



Gildan has been included in the RobecoSAM 2014 Sustainability Yearbook, which is the world's most comprehensive publication on corporate sustainability. Gildan also received Gold Class Distinction for its excellent sustainability performance.

HOME > COMPANY



MESSAGES 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

This year marks the publication of Gildan's tenth Corporate Social Responsibility Report. Gildan has made significant progress during this last decade, and we continue to be committed to evolve our social and environmental programs and elevate industry standards. The apparel industry was shaken this year, with the tragic events in Bangladesh, serving to remind us of the importance of safety and ensuring that adequate working condition standards are rigorously followed.

This past year has reinforced the importance of Gildan's Genuine Stewardship program and the positive impact of continuously investing in a vertical manufacturing and supply chain business model. Our strategic initiatives in this regard not only drive our competitive advantage but afford us control of our supply chain, letting us set high standards, alongside best practices every step of the way.

As part of Gildan's culture, we are focused on providing a safe and healthy work environment for all our approximately 37,000 employees. We do this systematically through due diligence processes during acquisitions, ongoing safety training for our employees, implementation of rigorous health and safety policies and procedures, and internal and external audits of facilities and procedures. For example, as part of the due diligence process prior to the acquisition of our Bangladesh facility in 2010, we had the building evaluated and decided to invest heavily in reinforcing the building structure and increasing fire safety.

Our vertically integrated model has been enhanced over the last fiscal year through five significant investments in our yarn spinning operations, including three new greenfield facilities, which are expected to create a total of approximately 700 jobs in the United States, thereby contributing to local economic development. In October 2012, we acquired the remaining 50% of our joint venture, CanAm Yarns, and are now refurbishing and modernizing its two facilities. In December 2012, we announced the retrofitting of an existing building to accommodate a new yarn spinning facility in Salisbury, North Carolina. In September 2013, we announced the construction of two new additional yarn spinning facilities in North Carolina.

From a recognition point of view, one of the year's highlights was our inclusion in the Dow Jones Sustainability World Index (DJSI World). We are proud to be one of only two North American apparel brands included in the DJSI World, with effect from September 23, 2013. Inclusion in the index is based on a thorough analysis of such issues as supply chain standards and labour practices, environmental policy and management systems, corporate governance and risk management. This recognition reaffirms the fact that our business model allows us to operate in a sustainable way, including operational excellence while producing high-quality products.

Last year, Gildan established four environmental targets, and we achieved two of those targets two years ahead of time. Aiming for a 20% reduction from our 2010 baseline year by 2015, we have already reduced the waste we send to landfill by 25%, and reduced our greenhouse gas emissions intensity by 32%. Realizations like these are extremely motivating and show that with the right effort, we can affect positive change in our communities and in our surrounding natural environment.

I would like to thank all Gildan employees for their contribution to the Company's CSR efforts, and for their continued support of our values and principles. I am proud of all the hard work that we have done this year and I look forward to sharing news of further achievements in next year's report.

Glenn J. Chamandy
President and Chief Executive Officer

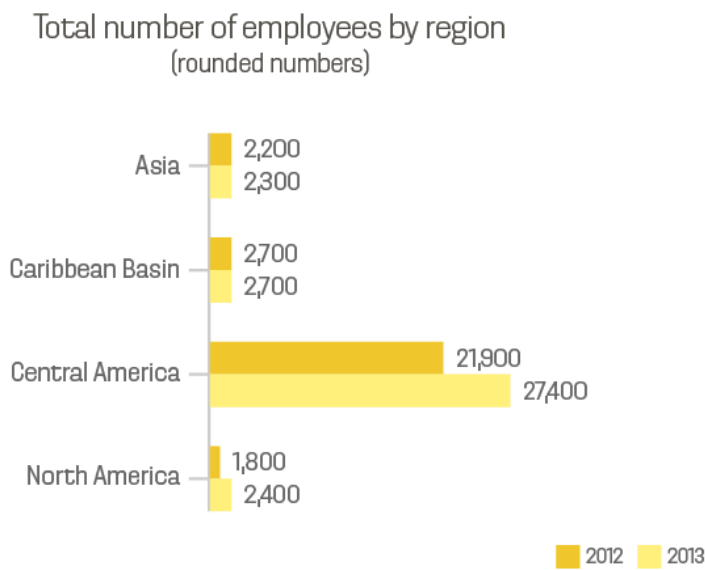


HOME > COMPANY > COMPANY OVERVIEW

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 licensing arrangements for the Under Armour®, Mossy Oak® 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. The Company is also 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 37,000 employees worldwide and is committed to industry-leading labour and environmental practices in all of its facilities.

TOTAL NUMBER OF EMPLOYEES PER REGION AS OF THE END OF FISCAL 2013*



* Please note that as of March 31st, 2014, Gildan had over 37,000 employees worldwide.

2013 FINANCIAL HIGHLIGHTS

(in U.S. dollars)

- Sales of \$2.184 billion for a net sales growth of approximately 12%
- Record earnings and segment operating profitability, with EPS growth of 109%
- ROE of 21%
- Free cash flow generation in excess of \$260 million after financing capital expenditures of approximately \$165 million
- Repayment of amounts drawn on long-term credit facility to finance prior acquisitions
- 20% increase in the amount of the quarterly dividend
- Over 800 million shirts sold
- In excess of 600 million pairs of socks sold
- Products sold in over 30 countries

SIGNIFICANT EVENTS IN 2013

MANUFACTURING OPERATIONS

- Over the course of fiscal 2013, in Honduras, Gildan completed the ramp-up of Rio Nance 5, its newest and largest textile facility, and refurbished and modernized its Rio Nance 1 textile facility.
- In September 2013, Gildan inaugurated a second sewing facility in Las Americas, Santo Domingo, in the Dominican Republic.
- In October 2013, Gildan announced the installation of a new sewing facility in San Pedro de Macoris, in the Dominican Republic which began operating at the beginning of 2014.
- In fiscal 2013, Gildan made significant investment in its yarn spinning operations located in the United States:
 - In October 2012, Gildan acquired the remaining 50% share of CanAm Yarns, LLC, the Company's U.S. yarn spinning joint-venture, which was renamed to Gildan Yarns, LLC in March 2013.
 - The two yarn spinning facilities added as part of this acquisition, which are located in Cedartown, GA and Clarkton, NC, are in the process of being refurbished and modernized
 - Gildan is also in the process of developing a new yarn spinning facility in Salisbury, NC for the production of ring-spun yarn, which will be utilized as part of the Company's branded product offering in the Branded Apparel segment.
 - The facility began production at the end of February 2014 and its ramp-up is expected to be completed by the end of 2015.
- In June of 2013, Gildan acquired substantially all of the assets of New Buffalo Shirt Factory Inc., a leader in high-quality screenprinting and apparel decoration, which, in conjunction with Anvil and certain other apparel manufacturers, provides screenprinting and decoration of apparel for global lifestyle and athletic brands. Two screenprinting facilities were added as part of this acquisition, one in Clarence, NY, in the United States, and another one in the Green Valley Park, in Honduras.

MARKETING AND SALES

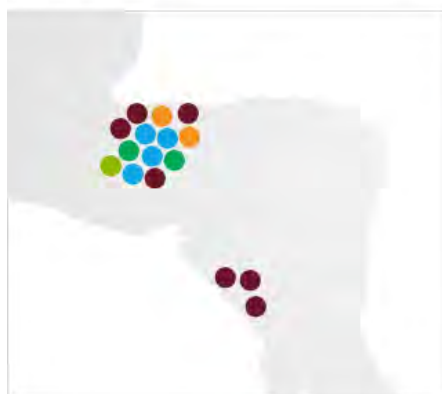
- We placed new branded programs with national retail customers and regional retail chains, including Gildan® branded underwear program with a U.S. national mass-market retailer.
- In November 2013, Gildan Activewear obtained the worldwide license for the Mossy Oak® brand for activewear, underwear and socks.

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)
Statesville, NC (United States)
New York, NY (United States)
London (United Kingdom)
Monclova (Mexico)
Kaiserslautern (Germany)
Shanghai (China)
- **Gold Toe Retail Stores⁽¹⁾**
46 locations throughout the United States

DISTRIBUTION CENTRES

- **Gildan-operated**
Charleston, SC (United States)
Eden, NC (United States)
Mebane, NC (United States)
Hamer, SC (United States)
Choloma (Honduras)
El Progreso (Honduras)
Kaiserslautern (Germany)
- **Third-party logistics providers**
Brampton, ON (Canada)
Norwalk, CA (United States)
Mexico City (Mexico)
Manchester (United Kingdom)
Antwerp (Belgium)
Shanghai (China)

MANUFACTURING

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

(1) Not indicated on the map.

(2) CanAm Yarns, LLC (CanAm), which operates yarn spinning facilities in Clarkton, NC and Cedartown, GA, 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.

(3) New ring-spun yarn spinning facility currently under construction and being staffed. This facility is expected to be in full operation in April of 2014.

(4) In September 2013, Gildan announced the construction of two additional yarn spinning facilities, one facility to be built behind its Salisbury, NC location, which is currently under construction, and another one in Mocksville, NC. These new yarn spinning facilities are expected to be fully ramped up in 2016.

(5) In September of 2013, Gildan inaugurated a second sewing facility in Las Americas, Santo Domingo.

(6) In October 2013, Gildan announced the installation of a new sewing facility in San Pedro de Macoris, which is expected to begin operating early in 2014.

(7) The screenprinting facilities were added with the acquisition of substantially all of the assets of New Buffalo Shirt Factory in June of 2013.

(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 > OUR BRANDS

Gildan Activewear Inc. (“Gildan”) is a supplier of quality branded basic family apparel. We market our products under a diversified portfolio of Company owned brands, including the Gildan®, Gold Toe® and Anvil® brands and brand extensions, as well as under licensing arrangements for the Under Armour®, New Balance® and Mossy Oak® brands.

GILDAN® - EVERY THREAD COUNTS™

Gildan first entered the apparel industry nearly 30 years ago. Fast forward to today, Gildan is now an industry leader offering the widest selection of styles, colours and sizes. Under the Gildan® brand, we sell T-shirts, sport shirts, fleece, underwear, socks and performance wear.

Visit www.mygildan.com (for Printwear customers) and www.gildanonline.com (for general consumers) for more information about each of our product categories.



ANVIL® - WHAT’S YOUR FASHIONALITEE?

Anvil has been around since 1899. It started out making workwear, but has since transformed into a fashion brand designed for individual expression. Our history of creating garments that wear well means everything we offer has quality and substance, but now more than ever, we’re delivering a fresher style. Our aim is to design relevant pieces that make a bold fashion statement but also say something about who the wearer is and what they believe in. We were one of the industry’s first to develop and use organic cotton and recycled P.E.T. apparel. With innovation as our cornerstone, the Anvil® brand focuses on what’s currently important to the younger demographic. Being responsible is as integral to our business as being on-trend.

Visit www.anvilknitwear.com for more information about our Anvil® brand.



GOLD TOE® - THE BEST SOCKS ON TWO FEET™

The sock with the iconic “gold toe®” has been a part of the American wardrobe for the better part of a century. Combining quality, design and technical expertise into the broad range of styles, the trademarked knit-in gold toe is a recognized symbol identifying the Gold Toe® brand as the standard of quality and durability in hosiery. The halo effect of the Gold Toe® brand has resulted in successful brand extensions, underwear and T-shirts, built on the core brand values of quality, fit and durability.

Visit www.goldtoe.com to read more about the Gold Toe® brands, including PowerSox®, GT, a Gold Toe brand®, SoleUtion®, SilverToe®, Auro® and All Pro®.



NEW BALANCE® - LET'S MAKE EXCELLENT HAPPEN

Through exclusive licensing agreements with New Balance Athletic Shoe, Inc., Gildan is the exclusive U.S. sock licensee for this brand and is now offering New Balance® branded performance wear in the wholesale channel.

Built on a heritage of running specialty, the New Balance® brand continues to focus on equipping the serious athlete with innovative footwear and apparel that provides the best performance, fit, quality and comfort – thus making New Balance® a perfect licence partner for Gildan.

Visit www.goldtoe.com/categories/New-Balance for more information on the New Balance® socks manufactured by Gildan Activewear Inc.

The New Balance® mark is a property of New Balance Athletic Shoe, Inc.



UNDER ARMOUR®

Gildan Activewear Inc. is the exclusive U.S. sock licensee for Under Armour® men's, women's and youth athletic socks, compression socks and running socks.

Under Armour (NYSE: UA), the originator of performance footwear, apparel and accessories, revolutionized how athletes across the world dress. Designed to make all athletes better, the brand's innovative products are sold worldwide to athletes at all levels. Under Armour's wholly owned subsidiary, MapMyFitness, powers one of the world's largest Connected Fitness communities. The Under Armour global headquarters is in Baltimore, Maryland. For further information, please visit the Company's website at www.uabiz.com.

The Under Armour® mark is the property of Under Armour, Inc.



UNDER ARMOUR.

MOSSY OAK® - IT'S NOT A PASSION. IT'S AN OBSESSION.®

Mossy Oak® is first and foremost a camouflage brand and our core consumer not only wears Mossy Oak® "camo" for concealment in the woods, fields and open country, but as a representation of their love for the outdoors and the hunting lifestyle in their daily lives. Mossy Oak® has become a favorite brand for hunting apparel in the United States and Canada.

In November 2013, we announced that Gildan had obtained licenses for Mossy Oak® for activewear, underwear and socks. As such, we are a licensed manufacturer for specific Mossy Oak® products, including underwear and thermal underwear, lounge wear, graphic T-shirts, fleece and blankets. In addition, Gildan obtained the exclusive worldwide license for Mossy Oak® socks. The Company is authorized to sell to any retailer in the world and through all wholesale distribution channels.

Visit www.mossyoak.com for more information about the Mossy Oak® products.

The Mossy Oak® mark is the property of Haas Outdoor, Inc.



MOSSY OAK®



HOME > COMPANY > GOALS & TARGETS

ENVIRONMENT

GHG Reduction Goal

Goal

Gildan will reduce the 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 has decreased its GHG emissions intensity by 32%, which means that we have met our GHG emission reduction target two years ahead of schedule. For more details, please read our GHG emissions section.



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 2013, we increased energy intensity by 4% from our 2010 baseline. However, we remain confident that we can meet our target by 2015 through the implementation of new energy efficiency projects which we have identified and validated during the past year. For more details, please read our Energy section.



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 1%. The main project that was identified in order to reduce our water consumption was the brine recovery system which would allow us to recycle water and reuse it in our processes. Once this project is fully ramped up, we expect to achieve our 10% reduction target. For more details on this project, please read our Water Efficiency section.



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 has decreased its waste sent to landfill by 25%, which means that we have met our waste reduction target two years ahead of schedule. For more details on our waste management, please read our Waste section.



Policies and Procedures

Goal

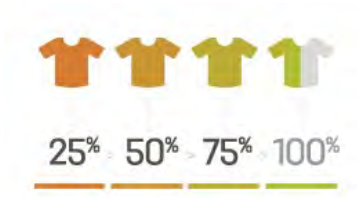
Complete the development of Gildan’s environmental management system to comply with the ISO14001 standard in Honduras.

Timeline:

2013

Progress:

This remained stable at 75% completion. Although we continued to make progress in 2013 at our textiles and hosiery facilities in Honduras, our sewing operations, as well as our most recently acquired facilities in Honduras (through the acquisition of Anvil and New Buffalo Shirt Factory), have not yet completed the implementation process.



PEOPLE

Policies and Procedures

Goal

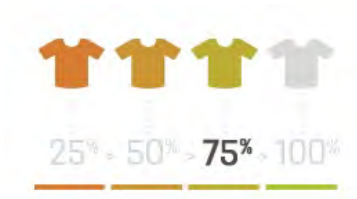
Integrate Fair Labor Association (FLA) Social Compliance Initiative (SCI) methodology into current social compliance program and monitoring practices and tools.

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 using the SCI methodology, which we pursued in 2013 and continue to expect to complete in 2014. In addition to integrating the SCI methodology, we also conducted a benchmarking of best practices in the industry, the results of which will also be incorporated in our new approach.



Goal

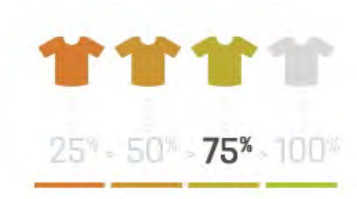
Continue implementation of Gildan's Ergonomics program at all of our sewing, textile and hosiery facilities in Honduras (up to level 5 - World-class level - of the ECNC model)

Timeline:

2014

Progress:

Although we made some progress in the implementation of our ergonomics program, we remain at 75% completion. As we progressed towards reaching level 5 for our facilities, we realized that the model we had put forward was difficult to implement for the facilities in its actual format. We have now reviewed this model to make it more efficient and leaner for the facilities to implement without compromising its key components and benefits for the employees. Please also note that the 75% completion level is also not encompassing of our recently acquired facilities in Honduras (Anvil and New Buffalo), who have started the implementation this year.



Employee Engagement

Goal

Conduct a global employee survey

Timeline:

2012

Progress:

A global employee survey was conducted in July 2013 and we are now in the process of implementing enhancement initiatives based on the results of the survey.



COMMUNITY

Existing Policies and Procedures

Goal

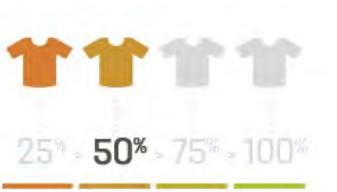
Review Gildan’s community investment policy, its areas of focus and the procedures to further standardize the program

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. In 2013, an independant firm provided some recommendations which will help us update our community investment policy. This process is also part of a broader company positioning initiative. We expect to be able to launch this new policy by the end of fiscal 2014.



Goal

Expand Gildan’s volunteering program

Timeline:

2012

Progress:

While a significant number of employee volunteering activities were organized at our different locations in fiscal 2013, we did not yet proceed with the program’s expansion as we are still determining which approach would be the most appropriate for all respective locations and 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. We expect the new orientation of our program to be set by the end of fiscal year 2014.



New Initiatives

Goal

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

Timeline:

2015

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 2014. Consequently, we have set a new timeline for reaching this goal, which is at mid fiscal 2015.



PRODUCT

New Initiatives

Goal

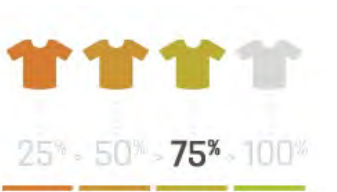
Improve our cotton traceability system to ensure sustainable sourcing.

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 fibre, originating from Uzbekistan in any supplies of yarn to our organization or in the manufacturing of our products. In 2013, we also established a risk-based approach to identify yarn suppliers to be assessed for the possibility of sourcing from Uzbekistan. These assessments will start in the second quarter of 2014 and the results will be reported in the next report update.





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, in 2011 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 2013 to the Global Reporting Initiative's Report Services which have concluded that it fulfills the  requirement of Application Level A (pdf - 327.9Kb).

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 2013 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 material to the apparel industry as well as 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 been included in our 2013 data, as well as information about our yarn spinning facilities. However, information pertaining to New Buffalo Shirt Factory, which was acquired on June 18, 2013, has not been included in our 2013 data, as the company was acquired during the third quarter of the 2013 fiscal year. We will begin including the results from the New Buffalo Shirt Factory operations in our next reporting year.

GILDAN'S BASELINE

Gildan's baseline is 2010. 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 reporting from previous years 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 reports from subsequent years will be updated when a significant cumulative change in the baseline year metrics is triggered. The following conditions will trigger 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.

As of 2013, operational data related to Anvil's facilities and offices in the U.S. and in Central America has been integrated to the 2010 baseline.

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, as well as Anvil facilities in 2013, have been back-cast into 2010 in order to re-establish the baseline. When errors from previous reporting years 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 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.

In order to refine our materiality analysis, as well as to further encourage our various stakeholders to share their opinions and concerns with us, we have completed a series of internal interviews with key senior leaders to assess opportunities, challenges and growth plans. This will allow us to identify the key material CSR and sustainability topics the Company should focus on when reviewing and seeking to improve our strategy.

In parallel, this year we will be surveying various stakeholders on certain topics, namely Gildan's overall CSR strategy and initiatives, the subjects reported on through our CSR website, and other aspects of our business.

We will also conduct an extensive review and analysis of possible sustainability topics and trends relevant to the apparel industry.

By compiling and comparing the results of the aforementioned assessments, we expect to list the material sustainability topics that Gildan should address moving forward, ultimately leading to an improved CSR strategy and better reporting.

The information gathered will guide us in selecting which subjects to cover in our next Corporate Citizenship Report, including those on which we want to put more emphasis.

REVIEW

Gildan's Disclosure Committee has reviewed all material information contained herein in order to ensure our stakeholders are provided with a proper representation of our performance for the 2013 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 tool also enables us to generate detailed monthly, quarterly and annual reports for internal use and public disclosure.

Gildan continuously strives to 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.

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

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.	●	📄 2013 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 📄 2013 Annual Information Report Our brands Company overview
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	●	Gildan website/Company overview 📄 2013 Annual Information Report Company overview
2.4	Location of organization's headquarters.	●	Gildan website/Company overview 📄 2013 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 📄 2013 Annual Information Report Company overview
2.6	Nature of ownership and legal form.	●	Gildan website/Company overview 📄 2013 Annual Information Report Company overview
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	●	Gildan website/Company overview 📄 2013 Annual Information Report 📄 2013 Annual Report Company overview

2.8	Scale of the reporting organization.	●	Gildan website/Company overview 📄 2013 Annual Report Company overview
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●	Gildan website/Company overview 📄 2013 Annual Information Report 📄 2013 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.	●	📄 2013 Proxy Circular Governance

4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	 2013 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.	●	 2013 Proxy Circular Governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	 2013 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).	●	 2013 Proxy Circular Governance
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	 2013 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.	●	 2013 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.	●	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.	●	 2013 Proxy Circular Governance
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	●	 2013 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.	●	Stakeholders & Partners
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	●	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.	●	Auditing Methodology
AF3 *	Compliance audit process.	●	Auditing 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 Auditing 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.	🕒	📄 2013 Annual Report Community Development Donations
EC2 *	Financial implications and other risks and opportunities for the organization's activities due to climate change.	●	📄 2013 Annual Report GHG Emissions
EC3 *	Coverage of the organization's defined benefit plan obligations.	🕒	📄 2013 Proxy Circular 📄 2013 Annual Report
EC4 *	Significant financial assistance received from government.	🔒	In 2013 we have received a tax credit from the United States Department of Agriculture of approximately 2.7 millions.
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.	🕒	We currently do not report on the actual proportion of local suppliers. We used to do so in the past, but due to Gildan expansion, we are currently reviewing our methodology in order to be able to calculate this proportion. 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 not 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 2013, Gildan did not received any monetary sanctions for non-compliance with environmental laws and regulations.
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-fulltime 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.	●	At the end of our 2013 fiscal year, we had 2,979 employees covered by a collective bargaining agreement. This represents 8.6% of our total workforce. Unions
LA5 *	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	●	Facility Closures and Downsizing
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 is 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.		Auditing Methodology
HR2 *	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.		Auditing 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 was 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 and Code of Conduct. Code of Ethics
SO4 *	Actions taken in response to incidents of corruption.		Code of Ethics 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 2013, 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 2013, 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 2013 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 2013 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 2013 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 2013 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 2013 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 2013 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.

2012 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 10.4Mb\)](#)

2011 CORPORATE CITIZENSHIP REPORT

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

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 manufacturing 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 and our industry.

SUSTAINABLE APPAREL COALITION

In 2013, Gildan joined the Sustainable Apparel Coalition (SAC), an industry-wide group comprising over 100 members from apparel and footwear brands, retailers, suppliers, non-profit organizations, and NGOs. The current focus of the SAC is The Higg Index, which is a tool the Coalition developed to measure the environmental and social performance of apparel and footwear products.

With the creation of an apparel and footwear index, the SAC aims at reducing redundancy in measuring sustainability in the apparel and footwear industries, driving business value through risk reduction and creating a common method used by organizations to communicate sustainability to stakeholders.

For more information on the SAC, please visit their website at www.apparelcoalition.org.

WORLDWIDE RESPONSIBLE ACCREDITED PRODUCTION (WRAP)

All of Gildan's 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 ensure 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.

For more information on WRAP, please visit their website at www.wrapcompliance.org.

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.

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 been a pioneer in joining the FLA 10 years ago. The FLA's method of annual public reporting, its strict Workplace Code of Conduct, and the fact it conducts internal and external independent audits were all key elements that prompted Gildan to seek FLA membership in 2004.

We are grateful for all that we have been able to benefit from the FLA principles, which have guided us in the establishment of our Gildan Genuine Stewardship program, which we believe to be robust and rigorous.

When Gildan joined the FLA, we were still at the early stages of the establishment of our Gildan Genuine Stewardship corporate social responsibility (CSR) practice. Since then, we have made a significant investment in the development of our Gildan Genuine Stewardship program, a very robust and rigorous social compliance program, including comprehensive auditing procedures, while also incorporating the guiding principles of the FLA, the ILO and other internationally-recognized organizations. This has allowed us to develop valuable relationships with our various stakeholders, including NGOs, with whom we proactively maintain a regular and direct dialogue.

BETTER WORK

Gildan has been participating in the International Labour Organization's Better Work Programme through its third party 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.

SUPPLIER ETHICAL DATA EXCHANGE (SEDEX)

Gildan is a member of Sedex, the Supplier Ethical Data Exchange, which provides member companies with a secure web-based platform for storing and sharing information on four key pillars: Health and Safety, Labour Standards, Business Ethics and The Environment. Sedex is not a standard setting body and doesn't approve or certify our policies and standards. Instead, becoming a member of Sedex is a sign of Gildan's willingness to share information and to utilise this information to help manage and improve ethical standards within its supply chain.

CARBON DISCLOSURE PROJECT (CDP)

Gildan has also been participating in the 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. Gildan has been working collaboratively with the MSN regarding labour practices and freedom of association at its various manufacturing locations.

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. Since then, Gildan has been working collaboratively with the MSN regarding labour practices and freedom of association at its various manufacturing locations. We continue to remain in dialogue with MSN regarding our corporate social responsibility practices.

WORKER RIGHTS CONSORTIUM

The Worker Rights Consortium (WRC) is a non-profit organization created by college and university administrations, students and labour 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.

OTHERS

We have also developed relationships with the following organizations:

- Adozona
- Anitec
- Asociacion Hondurena de Maquiladores
- Asociacion Nacional de Industriales
- Cámara de Comercio e Industrias de Choloma
- Fundación Hondureña de Responsabilidad Social Empresarial (FundahRSE)
- 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 seven 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. As part of the Board's commitment to maintaining an ongoing engagement process with the Company's shareholders, the Board will, for a third consecutive year, offer shareholders the opportunity to cast, at the annual shareholders' meeting, an advisory vote on the Company's approach to executive compensation as disclosed in its management proxy circular.

Gildan remains dedicated 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, Environmental Policy 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 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. During 2013, the name of this Committee was changed to the "Corporate Governance and Social Responsibility Committee" to better reflect the Committee's oversight role.

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 seven consecutive years (2007-2013)



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 \(pdf - 248.9Kb\).](#)

2013 INFORMATION RELATED TO GRI INDICATORS S02 AND S04

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.





Gildan has implemented a multi-tiered compliance framework to mitigate the risk of improper conduct by employees and key business partners. This framework is underpinned by robust policies including Gildan's Code of Ethics, Code of Conduct and Anti-Corruption policy. All Gildan Manager and up positions are required to certify compliance to 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 and reviewed in 2013.




Gildan's internal audit department conducts formal reviews to ensure compliance to the policies and procedures aforementioned. All Gildan business units are analyzed for risks related to corruption as part of the Company's internal control system and risk management policies.



Gildan's internal control system and risk management policies include Gildan's Code of Ethics and Code of Conduct as well as an Integrity and Social Responsibility hotline. The hotline, which is managed by a third party service provider, allows employees to confidentially and 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 Board's Audit and Finance Committee.



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

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

** Please note that Richard P. Strubel retired from the Board, having reached the mandatory retirement age pursuant to the Board's formal retirement policy, effective February 6th, 2014.*

*** In connection with Mr. Strubel's retirement, Mr. Russ Hagey was appointed to the Board effective November 1st, 2013 with the result that the Board has maintained at nine the number of directors.*

Read more about our Board of Directors

GOVERNANCE BOARD AND COMMITTEES – DIVERSITY AND ATTENDANCE RECORD - 2013

BOARD	% MINORITY	% WOMEN	% OF MEMBERS IN 30-50 AGE GROUP	% MEMBERS OVER 50 YEARS OF AGE	% ATTENDANCE RECORD
BOARD OF DIRECTORS	11.1%	11.1%	0%	100%	100%
AUDIT AND FINANCE COMMITTEE MEMBERS	11.1%	11.1% ⁽¹⁾	0%	100%	100%
COMPENSATION AND HUMAN RESOURCES COMMITTEE MEMBERS	0%	11.1%	0%	100%	100%
CORPORATE GOVERNANCE MEMBERS	11.1%	0% ⁽¹⁾	0%	100%	100%

(1) Please note that these percentages reflect the composition of the Board of Directors and its committees as at the end of our fiscal 2013 and therefore do not reflect the addition of a new Board member in November of 2013.



HOME > COMPANY > RECOGNITION

Corporate

GILDAN ACTIVEWEAR INCLUDED IN DOW JONES SUSTAINABILITY WORLD INDEX FOR A SECOND CONSECUTIVE YEAR

Gildan is the only North American company in the Textiles, Apparel and Luxury Goods industry group to be included in the DJSI World Index this year. The Company believes that its corporate social responsibility initiatives create value for its various stakeholders, who have strong expectations relative to brands, especially in the apparel industry.

The Dow Jones Sustainability™ Indices are maintained collaboratively by S&P Dow Jones Indices and RobecoSAM. Following a best-in-class approach, the indices measure the performance of the world's sustainability leaders. Companies are selected based on a comprehensive assessment of long-term economic, environmental and social criteria that account for general as well as industry-specific sustainability trends. Only organisations that lead their industries based on this assessment are included.

Corporate

ROBECOSAM 2014 SUSTAINABILITY YEARBOOK

Gildan has been included in the RobecoSAM 2014 Sustainability Yearbook, which is the world's most comprehensive publication on corporate sustainability. As one of the top-scoring companies in the Textiles, Apparel and Luxury Goods industry, Gildan also received Gold Class Distinction for its excellent sustainability performance. In order to be eligible for inclusion in the Yearbook, a company must fall within the top 15% of their industry and must also achieve a score which is within 30% of the best-performing company in its industry.

Canada

GILDAN RECOGNIZED AS ONE OF CANADA'S 50 BEST CORPORATE CITIZENS – 2009-2013

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;
- Implementation of a practice requiring suppliers to sign a statement ensuring they do not procure cotton originating from Uzbekistan, where child and forced labour are routinely used in the production of cotton;
- Acquisition process in emerging markets, where Gildan performs an extensive due diligence process which includes an assessment of social and environmental risks

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.

Honduras

FUNDAHRSE SEAL FOR SOCIAL RESPONSIBILITY – 2008-2014

In 2014, for the seventh 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 highlights the work of companies demonstrating high standards and a strong commitment towards Corporate Social Responsibility (CSR). These aspects are evaluated through responses provided in a questionnaire that covers aspects related to employee and community

relations, as well as governance, marketing, environmental, and purchasing practices. The questionnaire is an assessment tool which was elaborated by FUNDAHRSE in conjunction with other CSR-focused organizations in Central America. It includes standardized questions for the region as well as specific questions for each country where it is applied. Companies which meet or exceed FUNDAHRSE standards are selected as recipients of the award, which highlight their commitment towards the community and their consistency with their corporate values, mission and vision.

Honduras

PRESIDENTIAL EXPORTER AWARD – 2013

Gildan San Miguel, Gildan's largest sewing facility in Honduras, has been recognized by the Ministry of Commerce with the Presidential Exporter Award 2013. This recognition is awarded to companies with great exporting volumes and employment generation. This is the second time a Gildan facility receives the award, with Gildan Hosiery Rio Nance having been one of the recipients in November 2010.

United States

GILDAN SELECTED BY WALMART TO RECEIVE 2012 RESPONSIBILITY AWARD OF EXCELLENCE

At the beginning of 2013, Gildan received the "2012 Responsibility Award of Excellence" at Walmart's Annual Supplier Summit held in Orlando. Gildan received this honour for its socially and environmentally responsible (CSR) manufacturing practices with particular recognition from Walmart for its excellent supplier partnership and genuine demonstration of commitment to CSR values. This is the third award Gildan has received from Walmart in the past four years.

United States

GILDAN EDEN RECEIVES EMPLOYER OF THE YEAR AWARD

Gildan's Distribution Center in Eden was presented with the Employer of the Year Award by the Goodwill Industries of Central North Carolina, for the Greensboro region. The award ceremony took place on September 26, 2013. Gildan was nominated in recognition of the local work done in partnership with the Eden Community Resource Center, as well as the incentives offered by Gildan to its employees to advance their studies (math and/or literacy). Through the Eden Community Resource Center services, some of our Eden employees have completed their General Educational Development (GED), while others have attended the math and reading tutoring classes. The Eden Community Resource Center has also significantly helped Gildan with recruitment efforts through their job fairs, where they advertise our job postings and then assist us with the screening of all the applications. In addition, Gildan participates in an annual Business Advisory Council with Goodwill Industries to provide feedback as to what the industry needs are and discuss how Goodwill's resources can match these needs.



In the last ten years, more than 900 Gildan employees have benefitted from the Educatodos program and pursued their high school education while working.



More than 150 volunteers participated in delivering over 4,500 toys during the "Giving Smiles with Gildan" campaign in 2013.

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, China, Europe 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 37,000 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

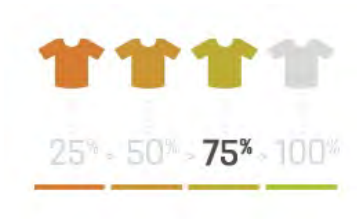
Integrate Fair Labor Association (FLA) Social Compliance Initiative (SCI) methodology into current social compliance program and monitoring practices and tools.

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 using the SCI methodology, which we pursued in 2013 and continue to expect to complete in 2014. In addition to integrating the SCI methodology, we also conducted a benchmarking of best practices in the industry, the results of which will also be incorporated in our new approach.



Goal

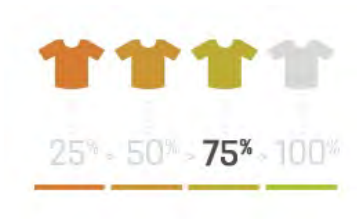
Continue implementation of Gildan's Ergonomics program at all of our sewing, textile and hosiery facilities in Honduras (up to level 5 - World-class level - of the ECNC model)

Timeline:

2014

Progress:

Although we made some progress in the implementation of our ergonomics program, we remain at 75% completion. As we progressed towards reaching level 5 for our facilities, we realized that the model we had put forward was difficult to implement for the facilities in its actual format. We have now reviewed this model to make it more efficient and leaner for the facilities to implement without compromising its key components and benefits for the employees. Please also note that the 75% completion level is also not encompassing of our recently acquired facilities in Honduras (Anvil and New Buffalo), who have started the implementation this year.



Employee Engagement

Goal

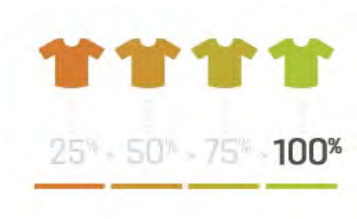
Conduct a global employee survey

Timeline:

2012

Progress:

A global employee survey was conducted in July 2013 and we are now in the process of implementing enhancement initiatives based on the results of the survey.





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 Labour 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

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 2013, refresher courses on the Code of Conduct were provided to all employees in Bangladesh, Central America and the Caribbean basin.

In September and October of 2012, all the employees of two of Gildan's recently acquired companies, GoldToeMoretz and Anvil Knitwear, were trained on the Gildan Code of Conduct. In 2013, more than 4,200 employees from all the Anvil facilities and the recently acquired New Buffalo facility in Honduras were also trained on Gildan's Code of Conduct. Training on additional topics such as the FLA code of conduct and workplace benchmarks, was also provided to employees of the Anvil facilities in Honduras as well as in depth training on grievance mechanisms, harassment and abuse, discrimination, and environmental policies, among others.

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.

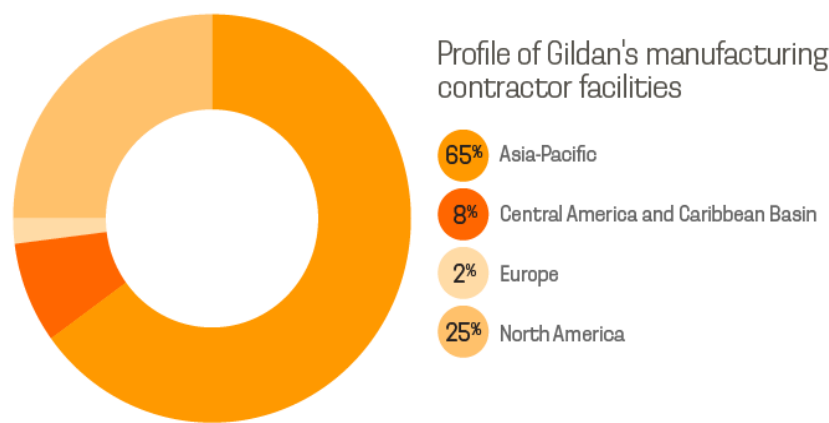


HOME > PEOPLE > CODE OF CONDUCT > CONTRACTORS & SUPPLIERS

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.

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, at the end of 2013, Gildan was outsourcing production to 61 manufacturing third party contractor facilities worldwide, representing 10% of our global production in terms of volume.



CONTRACTUAL REQUIREMENTS

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

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

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 2013, 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 to employees on an ongoing basis. In 2013, more than 1,000 contractor employees were trained in the Gildan Code of Conduct and we also trained nearly 100 contractor employees in fire extinguisher use.

Also, as part of the Better Work Haiti program, managers at our Haitian contractor facilities have received training on various labour issues since 2011, including training on the following topics:

- Human Resources planning
- Environment, Health and Safety (EHS)
- Mastering recruitment for key positions
- Securing employee loyalty
- Organizing successful training sessions
- Establishing remuneration and motivation systems and policies

During 2013, training on the Gildan Code of Conduct was also provided to a new contractor in Central America. In 2014, we will provide training to contractors to strengthen specific areas identified during audit evaluations.

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 receive training on labour and human rights. Designed specifically for security employees hired by third party contractors, this training program focuses on situations these particular employees might face while performing their duties on behalf of Gildan. In 2013, security personnel that work at our textile and sewing facilities in Honduras were trained on the Gildan Code of Conduct, the Anti-Discrimination, Anti-Harassment and Abuse policies as part of the aforementioned training program. Close to 200 people employed by sub-contractors were trained. Additionally, security personnel at our sewing facility in the Dominican Republic were also trained in these policies. One of our sewing facilities in Nicaragua also trained its security personnel in Gildan's policies.



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 points of the California Transparency in Supply Chain Act.

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

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 labour 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 2013, 228 monitoring audits were performed. Of these, 156 were conducted by Gildan's internal auditors or by external auditors on Gildan's behalf, and 72 were conducted by external auditors or assessors for WRAP, the FLA, the ILO Better Work Programme 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.

Effective for fiscal 2014, Gildan implemented a new policy in which all of the audits it conducts at Gildan owned facilities will be unannounced audits. Audits at third party contractor facilities are either unannounced or semi-announced audits. 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.

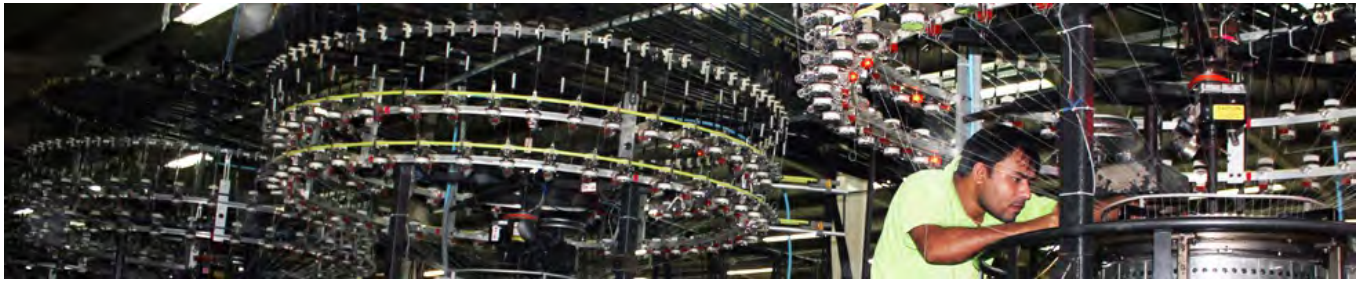


HOME > PEOPLE > WORKING CONDITIONS

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

All of the permanent production employees at our owned facilities earn significantly more than the legally-mandated minimum industry wages in all the countries in which we operate. In addition, at the vast majority of our locations, 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 long-term commitment to the Company
- Minimize the costs associated with the recruitment of new employees
- Integrate employees more easily into the Company's culture and values

However, 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.

2013 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	
	0	0	38.3	61.7
CARIBBEAN BASIN	0.5		99.5	
	61.5	38.5	59.4	40.6
CENTRAL AMERICA	0.9		99.1	
	54.2	45.8	74.3	25.7
EUROPE	7.4		92.6	
	50.0	50.0	20.0	80.0
NORTH AMERICA	0.4		99.6	
	57.1	42.9	50.0	50.0

- 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.

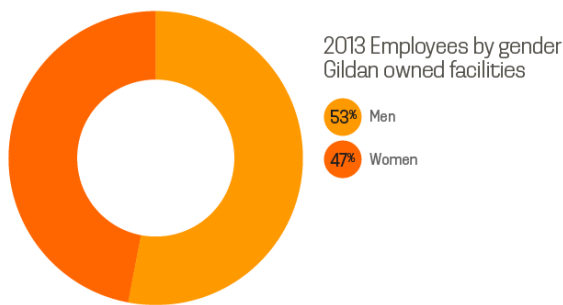
2013 PERCENTAGE OF NEW EMPLOYEE HIRES BY AGE GROUP AND GENDER WITHIN EACH REGION

COUNTRY	PERCENTAGE BY AGE GROUP		PERCENTAGE BY GENDER	
	18-30	ABOVE AGE 30	WOMEN	MEN

ASIA	74.5	25.5	50.7	49.3
CARIBBEAN BASIN	67.1	32.9	67.1	32.9
CENTRAL AMERICA	70.1	29.9	43.9	56.1
EUROPE	50.0	50.0	83.3	16.7
NORTH AMERICA	46.7	53.3	52.4	46.4

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, colour, sex, religion, national origin, disability, citizenship status, and other protected classifications. This policy, in line with our Code of Conduct and International Labor Organization (ILO) conventions, clearly stipulates that no employee will be subject to any type of discrimination.



OPPORTUNITIES PROGRAMS IN NICARAGUA AND THE DOMINICAN REPUBLIC

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.

In May 2013, Gildan partnered with the National School for the Deaf in the Dominican Republic in order to implement the Opportunities Program in our sewing facilities located in the country. The program creates awareness regarding coworkers with special needs, and has already employed four people who are currently receiving special training in our Las Americas sewing facilities.



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 incentives, which represent compensation over and above their basic wages, reward workers whose efficiency 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. In 2013, we reviewed different fair wage calculation methodologies available and compared them with our pilot project in order to improve our previous assessment. We are currently reviewing the results of this project in order to develop a methodology for assessing fair wages in all regions in which we operate. We expect to report a summary of this project in 2014.

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 manufacturing sectors.

Most countries have a minimum wage that applies for the manufacturing 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 Haiti

UPDATED DECEMBER 2014

As opposed to the bulk of Gildan's operations, which are vertically integrated, sewing operations in Haiti are subcontracted by Gildan to third parties. Therefore, to address the concerns which were raised regarding the issue of minimum wages in Haiti, Gildan made a commitment in November 2013 to require its third party contractors in the country to comply with the payment of 300 gourdes per day in an eight hour work day to their piece rate workers, based on the expectation that they continue to operate at a reasonable efficiency rate.

We can assure you that nothing has changed with respect to our commitment and that we have taken proactive actions in this respect. We are pleased to have reached a conclusion towards ensuring compliance with this demand and would like to share the most recent details with you, as outlined below.

- Following several meetings held with union leaders in Haiti, over the course of the year, they confirmed being in agreement with the applicable rate and the methodology used by us to audit compliance, i.e. for the payment of 300 gourdes per day in an eight hour work day, based on a reasonable efficiency rate as per our commitment to the WRC.
- We are pleased to report that on October 20th, 2014, the primary union in the apparel industry in Haiti, Sendika Ouvriye Tekstil ak Abiman (SOTA-BO), signed an agreement with one of our two contractors and both parties have agreed on the above-mentioned payment structure. Gildan participated as a facilitator in the negotiation process and is currently dialoguing in order to provide for the signature of a similar agreement with our other contractor in the near future. It is important to note that while there is no official agreement signed with this second contractor, changes have already been implemented to reflect the applicable payment structure, as supported by our independent audit process.
- In collaboration with our own independent audit team, we conducted audits at all of our contractor facilities in Haiti in order to validate that payments made to piece rate workers were equivalent to a minimum of 300 gourdes per day in an eight hour work day, based on the agreed upon piece rate with the union leaders in Haiti.
- We can report that after reviewing the results of these audits, the most recent one having taken place in August 2014, we are of the view that all of our contractor facilities are substantially in compliance with the parameters we have set with the unions.
- We are committed to continue to deploy regular independent audits at our contractor facilities to validate compliance with the agreed payment to the piece rate workers.

Gildan has been sourcing sewing production from Haiti for over 15 years and will continue to do so in the future. All contractors we deal with are responsible for implementing all necessary requirements in order to respect our Code of Conduct. Members of Gildan's team follow up regularly with our contractors and verify that they comply with our standards of quality and social compliance.

Minimum Wages in Bangladesh

In Bangladesh, there is a specific minimum wage structure for the garment sector and workers are graded by their position. Our employees in Bangladesh earn significantly more than the country legal minimum wage.

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 proportion of indirect employees, mainly managerial positions and above, 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. The bonuses are directly linked to the objectives met in the performance appraisal process.

Long-Term Incentive Plan

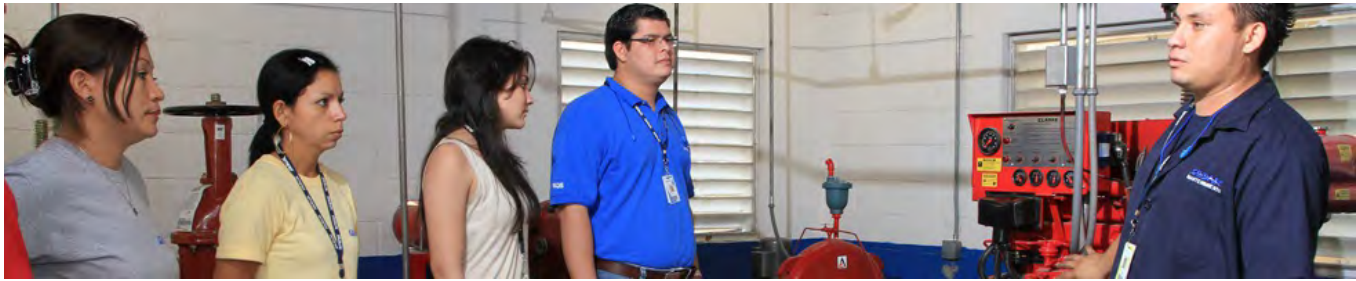
The Long-Term Incentive Plan (LTIP) was first implemented in 1998 for the granting of stock options and was subsequently amended to allow the Board of Directors to grant Treasury Restricted Share Units (RSUs) and Non-Treasury RSUs, to officers and key employees of the Company and its subsidiaries. The 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 U.S. since 2007.

In 2012, the Company also launched the ESPP in Central America, the Dominican Republic and Barbados to employees in manager level positions and above in order to encourage 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 yet been rolled out to Gildan's locations in Asia.

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



HOME > PEOPLE > WORKING CONDITIONS > TRAINING & DEVELOPMENT

Gildan recognizes that over the course of 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 and position them with opportunities for future growth within the organization.

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 related to enabling workers to better understand the environment in which they will be working, as well as informing them of their rights and obligations.

Specific employee training requirements are afterwards identified through the Performance Appraisal process. Based on this annual process, we offer our 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. Gildan also encourages the movement of employees from one hub or facility to another for short periods so that they may give or receive training.

In 2013, approximately 1.39 million man-hours of training were provided globally, which represents an average of 39.7 man-hours of training per employee, an increase of approximately 40% from 2012.

In 2013, detailed man-hours of training provided to employees per category can be broken down as follows:

CATEGORY	MAN-HOURS
EMPLOYEE INDUCTION AND CODE OF CONDUCT	32,920
HUMAN DEVELOPMENT	118,273
TECHNICAL TRAINING	1,084,310
HEALTH & SAFETY	65,918
MAINTENANCE	12,978
QUALITY	70,687

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.

Topics covered during these in-house training sessions include:

- **Gildan:** Launched in 2012, the Gildan Business Knowledge Training focuses 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 behaviour 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, internal 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
- **Corporate Citizenship:** Code of Conduct, ergonomics, environment

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 US 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 2013, we conducted approximately 200,500 man-hours of training on dedicated sewing modules in Honduras, more than 384,000 man-hours of training in Nicaragua and in excess of 78,500 man-hours of training in Bangladesh.

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 2013, close to 12,300 man-hours of training were provided to operators and utility personnel.

To date, in the Dominican Republic, 79 of our employees have 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. We expect new participants to be certified in 2014.



INTERNAL TRAINING ACADEMIES

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 allows 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 November 2013, almost 40 employees graduated from this academy and are ready to grow within the Company.

In Honduras, Gildan started an Internal Training Academy pilot project at its Villanueva sewing facility where 20 employees are enrolled. We expect the first group of employees from our Villanueva facility to graduate at the beginning of 2014, and we will also be expanding the program to our textile facilities.

In 2013, Gildan created two Collaborative Training Centers in alliance with PROCINCO, the training component of the Honduran Maquila Association (AHM), and the National Institute for Professional Training (INFOP). These training centers were established under the Engineering Department's management in Honduras and were equipped with tools and real machinery in order to provide technical training for Textile and Hosiery Knitting Maintenance Technicians. This training is provided through a structured program combining theoretical and practical training hours.

Since the opening of the centers, we have provided approximately 11,800 man-hours of technical training to 121 Maintenance Technicians. The Collaborative Training Centers are the first of their kind for Textile and Hosiery Knitting processes in the apparel industry in Honduras.

LEADERSHIP AND MANAGERIAL PROGRAMS

We also provide both on-site and off-site managerial and leadership education, as well as labour law training to our Directors, Managers, Supervisors and Coordinators in Central America and the Caribbean Basin. Here are a few examples of programs started in 2013:

- As part of our learning initiatives to strengthen our management team in Honduras and Nicaragua, Gildan signed a collaboration agreement with the ADEN Business School to provide a 2,000-hour training program to take place over the course of 2013 and 2014. ADEN Business School is an educational institution which focuses on the professional development of managers and executives, and has strategic alliances with recognized universities and business schools in Latin America, United States, Spain, and Switzerland. The program covers topics such as project management, negotiation skills, supply chain management and professional development. Additionally, the training program offers mentoring and life coaching, providing tools to enhance the managerial and interpersonal skills of participants. Life coaching also helps to improve participants' quality of life and develop their potential. The programs are intended for small to medium-sized groups of individuals identified as key players for the organization.
- 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, and emotional intelligence.
- In Barbados, groups of supervisors and managers were offered training in managing conflicts as well as a specific training on the Barbados Employment Rights Act. We also started providing training sessions on behaviour and technical competencies to employees at management level. There were 25 employees participating this year.

PERSONAL DEVELOPMENT

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.

School for Effective Parents

In Honduras, Gildan created a training program in 2013 called School for Effective Parents. The objective of this program is to support employees with training that goes beyond work-related issues. During the workshops, parents come to recognize the importance of getting to know themselves better, and then can apply the knowledge and techniques acquired to communicate in a better way with their

children and family. In the first year of the program, 13 workshops of 10 hours each were held in Honduras catering to employees from all facilities. In all, a total of 2,400 hours of training were provided benefiting more than 100 employees and their spouses. Three internal facilitators were trained to continue implementing the workshops and open new groups in Honduras over the course of 2014.

Educadores Program in Honduras

Basic education and literacy are taken for granted in many parts of the world but unfortunately, these fundamental rights are not available in many regions. Recognizing this, since 2003 Gildan has supported Educadores, a program developed in partnership with the Honduran Ministry of Education and the United States Agency for International Development (USAID), aims at strengthening basic job classes in underprivileged regions. By 2010, Gildan had expanded the program across all its textile and sewing facilities in Honduras.

In the last ten years, more than 900 Gildan employees have benefitted from the program and pursued their high school education while working, including 200 employees who were enrolled last year.

Strengthening Basic Job Skills with the METAS Project

In October 2012, Gildan and Proyectos METAS signed an agreement to implement the METAS project with a pilot group of 70 of our Honduran employees. This initial group of participants is composed of employees who are also involved in the Educadores program. The METAS project, an initiative funded by the United States Agency for International Development (USAID), aims at strengthening basic job skills such as mathematics, information research and reading comprehension. The project, which involves a 60-hour training period, will result in the participating employees obtaining a certification for their skills. Almost 20 employees participating in the program obtained their bronze or silver certification. The rest of the employees participating have been receiving additional classes and will be taking an additional certification test early in 2014.

Facilitating education opportunities for our employees

From April to June 2013, a long-distance education program was put in place at the Star sewing facility. A group of six volunteers donated a total of 204 hours to teach 34 of their colleagues during their days off. This trimester, the program was focused on the ninth grade high school level.

The program is managed in conjunction with the Education Bureau through the Honduran Institute of Radio Education (IHER).



EDUCATIONAL AGREEMENT WITH A 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 mentioned they were experiencing difficulties finding a post-secondary academic program adapted to it. In response to this need, in February 2012, Gildan signed an educational cooperation agreement with the Universidad Tecnológica de Honduras (UTH). Under this agreement, the first one of its kind in Latin America and the Caribbean Basin, the university offers classes that are complementary to the Gildan work model. This unique agreement, along with the flexibility afforded by the Company's schedule, allows employees to initiate or continue their university studies.

In 2013, more than 250 Gildan employees from our facilities in Honduras took advantage of the agreement and were able to enroll in the university in the different career options such as Industrial Production, Business Administration, and Industrial Relations.

COLLABORATION AGREEMENT WITH INATEC NICARAGUA

In September 2012, Gildan signed a collaboration agreement with the Instituto Tecnológico Agropecuario (ITA), a local institute operated by the National Technical Institute (INATEC) of Nicaragua and located in Nandaime.

The agreement provides our employees working at our Rivas sewing facility with the opportunity to pursue technical studies adapted to their working schedule. This agreement allows our Nicaraguan employees to study English, administration, accounting and computer science at one of the educational institutions affiliated with INATEC. A total of 450 employees are currently participating in this program.

These courses are sponsored by INATEC at no cost to our employees.

MY HOUSE OF KNOWLEDGE IN DOMINICAN REPUBLIC

In the Dominican Republic, Gildan created an internal 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. In 2013, 63 employees participated in this training program.



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.

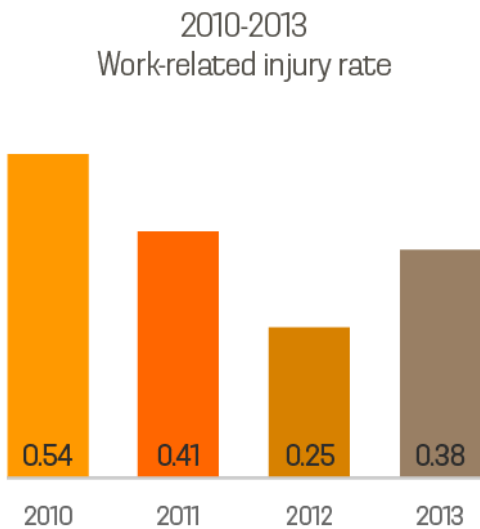
In 2013, on a global scale, injury and severity rates respectively increased by 52% and 4% from 2012. However, since our baseline year of 2010, on a global scale, injury and severity rates decreased by 30% and 25% respectively. The increase in 2013 in both the injury and severity rates is due to the lower health and safety performance of the three facilities which were added as part of the Anvil acquisition, as well as our Bangladesh facility, all of which were included for the first time in our global health and safety statistics.

An accident unfortunately occurred in 2013 at our Bangladesh facility that caused the death of one of our employees. Gildan addressed this fatality with the utmost seriousness and immediately conducted a full investigation. The investigation determined that it was the failure by an external contractor to follow proper hot works procedures that led to a nearby staircase ramp being electrified, subsequently causing the electrocution of the employee. The investigation also included a detailed review of internal safety procedures, resulting in recommendations in order to ensure the safety of all our employees at all times. Furthermore, mandatory training is now provided each time a new contractor works at one of our facilities and all contractors working inside our facilities are supervised by a member of Gildan's team.

We also decided to enhance the health and safety culture at our Bangladesh facility through the following initiatives:

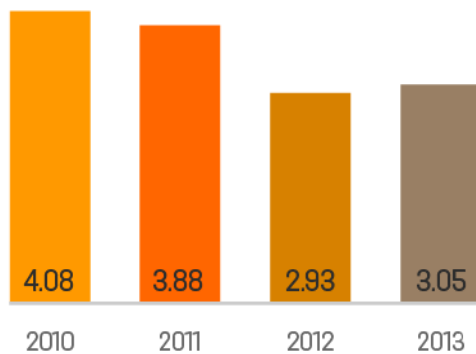
- Have skilled health and safety employees from our Central America operations train local Bangladesh health and safety employees
- Enforce the use of Personal Protective Equipment (PPE)
- Increase the level of middle management commitment and involvement in employee health and safety, for example by having local managers perform housekeeping/safety monthly inspections
- Build a medical room for the night shift employees
- Increase employee awareness of employee health and safety by providing additional training opportunities

2013 has been marked by the integration of Gildan health and safety policies and procedures at the Anvil facilities. In order to improve the health and safety performance of these facilities, we have hired additional health and safety staff and trained them all on Gildan's standards. We have also implemented procedures for hot works, chemical handling and personal protective equipment, which were lacking at these facilities. In addition, we have installed fully equipped medical clinics at the Anvil textile and sewing facilities.



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.

2010-2013 Severity rate



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

HEALTH AND SAFETY IN BANGLADESH

Gildan owns an integrated textile manufacturing and sewing facility located near Dhaka. This facility was purchased in March 2010 as a strategic initiative to service the Company's growing European and Asian business.

Since the time of the acquisition, Gildan has successfully implemented our Code of Conduct and Environmental Code of Practice, cornerstones of our leading Genuine Stewardship program. We have also invested heavily to align this facility with our other facilities in Central America, the Caribbean Basin and the U.S. These investments include the installation of external fire escapes, a new water-treatment system and the replacement/upgrade of equipment to elevate the facility to the Company's global standards. As part of its due diligence process when it acquired the facility, the Company hired a U.S.-based engineering firm to perform an assessment of the physical property and buildings.

As a result of their findings, considerable resources were allocated to reinforce the building structures with structural steel and reinforced concrete. In addition, our building is currently being audited by safety and loss prevention specialists on an annual basis. Particularly in light of the Tazreen Fashions Ltd. and Rana Plaza tragedies which happened in Bangladesh in the past year, we remain confident with the actions we have undertaken to date in order to ensure the health and safety of our employees. Our employees' health and safety will continue to be of paramount importance for us.

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.

These committees are also responsible for performing employee training as well as regular fire and safety drills. One recent fire drill at our facility in Bangladesh resulted in the successful evacuation of four floors of employees in five minutes.

Gildan also has a Global Health & Safety committee comprised of representatives from the human resources and health and safety departments from each of Gildan's geographical regions. They meet quarterly to discuss employee accidents and the root causes of these accidents, as well as to analyze any trends in injury and severity rates. These meetings allow the different regions to share best practices and find innovative solutions to health and safety problems which can hopefully contribute to avoid future accidents. Suggestions for health and safety awareness campaigns and training are also discussed at these meetings.



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 2013, employees received approximately 65,900 man-hours of training on health and safety. In 2013, a group of middle management employees from our facilities in Central America and the Caribbean Basin were trained on the Safety Training Observation Program (STOP) in order to promote safety and reduce accidents at all of our facilities in these locations. More than 440 employees were trained in STOP representing over 2,200 man-hours of training.

Also, subsequent to the acquisition of Anvil, all of the Anvil EHS staff was trained on health and safety standards. The objective of these training sessions was to implement Gildan's Health and Safety Management System in a consistent manner throughout all facilities.

In addition, in 2013 alone, more than 5,000 employees from our San Miguel sewing facility in Honduras were trained in ergonomics by medical, EHS and other staff members. Similar training sessions were also offered to more than 17,000 employees from other facilities. These training sessions were part of the implementation of our Ergonomics program. For more details on this program, please [click here](#).





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

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, Gildan TV and notification from health care partners.

Continuous Improvements in Environment, Health and Safety

In 2013, following the acquisition of Anvil, the Environment, Health and Safety (EHS) chiefs and coordinators were trained on Gildan's environment, health and safety policies and procedures, in order to standardize practices throughout our 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 standards.

Our San Miguel and Choltex facilities completed the implementation in June of 2011 and received their gold certification confirming that they are compliant with international standards 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. Rio Nance V, AKH and Star in Honduras, as well as our San Marcos sewing facility in Nicaragua, are currently implementing the program and are all expected to receive their certification over the course of 2014.

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, during 2012, a preventive program was implemented on leptospirosis since 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

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 healthcare-related topics. They also receive important information on medical treatment for issues related to diabetes, orthopedics, auditory examinations, dental, ophthalmological and gynecological care, among other subject matters.

In 2013, over 6,700 employees and their families in Central America and the Caribbean Basin received free medical attention at the Company's organized health fairs.

This initiative also extended to our Corporate Office in Montreal, where in October 2013, employees were invited to attend a health fair organized by the Human Resources department. Eleven different organizations were on site to offer advice and information on health-related issues. More than 100 employees visited the fair during the course of the day, where they could get their blood pressure taken, or find out their body mass index (BMI), among other activities.

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 2013, 2,786 female employees 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.

Gildan continues to support this campaign every year in Central America and the Caribbean by providing all female employees with cytology tests at no cost. In 2013, more than 1,800 female employees at our facilities in that region were able to get their Pap smears and mammograms at no charge as part of this program.

Gildan's Pink Tour: Breast Cancer Awareness Campaign

Since 2010, our Central America and Caribbean facilities have developed an internal breast cancer awareness campaign called the Gildan's Pink Tour, which takes place in October. In 2013, the campaign was also launched at our facilities in the Dominican Republic and at our Anvil facilities. During the Tour, the facilities were decorated in pink and our medical staff provided information regarding risks, causes, and prevention and detection of breast cancer. More than 26,000 employees participated in the campaign's various activities and 250 employees from Gildan joined the Walk for Life sponsored by the Honduran League Against Cancer.

In addition, our doctors created awareness with more than 12,000 employees in Honduras and 1,500 in the Dominican Republic through informational sessions scheduled per shift.

Gildan also joined local authorities, cancer prevention organizations and other companies during breast cancer awareness month for different activities where more than 500 of our employees from all facilities volunteered to help spread the word against breast cancer.

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 712 women participated in the workshop since its inception. In 2013, our sewing facilities in Nicaragua and our sewing and textile facilities in the Dominican Republic also provided the maternity workshops in which more than 260 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 2013, 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 1,100 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 2013, our medical staff shared HIV prevention information to our employees through on-site HIV presentations and postings on bulletin boards within the facilities at both Honduras and the Dominican Republic.

Dengue fever campaign

At the beginning of May, our Star facility organized a campaign against severe dengue fever, which is a disease prevalent in Honduras.

Information was posted on bulletin boards and educational sessions were conducted by a doctor specialized in this disease, during which information on the symptoms, consequences and how to fight this disease was provided.

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.





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 and 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

During 2013, hosiery and sewing facilities in Honduras moved forward into the Level 4, "Preventive Level". Training was provided for more than 14,000 employees in ergonomic guidelines and the Ergonomic Center of North Carolina provided onsite training for 27 members of different ergonomic committees, strengthening their knowledge in hazard identification, analysis and control. Textile facilities have improved in some key ergonomic elements towards the Preventive level, such as injury management, however they are still strengthening other key elements of the program within the Compliance level to achieve the Preventive level in a short period of time.

Once Level 5 - World-class 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.

During 2013, Gildan sewing facilities in Nicaragua continued the implementation of the Ergonomic Program by developing activities of the Preventive level, specifically in elements related to training of employees, medical prevention of work related injuries and hazard reduction. During 2013, approximately 4,000 employees were trained in Nicaragua and 20 members of the ergonomics committee were trained onsite by a senior ergonomist of the Ergonomic Center of North Carolina.

In the Dominican Republic, the ergonomic committees continue to meet regularly and over 600 employees have been trained in ergonomics during 2013. Facilities will start performing hazard analysis and controls in order to meet Compliance level requirements in the first half of fiscal year 2014.

In 2013, we also began implementing the program at our integrated facility in Bangladesh.



EMPHASIZING THE IMPORTANCE OF ERGONOMICS

As part of its commitment to implement a best-in-class Ergonomics Program at its manufacturing facilities, Gildan partnered with the Honduran Maquila Association, the Regional Rehabilitation Center and the ECNC to launch, on February 27th 2013 its new Ergonomics Exercise Program in Honduras.

The updated program includes new exercise routines developed in collaboration with the above-mentioned partners in order to take into account the different operations that are carried out by employees. Over the next months, this program will be extended to all of our facilities in Central America and the Caribbean Basin.

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 (Río Nance 4) in Choloma and will service employees at our entire Río 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 2013, 209 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

- A team of more than 45 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 Central America and the Caribbean basin alone, Gildan has 22 doctors and 40 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 137 staff experts in ergonomics in Honduras and Nicaragua who in turn have led the implementation of the Ergonomics Program at each facility since the beginning of the program
- To sustain the full functioning of the Program at each facility, more than 17,000 employees were trained in ergonomics in 2013. 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 EVENTS IN HONDURAS

In 2013, Gildan held its Second Annual Ergonomics Day in Honduras at its San Miguel sewing facility, which this year lasted for two days. In addition, its two hosiery facilities held an Ergonomics week. 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 facilities with the purpose of identifying potential hazards and applying controls to mitigate ergonomics risks
- Strong medical presence in the facility 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 developed in 2012 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). A sample of more than 400 people was randomly selected from our textile and sewing operations, and 56 anthropometric variables were measured. All employees agreed in writing to participate in the study. Twenty doctors were trained in the basic elements of anthropometry, characteristics of the instruments used, as well as measurement conditions and common errors. Two training sessions were offered and six doctors were selected to carry out the study.

This kind of study, widely used in developed countries, provides the 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. The measurements are currently being used in pilot tests to improve the adjustability of two workstations.

Anthropometry is an important element of ergonomics as 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, the Dominican Republic and Bangladesh through fully equipped medical clinics at each of our manufacturing facilities. The medical clinics operate 24 hours a day, 7 days a week. While focusing on workplace-related health issues, our medical team, composed of 22 doctors and 37 nurses are also often called upon to provide such services as pre-natal care and vaccinations.

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 average, there are between 120 and 130 visits per day.

During 2013, doctors from our on-site medical clinics in Central America and in the Dominican Republic provided more than 51,100 instances of medical attention to our employees and more than 43,900 instances in Bangladesh.

In 2013:

- Over 6,600 employees from Central America and the Caribbean Basin were vaccinated free of charge against tetanus, influenza, pertussis and tetanus (DPT). The vaccines are selected based on national health statistics.
- More than 10,900 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 drugstore adjacent to our Rio Nance complex clinics in Honduras benefitting all employees working at the complex. The registration process for all prescriptions provided by doctors at the complex's medical clinics was subsequently automated, improving the service.

In 2013 alone, the drugstore provided the medicine needed to fill more than 57,500 prescriptions issued by our doctors at the Rio Nance complex. This represents over U.S. \$78,000 worth of medicine, offered at no cost through our clinics.

In 2013, at our Bangladesh facility, Gildan provided more than U.S. \$30,000 worth of medicine, at no cost to employees.

FOCUS ON HEALTH & WELLNESS IN THE UNITED STATES

Throughout 2013, in an effort to enhance wellness across all of our locations in the U.S., we have implemented various initiatives which aimed at generating a positive impact on our growing employee population. For instance, at our yarn spinning facility located in Cedartown, Georgia, we held a health fair during which all employees were invited to participate in biometric screenings and have their blood pressure checked, as well as speak with local providers of services including medical, dental and chiropractic care.

Also, wellness events held in Charleston, South Carolina, included a very successful 60-day walking challenge that was completed by over 60 employees in May 2013, and a Breast Cancer Awareness Campaign over the course of October 2013. In addition, all facilities in the U.S. participated in two ongoing initiatives which aim at improving the overall health and wellness of our employees and their covered spouses.

First, we implemented a U.S.-wide wellness medical discount program for employees who voluntarily agree to receive an annual/routine physical prior to May 2014. Those employees, and covered spouses, who provided a valid proof of their visit will incur lower medical premiums for our benefit year starting in May 2014 and ending in May 2015. Secondly, we offered all employees the opportunity to receive on-site flu vaccinations. Approximately 500 employees took advantage of this benefit.

In 2014, we expect to expand to all locations wellness initiatives, such as health fairs, on-site seminars addressing nutrition and the importance of reducing stress, as well as weight loss challenges. Our goal for 2014 is to educate our employees on the importance of living healthy in the present, and how it will affect their overall health in the future.

On-site Nurses

At our Charleston, South Carolina facility, our employees benefit from the presence of an on-site industrial nurse. As an integral part of Gildan's health and safety program, this nurse provides assistance with pre-employment screening requirements, assistance to employees who are injured on the shop floor, and suffer from other illnesses/injuries that may occur during the course of work. In addition, the nurse works on safety policies and procedures. The nurse's contribution has resulted in a health care program which is improved 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.

Employees at our Mebane, North Carolina distribution center 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 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.



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.

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 over 1,400 suggestions in 2013. 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 close to 660 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 instances, over the years, many successful programs have been initiated based on employee suggestions originating from these suggestion boxes, such as the implementation of the cooperatives 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 suggestion 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 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 2013, we received a total of twenty 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.

In 2013, we trained GoldToeMoretz employees based in Asia on the Integrity and Social Responsibility Hotline. We also trained the employees of our recently acquired Anvil facilities in Central America. Over 3,800 employees from our Star and AKH facilities (Anvil facilities) were trained in our grievance mechanisms and Hotline.

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

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 2013, we included the acquired Anvil facilities in Honduras and Nicaragua to the review process used by the Interdisciplinary grievance mechanisms committee, which was put in place in 2012 to review all of the responses provided by each facility to ensure that employee concerns are appropriately addressed. This information is then shared with Directors and Vice-Presidents.



HOME > PEOPLE > WORKING CONDITIONS > FACILITY CLOSURES AND DOWNSIZING

CENTRAL AMERICA

In 2012, we announced the refurbishing and modernization of Río Nance 1, our most mature textile facility, located in Honduras. As a result, the facility was temporarily closed and most of the workers were relocated to our other textile facilities, including our newest textile facility, Río Nance 5. In August 2013, Río Nance 1 started its ramping up program and by the beginning of October 2013, 240 employees were already hired including a number of the workers who had left the company during the temporary closure.

At the beginning of April 2013, our Villanueva sewing facility, located in Honduras, started experiencing a shortage in its production volume due to a downward change in the market demand, which resulted in the elimination of two specific garment styles from the production process. In these instances, Gildan's approach is to maintain the employment levels at the impacted facility to the greatest extent possible and for the longest period possible despite the absence of sufficient production to support the total number of employees. In the case of Villanueva, Gildan continued paying salaries to all employees for the month of April 2013 despite the fact that there was insufficient available production to support the total number of employees at the facility. Unfortunately, the facility was not able to maintain the same employment levels over the long-term, which led to the difficult decision to lay off approximately 300 workers from all areas of the facility in order to correctly balance the production lines. Impacted employees were treated fairly and in accordance with local laws.

UNITED STATES

Over the course of fiscal 2013, as part of the integration of the GoldToeMoretz (GTM) acquisition, Gildan continued the process of consolidating some functions and operations in the United States. As announced to GTM employees in September of 2012, some administrative and supply chain support functions at the Newton, North Carolina facility were gradually phased out to be completely eliminated by the end of July 2013. As we exited the facility at the end of July 2013, it was also decided to close the outlet store which was located in the same building. A total of 22 people were relocated to another one of our facilities.

As part of the integration of Anvil's distributor business into Gildan's Printwear division, at the end of 2012, Gildan consolidated Anvil's distribution volume for the printwear (wholesale) market, located in Hamer, South Carolina, into its state-of-the-art distribution center located in Eden, North Carolina. This consolidation, which aimed at simplifying and enhancing our supply chain and distribution process for our printwear customers, became effective in November 2012 and impacted approximately 50 hourly employees.

All impacted employees received the minimum notice period required by law. Gildan regrets the impact that these difficult decisions had on these experienced and dedicated employees and 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

During 2013, our textile facility in the Dominican Republic continued working in a collaborative and constructive manner with the Sitragildan union despite the absence of a collective bargaining agreement due to the ongoing litigation. As previously mentioned in our report of 2012, an order from the Supreme Court of the Dominican Republic is preventing the Company from signing the collective bargaining agreement between the two parties. The Supreme Court judgment stems from a lawsuit filed by a second competing union, Sitragil, and appoints the Labor Court of Santo Domingo to make a determination as to which of the two unions, if any, represents the majority of the workers at our Dominican Republic textile facility. The result of this determination remains pending in the courts and we currently have no clear visibility as to when this matter will be resolved. The latest court hearing on this matter resulted in a further postponement to May 2014.

Dialogue between management and both unions was positive during the year and the Company continued the unilateral implementation of the economic benefits to the workers agreed upon with Sitragildan.

CENTRAL AMERICA

Gildan finalized the implementation of recommendations given by the Fair Labor Association (FLA) and Worker Rights Consortium (WRC) on the investigation at the Star sewing facility, in Honduras, which was part of the acquisition of Anvil Knitwear, in 2012. A constructive dialogue between the union and management has been maintained during the year and regular monthly meetings have been conducted. The CBA in place at Star expired at the end of 2013 and management and union satisfactorily negotiated a new CBA which will be in place during 2014 and 2015.

There is also a CBA in place at Annic, a sewing facility in Nicaragua, which was also part of the acquisition of Anvil. This CBA was also set to expire in 2013. This facility has two unions which presented their proposals to the Nicaraguan Ministry of Labor in June 2013 for the re-negotiation of the collective bargaining agreement. According to the laws in Nicaragua, when more than one union exists, it is the role of government to unify proposals, which took place in July 2013. The negotiation committee of both unions subsequently met with Gildan management and the negotiations ended in October 2013. The new CBA will be in place for two years.



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, which was accredited by the Fair Labour Association (FLA) in 2007. 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 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 > AUDITING METHODOLOGY

Gildan’s facilities have been audited for more than nine 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 a 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. 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.

Some internal audits are also conducted by third-party auditors on our behalf.

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

- Understanding of the Gildan Code of Conduct
- Ability to speak the local language of their region, with the exception of Haiti where we work with an interpreter in Creole
- Knowledge of 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
- Understanding of Gildan Corporate Citizenship Program and internal monitoring system and tools such as the Gildan Corporate Social Responsibility Database
- Being involved in audits either with the FLA, WRAP or with customers’ monitoring audits

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. All evidence of remediation is verified by our auditors on an on-going basis to ensure that 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 also 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 INTER-VIEWS	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 labour laws, regulatory compliance, and compliance to Gildan's internal social and environmental standards are also considered.

In 2013, we undertook a due diligence process while considering the acquisition of New Buffalo. 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 Gildan Code of Conduct and employee awareness training
- Training of auditors
- Performance of internal audits

At the end of 2013, Anvil, which was acquired in May 2012, as well as the recently acquired (June 2013) New Buffalo operations were fully integrated to Gildan's social compliance standards.



HOME > PEOPLE > SOCIAL COMPLIANCE > AUDITS

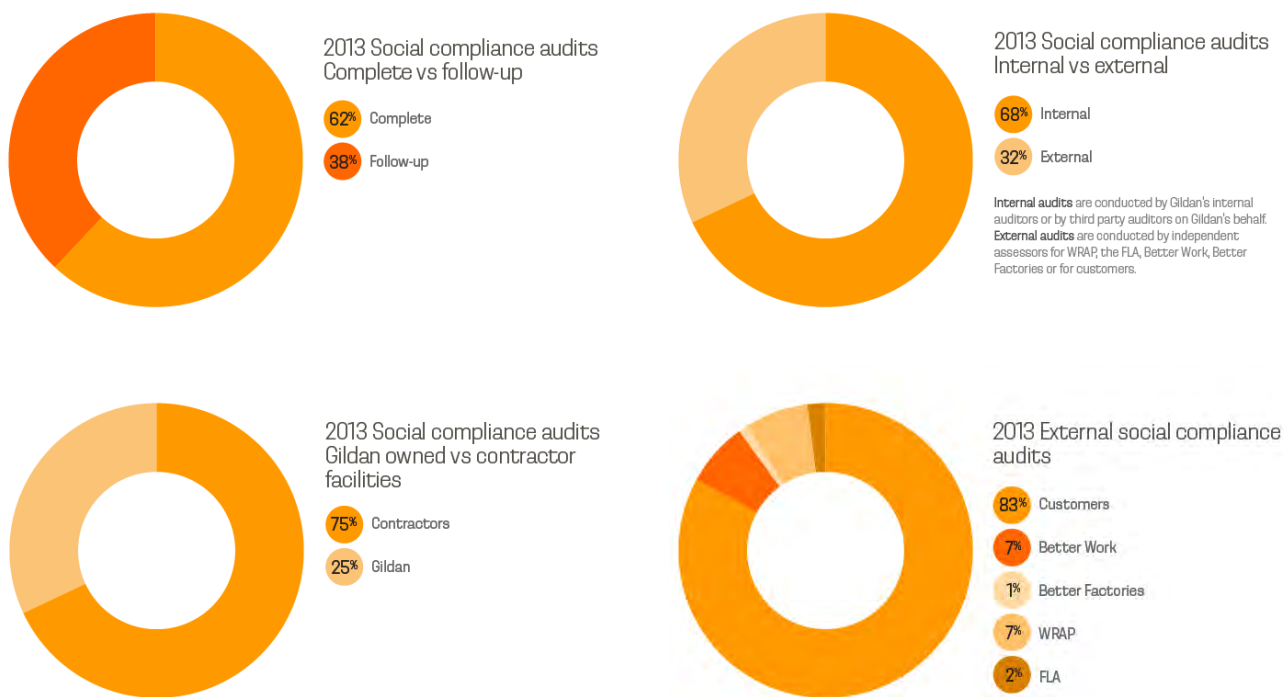
FISCAL 2013

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. In 2013, 91% of our overall manufacturing facilities were audited at least once by Gildan internal auditors or third party auditors mandated by Gildan. The facilities that have not yet been audited by Gildan will be visited before the end of the second quarter of fiscal 2014, 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 the commencement of any production for Gildan. For more information, please refer to our Methodology section.

In 2013, 228 monitoring audits were performed. This number also includes audits performed at third party contractor facilities that were not retained for production.

A total of 141 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, 89 audits were conducted by Gildan’s internal auditors or by third party auditors on Gildan’s behalf, and 52 were conducted by external auditors or assessors for WRAP, the FLA, the ILO Better Work Programme or by customers.

Furthermore, 87 follow-up audits were conducted at Gildan and contractor facilities. Of these, 67 were conducted by Gildan’s internal auditors or by third party auditors on Gildan’s behalf, and 20 were conducted by external auditors for the ILO Better Work Programme.





HOME > PEOPLE > SOCIAL COMPLIANCE > FINDINGS

Classification of social Non-Compliance

We refer to four types of non-compliance:

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

2013 INTERNAL SOCIAL COMPLIANCE AUDIT FINDINGS - GILDAN OWNED FACILITIES

A total of 233 labour-related non-compliances were found at Gildan owned facilities during 2013 internal audits: 6 major (2.6%), 143 moderate (61.4%) and 84 (36.1%) minor. This represents a decrease of 14% in the total number of findings, although we did more audits in 2013 (35 complete and follow-up internal audits at Gildan owned facilities in 2013 compared to 33 in 2012).

Most of the 2013 findings (approximately 65%) related to 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 six major findings at Gildan owned facilities in 2013 related to:

- Employment agreements
 - The non-compliance found in one facility was related to inconsistencies between working contracts and actual work schedules. Remediation: the Human Resources department is developing a process in order to document any agreed upon changes to the work schedule.
- Verbal harassment
 - The non-compliance found in one facility was reported by employees who complained about the behavior of their direct supervisor. Remediation: 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.
 - The non-compliance found in one facility was related to one employee who complained about their direct supervisor giving inappropriate responses to requests made by the employee. Remediation: Human Resources department held a meeting with facility supervisors to reiterate the importance of the Company's policies related to anti-harassment and abuse, as well as employees' right to visit the Social Security Institute if requested.
- Discipline procedures
 - The non-compliance found in one facility related to the way disciplinary procedures are applied. Remediation: Human Resources is in the process of reinforcing the importance of applying disciplinary procedures in a transparent and respectful manner so employees can express themselves freely during a disciplinary process.
- Security screening practices
 - This non-compliance was found at one facility where employees complained that the screening searches were not always performed by security guards of the same gender as the employees. Remediation: Security and Human Resources departments immediately met with the security contractor to strengthen Gildan's Security Policy regarding physical inspection of employees upon entry into the facility. These inspections are performed on a daily basis when employees enter and exit the facilities.
- Fire safety
 - The non-compliance found in one facility related to emergency exits accessibility. Remediation: Plant management immediately requested all emergency exits to be enabled and conducted a meeting with EHS and Maintenance departments to strengthen the importance of maintaining full accessibility to the exit doors. Maintenance department is in the process of creating a procedure for opening and closing the facilities.

In general, findings at Gildan owned facilities involved:

- Record keeping, such as incomplete employee contracts
 - Human Resources employees receive continuous training 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
 - We experienced this issue in 2013 because we had to increase production at our Honduras and Nicaragua facilities in order to compensate for the reduction in production at our Bangladesh facility due to constant political instability in the country.
- 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.

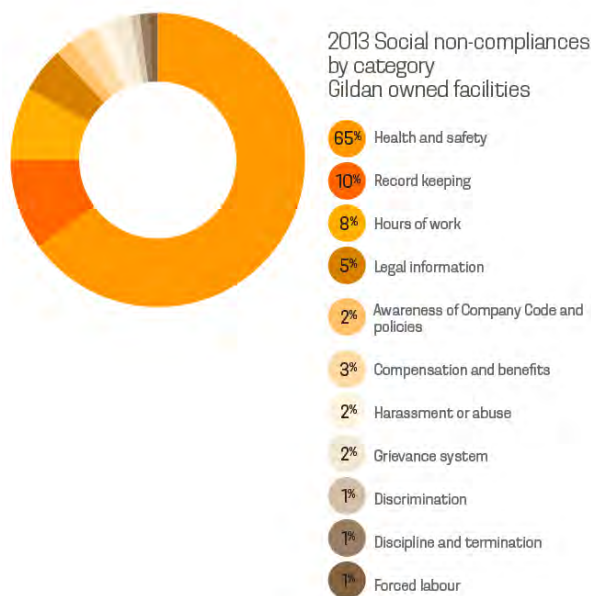
- General cleanliness and sanitary conditions, such as cafeteria hygiene and overall upkeep and sanitation in facilities and bathrooms
 - A sanitation procedure was developed for proper food handling and storage in cafeterias.
 - Regarding overall upkeep and sanitation at our facilities, during 2013 our sewing facilities have implemented a cleaning campaign involving all employees.
- 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, employee, supervisor 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 years of data related to our audit results in our 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.

Audit results and findings were shared with textile and sewing management teams, whose members committed to improving CSR practices in their respective facilities. The Corporate Social Responsibility department will share a similar presentation including CSR expectations for 2014 with management to ensure teams' commitment to implement best practices.

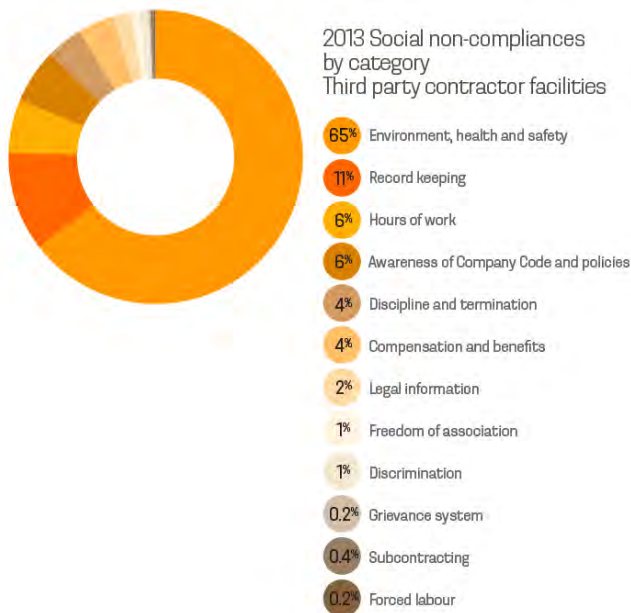


2013 INTERNAL SOCIAL COMPLIANCE AUDIT FINDINGS – MANUFACTURING CONTRACTOR FACILITIES

A total of 535 labour-related non-compliances were found at our third party manufacturing contractor facilities during 2013. Of these non-compliances, 31 were major, 230 were moderate and 274 were minor. This number has significantly increased in 2013 due to the addition of new contractor facilities, as well as the fact that 95% of our manufacturing contractor facilities have been audited at least once during a 12-month period rather than our prescribed 18-month period.

The findings reported only include findings at third party manufacturing contractors with which we conducted business over the course of 2013. 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.



2013 INFORMATION RELATED TO GRI INDICATORS HR5-HR6-HR7

In its 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 to 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 labour 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 one finding associated with it was found through an internal audit. The issue is related to miscommunication between supervisors and workers regarding the procedures around voluntary overtime. Human Resources conducted a meeting with middle management to reiterate the procedure of attribution of overtime.

With regards to freedom of association, we did not experience any situations during the reporting period. For more details on unions present at Gildan facilities, please consult our Unions section.



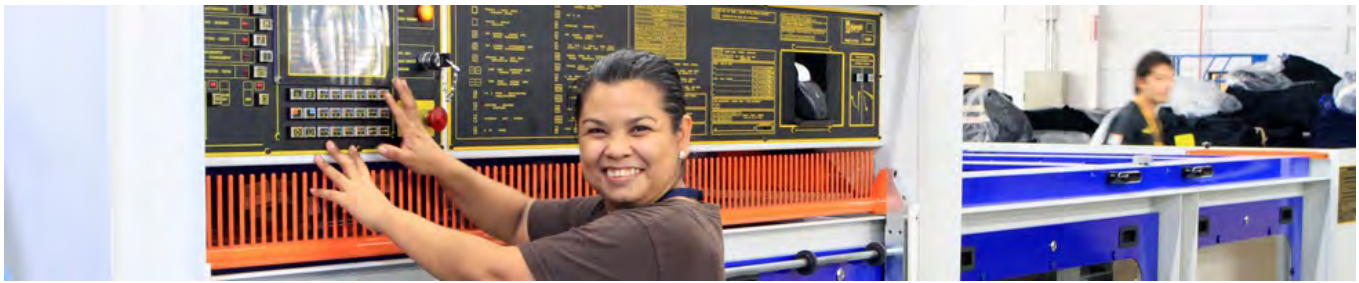
HOME > PEOPLE > SOCIAL COMPLIANCE > REMEDIATION

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 a persistent pattern is developing in several facilities.

In order to address recurrent issues identified in 2013, which were mostly linked to fire safety, employee training focused on the use of fire extinguishers and fire hoses. The emergency response team members and environment, health and safety (EHS) chiefs also received extensive training in emergency response, and fire safety refresher training sessions were provided to employees. Finally, a presentation was made to management during which the analysis of the 2013 audit results were presented and discussed.

All of the Gildan owned textile facilities are built with fire safety systems such as sprinkler systems (except for Bangladesh, where a fire hose system is in place), emergency exits and fire alarms, among other items. Furthermore, fire drills are performed at least twice per year at all facilities.



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 mean of communication to 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.

This 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.

In line with the positive results of Gildan TV in Honduras, this creative way of communicating information to employees was extended to other locations. As of 2012, the program is fully operational at our offices and facilities in Barbados, Charleston and Nicaragua. At the beginning of 2013, the program was launched at our Corporate Office in Montreal as well.

The Human Resources staff at each location is 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. Gildan TV content includes important information specific to each facility.



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, approximately 11,000 employees are affiliated with these cooperatives. We are proud to report that in 2013, the cooperatives granted more than U.S. \$7,000,000 in loans to employees from our textile and sewing facilities.

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. In 2013, our employees in that region received a total of over 8,170 loans, which amounted to over U.S. \$5,200,000.

THE "WRITING OUR FUTURE" PROGRAM

In February 2013 Gildan launched the "Writing our Future" program intended for our employees in Nicaragua and their families. This initiative consists of a sponsorship program aiming to motivate employees' children to continue their educational studies. Over the course of the second quarter, the Company distributed more than 3,000 school supply kits to employees' children.



RECOGNIZING OUR EMPLOYEES' SERVICE

To close the 2013 year, our Eden office held a special lunch in November to recognize all employees with five years or more of service at Gildan. Thirty-one of our collaborators were recognized for their five years with the Company and four were recognized for their 10 years.

As a token of the Company's appreciation, all recognized employees received a certificate and a gift bag. After the ceremony, lunch was served for all the attendees.



PERFECT ATTENDANCE LUNCHEON

Our Charleston office organized a Perfect Attendance Luncheon in November to recognize Gildan's appreciation to the hourly non-exempt employees who had a perfect attendance record during fiscal year 2013. Regular attendance at work is an important part of the success of our operations. Many employees go above and beyond to have a perfect attendance record throughout the year.

A total of 34 employees were honoured for their perfect attendance of one, two or three years. Each recipient was invited to the annual Perfect Attendance Luncheon and also received a \$100 gift card for their hard work and dedication throughout the year.

GILDAN'S SAVING OUR FAMILY PROGRAM

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 2013, the program offered more than 700 sessions for our employees in Honduras. In 2013, the program was extended to all our facilities in the Dominican Republic, completing the year with a total of 188 sessions in all.

EMPHASISING THE IMPORTANCE OF FAMILY

At the beginning of December 2012, our Eden colleagues and their families were invited to participate in a Family Fun Day. The event was held at the Eden YMCA center and the agenda included various family oriented activities such as playground games for children, a basketball game for adults, snacks throughout the day as well as lunch.

A total of 570 people attended the event, including employees, their families and the organizing staff.

Also, on March 30th, employees from our Barbados office were invited to participate, along with their families, to the third edition of "Fun Day". During this event, many activities, such as slides, bumper cars, face painting, a climbing wall and an egg hunt, were organized to entertain our employees' children, while adults participated in a friendly football tournament, a kite flying competition or played dominos. Approximately 85 employees participated in this event with their families, for a total of 300 participants. Also, 15 employees volunteered to make this day a success.

COMMITTED TO AN ACTIVE WAY OF LIFE

Dominican Republic

In December 2012, Gildan organized the first soccer tournament amongst its employees in the Dominican Republic. During this tournament, at the Santo Domingo sport complex, employees from our sewing and textile facilities were grouped into different teams named after Gildan's products. The main goal of this activity was to strengthen employee engagement and encourage team spirit. Employees' families also participated in the event supporting their favorite teams.

Again, with the objective of promoting the adoption of an active lifestyle amongst our employees, Gildan sponsored its Dominican basketball and softball teams to allow them to compete against other community-based teams in several tournaments in Guerra, where our Dortex textile facility is located. A total of 59 employees from Dortex participated in the games, which were held in February and March.

Honduras

The grand finale of the 2 second edition of Gildan's Soccer Tournament involving employees from all of our facilities in Honduras was also

held in December 2012. In this competition, the textile facilities (Group A) were facing the sewing facilities (Group B). At the final game, which took place at the Francisco Morazán Stadium in San Pedro Sula, Villanueva was representing the sewing group and Choltex, the textile group. In the end, Villanueva's team defeated Choltex's team 4 to 2. All team members played with passion, enthusiasm and team spirit, in front of a stadium filled with supporters, amongst which there were Gildan colleagues, friends and family members.

USA

Our Eden Distribution Center joined the "Get Fit Eden" initiative, whose goal is to increase physical activity and improve the health of Eden residents who suffer from high rates of obesity and diabetes. This program developed by the local Chamber of Commerce and the City of Eden aims at building a stronger workforce and reducing medical attention requirements. The program, which was held from June 1st to August 31st, 2013, encourages members of the community to use walking trails, provides access to free trainers and free classes at participating fitness centers as well as informational sessions on diabetes and obesity. As part of the Company's participation in the program, Gildan made a donation of T-shirts decorated with the "Get Fit Eden" logo and has promoted three weight loss contests among its employees, reaching an impressive collective loss of 400 pounds.

On February 1st, 2013, employees at our Charleston facility were invited to attend the launch of the "90-day Walking Challenge", with the objective of improving employees' overall health.

In order to kick off the event and encourage participation, Gildan offered employees a pedometer and a water bottle. At the end of the Challenge, on May 24th, 2013, the top two employees with the most steps logged were awarded a \$100 gift card. A total of 160 employees signed-up for the challenge. The participating employees convened every month to share their results and success factors. This initiative was created based on employees' feedback received through the Wellness Survey conducted in the Fall of 2012.





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.

GIVING SMILES WITH GILDAN

Every holiday season since 2005, as part of the Giving Smiles with Gildan program, our employees in Honduras volunteer to deliver brand new toys generously donated by the employees to underprivileged kids living in neighborhoods in close proximity to our facilities. More than 150 volunteers participated in delivering over 4,500 toys during this campaign in 2013.

This is the second year our employees in Nicaragua, with about 150 volunteers, and the Dominican Republic, with 15 volunteers, joined the campaign and contributed to spreading joy to hundreds of children in the communities where we operate. 2013 also marked the launch of this initiative in Haiti, where eight volunteers from our administrative office distributed toys to about 30 children at the Berraca Children Home in Thomasseau.



GLOW RUN

Gildan partnered with Cervecería Hondureña to develop the first glow-in-the-dark run on September 7, 2013. This was one of our most significant volunteer activities where more than 800 employees and their families participated to raise funds for the benefit of the San Pedro Sula public hospital, “Mario Catarino Rivas”. Gildan and its employees donated more than \$7,000 for the hospital.



PROMOTING YOUTH EDUCATION ONE HOOP AT A TIME

The Trevor Williams Kids Foundation is an organization dedicated to teaching life skills to youth, helping them stay in school, keeping them off the streets, and encouraging them to become contributing members of their community.

For the third consecutive year, Gildan supported their annual Hoopfest, which was held on May 5, 2013. A group of Gildan employees from both the Corporate Office and from Central America, who were visiting Montreal at the time of the event, formed a team called the Gildanators and participated in the adults category of the basketball tournament.

The Company donated 1,650 T-shirts to the organization, as well as a \$10,000 financial contribution to support one of their educational programs called the Tutoring Zone.



PLAYING TO BRING HOPE FOR OUR CHILDREN

A group of five Gildan employees joined with business partners from KPMG to participate in the Games for Hope soccer tournament.

The team raised funds amongst friends, families and colleagues. As per Gildan’s matching grant policy, the Company matched the employees’ donations, which amounted to a total of \$500, distributed between two organizations supported by the Games for Hope Foundation: The Starlight Children’s Fund and Fitspirit.

The Games for Hope Foundation promotes awareness of children’s charities within the community, as well as encourage and supports research in all areas leading to better treatment and prognosis of any children's illness.

VOLUNTEERING TO PROMOTE LITERACY IN EDEN

Three employees at our Eden Distribution center acted as volunteers at the Rockingham County Partnership for Children. Each of them donated three hours per week to the “Leadership Rockingham - Dolly Parton Imagination Library”, whose goal is to promote literacy amongst preschool aged children.

Any child in Rockingham County can enroll in this program to receive a free book once per month from the time they are born until their 5th birthday. The program also encourages parents to read with their child in order to develop pre-literacy skills which will be critical to contribute to their reading success when entering kindergarten.

Gildan volunteers use their lunch hour to go read books to participating children.



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%
2013	53%	47%	66%	34%

GILDAN EMPLOYEES WORLDWIDE BY REGION AND GENDER

	Men	Women
ASIA	38%	62%
CARIBBEAN BASIN	59%	41%
CENTRAL AMERICA	54%	46%
EUROPE	22%	78%
NORTH AMERICA	50%	50%

GILDAN EMPLOYEES WORLDWIDE BY CONTRACT TYPE

	2013	2012	2011	2010
TEMPORARY	0.8%	1.2%	2.4%	1.8%
PERMANENT	99.2%	98.8%	97.6%	98.2%

WORK-RELATED INJURY AND SEVERITY RATES 2009-2013

	2013	2012	2011	2010	2009
INJURY RATE	0.38	0.25	0.41	0.54	0.92
VARIANCE INJURY RATES	52%	-39%	-24%	-41%	
SEVERITY RATE	3.05	2.93	3.88	4.08	8.05
VARIANCE SEVERITY RATES	4%	-24%	-5%	-49%	



Gildan has now transitioned the majority of its steam generation plants from fossil fuels to biomass steam generation in Central America and in the Caribbean Basin.



Since 2008, Gildan has planted more than 31,500 trees and 21,200 shrubs.

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 continue 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 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 put in place 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

GHG Reduction Goal

Goal

Gildan will reduce the 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 has decreased its GHG emissions intensity by 32%, which means that we have met our GHG emission reduction target two years ahead of schedule. For more details, please read our GHG emissions section.



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 2013, we increased energy intensity by 4% from our 2010 baseline. However, we remain confident that we can meet our target by 2015 through the implementation of new energy efficiency projects which we have identified and validated during the past year. For more details, please read our Energy section.



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 1%. The main project that was identified in order to reduce our water consumption was the brine recovery system which would allow us to recycle water and reuse it in our processes. Once this project is fully ramped up, we expect to achieve our 10% reduction target. For more details on this project, please read our Water Efficiency section.



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 has decreased its waste sent to landfill by 25%, which means that we have met our waste reduction target two years ahead of schedule. For more details on our waste management, please read our Waste section.



Policies and Procedures

Goal

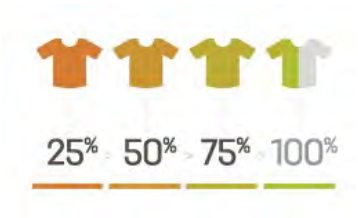
Complete the development of Gildan’s environmental management system to comply with the ISO14001 standard in Honduras.

Timeline:

2013

Progress:

This remained stable at 75% completion. Although we continued to make progress in 2013 at our textiles and hosiery facilities in Honduras, our sewing operations, as well as our most recently acquired facilities in Honduras (through the acquisition of Anvil and New Buffalo Shirt Factory), have not yet completed the implementation process.





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 and biomass are used primarily to heat water necessary for our dyeing and compacting process and are classified as "direct energy". The balance originates from purchased electricity, which is classified as "indirect energy". Our textile and hosiery facilities as well as our yarn-spinning facilities in the United States account for 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 2013, we increased energy intensity by 4% from our 2010 baseline. However, we are still confident that we can meet our target by 2015 through the implementation of a new energy efficiency project which we identified, and which is further described below.

Gildan plans to achieve its 20% energy reduction target by focusing on reducing its purchased electricity consumption by implementing energy efficiency projects. These projects shall consist of the installation of high efficiency steam absorption chillers which will run on steam that will be produced by our biomass steam generation expansion which we already started in the first quarter of our 2014 fiscal year at our Honduras Rio Nance complex. This will allow Gildan to use 100% of the supply demand of steam from the biomass to chill water, which was done using purchased electricity in the past.

Gildan will also install hot water heat recovery systems with lint filtration at all of its textile facilities. This project should reduce by approximately 20% the amount of steam required to heat up the hot water used in the dyeing process. In addition, using lint filtration will also result in up to a 70% reduction of all the solid material contained in the wastewater sent to the Biotop lagoons, thus improving the Biotop's efficiency in cleaning our facilities' effluents.

In 2013, the global energy consumption for all our facilities and offices, including direct and indirect energy, was approximately, 5,503,016 gigajoules, compared to 4,734,585 gigajoules in 2012:

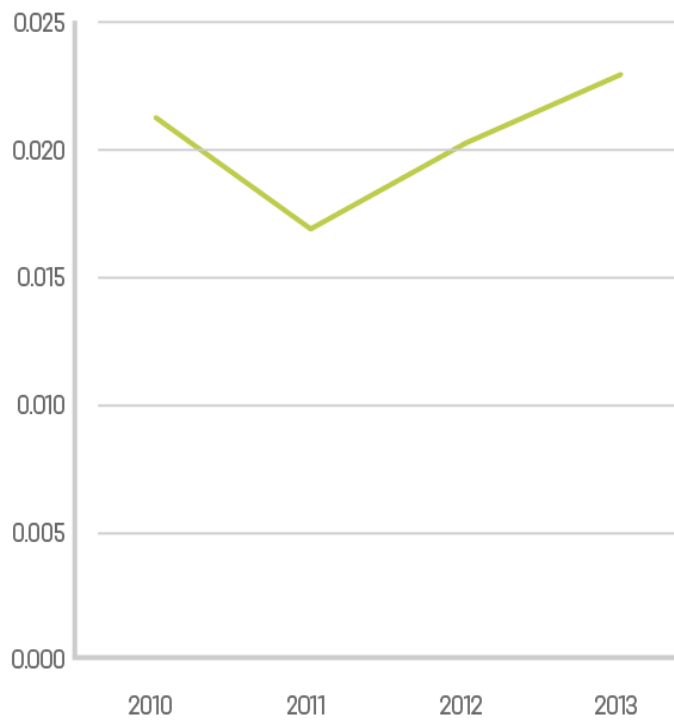
- 73% of the energy consumption was from direct sources
 - Diesel (1%)
 - Fuel Oil (15%)
 - Propane (1%)
 - Natural Gas (3%)
 - Biomass (52%)
 - Liquified Natural Gas (LNG) (1%)
- 27% of the energy consumption was from indirect purchased electricity sources

Energy intensity (GJ per kg of products) across all Gildan facilities increased by 6% in 2013. We attribute this increase, as well as the aforementioned increase compared to our 2010 baseline, to the refurbishment of one of our textile facilities (Rio Nance 1) in 2013, which used energy while not producing any output. Moreover, the production flow in our two sock manufacturing facilities in Honduras has been modified in such a way that one stage of the manufacturing of a sock starts at one facility (Rio Nance 3) and is finished at the second facility (Rio Nance 4). This result is having two facilities using energy, but only one production output, thus increasing the energy intensity of this product.

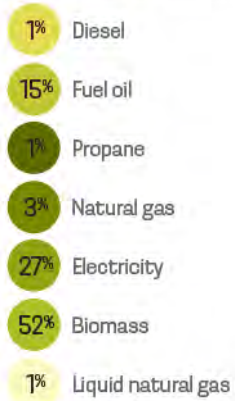
In 2013, we continued to reduce our bunker fuel consumption, representing a 43% reduction from 2012 and a 64% reduction since 2010. This is largely attributable to the increased use of biomass as a replacement for bunker fuel.

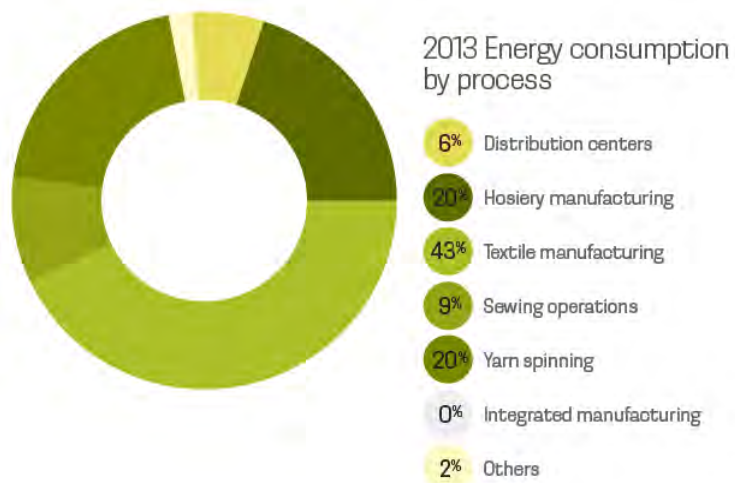
Gildan's numbers have been normalized according to an adjusted baseline to include Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for the baseline adjustment, please refer to our reporting section.

2010-2013
Energy intensity
(gigajoule per kg of products)



2013 Energy consumption by type





The "Others" category includes our energy use from our 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 has now transitioned the majority of its steam generation plants from fossil fuels to biomass steam generation in Central America and in the Caribbean Basin.

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 2013, 52% 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 consumption costs and engages in effective water conservation.

GILDAN'S ACHIEVEMENTS IN REDUCING VARIOUS TYPES OF ENERGY CONSUMPTION

2013 Achievements

- 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 our three textile facilities and two hosiery facilities in Honduras have resulted in a savings of approximately 10,000 gallons of bunker fuel per month.
- Exhaust heat recovery units 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. In 2013, we completed a similar project at one of our textile facilities, which allowed us to reduce energy use by 10% at this facility.
- In the first quarter of fiscal 2014, we started an expansion project of our biomass steam generation system at our Honduras Rio Nance complex. This system will not only allow us to supply 100% of the steam required at all of our textile facilities in the Rio Nance complex, but will also provide the steam required for the air conditioning of our textile facilities. This will become possible because we will replace our current electrical chillers with high efficiency steam absorption chillers which will run mainly on the steam which will be produced by our biomass steam generation expansion. Once completed, we expect to save approximately 50,000,000 kwh per year.

Past Achievements

- For one of the stages of production, we have changed from cold water use 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 filling the machines with water at a temperature of 25°C to 30°C and then heating that water to 80°C with steam, we now use water at a temperature of 45°C to 50°C and heat it to 80°C, which reduces the need for the use of steam.
- At our San Miguel sewing facility, at one of our hosiery facilities and at our newest textile facility, all in Honduras, and also at two of our 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 our three 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 that lighting is turned on. We expect this upgrade to generate approximately 2,400,000 kwh in annual energy savings.
- The vacuum system has been optimized at two of our hosiery facilities in order to reduce the pressure required during use. This was our achieved by closing up all unnecessary outlets in the vacuum system, and has resulted in a total 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. In 2012, Gildan 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 1%.

The main project that was identified in order to reduce our water consumption was the brine recovery system which would allow us to recycle water and reuse it in our processes. Once this project is fully ramped up, we expect to achieve our 10% reduction target, and we continue to expect to achieve this target by the end of 2015. For more details on this project, please read our Water Efficiency section below.

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

WATER CONSUMPTION

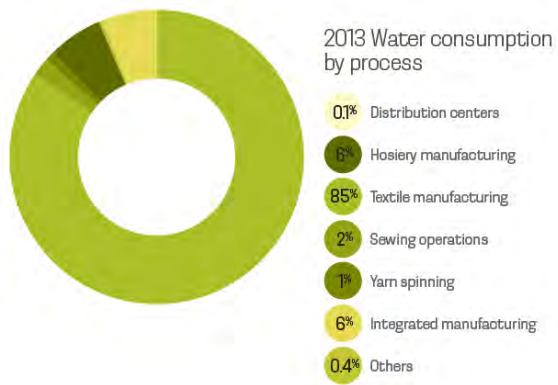
In 2013, the global water consumption from all facilities and offices was approximately 17,676,913 m³.

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 90.5% of Gildan's total water demands, mostly as a result of 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 body of water. We do not withdraw water from any Ramsar-listed wetlands or water bodies that are recognized as being particularly sensitive.

The "Others" category includes our water consumption from our administrative offices, chemical production unit, retail stores and industrial park services.



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 2012, we started the construction of a brine recovery system at one of our textile facilities in Honduras and the project was completed in 2013. The purpose of this system is to mechanically recover the salt from the dyehouse effluents that contain the highest concentration of salt. The salt and water are then reused in various stages of our dyeing process. This system is now working and is able to transform dark effluent into transparent effluent. We are now evaluating the timeline for the implementation of such a system at our textile facility in the Dominican Republic.

We are currently finishing the needed interconnection piping to the textile facilities in Honduras to incorporate the recovered clear brine through our centralized brine preparation station, which is under construction. By the end of 2014, we will start to recycle the water into our processes and once fully operational, which will be by the end of 2015, we expect to save approximately 400 m³/day of water at each of the facilities in which this system is implemented. 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.

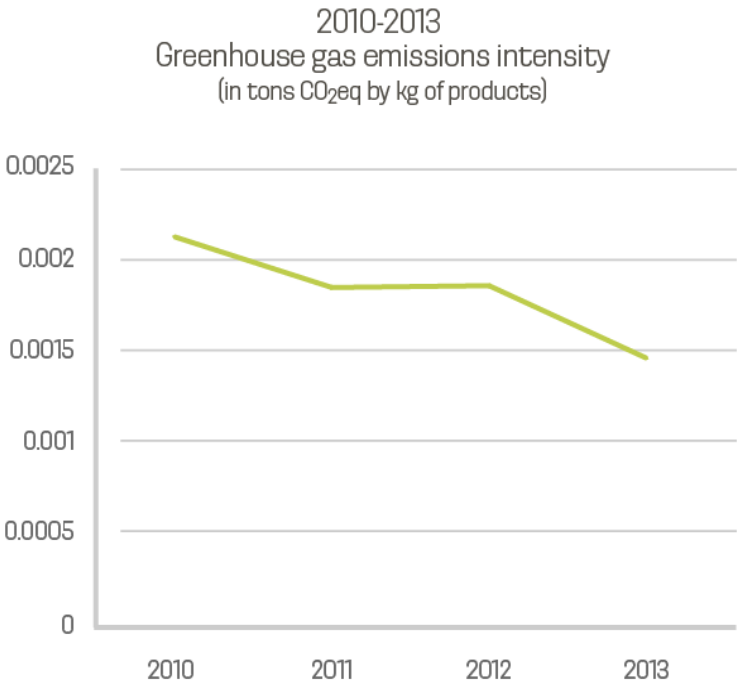


HOME > ENVIRONMENT > EMISSIONS > GHG EMISSIONS

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 GHG emissions 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. In 2012, Gildan 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 has decreased its GHG emissions intensity by 32%, which means that we have surpassed our GHG emission reduction target two years ahead of schedule.

We mainly attribute this decrease to the gradual conversion from bunker fuel to biomass. In 2014, now that the majority of our energy consumption comes from biomass, Gildan will be re-evaluating its major GHG emissions sources and will establish a new target.



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

MEASURING GHG EMISSIONS

We have been measuring GHG emissions since 2006 at Gildan owned facilities and offices. Gildan has also 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 GHG emissions.

In 2013, the global absolute GHG emissions from all facilities and offices, including from both direct and indirect emissions, were reduced by 15% compared to those of 2012. Specifically, in 2013, our absolute GHG emissions were measured at 314,395 tCO₂eq, compared to 366,233 tCO₂eq in 2012.

- 38 % of these emissions were direct emissions
- 62 % were indirect emissions from purchased electricity

Gildan's GHG emissions intensity (tons of CO₂eq per kg of products) across all Gildan facilities decreased by 22% compared to 2012.

Direct GHG emissions originate primarily from:

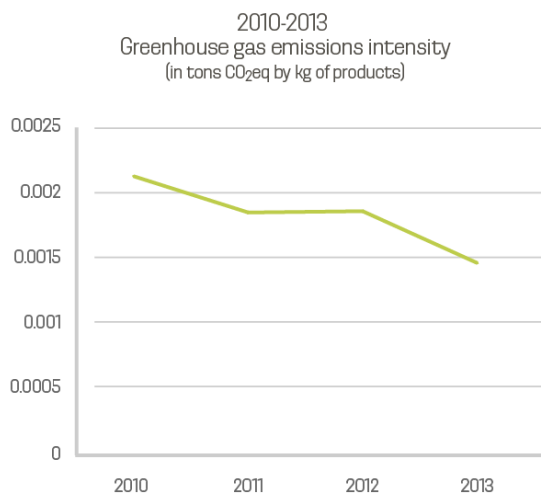
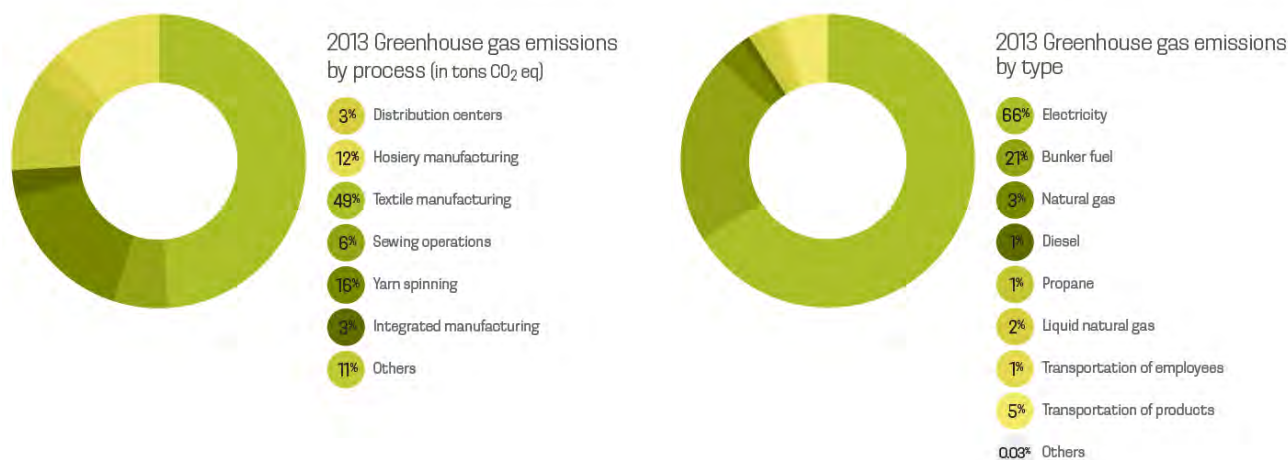
- Purchased electricity
- Combustion of fossil fuel to generate electricity; heat and steam; transportation of raw materials and finished products and transportation for employees using Gildan owned vehicles

- Fugitive emissions, mainly from the handling and use of refrigerants

Each activity has a specific source of GHG 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 GHG emissions are generated at sources owned or controlled by other organizations with the use of purchased electricity.

The “Others” category in the Greenhouse gas emissions by process graph includes our GHG emissions from our administrative offices, chemical production unit, retail stores and industrial park services.



RISKS RELATED TO GREENHOUSE GAS EMISSIONS

Our manufacturing plants generate air emissions, which are controlled by the installation of specific chimneys and filters. For 2013, 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. This 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 facilities. 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 Kjeldahl; nitrogen ammonia; phosphorus; detergents; phenols; sulfide; and heavy metals.

Gildan does not discharge water into any protected rivers and/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 the point of discharge of various wastewater treatment systems, including our Biotop locations and biological reactor. For each of these parameters, the table shows our own corporate standard, as well as our 2013 measurements. Gildan’s performance for all the parameters exceeds the standards set.

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
GILDAN AVERAGE 2013	141.26	36.22	27.16	10.68	2.54



USE OF A BIOLOGICAL REACTOR TO ENHANCE THE EFFLUENT TREATMENT PROCESS

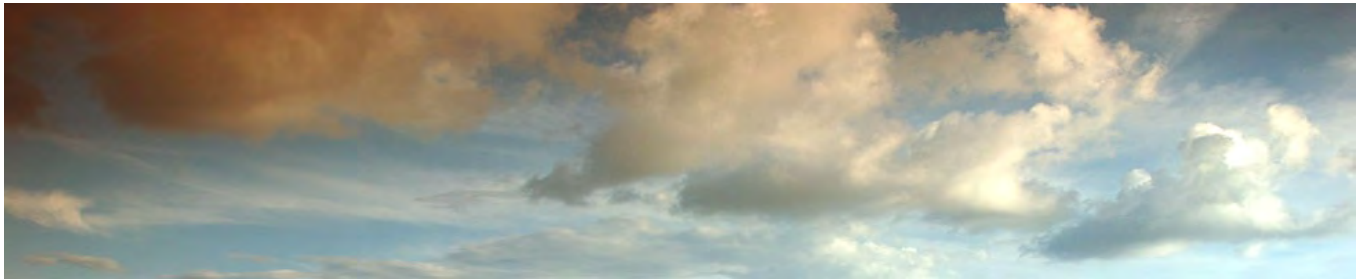
Following our success with the Biotop® system, Gildan has initiated a new biological reactor for the treatment of our most recently constructed textile facility's (Rio Nance V) effluents. The new system is scheduled to commence operations by July 2014.

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:

- Environmental friendliness: respect for the environment has always been one of Gildan's pillars.
- Reliability: 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 of 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 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; we closely monitor spills through a thorough 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.

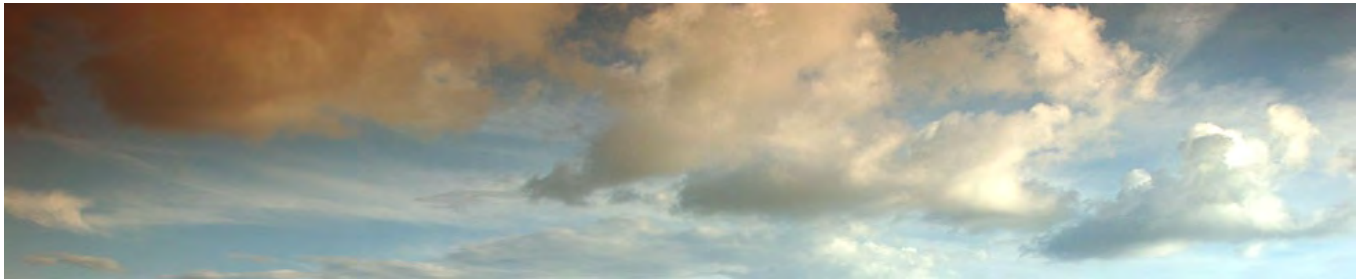
Spilled substances can be either eliminated or recovered. When possible, we recuperate the spilled substance and reuse it in our processes. When it is not possible to recover the spill, either because it contains dirt or other undesired substances, it is eliminated with absorbents or other cleaning methods 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 (litres)	Fuels and Oils (litres)
2010	0.00236	0.00005
2011	0.00018	0.00003
2012	0.00021	0.00012
2013	0.000040	0.000026

In 2013, a total of 15 spills occurred. 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 2013, Gildan conducted a total of 3,594 man-hours of training on chemical and spill management, which represents a 138% increase from 2012.



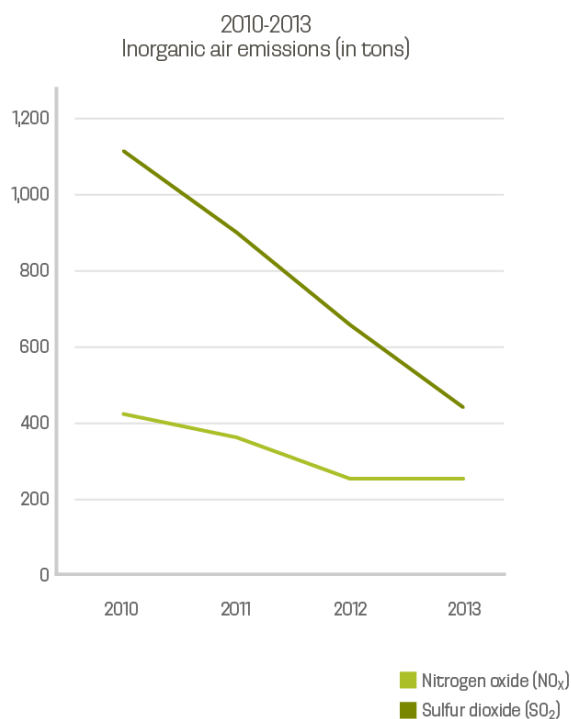
HOME > ENVIRONMENT > EMISSIONS > OTHER EMISSIONS

INORGANIC AIR EMISSIONS

In 2013, our inorganic air pollutant emissions totaled 714.0 tons: 440.2 tons of sulfur dioxide (SO₂) and 273.8 tons of nitrogen oxide (NO_x).

From 2009 to 2013, Gildan achieved a 62% 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, 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.



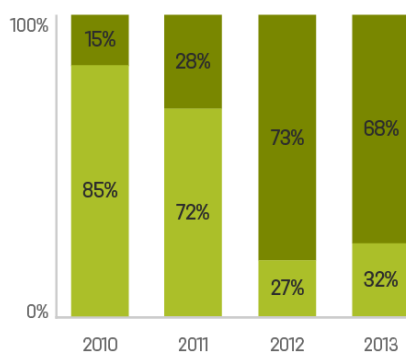
OZONE DEPLETING SUBSTANCES INVENTORY

Gildan is committed to ensuring proactive initiatives and rigorous follow up towards the elimination of hydrochlorofluorocarbons (HCFCs) in our processes. In this respect, 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 HCFC-22 refrigerant, also known as R22, primarily used in our oldest air conditioning units.

In 2013 our inventory of ODS increased by 5% (27% to 32%) due to the acquisition of Anvil, as many of the Anvil facilities still use some quantities of R22 refrigerant.

Gildan is committed to minimizing the use of synthetic refrigerant materials. These materials will 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. Based on this policy, all refrigerant replaced in Anvil's existing installations will not contain HCFCs.

2010-2013
Total refrigerants quantity (in %)



■ Non ozone depleting substances - Hydrofluorocarbons (HFC)
■ Ozone depleting substances (ODS)



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. In 2012, Gildan 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 has decreased its waste sent to landfill by 25%, which means that we have met our waste reduction target two years ahead of schedule. We also managed to recycle 91% of our total waste.

We attribute the achievement of our waste to landfill reduction target to:

- 1. An increase in the % of recycled waste at facilities, such as waste from the production area and at our cafeterias following an awareness campaign to recycle products used in our cafeterias.
- 2. An increase in the % of the recovered waste that we generate at the production area. For example, cardboard, wood pallets and reels of yarn are used as biomass in our boilers.

In 2014, Gildan will be re-evaluating its waste sources in order to establish a new waste reduction target.

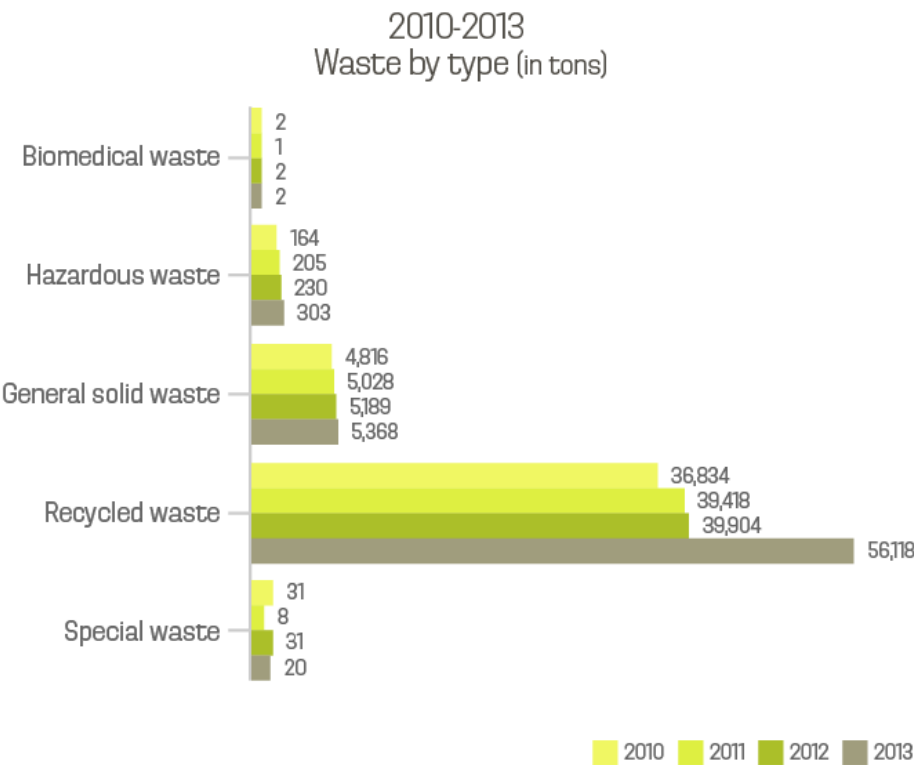
Gildan’s Waste Management System, developed in 2007 and implemented over the course of 2008 and 2009, is based on the 4R-D concept: Reduction, Reuse, Recycle, Recovery, and Disposal. It consists in identifying and quantifying all waste by type and weight on a monthly basis, and ensuring effective waste 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 our own corporate standard, which includes, at a minimum, what is required by the laws in the countries in which we operate.

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





HOME > ENVIRONMENT > BIODIVERSITY

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

Our Environmental Management System (EMS) includes a Biodiversity and Soil Use procedure which specifies that for every tree we cut, we plant ten. In fact, each time a facility has to cut a tree, it must be recorded on a specific form as well as the number of trees that were planted to replace the cut trees. Before planting a tree, the facility needs to ensure it has the environmental permit to do so. In 2013, a total of 170 trees were cut.

In addition, each year Gildan voluntarily organises reforestation activities, for which we provide more details below.

On a global scale, in 2013, Gildan planted more than 13,000 trees, along with over 1,200 plants and shrubs through reforestation activities led by our employees, thus going well beyond its commitment to plant ten trees for each tree cut.

Since 2008, Gildan has planted more than 31,500 trees and 21,200 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 and other environmental activities throughout 2013.

Honduras

During 2013, once again our employees from our Honduras facilities participated in several reforestation projects. In total, more than 450 volunteers planted 2,000 trees in the Choloma area, where the Honduras textile hub is located.

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

In Nicaragua, approximately 200 employees from our San Marcos, Rivas and ANNIC facilities joined the community of Apompua, which is located in close proximity to our Rivas facility, to plant 900 trees. Approximately 100 members of the community joined the Gildan group of employees during the activity.

Dominican Republic

In June 2013, close to 400 employees from our Dortex and Las Americas facilities participated in a reforestation activity, during which they planted approximately 10,000 trees as part of the Earth Day celebration. Representatives from The Ministry of Environment and Industry also participated in this event, which took place at the San Luis Ecological Park. The Company also organized an "Earth Day" themed drawing contest for the children of employees who came to the celebration.

In September 2013, a group of employees from the sewing and textiles factories in the Dominican Republic joined, for the second consecutive year, the World Coastal Cleaning Day organized by the Vida Azul Foundation. On this day, 450 volunteers collected more than 3,600 pounds of garbage.

Barbados

In September 2013, 40 of our Barbados employees joined the International Coastal Cleanup initiative, organized by the Caribbean Youth Environment Network. This non-profit organization encourages the Caribbean population to take positive action on issues related to environment and sustainable development. Gildan provided the t-shirts for all volunteers attending the event.

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



BIODIVERSITY INVENTORY

As part of our overall environmental impact assessments, we conduct, through a third party, biodiversity inventories in the Dominican Republic and Honduras. Inventories in the Dominican Republic are conducted annually, while our voluntary inventories in Honduras are conducted bi-annually.

Dominican Republic

The most recent inventory of our land in the Dominican Republic, performed in April 2013, revealed the same number of animal species as reported in 2012:

- 33 bird species
- 5 reptile species
- 1 amphibious species
- 3 fish species
- 3 mammalian species

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 system.

Our biodiversity inventory process confirmed once again that the Dominican Republic's national bird, the 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 to 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 discovered 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 (*Oxyura jamaicensis*), which is classified as being an endangered species (in the category "vulnerable") was also reported to be living in close proximity to our facility.

Honduras

In October 2013, the second bi-annual inventory at our Honduran manufacturing complex revealed that 61 animal species were living in or around the Gildan Biotop wastewater treatment plant:

- 41 bird species (an increase of 15 from 2011)
- 6 reptile species (an increase of 3 from 2011)
- 5 amphibious species (same as 2011)
- 8 macroinvertebrate species (new species)
- 1 fish species (new species)

The next voluntary inventory is planned for 2015.

As for the bird species, 28 of the 41 species inventoried are included in the International Union for Conservation of nature (IUCN) Red List of Threatened Species in the category "minor preoccupation".








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; 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 2013 were approximately \$7.7 million. This comprises total operational costs (including the treatment of effluents; Biotop maintenance; waste disposal and management; emissions treatment; spills clean-up) and investment costs.

Examples of investments made in 2013:

- Completion of the new brine recovery system in Honduras
- Completion of the effluent treatment plant at the Bangladesh facility
- Improvements to the effluent treatment system in the Dominican Republic



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 operations as well as all Gildan third-party manufacturing contractors. 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

We classify raw material in three categories:

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 Substances List (pdf - 207.5Kb) is included, disclosing all substances that are restricted and indicating the category of the chemical, its name and its number as listed in the Chemical Abstracts Service (CAS).

Each instance when the aforementioned regulations are modified, new 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 are reflected in our ECP.



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

We refer to four types of non-conformity:

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

2013 ENVIRONMENTAL NON-COMPLIANCES AT GILDAN OWNED FACILITIES

In 2013, 17 complete and 20 follow-up environmental audits were performed at all textile, hosiery, and sewing facilities. Additionally, one external environmental audit was performed by a third party as part of the New Buffalo Shirt Factory acquisition due diligence process. Most of the non-compliances with regards to our internal policies and procedures related to waste management (31%), chemical management/spill control (23%), adherence to our environmental management system (20%) and fuel management/spill control (14%). No major nonconformities were found.





HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE > REMEDIATION

In order to address the non-conformities identified through our environmental audits, various remediation actions were initiated in 2013 as described below.

- We reinforced environmental awareness amongst our employees by conducting approximately 35,135 man-hours of training globally;
- We added and/or reorganized temporary waste storage areas at some facilities in order to increase the area dedicated to recycling waste;
- The fuel storage area was improved at the two Anvil sewing facilities in Honduras by adding oil-water separators to minimize the potential for soil and surface water contamination;
- We enhanced the signage in all areas where chemicals, oils and fuel oils are used at one facility in Nicaragua and at three facilities 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

2010-2013 ENERGY CONSUMPTION FOR GILDAN OWNED FACILITIES

	2013	2012	2011	2010
ABSOLUTE DIRECT ENERGY (GJ)	4,019,595	3,319,658	3,106,170	3,164,926
ABSOLUTE INDIRECT ENERGY (GJ)	1,483,421	1,414,927	1,372,124	1,113,436
ABSOLUTE TOTAL ENERGY (GJ)	5,503,016	4,734,585	4,478,294	4,278,362
TOTAL ENERGY INTENSITY (GJ/KG)	0.02537	0.02395	0.02217	0.02448
% INTENSITY VARIATION FROM 2010 BASELINE	4%	-2%	-9%	
% RENEWABLE ENERGY	52%	34%	23%	15%

Gildan’s 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.

2010-2013 GREENHOUSE GAS EMISSIONS FOR GILDAN OWNED FACILITIES

	2013	2012	2011	2010
ABSOLUTE DIRECT GHG EMISSIONS (Scope 1) (tCO ₂ eq)	118,396	174,949	195,313	226,681
ABSOLUTE INDIRECT GHG EMISSIONS (Scope 2) (tCO ₂ eq)	195,999	191,284	177,160	143,675
TOTAL ABSOLUTE GHG EMISSIONS (Scope 1 and 2) (tCO ₂ eq)	314,395	366,233	372,473	370,355
TOTAL GHG EMISSIONS INTENSITY (Scope 1 and 2) (tCO ₂ eq/kg)	0.00145	0.00185	0.00184	0.00212
% INTENSITY VARIATION FROM 2010 BASELINE	-32%	-13%	-13%	

Gildan’s 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.

2010-2013 INORGANIC AIR EMISSIONS (IN TONS) FOR GILDAN OWNED FACILITIES

	2013	2012	2011	2010
NITROGEN OXIDE (NO _x)	273.8	273.7	374.9	411.0
SULFUR DIOXIDE (SO ₂)	440.2	665.7	905.2	1,107.9
TOTAL INORGANIC AIR EMISSIONS	714	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. Results from manufacturing facilities in Honduras and Nicaragua which were added with the acquisition of Anvil in 2012 are not included in data prior to 2013.

2010-2013 TOTAL REFRIGERANTS INVENTORIES (IN TONS) FOR GILDAN OWNED FACILITIES

	2013	2012	2011	2010
CFC INVENTORIES	0	0	0	0.01
HCFC INVENTORIES	4.04	3.09	3.02	3.08
HFC INVENTORIES	8.63	8.47	1.14	0.54
TOTAL REFRIGERANT INVENTORIES	12.67	11.56	4.16	3.62
TOTAL ODS	4.04	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. Results from manufacturing facilities in Honduras and Nicaragua which were added with the acquisition of Anvil in 2012 are not included in data prior to 2013.

2010-2013 WATER CONSUMPTION FOR GILDAN OWNED FACILITIES

	2013	2012	2011	2010
ABSOLUTE WATER (M ³)	17,676,913	15,758,006	14,775,298	14,320,367
WATER INTENSITY (M ³ /KG)	0.08150	0.07972	0.07314	0.08195
WATER INTENSITY VARIATION FROM 2010 BASELINE	-1%	-3%	-11%	

Gildan's 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.

2010-2013 WASTE FOR GILDAN OWNED FACILITIES

	2013	2012	2011	2010
HAZARDOUS WASTE (TONS)	325	264	216	198
NON-HAZARDOUS WASTE (TONS)	61,324	45,093	44,446	41,651
TOTAL ABSOLUTE WASTE (TONS)	61,649	45,357	44,662	41,849
TOTAL WASTE INTENSITY (KG/KG)	0.28463	0.22946	0.22109	0.23948
VARIATION WASTE INTENSITY FROM 2010 BASELINE	19%	-4%	-8%	
LANDFILL WASTE PERCENTAGE	9%	11%	11%	12%
LANDFILL DEFERRAL IMPROVEMENT FROM 2010 BASELINE	-25%	-1%	-2%	

Gildan's 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.



Since 2005, Gildan contribution to the IPC represents over \$1.5 million.

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

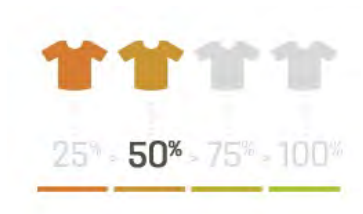
Review Gildan’s community investment policy, its areas of focus and the procedures to further standardize the program

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. In 2013, an independant firm provided some recommendations which will help us update our community investment policy. This process is also part of a broader company positioning initiative. We expect to be able to launch this new policy by the end of fiscal 2014.



Goal

Expand Gildan’s volunteering program

Timeline:

2012

Progress:

While a significant number of employee volunteering activities were organized at our different locations in fiscal 2013, we did not yet proceed with the program’s expansion as we are still determining which approach would be the most appropriate for all respective locations and 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. We expect the new orientation of our program to be set by the end of fiscal year 2014.



New Initiatives

Goal

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

Timeline:

2015

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 2014. Consequently, we have set a new timeline for reaching this goal, which is at mid fiscal 2015.





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 in the country, 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 2013, Gildan’s global proportion of local managers – director level and up – was 83.5%.

2013 Percentage of local managers (director level and up) by region

REGION	2013
ASIA	29%
CARIBBEAN BASIN	53%
CENTRAL AMERICA	61%
EUROPE	100%
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 of materials 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 local suppliers, a practice we believe creates win-win situations as we benefit from the

proximity of suppliers and share economic benefits of development with the people closest to our operations.

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. By following guidelines set out by head office in the Company's Donation Policy, local teams manage requests and potential projects according to the needs of their community. Gildan also strongly encourages its employees to volunteer their time and energy in the community either through events organized by the Company, or via the Employee in the Community Program in Canada and the United States. Through these efforts, employee participation in the community has an appreciative impact on local institutions.

Another way that Gildan addresses local specific needs was the development of the "Part of Your Life" program. Launched in 2011 in Nicaragua, and then expanded to Honduras in 2012 and the Dominican Republic in 2013, this program invites our employees to provide ideas of community projects they would like the Company to be involved in. 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 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).

After having conducted an impact study in Honduras in 2011 and Nicaragua in 2012, we carried out a preliminary analysis of our impact in the Dominican Republic in 2013. In the following years, we will work to develop a standardized tool that will help us improve how we measure our impact 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 jobs and life skills and prepares a whole generation to contribute to their own community. This is the primary focus of our community support activities. Furthermore, we focus our investment in the areas in which we can have the greatest impact.

Some of the communities where we operate are very prone to natural disasters, therefore, our community support initiatives extend to contributing funds and logistic support for disaster relief, to help those affected overcome such events and rebuild their lives and communities.

The Company's Donation Policy is currently under review, and the updated guidelines will be communicated over the course of 2014.

EMPLOYEE DONATIONS PROGRAM

Gildan encourages and supports employee giving and volunteering.

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

Furthermore, through the Gildan Employee in the Community Program, the Company provides support to Canadian 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 REQUEST PROCESS

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, and/or youth 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. Organizations are responsible for ensuring that requests are submitted well in advance of the event or project start date, which means approximately 6 to 8 weeks ahead of their deadline.

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

For additional information: Please contact Astrid Reyes at 01 (514) 343-8843

By email: donations@gildan.com

By Fax: 01 (514) 735-8270

UNITED STATES

By mail: Gildan Activewear Donations Committee
602 East Meadow Rd
Eden, NC, 27289
USA

For additional information: Please contact Orlando Poteat at 01 (336) 623-9555

By email: donations-usa@gildan.com

By Fax: 01 (336) 623-9566

CENTRAL AMERICA AND CARIBBEAN BASIN

By mail: Gildan Honduras Textile Company
KM15.5 Carretera
A Puerto Cortés
Rio Nance, Choloma Cortés
HONDURAS

For additional information: Please contact Paola Villanueva

By email: pvillanueva@gildan.com

By Phone: 01 (504) 2669-6500

By Fax: 01 (504) 2669-6587

BARBADOS

By mail: Gildan SRL
Newton, Christ Church
BB17047
BARBADOS

For additional information: Please contact Esther Walkes

By email: ewalkes@gildan.com

By Phone: 01 (246) 753-8109

By Fax: 01 (246) 421-7753



HOME > COMMUNITY > DONATIONS > COMMUNITY PROJECTS BY COUNTRY

You will find below a few examples of initiatives Gildan contributed to in the communities in which we are presently operating.

DOMINICAN REPUBLIC

Jesus Marcano Technical School

In September 2013, Gildan supported the Jesus Marcano School inaugurating a new technical program at the high school level: Fashion Design and Manufacturing. This is the first school offering this type of education in the Guerra community. Gildan refurbished the classrooms where the students attend their classes and donated all the sewing equipment. This project represented an investment of close to \$40,000. During the month of August, a group of seniors from the Jesus Marcano School attended a one-month internship at our textile facility.



Continuous support to education

Also, as part of our support to local education and our annual school supplies donation initiative in the Dominican Republic, this year we provided more than 1,300 children from different schools located in the Guerra and Boca Chica communities with backpacks, notebooks, pencils, and other supplies.

Promoting high quality education

For the third consecutive year, Gildan partnered with Listín Diario, an important daily newspaper in the Dominican Republic, to organize an activity as part of Plan LEA.

This activity consisted in the publication of a series of documents about various aspects of the environment, with the objective to raise awareness amongst students. Gildan sponsored this activity through a financial donation which allowed 500 students to receive this interesting material and contributed to creating environmental awareness in the local communities.

Plan LEA is part of a nation-wide educational program promoted by Listín Diario and the Dominican Republic's Ministry of Education. It is designed to help students obtain a high quality education in a sustainable manner.



Growing gardens at our sponsored schools

In March 2013, as part of the Eco Schools program, Gildan and the Institute of Environmental Law of the Dominican Republic (IDARD) collaborated in order to develop a short course to teach students how to grow a garden at school or at home. Throughout this lesson, the approximately 1,000 participating students learned how to plant and harvest vegetables such as carrots and lettuce.

This educational activity was held at our four sponsored schools: Cleotilde Concepción (Mata Vaca), Arcadia Reyes (Bella Vista), Apolinar Concepción (La Granja) and Tomás Hernández Franco (La Reforma).



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 technical programs for Gildan employees and their families, as well as to underprivileged young men and women from all over the country.

Since its inception, over 6,000 students have graduated from the various 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.

In 2013, we redistributed our scholarships allocation from 20 to 300, in order to benefit more students enrolled in short courses offered by the IPC on Industrial Production, Electricity, Screenprinting, Refrigeration and Air Conditioning. Gildan has partnered with the communities where the Company operates in Honduras in order to recruit beneficiaries. This project represents an investment of close to \$100,000.

Since 2005, Gildan contribution to the IPC represents over \$1.5 million.



Running With a Purpose

On June 23rd, 2013, Gildan partnered for the second consecutive year with La Prensa, one of the main daily newspapers in Honduras, for their annual marathon. This year, the event benefited "Liga Contra el Cancer" (League Against Cancer), an institution providing medical attention and services to cancer patients in Honduras at little or no cost. A total of 170 Gildan employees from all our facilities in Honduras joined the event and the Company made a donation for each kilometer walked and/or jogged, totaling nearly \$3,000.



Regalando Sonrisas

Since 2005, every holiday period, as part of the “Regalando Sonrisas con Gildan” (Giving Smiles with Gildan), our employees in Honduras volunteer to deliver brand new toys generously donated by the employees to underprivileged kids living in neighbourhoods in close proximity to our facilities.

In 2013, for the first time, our employees in Nicaragua, the Dominican Republic and Haiti joined the campaign and contributed to spreading joy to hundreds of children. In collaboration with local community partners, more than 300 employees delivered more than 16,000 toys.

NICARAGUA

Building the Future Together

As part of Gildan’s commitment to youth education, the Company donated \$25,500 to complete infrastructure repairs at the Fernando Rojas Zelaya school of San Marcos, including a new roof and the installation of a new electrical system. Many of our San Marcos sewing facility employees send their children to study at this school.

An opening ceremony was organized in April 2013 to showcase the renovations to the community.

Fire Fighting Truck Donation

In October 2012, Gildan donated \$2,000 to the Carazo Fire Department to purchase a fire fighting truck. This donation aimed at supporting disaster relief and response efforts in Carazo, the region in which our San Marcos sewing facility is located. This donation represented a great contribution for the Fire Department to improve its response time and react more efficiently in the event of a fire.



Supporting children with cancer in Nicaragua

For the third consecutive year, Gildan was part of CONANCA's (Nicaraguan Aid Commission for Children with Cancer) main sponsors for their national fundraising event. CONANCA is the national association that provides health services to children with cancer at low or no cost in Nicaragua.

In September 2013, Gildan donated 2,500 t-shirts to the organization, was used by the volunteers who will help to raise funds.

Helping others with an open heart

Employees of ANNIC, San Marcos and Rivas participated in raising funds for the 2013 Telethon, a televised fundraising event to support physical rehabilitation centers in Nicaragua. The total sum of \$4,500 was donated to the cause, including employees’ generous contributions which were matched by Gildan. A group of five employees attended the event held on April 12th 2013, to present the donation on behalf of the Company.



HAITI

Contributing to Education in Haiti

As part of an initiative to motivate Haitian children to stay in school, Gildan donated school supplies that included a backpack, notebooks and pencils, among other items, to students of the École Nationale de Thor located in Carrefour, which is near one of our third party contractor facilities. More than 250 children benefited from this donation.

In addition, three classrooms at this school were renovated in order to provide children with a better learning environment.



Fleur de Vie School

For the first time in Haiti, Gildan partnered with Fleur de Vie, a non-governmental organization based in the United States that invited the Company to participate in a back-to-school recreational event. This activity aims to motivate children to stay in school and reduce child labour in Haiti, as well as offer basic health services.

Gildan joined Fleur de Vie as the "Science Sponsor" with a donation comprised of \$5,000 and 150 T-shirts for the event. Over 100 volunteers participated and more than 700 children benefitted from this event.

BARBADOS

Contributing to Education in Barbados

Every year in May, children from the fourth grade level in Barbados are required to take a government exam in order to graduate to secondary school. Each student needs specific school supplies, such as pens, pencils, geometry sets, clipboards, rulers and dictionaries in order to complete the exam.

In 2013, Gildan assisted the children of four primary schools located close to our Barbados office by providing these supplies, thus helping them and their families with this academic transition.



CANADA

Toujours Ensemble

Gildan has been supporting Toujours ensemble since 2005. Toujours ensemble is a non-profit organization that supports the 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 \$45,000 in cash and \$32,000 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 \$56,000.

Supporting the education of athletes

In 2008, Gildan entered a five-year agreement with Fondation de l'athlète d'excellence du Québec, a program that grants academic scholarships to outstanding athletes from Quebec. Through an annual contribution of \$10,000, Gildan is a sponsor of the Foundation under the Leadership Scholarships category.

In November 2013, the Annual Gala of the Foundation took place in Montreal where a Gildan representative awarded four athletes with their academic scholarships on behalf of the Company.

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 also been sponsoring this foundation since 2006 by way of financial support to the Tutoring Zone program, for a total contribution of over \$58,000, as well as with in-kind donations of T-shirts, hoodies and shorts totaling \$24,500.

UNITED STATES

Sponsoring a Reading Event in Eden

Through an in-kind donation of 300 T-shirts, Gildan sponsored the 6th Annual "Catch the Reading Bug" Community Reading Conference & Festival, which was held on March 16th in Rockingham County, where our Eden Distribution center is located.

During this family event organized by the Rockingham County Reading Association, the approximately 900 participants, mostly children from preschool to 5th grade, were invited to attend arts and crafts, theater, dancing, storytelling and singing free performances and workshops. The goal of this conference is to raise awareness of the importance that early literacy holds for students.

Supporting Hurricane Sandy Victims

On November 2012, our Anvil office in New York, donated 1,000 T-shirts for men, women and children, as well as 1,000 men's briefs, which were distributed to the New Jersey Shore region that was devastated by Hurricane Sandy. Fashion Delivers® is a non-profit organization that takes new products donated by manufacturers and retailers and gives them to community charities across the U.S. and throughout the world. These product donations help survivors of natural disasters and other people in need rebuild their lives. The cash value of the in-kind donation amounted to approximately \$9,000.

Salvation Army - Angel Tree

Gildan Eden has been a sponsor of the Salvation Army's Angel Tree program for several years. Angel Tree matches donors with children from qualified families unable to provide gifts and clothing to their children during the holidays.

In December 2013, Gildan sponsored 20 angels, which our employees adopted from our office Christmas tree and purchased requested items of clothing and toys for local children sponsored by the Salvation Army. The Company also donated cardboard boxes used to transport food and gifts to the families in need. In total, over 450 children and approximately 250 families in the Eden community were helped this year with this program.

Bikes for Honduras

In October 2013, our Charleston office entered into a partnership with Bikes for the World, to send a container of refurbished bicycles to Honduras. A bike drive was organized in Charleston where 100 bicycles were collected among employees and the community. The Moore Van Allen law firm also participated with a \$2,500 donation to the project, which went towards the refurbishment of the bicycles before loading them on the container going to Honduras. Gildan covered all expenses for the rental of container and its final delivery to Honduras.

Bikes for the World is an organization whose mission is to make quality used bicycles and parts affordable and available to lower income people and select institutions in developing countries to enhance their lives and livelihoods through better transport.





The AnvilSustainable™ T-shirt is an innovative product made using 50% organic combed ring-spun cotton and 50% post-consumer P.E.T. recycled polyester fabrics.



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.



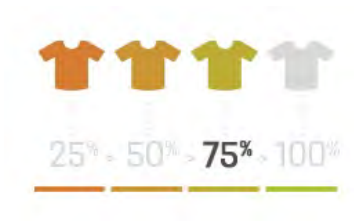
HOME > PRODUCT > GOALS & TARGETS

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 fibre, originating from Uzbekistan in any supplies of yarn to our organization or in the manufacturing of our products. In 2013, we also established a risk-based approach to identify yarn suppliers to be assessed for the possibility of sourcing from Uzbekistan. These assessments will start in the second quarter of 2014 and the results will be reported in the next report update.





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.

NEW PROJECT IN 2013: A COMPANY-WIDE LCA

In order to build on the first LCA conducted by Gildan in 2010, in 2013, we commenced the process of conducting a Company-wide life cycle assessment of Gildan's products. Once again, this analysis is being conducted with the assistance of Quantis, an independent third party specialist that provides businesses and governments with tools, guidance and knowledge for achieving sustainability by mastering their life cycle and reducing their environmental impact.

The first phase of this assessment consists of measuring Gildan's overall footprint linked to its operational activities and supply chain management through the use of a multi-indicator approach, including the measurement of greenhouse gas emissions, water resources, etc. The second phase of this new LCA will involve allocating the Company-wide results to our product lines to ultimately compare them in order to identify best practices and identify which product lines can be improved through eco-design.

We will provide updates on the results of this LCA as progress is made.

GILDAN'S FIRST STEP INTO LCA'S

In 2010, Gildan partnered with Quantis 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 to manufacturing and customer use to final disposal.

The LCA showed that, due primarily to electricity generation for washing and drying, the "product use" phase is the main contributor to overall environmental impact on human health, climate change, and resource depletion. Excluding the product use phase, the biggest impact on an ecosystem's quality stems from the cotton fibre agricultural production, primarily through land use, water consumption and emissions related to fertilizers.

Land occupation measures the reduction of biodiversity caused by land use. Agriculture, and more specifically, cotton fibre agricultural production in Gildan's case, is the main contributor to this category. Water consumption, mainly linked to field irrigation, and fertilizers used during cotton cultivation, both generate extensive greenhouse gas 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 a 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.

During the manufacturing phase, 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 represent challenging factors within the manufacturing process. As such, Gildan has initiated a fibre 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 consumer use throughout the lifetime of the garment, Gildan has undertaken to modify the care labelling instructions to encourage customer engagement in the use of cold water and air drying.

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 which we influence or control directly.

WHAT IS AN LCA?

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.

The Life Cycle Assessment evaluates dimensions such as human health, ecosystem quality, resource consumption, climate change, and water consumption. The information gained from LCA allows for a better understanding of processes and impacts, validates improvements to processes or products and identifies new ones, manages current risks and anticipates 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

TRACK MY T®

We invite you to experience the journey of your Anvil® branded T-shirt from its beginnings on the cotton farm to the textile mill production process and finally to you, the end consumer. Learn about the environmental impact linked to your T-shirt, and how to minimize your carbon footprint with our interactive TrackMyT® site. Upon visiting the site, you can look up the unique tracking number of any Anvil youth T-shirt or American Tee Collection T-shirt to obtain more information.



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 fiber 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 provide ethical workplace conditions to their employees as they are subject to strict U.S. labour laws, which include amongst others, freedom of association, human rights and labor conditions of workers, safe working conditions and the absence of child labor, forced labor and discrimination.

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), 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 fiber, plants and soil than are emitted during the entire agricultural cycle from field preparation through harvest.

GILDAN’S POSITION ON UZBEKISTAN COTTON

Notwithstanding that the vast majority of the cotton we use is from the United States, 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 established a cotton traceability assessment procedure for an identified group of its cotton yarn suppliers in order to trace the origin of the cotton they use to ensure it does not originate from Uzbekistan. The participating suppliers have been identified taking into account the risk of procuring from Uzbekistan based on their location, as well as on quantities of yarn purchased by Gildan or third party contractors manufacturing our products. These assessments are conducted by a third party since in 2014.

ORGANIC COTTON

As part of our Anvil® branded products we offer organic T-shirts (AnvilOrganic™), which are all made with organic cotton certified under the USDA National Organic Program.

Organic cotton has many environmental benefits, such as:

1. Reducing the amount of chemicals ending up in the ground;
2. Using farming methods, such as crop rotation, as a natural way to preserve the soil and avoid pests and cover crops to fertilize the soil;
3. Using beneficial insects and other organisms to control pest populations and weeding managed by hand or mechanically rather than chemically;
4. Avoiding the use of genetically modified seeds.

RECYCLED POLYESTER

The AnvilSustainable™ T-shirt is an innovative product made using 50% organic combed ring-spun cotton and 50% post-consumer P.E.T. recycled polyester fabrics. P.E.T recycled polyester is mostly made of PET plastic bottles. Benefits of recycled polyester include:

1. Saving natural resources, mainly the fuel used in the production of conventional polyester;
2. Saving energy in the production process;
3. Reducing the GHG emissions and use of chemicals.

CONFLICT MINERALS

Gildan is committed to sourcing products and raw materials from suppliers that engage in responsible practices and adhere to the highest standards with regards to human rights, labour relations and the environment by maintaining rigorous social responsibility standards across all areas of our business. These principles are embedded in our Code of Conduct, which applies not only to our owned facilities but also to our third party suppliers.

In 2012, the U.S. Securities and Exchange Commission (SEC) established new requirements under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act making it mandatory for publicly-traded companies like Gildan to identify and disclose

products that contain what are referred to as “conflict minerals” (the “Conflict Minerals Rule”). Conflict minerals include columbite-tantalite (coltan, i.e. tantalum), cassiterite (i.e. tin), wolframite (i.e. tungsten) and/or gold, as well as their derivatives, originating in the Democratic Republic of the Congo and adjoining countries. Gildan will file its first report (pdf - 42.4Kb) no later than June 2, 2014.

Gildan is committed to avoiding the use of conflict minerals in the products we manufacture and source and we have implemented a compliance program to meet our obligations under the Conflict Minerals Rule. In that regard, to the extent that tin, tantalum, tungsten or gold are necessary to the functionality or production of Gildan’s products, we conduct additional due diligence to determine whether these minerals originated in the Democratic Republic of the Congo or an adjoining country. This includes the implementation of the applicable portions of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as well as the implementation of a process to identify whether conflict minerals have the potential to be present in our products. We also require our suppliers to certify in writing that all raw materials or products supplied to us are free of conflict minerals. Furthermore, Gildan reserves the right to at any time request additional information from suppliers regarding the origin of any raw material or product containing tantalum, tin, tungsten, or gold.

For more information on Gildan’s position regarding the use of conflict minerals, please contact conflictminerals@gildan.com.



HOME > PRODUCT > PRODUCT SAFETY

Product safety is a priority at Gildan, and we ensure that our products comply with the consumer product safety laws and regulations of the jurisdictions in which our products are sold, including the U.S. Consumer Product Safety Act, the Canada Consumer Product Safety Act, and the European Union’s General Product Safety Directive. When required, our products undergo regular flammability testing and testing for lead, phthalates, and other harmful substances.

For more information about Gildan products, please reach out to compliance@gildan.com. If a children’s product is sold in the United States and bears a tracking label, you may obtain the tracking information through cpsyouthtrack@gildan.com or by calling 1-877-445-3265, extension 4085.



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 products manufactured at our facilities in Central America, the Caribbean Basin, and Bangladesh that bear the Gildan® label and for many of our other branded products.

The Oeko-Tex® Standard 100 is consistent with Gildan's own rigorous Environmental Code of Practice, and this 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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TERMS OF USE HOME >

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YOUR ACCESS OR USE OF THE WEB SITE INDICATES YOUR (I) ACCEPTANCE OF THE TERMS, AND (II) ACKNOWLEDGEMENT THAT THE INFORMATION YOU PROVIDE EITHER DIRECTLY OR INDIRECTLY THROUGH THE WEB SITE WILL BE MANAGED IN ACCORDANCE WITH THE PRIVACY STATEMENT LOCATED AT <http://www.genuinegildan.com/en/footer/privacy-confidentiality/> (the "Privacy Statement"). Each time you access or use the Website, you accept these Terms and any additional terms that will apply to you. If you do not agree with any of the Terms, do not use the Website.

Personal Information. The Privacy Statement governs the collection, use, and disclosure of personal information gathered on or through the Website, including, but not limited to, the personal information you provide while establishing an account and accessing and using the Website.

The Website is considered a general audience site and is not intended to be used by children to access the Website. If you are under 18, you may use the Website only with the involvement of a parent or legal guardian.

Your use of the Website constitutes your agreement and consent that we may communicate with you electronically for all purposes, which includes all legal and notice requirements. Such electronic communications may take the form of postings to the Website or e-mails to the e-mail address you provide when you register on the Website. You may withdraw your consent to receive electronic communication at any time.

You must ensure that your access to the Website is legal in each jurisdiction in or through which you access, view or otherwise use the Website or Materials.

2. Definitions. The following terms have the definitions set forth below:

"Material" means all text, graphical, audio, video, software, information, data, and other content available, displayed, or accessible on or through the Website.

"Site Owner" has the meaning set forth in the first paragraph of this Website Terms of Use.

"Site Owner Parties" means Site Owner and its affiliates, licensors, vendors, retail partners, and any other party involved in the creation, operation, production or transmission of this Web Site and their respective officers, directors, employees, representatives, and agents, successors, and assigns.

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3. Caution about Forward-Looking Statements. Certain statements made on this website are forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. Such forward-looking statements involve known and unknown risks, uncertainties and other factors which could cause actual results to differ materially from future results expressed or implied by such forward-looking statements. We refer you to Gildan Activewear Inc.'s filings with the U.S. Securities and Exchange Commission and Canadian securities regulatory authorities for a discussion of the various factors that may affect Gildan Activewear Inc.'s future results.

4. Your Information, Registration, and User Accounts. You are not required to establish an account in order to access the Website. However, in order to access some of the resources the Website has to offer, you may be required to be or become a registered user. To establish a Website account, you may be asked to provide registration details, which you agree to input, update, and maintain accurately and completely if you become and so long as you are a registered user. You represent and warrant that you are authorized to provide all the information you provide upon registration for your Website account. It is a condition of use of the Website that all the details you provide be correct, current, and complete. If Site Owner believes, in its sole discretion, that the details are not true, correct, current, or complete, we have the right to refuse you access to the Website, or any of its resources, and to terminate or suspend your account.

During the registration process, you may be asked to select a username and password. Site Owner, in its sole discretion, may refuse to grant you for any reason a username, including, by way of example only, any username that personally identifies you, belongs to or is being used by another person, impersonates someone else, is or may be illegal, is or maybe protected by trademark or other proprietary laws, violates intellectual property or other rights of any person, is vulgar or otherwise offensive, or may cause confusion. You will not transfer or resell your use of or access to the Website to any third party. YOU ARE ENTIRELY RESPONSIBLE FOR MAINTAINING THE CONFIDENTIALITY OF YOUR USERNAME AND PASSWORD, AND FOR USE OF YOUR USERNAME AND PASSWORD, AND FOR ANY AND ALL ACTIVITIES (INCLUDING, WITHOUT LIMITATION, PURCHASES, AS APPLICABLE) THAT ARE CONDUCTED THROUGH YOUR ACCOUNT. SITE OWNER IS NOT LIABLE FOR ANY LOSS OR DAMAGE ARISING FROM YOUR FAILURE TO COMPLY WITH ANY OF THE FOREGOING OBLIGATIONS.

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