhall's 400 students, many of whom come from underprivileged backgrounds, will benefit from these renovations on a daily basis.



CANADA

Toujours Ensemble

Gildan has been supporting Toujours ensemble since 2005. Toujours ensemble is a non-profit organization that supports school children of Verdun, by helping them with homework, organizing low-cost leisure activities and providing a meeting place after school where they can acquire a sense of belonging. Toujours ensemble supports over 450 students per school year and distributes perseverance scholarships to high school, college and university students.

Gildan has been supporting Toujours ensemble with a donation of T-shirts, sweatshirts, and polo shirts, as well as financial support for scholarships. Our long-lasting partnership with Toujours ensemble is a fine example of the Company's willingness to help young people succeed in school and contribute to improving the quality of life of kids and their families.

Gildan's contribution to date amounts to \$40,000 in cash and \$30,000 in products.

Je Passe Partout

Since 2006, we have been supporting Je Passe Partout's activities to prevent school failures in underprivileged parts of Montreal. The aim of the school support program is to motivate children in their academic development and help them gain a positive attitude towards their studies in school. Gildan donates \$7,000 per year to Je Passe Partout, for a total cumulative contribution of \$49,000.

Fondation de l'athlète d'excellence du Québec

The Fondation de l'athlète d'excellence du Québec's mission is to financially support student athletes in their pursuit of excellence and contribute to the promotion of role models in Quebec society. Gildan has been supporting the Fondation since 2005 with Gildan Leadership Scholarships, which are offered each year to three student athletes who distinguish themselves at school with academic excellence, participate in community service and demonstrate leadership within their respective team ranks.

Since the commencement of our partnership with this foundation, we have granted 21 scholarships totaling over \$63,000.

Trevor Williams Kids Foundation

The Trevor Williams Kids Foundation is a non-profit organization dedicated to teaching life skills to marginalized youth. The Foundation works with kids from 6 to 18 years of age from different social, ethnic and cultural backgrounds. The Trevor Williams Kids Foundation reaches nearly 2,000 kids every year through its organized events, leagues and programs. Gildan is pleased to support this great organization, which works with youth and encourages them to stay in school. We have been sponsoring this foundation since 2006 by way of financial support to the Reading Zone program, for a total contribution of over \$48,000, as well as with in-kind donations of T-shirts, hoodies and shorts totaling \$21,000.

UNITED STATES

Donating Our Products to Local Charities

In 2012, our Charleston facility donated a total of \$30,000 in products to three charities based in South Carolina: Lowcountry Orphan Relief, Tricounty Family Ministries and Teachers' Supply Closet. The products offered by Gildan, which included T-shirts, socks and underwear, will help these non-profit organizations fulfill their respective missions of serving various categories of underprivileged individuals, families and children.

"We would like to express our appreciation for Gildan's very generous donation of socks & underwear. Your contribution will enable us to help clothe the hundreds of people who come to our center for help with the most basic needs." - TriCounty Family Ministries

"As always, your donations will be greatly appreciated and be of great use for the children we support who have no personal belongings in the foster care environment." - Lowcountry Orphan Relief



Contributing to United Way in Eden

During the second quarter, employees at our Eden, North Carolina distribution center participated in the annual United Way fundraising campaign by making financial donations, which were then matched by Gildan. A total amount of \$40,000 was donated to United Way in 2012.

The "I Support..." Program - A T-shirt can help make a better world!

The "I Support..." program was developed and launched in 2010 to encourage people to tell us about the charities they support and how they are making a positive impact on the world.

Its second edition was launched in April 2011 and Gildan doubled its commitment by pledging to donate up to \$200,000 to charitable organizations across North America. With every purchase of Gildan's Softstyle T-shirt (style 64000 and 64000L), Gildan sets aside a percentage of the profits to fund charitable donations to be distributed through the program.

In 2011, the first component of the "I Support..." program was based on the participation of Gildan's customers and distributors, as well as the general public, to help determine the charities that would receive donations in recognition of their contribution to their communities. Residents of Canada and the U.S. were asked to tell us about their favorite charity and why it has a positive impact on their community. In 2011, the nomination and voting process was supported through Facebook. Visitors of the GenuineGildan Facebook page could nominate a registered charity and/or "vote" for their favorite stories.

Based on various metrics, such as the number of votes, a Top 10 list was announced in October of 2011. In January 2012, Gildan announced the name of the five charities that had been selected by a panel of judges, based on a number of criteria including accountability, sustainability and impact:

- Our Little Roses Foreign Mission Society – Genuine Stewardship award (\$50,000)
- Alberta Animal Rescue Crew Society – Impact award (\$20,000)
- Amizade Global Service-Learning – Sustainability award (\$10,000)
- Camp DreamCatcher – Accountability award (\$10,000)
- YESIWUAH, Inc. – People's Choice award (\$10,000)



Network for Good + Gildan = Gildan Good Cards®

One of the new features from the 2011 edition of the "I Support..." Program was the Gildan Good Cards®, created from a partnership with Network for Good, a non profit giving portal that enables online giving to over 1.2 million registered charities in the United States. Through these cards, over 90 different 501(c)3 charities were impacted with an additional \$100,000 in donations over the course of 2011.

The Good Card® is a gift card enabling the recipient to direct a pre-paid \$50 donation, on behalf of Gildan, to a valid United States registered charity of their choice. Gildan offered these cards within its wholesale trade network as well as to individuals who nominated a registered 501(c)3 charity to the "I Support..." program on Facebook.

"Gildan is a great example of a company that understands what it means to be engaged with their community. Even though the corporation operates on a global scale, the 'I support...' program allows Gildan to connect with stakeholders at a local level and empowers those individuals to make a difference in the communities in which they live and work. We enjoy our partnership and commend Gildan for using The Good Card® – a gift card for charity – to reward program participants and empower them to support causes close to their hearts."

- Dan McCabe, Chief Development Officer
Network for Good



Network  for Good.

Gildan's first "I Support..." campaign

In 2010, Homeboy Industries was selected via a panel of judges to receive a donation of \$100,000.

"The gift from Gildan's I Support program helped underwrite job training at Homeboy Industries. With six social enterprise businesses, Homeboy trains and employs about 175 to 200 youth a year. These youth are moving beyond the gang life into a life of hope by learning skills, completing their education, removing tattoos, and addressing many other issues. Gildan made it possible for Homeboy to offer a pathway to change."

– Fr. Greg Boyle, Founder and Executive Director

Homeboy Industries, recipient of the \$100,000 donation as part of the Gildan "I Support..." 2010 campaign

To learn more about the "I Support..." program, please visit www.GildanISupport.com or the program's Facebook page at www.facebook.com/genuinegildan.



Gildan sources the vast majority of cotton used in our own manufacturing facilities from the United States.

HOME > PRODUCT



LIFE CYCLE ASSESSMENT

Identifying and quantifying our environmental impact

The LCA enabled us to better understand our processes and impacts, validate improvements to processes or products and identify new ones, and manage current risks.



RAW MATERIAL

Using quality and sustainable raw material

Gildan is continuously seeking to integrate more sustainable raw material, made using ethical practices, in its manufacturing processes.



PRODUCT SAFETY

Ensuring health and environmental protection

Gildan is in compliance with applicable product safety laws and regulations in the jurisdictions in which we operate.



HOME > PRODUCT > GOALS & TARGETS

New Initiatives

Goal
Improve our cotton traceability system to ensure sustainable sourcing.

Timeline:
To be confirmed

Progress:
As child labour and forced labour have been identified in the production of cotton from Uzbekistan, in 2012, Gildan established a process requiring all business partners to confirm, by means of a signed statement, that they do not use or procure any cotton fiber, originating from Uzbekistan in any supplies of yarn to our organization or in the manufacturing of our products. In 2013, we will further continue the assessment of our cotton supply chain in order to improve its traceability.





HOME > PRODUCT > LIFE CYCLE ASSESSMENT

The Life Cycle Assessment (LCA) is a tool used to ascertain the environmental impact of a product, process or activity throughout its life cycle – from the extraction of raw materials through to processing, transport, use and disposal with an ultimate goal of developing sustainable policies and programs.

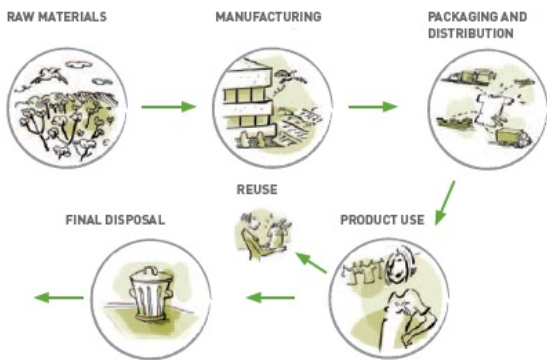
As such, in 2010, Gildan partnered with Quantis – an independent organization providing businesses and governments with tools, guidance and knowledge for achieving sustainability by mastering their life cycle and reducing their environmental impact – to conduct its first LCA. The goal of this exercise was to identify the most significant environmental impact stemming from the manufacturing of an average size white Style 2000 T-shirt made with 100% U.S. cotton, assembled in Central America and sold into the commerce of the United States. The LCA enabled us to identify and quantify the environmental impact of the “hotspots” (i.e. most significant contributors) over the entire life cycle — from agriculture through manufacturing and customer use to final disposal.

This assessment model evaluated dimensions such as human health, ecosystem quality, resource consumption, climate change, and water consumption. The information gained from the LCA further enabled us to better understand our processes and impacts, validate improvements to processes or products and identify new ones, manage current risks and anticipate future needs (e.g. market or regulatory).

The LCA is a rigorous and holistic method for which ISO 14040:2006 describes the principles and framework towards the assessment of the environmental impact of a product or activity (a system of products) over its entire life cycle (see Figure below). The LCA consists of four distinct phases:

- Goals and scope definition (study model which defines the methodological framework which all other LCA phases must comply with)
- Inventory of all the inputs and outputs related to the product system
- Assessment of the potential impacts associated with these inputs and outputs
- Interpretation of the inventory data and impact assessment results related to the goal and scope of the study

THE LIFE CYCLE OF A PRODUCT



KEY LCA FINDINGS

The LCA showed that, due primarily to electricity generation for washing and drying, the “product use” phase was the main contributor to overall environmental impact on human health, climate change, and resource depletion. Excluding the product use phase, the biggest impact on ecosystems quality stems from the cotton fiber agricultural production, primarily through land use, water consumption and emissions related to fertilizers.

Land occupation measures the reduction of biodiversity caused by the land use. Agriculture, cotton fiber agricultural production in Gildan’s case, is the main contributor to this category. Water consumption is mainly linked to the field irrigation, while emissions related to fertilizers refer to the fertilizer use during cotton cultivation, which generates extensive greenhouse gases emissions (CO₂ and N₂O).

Gildan mostly mitigates this impact by sourcing the vast majority of the cotton used in its own manufacturing sites from the United States, where cotton is grown and harvested using conservation agricultural practices which have lower environmental impact compared to conventional agriculture methods due to the use of integrated pest management, conservation tillage and water efficiency methods. Moreover, as with all U.S. agricultural crops, cotton falls under the monitoring of the Environmental Protection Agency and the U.S. Department of Agriculture. Cotton farmers are constantly monitored against stringent regulations for chemical application concentrations and frequency.

Within the direct manufacturing, the largest impact relates to energy consumption, particularly during the dyeing and bleaching processes. Over the past years, we have been able to reduce this impact by investing in renewable energy sources, such as biomass. Water consumption and waste represents challenging factors within the manufacturing process. As such, Gildan has initiated a fiber and corrugated recycling program as well as reduced its customer packaging. Lastly, Gildan is committed to resource-efficiency in the design and manufacture of its products with a goal of reducing water and energy consumption.

In order to mitigate the environmental impact associated with the consumer use throughout the lifetime of the garment, Gildan has undertaken to modify the care labeling instructions to encourage customer engagement in the use of cold water and air drying.

For Gildan, this information strongly validated our own understanding and approach to mitigating key impacts. This is especially true for

the areas in our supply chain and manufacturing process we influence or control directly. The initial LCA findings are currently being integrated into our overall environmental management system.



HOME > PRODUCT > RAW MATERIAL

COTTON

In October 2009, Gildan obtained from the Cotton Council International (CCI) the right to use the internationally recognized COTTON USA Mark, which identifies and distinguishes quality products manufactured with a high content of U.S. cotton, on Gildan's consumer packaging of products manufactured from U.S. cotton.

Gildan is conscious of the inherent benefits of U.S. cotton, which is why we source the vast majority of the cotton used at our own manufacturing sites from the United States. These benefits are associated with various environmental and social advantages as U.S. cotton growers increase their use of sustainable agricultural practices and ethical workplace conditions, mainly through the use of new farming and processing technologies minimizing the environmental impact by using less water, land and energy. For example, new fibre varieties requiring less water have decreased irrigation requirements and the use of conservation tillage practices is decreasing tractor fuel needs and consumption, thus reducing the GHG emissions linked to their use. Also, U.S. cotton manufacturers are subject to U.S. labour laws, which include human rights and labour conditions of workers, including but not limited to, safe working conditions and issues such as child labour, forced labour, discrimination and freedom of association.

Some facts about U.S. cotton:

- U.S. cotton is regulated as a food crop as well as a fibre crop by U.S. regulatory agencies (USDA and FDA), and is therefore subject to the same rigorous environmental standards as food producers.
- U.S. cotton growers offer an ethical and safe work environment, respecting employee rights according to the laws and regulations as enforced under O.S.H.A. standards and U.S. law.
- U.S. cotton is a drought and heat-tolerant crop, with two-thirds grown of planted acreage requiring no supplemental irrigation in addition to rainfall.
- Two-thirds of U.S. growers use conservation tillage, which saves about 907 million metric tons of soil per year and over one billion litres of tractor fuel. Conservation tillage is a method different than conventional tillage. It reduces soil erosion and therefore nutrient loss. It also increases the soil moisture and organic matter content in soil.
- U.S. cotton is a net greenhouse gas (GHG) absorber, with more GHG absorbed in the fibre, plants and soil than are emitted during the entire agricultural cycle from field preparation through harvest.
- The U.S. cotton industry is highly regulated and transparent, with multiple third party audits performed and an oversight from numerous NGOs and governmental departments.

GILDAN'S POSITION ON UZBEKISTAN COTTON

Gildan requires all business partners to confirm, by means of a signed statement, that they do not use or procure any cotton fibre originating from Uzbekistan in any supplies of yarn to our organization or in the manufacturing of our products. We are working to continuously improve the traceability of the cotton used for our products. In 2013, Gildan plans to establish an internal cotton traceability system.



HOME > PRODUCT > PRODUCT SAFETY

As product safety is a priority at Gildan, we ensure that our products comply with applicable consumer product safety laws and regulations.

In the United States, these laws include the Consumer Product Safety Improvement Act, as amended by the Consumer Product Safety Improvement Act of 2008; the Federal Hazardous Substances Act; the Flammable Fabrics Act; and the rules and regulations promulgated pursuant to such statutes. These statutes and regulations include requirements for testing and certification for flammability of wearing apparel, for lead content and lead in surface coatings in children's products, and for phthalate content in plasticized components of child care articles, including sleepwear for children three years of age or younger.

Canada has similar laws and regulations, the most significant of which are the Hazardous Products Act (HPA) and the Canada Consumer Product Safety Act (CCPSA). The CCPSA emphasizes industry's responsibility to provide safe products, institutes mandatory reporting, and strengthens enforcement authorities. It aims to provide more and better information for the public, improve the safety of imported products, and ensure better record keeping. The CCPSA also provides for new regulations, including textile flammability regulations.

The European Union also has product safety regulations, the most significant of which are imposed pursuant to the General Product Safety Directive. We are likewise mindful of and in compliance in all material respects with product safety laws and regulations in any other jurisdictions in which our products are sold.



HOME > PRODUCT > PRODUCT SAFETY >
OEKO-TEX® STANDARD 100 CERTIFICATION

In April 2004, Gildan became the first manufacturer catering to the wholesale imprinted activewear market in North America to obtain the Oeko-Tex® Standard 100 certification.

This internationally-recognized standard allows producers and consumers to objectively assess the presence of harmful substances in textiles and apparel products. The test criteria currently include around 100 human-ecological and performance-related test parameters. The testing also includes simulation tests, which take into account ways by which harmful substances could be absorbed into the human body.

Textile and apparel products may be certified according to the Oeko-Tex® Standard 100 only if all components meet the required criteria. Thus, testing covers raw materials, intermediate materials, and end products, including not only apparel fabric, but also sewing thread, buttons, zippers, and other components and accessories.

The reliability of the eco-label is supported by annual re-evaluation. Gildan annually renews its certification for all Gildan products manufactured at our facilities in Central America, the Caribbean Basin, and Bangladesh.

The Oeko-Tex® Standard 100 is consistent with Gildan’s own rigorous Environmental Code of Practice, and Gildan’s certification is further evidence that Gildan is committed to protecting the health of its consumers and to utilizing environmentally responsible manufacturing processes.

For more information about the certification and the test program, please visit the organization’s website.





CONTACT US HOME >

For more information on Gildan and our commitment to socially and environmentally responsible business practices, please do not hesitate to contact us:

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PRIVACY & CONFIDENTIALITY HOME >

YOUR ACCESS TO AND CONTINUED USE OF THE SITE OWNER WEBSITE AT WWW.GENUINEGILDAN.COM (THE "WEBSITE") CONSTITUTES YOUR ACCEPTANCE OF AND COMPLIANCE WITH THE FOLLOWING PROVISIONS. IF YOU DO NOT AGREE TO THESE TERMS AND CONDITIONS, YOU SHOULD IMMEDIATELY DISCONTINUE ANY USE OF THE SITE. ALSO NOTE THAT THESE TERMS AND CONDITIONS MAY CHANGE FROM TIME TO TIME AND IT IS YOUR RESPONSIBILITY TO CHECK FOR SUCH UPDATES. THE LAST REVISION DATE FOR THESE TERMS AND CONDITIONS IS SET FORTH BELOW.

Last revised: April 2003

PRIVACY AND CONFIDENTIALITY POLICY

1. **This website is owned and operated by Gildan Activewear Inc.** (hereinafter the "**Site Owner**") for your personal non-commercial use and information. Your use of this website is subject to the following terms and all applicable laws.
2. **No Collection of Personal Information for Browsing Purposes.** The Site Owner does not collect personal information about you unless specifically and knowingly provided by you, either by ordering promotional materials and literature by mail or through downloads or subscriptions to a specific online service.
3. **Security and Risks Related to Internet.** This Website has security measures in place to protect the loss, misuse and alteration of the information under the Site Owner's control. Although every effort is taken to ensure no one else will view, seize or obtain your personal data, complete confidentiality and security is not yet possible over the Internet. Any unencrypted email communication over the Internet is not secure or confidential, and is subject to possible interception, loss and alteration. You acknowledge and agree that the Site Owner, its agents, administrators, employees and affiliates may not be held liable for any damages you or anyone else may suffer or incur as a result of the transmission of confidential or sensitive information over the Internet, and that all such communications will be made at your own risk.
4. **Request for Products or Services.** The Site Owner obtains its information about you directly from you. Depending on the type of product or service requested, the Site Owner may require information such as your name, address and other additional information. Any personal information is only obtained by the Site Owner if you supply it voluntarily. The Site Owner does not transmit any personal information collected through its Website to any third parties. Should a user profile be accessible, you may modify any information and preferences regarding your user profile, at all times, by sending an email to Web Related. In order to review any personal information provided to the Site Owner, or to ask the Site Owner to delete such information or cease further use of such information, please submit your request to the Site Owner by email to Web Related.
5. **Monitoring.** You acknowledge that the Site Owner may monitor access to, use of and other activities relating to this Website, and may intervene in relation thereto but the Site Owner does not make any representation or warranty that it will do so. You hereby consent to any such monitoring and intervention.
6. **Cookies.** The Site Owner may use cookies (very small text files that are downloaded on your hard disk from certain web pages of the site) to estimate its size audience. Cookies are then used to determine the extent of repeated use and the extent of use by a registered user versus an unregistered user to help the Site Owner better personalize the content, banner, and promotion that you and other users will view on this Website. The Site Owner does not retrieve any information from your personal computer and will not disclose any of your personally identifiable information except when the Site Owner has your express consent or under special circumstances, such as when the Site Owner believes in good faith that the law requires it to do so. The Site Owner may disclose your personal information in special circumstances where it has reason to believe that disclosing this information is necessary to identify, contact or bring legal action against someone who the Site Owner believes is in violation of the Site Owner's rights. The Site Owner may also disclose the information for administrative and other purposes that it deems necessary to maintain, service, and improve its products and services.
7. **Hyperlinks to Other Sites.** This Website may contain hyperlinks to other sites. The Site Owner is not responsible for the privacy practices or the content of such websites and any information that you provide to such other websites shall be subject to the privacy policies of the owners of such other websites.
8. **Use of Personal Information by Employees of the Site Owner.** Certain employees will be provided with information about you in order to provide services or information regarding specific products. The Site Owner's employees are instructed to use strict standards of care in handling your personal and confidential information.

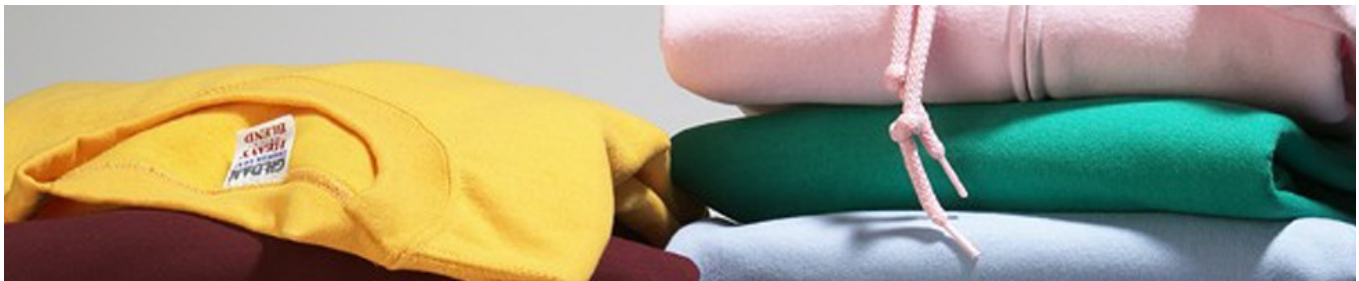
YOU HEREBY EXPRESSLY CONSENT TO THE DISCLOSURE BY THE SITE OWNER OF YOUR PERSONAL INFORMATION TRANSMITTED THROUGH THIS WEBSITE TO THE SITE OWNER'S EMPLOYEES IN ORDER TO ALLOW THEM TO PROVIDE YOU WITH THE PRODUCTS AND SERVICES THAT YOU MAY REQUEST.

9. **Information about Products and Services.** The Site Owner may occasionally send you e-mail messages about products and services that it feels may be of interest to you. Only the Site Owner will send you said direct mailings. If you do not wish to receive such mailings, you may do so by cancelling your subscription to such mailing service or by contacting the Site Owner by e-mail.
10. **Severability.** If any provision hereof is held illegal, invalid or unenforceable by any competent authority in any jurisdiction, such illegality, invalidity or unenforceability shall not in any manner affect or render illegal, invalid or unenforceable such provision in any other jurisdiction or any other provision hereof in any jurisdiction.
11. **Modification of these Terms.** The Site Owner may modify, alter or otherwise update the terms and conditions applicable to this Website from time to time, without prior notice, by updating this posting. The date of the last modification will appear at the top hereof. You agree to review the terms of use each time you access and use this Website and to be bound by such terms of use as are in effect at the time when you access this Website. Your access and use of this Website constitutes irrefutable evidence of your consent to be bound by these terms and conditions.
12. **Governing Law, Arbitration and Evidence.** This Website is controlled and operated by the Site Owner from [Montréal, Québec, Canada] and these terms shall be governed by the laws of the Province of Québec and the laws of Canada applicable thereto without reference to principles of conflict of laws. You agree to be bound by such laws.

Any dispute, controversy or claim arising out of or in connection with these terms or the use of this Website, including any matters regarding the validity or application of the terms of use, shall be referred to and finally resolved by arbitration in the city of Montreal, Quebec, in accordance with the provisions of Book VII of the Code of Civil Procedure of the Province of Quebec. The arbitral tribunal shall be composed of one arbitrator. The language of the arbitration shall be French unless you prefer to conduct arbitration procedures in English and you have advised the Site Owner in due course. The arbitrator's award shall be final and binding on all parties and judgment on the award may be entered and the award enforced in any court having jurisdiction thereof.

Notwithstanding the foregoing, nothing contained herein shall be interpreted as precluding the Site Owner from exercising any extraordinary procedures under the *Code of Civil Procedure* of the Province of Quebec, such as an injunction.

13. **Jurisdiction.** This Website is controlled and operated by the Site Owner from [Montréal, Québec, Canada]. The Site Owner makes no representation that materials on the Website are appropriate or available for use in other locations. Those who choose to access this Website from other locations do so at their own initiative and are responsible for compliance with local laws, if and to the extent local laws are applicable.
14. **Survival.** The present terms and conditions apply while you access this Website and remain in force thereafter, subject to Section 11 hereof.



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 2. your inability to access, at any time, any part of this Website or any content, products or services provided on it;
 3. interception, loss or disclosure of confidential or sensitive information transmitted over the Internet, including personal information;
 4. lack of suitability, reliability, timeliness or availability of this Website or any content, products or services offered on this Website; or
 5. the Site Owner's failure to take corrective measures.

Your sole and exclusive remedy is to discontinue using and accessing this Website.

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Because some jurisdictions do not allow the exclusion or limitation of moral, bodily, incidental or consequential damages, the Site Owner's liability in such jurisdictions will be limited to the extent permitted by law.

6. **Indemnity.** You agree at all times to indemnify, defend and hold harmless the Site Owner, its affiliates and their respective agents, administrators and employees against all actions, proceedings, costs, claims, damages, demands, liabilities and expenses whatsoever (including legal and other fees and disbursements) sustained, incurred or paid by the Site Owner, arising from your failure to respect the terms and conditions hereof, or an act or omission or your negligence resulting from use of the Internet or access to any Website, including this Website, by you or any other person to whom you have provided access to your computer system and who is using it on your behalf.
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9. **Liability for Computer System.** You will at all times remain liable for all damages caused by your computer system as a result of (i) the connection, configuration, or compatibility of the different components of your computer system, (ii) your use of any material on any Website, (iii) your access to any Website, or (iv) your downloading of data, software and viruses. The Site Owner, its affiliates and their respective agents, administrators and employees do not assume any liability whatsoever for any unauthorized access to your computer system by hackers or the quality, reliability, compatibility or speed of services rendered by your Internet service provider.
10. **Risks related to the Internet.** Complete confidentiality and security is not yet possible over the Internet. Use of the Internet and communications over the Internet are subject to possible interception, loss and alteration. Therefore, you should not communicate any personal information to the Site Owner by email, unless adequate security measures are in place in order to ensure the security of the transmission. You recognize that the Site Owner, its affiliates and their respective agents, administrators and employees will not be liable in any manner whatsoever, to you or any third parties, for any damage as a result of information transmitted by email to the Site Owner. You assume all risks related to such communications.
11. **Accuracy of Information.** While the Site Owner may update the information or materials on this Website from time to time, no assurance is given that information or material on this Website is up-to-date, accurate, error-free or complete.
12. **Hyperlinks.** This Website may contain hyperlinks and references to other websites. Such hyperlinks and references are provided to you as a convenience only. The Site Owner has not reviewed and does not expressly or implicitly endorse other websites or any information or material, or the accessibility thereof, via such hyperlinks, and does not assume any responsibility for any such other websites, information or material posted thereon, or products or services offered thereon. You may not create hyperlinks from other websites to this Website, except if expressly permitted by the Site Owner. (To obtain permission, contact our Website administrator at Web Related.
13. **Viruses, etc.** The Site Owner does not represent or warrant that the information or materials, accessed from or through this Website will be uninterrupted or free of errors, defects, computer viruses or other harmful components, or that any such problems which are discovered will be corrected.
14. **Damage to Others.** You agree not to introduce into or through this Website any information or materials which may be deemed harmful to others. Among other things, you agree not to include, knowingly or otherwise, any error or defect in material or information which may, among other things, be a libel, slander, defamation or obscenity, or promote hatred or otherwise give rise to a criminal offence or civil liability on the part of any person or entity.
15. **Reserve of Rights.** All rights not expressly granted in these terms are reserved by the Site Owner. Nothing contained in these terms shall be construed as conferring by implication, estoppel or otherwise any license or right under any copyright, patent, trademark or other intellectual right of the Site Owner or any other person or entity.
16. **Governing Law, Arbitration and Evidence.** This Website is controlled and operated by the Site Owner from Montréal, Québec, Canada and these terms shall be governed by the laws of the Province of Québec and the laws of Canada applicable therein without reference to principles of conflict of laws. You agree to be bound by such laws. Any dispute, controversy or claim arising out of or in connection with these terms or the use of this Website, including any matters regarding the validity or application of the terms of use, shall be referred to and finally resolved by arbitration in the city of Montreal, Quebec, in accordance with the provisions of Book VII of the Code of Civil Procedure of the Province of Quebec. The arbitral tribunal shall be composed of one arbitrator. The language of the arbitration shall be French unless you prefer to conduct arbitration procedures in English and you have advised the Site Owner in due course. The arbitrator's award shall be final and binding on all parties and judgment on the award may be entered and the award enforced in any court having jurisdiction thereof. Notwithstanding the foregoing, nothing contained herein shall be interpreted as precluding the Site Owner from exercising any extraordinary procedures under the Code of Civil Procedure of the Province of Quebec, such as an injunction.
17. **Severability.** If any provision hereof is held illegal, invalid or unenforceable by any competent authority in any jurisdiction, such illegality, invalidity or unenforceability shall not in any

manner affect or render illegal, invalid or unenforceable such provision in any other jurisdiction or any other provision hereof in any jurisdiction.

18. **Modification of these terms.** The Site Owner may modify, alter or otherwise update the terms and conditions applicable to this Website from time to time, without prior notice, by updating this posting. The date of the last modification will appear at the top hereof. You agree to review the terms of use each time you access and use this Website and to be bound by such terms of use as are in effect at the time when you access this Website. Your access and use of this Website constitutes irrefutable evidence of your consent to be bound by these terms and conditions.
19. **Jurisdiction.** This Website is controlled and operated by the Site Owner from Montréal, Québec. The Site Owner makes no representation that materials on the Website are appropriate or available for use in other locations. Those who choose to access this Website from other locations do so on their own initiative and are responsible for compliance with local laws, if and to the extent local laws are applicable.
20. **Survival.** These terms and conditions apply while you are accessing the Website and remain in effect thereafter, subject to section 17. In the event that this Website is no longer accessible to you, the provisions set out in sections 3, 4, 5 and 15 of these terms and conditions shall survive thereafter.