

**Gildan has been named to the
Dow Jones Sustainability
World Index (DJSI World) for a
fourth consecutive year.**

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MESSAGES FROM MANAGEMENT

A strong commitment to have leading practices

We understand firsthand that operating responsibly and integrating sustainable solutions drives our success and enables our future growth.



COMPANY OVERVIEW

Making Apparel Better

Gildan was founded on the vision that owning our factories, investing in technology and pursuing continuous improvement is the best way to operate and to make apparel better.



OUR APPROACH

Building on well-defined strategic priorities

Gildan's commitment to leadership in operating responsibly is integral to our overall business strategy, which highlights our responsibility to our employees, the environment, our communities and for 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.



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MESSAGE FROM THE PRESIDENT AND CEO

Genuine Responsibility™

As one of the world's largest manufacturers of apparel and socks, with control over almost the entire production process, we understand firsthand that operating responsibly and integrating sustainable solutions drives our success and enables our future growth.

In fact, Gildan was founded on the vision that owning our factories, investing in technology and pursuing continuous improvement is the best way to operate and to make apparel better. Today, we stay true to this belief and are proud to state that over 90% of our revenues are generated from products that are manufactured in Gildan-owned and operated facilities.

Our vertically integrated model is at the foundation of our business strategy and the key to our ability to act as a leading corporate citizen. It allows us to positively influence each part of the overall production process and all activities across our four CSR pillars: People, Environment, Community and Product.

From 2011 to 2016, Gildan has invested more than \$1 billion in capital expenditures, with over \$400 million spent within our U.S. yarn-spinning operations. These investments in our five yarn spinning plants in the U.S. exemplify our strong commitment to U.S. manufacturing and cotton. As one of the largest domestic consumers of U.S. cotton, sustainably grown and ethically harvested by proud American farmers, we joined the Cotton Leads® program this year. This program is representative of a shared commitment between producers and buyers to sustainable, responsible and transparent cotton growing and harvesting practices.

2020 Environmental Goals

We have already made good progress towards our 2020 environmental goals which are a 10% reduction in energy, water, GHG emissions and landfill waste intensity, per kg of product, from our owned operations, when compared to our 2015 baseline year.

In 2016, we reduced our energy intensity by 10% and water intensity by 5%. We also increased our industrial and domestic recycling programs globally to now recycle or repurpose 86% of total waste. Additionally, we powered 32% of our energy needs by renewable resources.

Exceptionally this year, Gildan saw an increase in our GHG emissions intensity by 5% due to changing market conditions and facility expansion and ramp-up efforts. Although this resulted in an increase of our GHG footprint for 2016, Gildan remains firmly committed to meeting our 2020 GHG goal, which we expect to achieve by continuing to favor renewable resources such as biomass.

Gildan also experienced an increase in our landfill waste intensity in 2016 due to refurbishment efforts in several facilities, in addition to the ramp up of our largest new yarn-spinning facility in Mocksville, NC. Despite this increase in landfill waste for 2016, we remain committed to our 10% reduction goal by 2020.

We understand that this will require innovative thinking, increased collaboration with external partners and more investments in emerging technologies. We have a number of projects in research and development underway to help meet our 2020 goals and propel us along the next phase of our environmental journey.

Creating Value in Everything We Do

Gildan's mission is to create value in everything we do. We create value for communities by acting responsibly; for employees by empowering them to achieve success and for the environment by endlessly pursuing continuous improvements to reduce our impact on future generations. It is our belief that if we stay true to our mission each and every day, we can continue to achieve remarkable results.

Foremost, our goal is to ensure safe, healthy and fair work environments and opportunities for our employees to grow and develop with Gildan. In our manufacturing facilities, our employees are provided free onsite medical clinics, staffed with doctors and nurses who provide pre and postnatal care, vaccinations, preventative screenings and health education on topics such as the Zika virus, HIV awareness and heart health.

As part of their overall benefits, employees are entitled to free medication and subsidized meals, and we also provide transportation to and from work for 18,500 employees daily. We encourage and promote continued education through a variety of initiatives including an internal training academy for technical professions, high-school equivalency programs and university scholarships.

In an effort to further create and foster an inclusive workplace, one in which employees can bring their whole selves to work, we launched the Company's first Diversity and Inclusion Policy in 2016. Through various programs and initiatives, we aim to better support a culture that encourages the development of each individual, enabling them to recognize and reach their full potential.

We also work hard to ensure that our efforts to provide good working environments for our employees extend to our suppliers' operations. In support of this commitment, we recently updated our Code of Conduct to better align its principles with those of the Fair Labor Association. The most significant change was to the compensation provision, which now supports the notion that employees are compensated sufficiently to meet their basic needs and have some discretionary income.

Supporting Our Communities

As part of Gildan's Community Investment program during the 2015-2016 period, Gildan donated U.S. \$3.5 million to special community projects aimed at improving education, health care services and living conditions in the northern region of Honduras. One of the main areas we focus our community engagement on is youth education, with the goal of helping youth acquire the job and life skills necessary to contribute to the future of their communities.

In 2016, we donated over \$1.9 million for projects in local communities such as a new infant ward for the Mario Catarino Rivas Hospital in Honduras, the construction of 'La Caverna', a permanent exposition in the Museum for Children in El Pequeño Sula in Honduras, which showcases the pre-historic era, and school infrastructure renovation projects to benefit children in our communities across Latin America and Bangladesh. Additionally, Gildan provided over 460 scholarships for employees and community members to attend professional and vocational schools in Canada, the U.S. and Latin America.

Every year, Gildan organizes the Glow Run in Honduras, Nicaragua and Dominican Republic, a fun interactive 5k race for employees and their families to raise funds for community projects. In 2016, over \$100,000 was raised thanks to 13,000 participants and volunteers.

Through these events, we aim to encourage our employees and their families to engage in physical activity while contributing to the needs of their communities.

In 2016, there were several weather-related disasters that created difficult situations for our local communities. In Haiti, we contributed to the relief efforts following Hurricane Matthew with a donation of \$50,000 to UNICEF and Americares, as well as food and water kits to the International Federation of Red Cross and Red Crescent Societies. The Fort McMurray, Alberta wildfires in May displaced over 88,000 residents, who were forced to flee their homes and take up residence in neighbouring towns and cities. For these evacuees, we donated clothing items, including sweatshirts, t-shirts, underwear and socks valued at approximately \$400,000. Similarly in Louisiana, we responded to the call for basic necessities for the families displaced by the floods, with the distribution of t-shirts, socks and underwear through the St. Vincent Society.

Industry Leadership in CSR

We are very proud to have maintained our standing in the Dow Jones Sustainability World Index (DJSI World Index) for the fourth consecutive year. Once again, we were the only North American company in the Textiles, Apparel and Luxury Goods industry group listed in the DJSI World Index. Gildan was also named to the DJSI North America Index for the first time. This recognition is testimony to our efforts to distinguish ourselves in our industry, by having a uniquely different approach to the way we produce apparel.

Always Striving to Be Better

Our Genuine Responsibility™ program provides a robust and transparent framework for all of the Company's activities and is a critical part of our overall corporate strategy. As we look to the future, it is important to understand that our journey towards Genuine Responsibility™ is never-ending. We must remain committed to continuous improvement objectives and look beyond ourselves to uncover innovative and sustainable solutions that can drive positive outcomes for all stakeholders.

I would like to thank all of our employees, as well as our customers, shareholders, partners and suppliers who contribute to making Gildan a great place to work, a valued member of its communities and a recognized leader in the industry.

Sincerely,

Glenn J. Chamandy
President and Chief Executive Officer





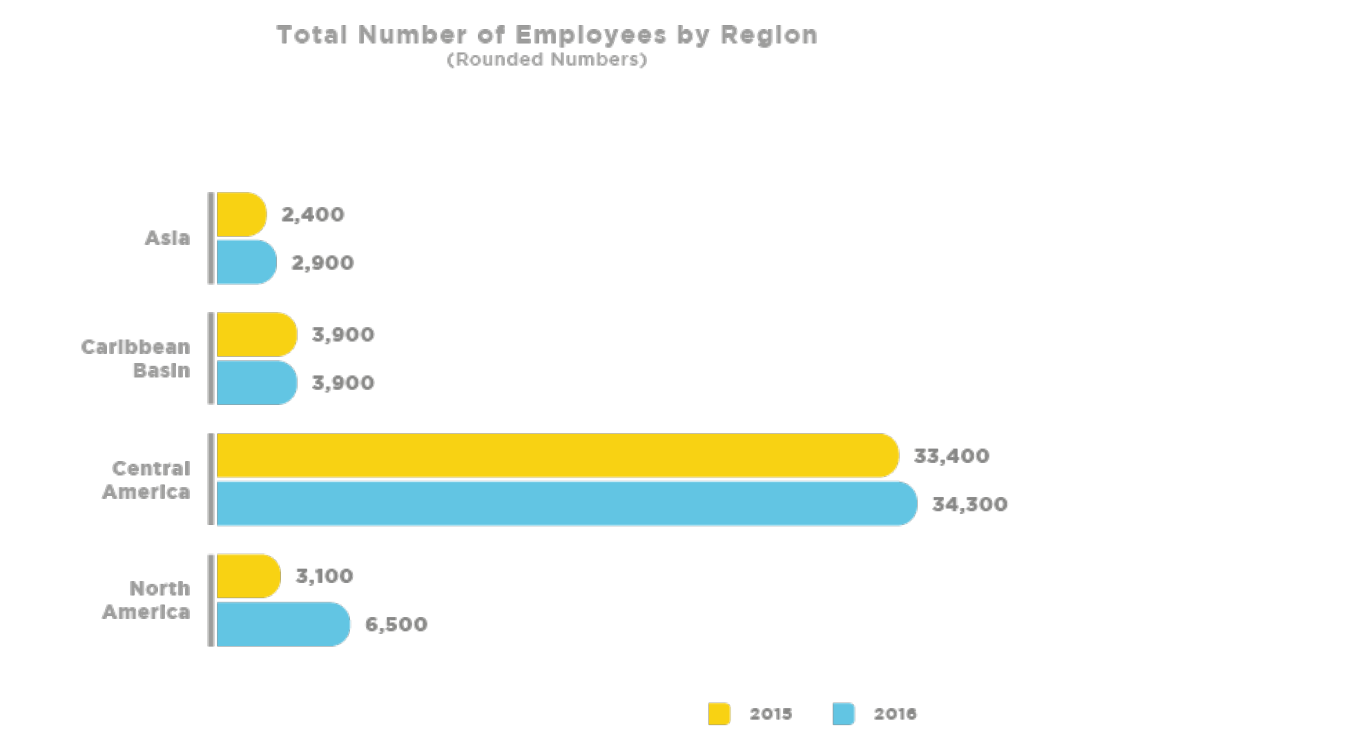
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Gildan is a leading manufacturer and marketer of quality branded basic family apparel, including T-shirts, fleece, sport shirts, underwear, socks, hosiery, and shapewear. The Company sells its products under a diversified portfolio of company-owned brands, including the Gildan®, Gold Toe®, Anvil®, Comfort Colors®, American Apparel®, Alstyle®, Secret®, Silks®, Kushyfoot®, Secret Silky®, Peds®, MediPeds®, and Therapy Plus™ brands. Sock products are also distributed through the Company's exclusive U.S. sock license for the Under Armour® brand, and a wide array of products are also marketed through a global license for the Mossy Oak® brand. The Company's products are sold in two primary markets, namely the printwear and retail markets. The Company distributes its products in printwear markets in the U.S., Canada, Europe, Asia-Pacific, and Latin America. In retail markets, the Company sells its products to a broad spectrum of retailers primarily in the U.S. and Canada and also manufactures for select leading global athletic and lifestyle consumer brands.

Sock products are also distributed through the Company's exclusive U.S. sock license for the Under Armour® brand, and a wide array of products is also marketed through a global license for the Mossy Oak® brand.

With over 48,000 employees worldwide Gildan operates with a strong commitment to industry-leading labour and environmental practices throughout its supply chain in accordance with its comprehensive corporate social responsibility program embedded in the Company's long-term business strategy.

TOTAL NUMBER OF EMPLOYEES PER REGION AS OF THE END OF FISCAL 2016*



*Headcount data is as of end of April 2017

(in U.S. dollars)

- Net sales of approximately \$2.6 billion
- Adjusted EPS of \$1.51
- \$140 million capital expenditures
- Record free cash flow of \$398 million
- \$470 million returned to shareholders
- Fifth consecutive 20% increase in quarterly dividend

2016 OPERATING HIGHLIGHTS

- During 2016, Gildan invested in its operations, brands and people:
 - Completion of the ramp up of U.S.-based yarn spinning operations.
 - The Acquisition of Alstyle® expanded our Printwear brand offering and penetration in North America and added manufacturing operations in Mexico.
 - We acquired Peds®, a marketer of quality foot apparel and legwear products, further expanding our retail brand portfolio followed by American Apparel® in early 2017.
- We drove market share expansion in Gildan branded men's socks and underwear. We reached our 10% market share milestone in men's underwear for the Gildan® brand and Gildan® moved into the number one position in the men's sock category.
- We continued our strong history of strategic capital investments during 2016, spending \$140 million in new technology, equipment, capacity expansion and cost savings projects.

MAP OF OUR OPERATIONS

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America, and Bangladesh. These facilities are strategically located to efficiently service the quick replenishment needs of Gildan's customers.

Please visit our corporate site for an interactive map of our owned facilities.



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STRATEGIC PRIORITIES

Gildan's commitment to leadership in operating responsibly is integral to our overall business strategy, which highlights our responsibility to our employees, the environment, our communities and for the products we make. The Gildan Genuine Responsibility strategic priorities are:

People

A commitment to maintaining industry-leading working conditions and labour practices at each of our worldwide locations.

Environment

A commitment to the development and implementation of innovative solutions that reduce the environmental impact of our operations throughout our entire supply chain.

Community

A commitment to assisting our neighbours through dedicated support for education, active living, entrepreneurship and the environment.

Product

A commitment to designing and manufacturing a responsible product line through sustainable solutions.

OUR CORE VALUES

We Act Like Entrepreneurs

At Gildan, we are determined to pursue excellence and constantly challenge the status quo. As a founding principle of Gildan's DNA, our entrepreneurial spirit reflects our leadership's passion to do more and continuously do better. Throughout the entire organization, we have instilled a sense of ownership and accountability to continue to drive our future growth and success.

There is no limit to what we can achieve!

We Operate Responsibly

At Gildan, we understand that operating responsibly is critical to achieving our long term goals. Our genuine commitment to best practices in every area of the company and to operating ethical, safe and sustainable manufacturing facilities influences every decision we make, down to the smallest detail. We are proud to be respected for both the quality of our products and how we make them.

Everyday apparel, done right!

We Believe In Our People

At Gildan, we value empowerment and teamwork everywhere we operate, because we know that when we roll up our sleeves and work together, nothing is beyond our reach. The pride that we have in every product we make and every life we touch can be seen through our commitment to our employees, customers, investors and partners worldwide.

Success starts and ends with our people!



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ENVIRONMENT

GHG Reduction Goal

Goal

By 2020 Gildan will reduce its GHG emissions intensity by 10%, per kg of product, from our owned operations, when compared to our 2015 baseline year.

Timeline:

2020

Progress:

Since 2015, Gildan increased its GHG emissions intensity resulting from its owned operations, per kg of product by 5%. Although we saw an increase in our GHG footprint for 2016, Gildan continues to be committed to meeting our 2020 goal. Due to changing market conditions and in order to support current facility expansion and ramp-up efforts, 2016 saw an increase in the use of diesel and bunker fuel use when compared to 2015. This had a direct impact on our GHG footprint.

Projects identified in order to achieve this goal include: steam and condensate line insulation efforts in order to minimize loss, in addition to lighting retrofits and improved compressed air management practices.

For more details, please read our GHG emissions section.



Energy Reduction Goal

Goal

By 2020 Gildan will reduce its energy intensity by 10%, per kg of product, from our owned operations, when compared to our 2015 baseline year.

Timeline:

2020

Progress:

In 2016, our energy intensity decreased by 10% when compared to our 2015 baseline thus meeting our goal within our first year. We continue to increase our efforts on maintaining a trend of declining energy intensity in our operations, particularly as we expand our manufacturing base going forward, including investments towards the completion of a new textile facility in the Rio Nance complex.

The main project identified in order to reach this target continues to be the installation of high efficiency chillers which run on steam that is produced by our biomass generation expansion. A second project identified in order to achieve this goal is the installation of hot water heat recovery systems at all of our textile facilities. Other projects include steam and condensate line insulation efforts in order to minimize loss, lighting retrofits and improved compressed air management practices.

For more details, please refer to our Energy section.



Water Reduction Goal

Goal

By 2020 Gildan will reduce its water intensity by 10%, per kg of product, from our owned operations, when compared to our 2015 baseline year.

Timeline:

2020

Progress:

Since 2015, Gildan has decreased its water intensity by 5%. The replacement of our jet dyeing machines at our latest textile Rio Nance 1 facility in Honduras as a result of a refurbishment effort has contributed to helping us reduce our water consumption.



Projects identified in order to achieve this goal include: the installation of controls at well pumps in order to prevent overflow and the installation of timer controls and flow meters in order to better manage water use in our facilities at our Rio Nance complex.

For more information, please read our Water Efficiency section.

Waste Reduction Goal

Goal

By 2020, Gildan will reduce landfill waste intensity by 10%, per kg of product, from our owned operations, when compared to our 2015 baseline year.

Timeline:

2020

Progress:

Since 2015, Gildan shows an increasing trend in our landfill waste intensity of 28%. In 2016 we managed to recycle or repurpose 86% of our total waste.

We attribute the aforementioned landfill waste intensity increase to refurbishment efforts in several facilities including our Rio Nance 1 textile facility in Honduras and one of our yarn-spinning facility's located in Clarkton, NC in addition to the ramp up of our largest new yarn-spinning facility in Mocksville, NC.

This increase in landfilled wastes for 2016 is atypical and we are continuing to develop key initiatives to reduce waste and reach our 10% reduction goal by 2020.

One of the outcomes of Gildan's 2016 EHS summit was the call for the identification of waste reduction initiatives at a facility level. This exercise will enable us to better identify key initiatives that can help us reach our 10% landfill waste reduction target by 2020. We will continue to improve the landfill waste deferral rate of the least performing facilities by implementing successful programs taken from our better performing facilities.

As a first step of the waste reduction identification efforts, our Central American EHS regional team carried out a deep dive at the following manufacturing locations: Nicaragua, Honduras and Dominican Republic. As part of the deep dive exercise, the current equipment in use for waste management was assessed in order to determine if it is optimal for the required application or if there are better alternatives available in the market, in addition to determining if supplementary equipment is needed at each of the manufacturing locations. The regional EHS team is also evaluating new waste disposal contractors at each location.

Other measures underway at other manufacturing locations include: the re-evaluation of current waste streams in order to maximize recycled wastes/reduce wastes sent to landfills, employee awareness and training campaigns and reduction-at-source initiatives that include the selection of products with reduced packaging and working with suppliers that enable the return of packaging materials/containers for reuse/repurposing.

For more information, please read our Waste section.



Policies and Procedures

Goal

Complete the development of Gildan's environmental management system based on the ISO14001 standard in the Dominican Republic, Bangladesh, Canada and the United-States.

Timeline:

2016

Progress:

The implementation at our North-American facilities, Canada and the United-States, is now complete.

We estimate the implementation in the Dominican Republic and Bangladesh to be 85% complete.



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. We have finally completed this review and our new Gildan Social and Environmental Standards which we



will start deploying at our own owned and third party contractor facilities in 2017. 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:

After 7 years of experience implementing a comprehensive and structured model based on the ECNC's maturity matrix, we believe that we have had important achievements, albeit not without challenges. These have allowed us to stop and evaluate the future of how we want to continue to improve and maintain this commitment to ergonomic wellbeing. Although we made significant progress in the implementation of the ECNC's maturity model, not all our facilities have reached the level according to the model. Our efforts have borne important achievements like defining an ergonomics policy, developing training programs and nurturing employee participation and awareness as well as promoting an ongoing risk assessment and management of change. 2017 will be the year to evaluate those achievements against the challenges and new complexities of our manufacturing process and we expect to introduce a new clearly define goal for our ergonomics program by the end of the year.



Health and Safety

New Goal

Reduce work-related injury and severity rates by 10%

Timeline:

2017

Progress:

Reduce the work-related injury and severity rates by a minimum of 10% at the global level by the end of 2017. Gildan plans to achieve this goal by continuing to monitor closely its health and safety metrics as well as focusing on improving accident prevention and management by better identifying the root causes of accidents and establishing appropriate corrective actions.



COMMUNITY

Existing Policies and Procedures

Goal

Develop Gildan's new community investment policy, its areas of focus and the procedures to further standardize the program across all of our countries of operation.

Timeline:

2012

Progress:

Over the course of 2015-2016, a benchmarking research was conducted, as well as a consultation across our operations to assess and determine the most pressing community needs. We engaged an independent firm to provide recommendations for creating a targeted and robust community investment policy that aligns with our organizational strengths and values.

Following the research conducted and a community consultation exercise, we have selected new areas of focus for our community investments - which include education, active living, entrepreneurship and environment. In 2017, we will begin to support community organizations and programs consistent with these areas of focus.

Gildan believes that by focusing on community programs that are aligned with our organizational values and our core strategic strengths, that we will be able to make a meaningful and impactful contribution to our communities.



Goal

Expand Gildan's volunteering program

Timeline:

2012

Progress:

Employee volunteering activities organized in Honduras were expanded to other regions. We have decided not to move forward with a company-wide program as our assessments have demonstrated that each region has specific needs and interests. We will therefore continue dedicating our efforts with regards to



employee volunteering activities towards replicating best practices across the organization on an ongoing basis in addition to developing new regionalized initiatives.

Goal

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

Timeline:

2015

Progress:

Major partnerships have been established with organizations in Central America, such as with the IPC and World Vision. Gildan’s community efforts will continue to be dedicated to finding sustainable long term partnerships which can make a genuine difference in the communities where the Company operates.



New Goal

Implement our new Community engagement plan leveraging our four core areas of focus to maximize our impact within communities.

Timeline:

2018

Progress:

As a first step, Gildan is creating a Community Engagement Steering Committee that will be comprised of senior employees from across our operating regions. The Steering Committee will evaluate and assess proposals related to community projects requiring more resources to determine the best allocation of funds towards community needs.



PRODUCT

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HOME > COMPANY > REPORTING

Gildan has published an annual Corporate Citizenship Report covering the Company’s initiatives since 2004. Due to the large quantity of information and in order to offer readers a more engaging and dynamic format, in 2011 we migrated all of the information to this dedicated website.

This report has been prepared in accordance with the GRI Standards: Comprehensive option. Gildan submitted its reporting for 2016 to the Global Reporting Initiative in order to confirm that Gildan’s disclosures are in line with the GRI Standards by ensuring that the GRI content index has clear references to the location of materiality-related disclosures in the report (Disclosures 102-40 to 102-49 for the Standards). Finally, GRI also ensures that these disclosures are labeled correctly, and easily found, within the body of the report.

The GRI Standards Content Index will help you navigate through Gildan’s most material theme. The GRI Standards, 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.

This website’s information focuses on Gildan’s 2016 calendar year. The website 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. Information about our third party manufacturing contractors and raw material suppliers has also been included when considered material and available. Unless otherwise specified, data concerning our third party manufacturers covers contractor facilities approved for production at the end of the reporting period. When deemed relevant, we have included data from earlier years which is clearly indicated as such when applicable. 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 main stakeholder groups, more specifically our employees, shareholders, customers, business partners, governments, local authorities, civil society organizations and the communities within which we operate.

Information pertaining to Comfort Colors, which was acquired on March 2, 2015 as well as our our newest yarn spinning facility in the United-States (Mocksville), which was completed in, has been included in our 2016 data. Information pertaining to Alstyle and Peds, which were acquired on May 26, 2016 and August 22, 2016 respectively, has not been included but will be included in our next reporting year. Please note that the Alstyle and Peds owned and operated facility production represents approximately 7.1 % of Gildan’s total owned and operated facilities’ production.

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.

GILDAN'S BASELINE

Gildan's baseline year for the purpose of our environmental target reporting is 2015. Last year, Gildan established new 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 2015 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.

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 provide an accurate record in terms of our environmental target reporting, which we will continue to use for our future reporting.


ASSURANCE

Corporate Citizenship has undertaken limited assurance of consolidation systems and tests of reasonableness of selected environmental, health and safety performance data within Gildan’s Corporate Citizenship report for the year ended December 31, 2016, as disclosed on Gildan’s Corporate Citizenship website.

The environmental, health and safety data included in the assurance review included:

- Total annual energy usage
- Total water usage
- Total waste
- Total effluent
- Total greenhouse gas (GHG) emissions – scope 1 and 2
- Total inorganic air emissions
- Total refrigerants
- Lost-time injury frequency rate*

- Number of severe incidents (severity rate)*

The  assurance statement (pdf - 285.0Kb) includes a declaration of independence. The assurances statement is based on the internationally recognized ISAE 3000 standard and clearly states the scope of the assurance and the performance data reviewed.

Please note that the reporting scope for the lost-time injury frequency rate as well as the number of severe incidents (severity rate) is slightly different than the one use for the environmental data reporting. In fact, the health and safety figures include 3 additional sites, representing in total 0.5% of Gildan’s total workforce. Reporting on these sites from an environmental standpoint was considered not material.

MATERIALITY

Gildan considers materiality to represent a topic which has high importance to stakeholders and high impact on the business. In 2014, Gildan conducted its first formal, company-wide external stakeholder assessment and materiality analysis to identify topics most relevant to Gildan and to better inform its sustainability strategy.

Gildan worked with a third party to help facilitate an independent assessment of the process. The materiality assessment included a five-step process with input from internal and external stakeholders:

1. Analyze available documentation and conduct senior leadership interviews:

The first step included a review of documentation available, such as internal business documents, Gildan’s past life-cycle assessment results as well as research on current and emerging trends to extract topics that were relevant to Gildan’s business, considering issues both within and outside Gildan’s direct control.

Senior leaders from Gildan’s different business functions and brands were interviewed in order to gain a better understanding of trends, opportunities, and challenges across the business. Topics emphasized or mentioned across multiple interviews have been classified into four different areas: opportunities, challenges, industry trends and external factors.

2. Creating a gross list of potential categories and emerging issues relevant to the apparel sector and the business:

Resulting from the aforementioned step 1, a gross list of topics were identified and sorted per business relevant topics. These areas included:

- Employees: manufacturing operations
- Employees: corporate functions
- Environment
- Operations
- Social
- Corporate governance and risks

The list of topics included under each of the broader aforementioned business relevant topics were used to facilitate the discussion around how the Company should prioritize these topics based on their impact on the business and importance to stakeholders.

3. Assess stakeholder priorities:

To determine the importance of each topic to stakeholders, a stakeholder assessment was conducted. As a first step, we developed a list of stakeholders across Gildan’s main stakeholder groups and we evaluated each stakeholder groups’ influence over Gildan and interest in Gildan in order to build a stakeholder map.

Gildan stakeholder group surveyed included:

- Community investment and development non-profits
- B2B customers
- Media
- Labour rights and human rights non-profits
- Manufacturing contractors
- Raw material suppliers
- Governmental representatives
- Investors
- Corporate Social Responsibility analysts and rating organizations
- Trade associations

Using our list of topics we conducted a stakeholder survey and asked more than 100 stakeholders to rate the importance of each topic on a scale of “least important” to “most important”. The topics rated by the stakeholder in the survey were weighted by degree of influence and mapped on the y axis of the materiality matrix outlined below.

4. Define materiality for Gildan:

To further define what materiality means to Gildan, we organized a workshop to set the thresholds for when a topic has a high impact on Gildan. The workshop included representatives from across the business and different operations. Passing any of these thresholds would mean the topic had a high impact on the business. The thresholds were defined as follows:

- A topic has a high impact on revenue generation if it generates:
 - 5% change in Gildan’s market share
 - Impact on Gildan’s position in the United States market
 - Impact on Gildan’s expansion in Asia and/or Central and South America
 - Impact on compliance with major customers standards
- A topic has a high impact on costs if it generates:
 - 1% change in operating expenses
- A topic has a high impact on employees if it generates:
 - Impact on talent attraction and retention of Honduras-based employees
- Materiality Matrix: The workshop participants mapped the topics to the materiality matrix. Please click [here](#) to see the materiality matrix.

PRIORITIES AND MATERIAL TOPICS	GRI G4 MATERIAL ASPECT	BOUNDARY
Child Labour	Child Labour	Within and Outside
Corruption	Anti-corruption	Within and Outside

Employee Compensation	N/A	Within and Outside
Employee Health and Safety	Occupational Health and Safety	Within and Outside
Employee Training and Skills	Training and Education	Within
Fair Wage	N/A	Within and Outside
Product Quality	N/A	Within and Outside
Product Safety	Customer Health and Safety	Within and Outside
Wastewater Discharge	Effluents and Waste	Within and Outside

As indicated in the matrix, employee health and safety, employee training and skills, fair wage and employee compensation are material topics based on their relevance to our manufacturing employees.

Employee compensation, fair wage and product quality are additional material themes identified during the materiality exercise not included in the GRI. They have been added to the GRI G4 Content Index in the section titled Additional Material themes.

In addition, although the wastewater topic is included in GRI's Effluents and waste theme, please note that since only the wastewater portion was material to Gildan, we have either partially or not at all reported on the other indicators listed under that GRI theme Effluents and Waste theme.

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 2016 year.

We invite you to go to the GRI Standards Index section for the list of indicators addressed in this report. You can click [here](#) to consult our previous Corporate Social Responsibility 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.

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
- A Risk approach to climate change
- Ergonomics Program to avoid musculoskeletal disorders
- Root Cause Analysis



Materiality Disclosures

Gildan

Jun 2017
Service

[HOME](#) > [COMPANY](#) > [REPORTING](#) > [GRI CONTENT INDEX](#)

ORGANIZATIONAL PROFILE

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
102-1	Name of the organization	Annual Information Form p. 4		
102-2	Activities, brands, products, and services	Annual Information Form p. 15-17 Reports to Shareholders p. 5-10		
102-3	Location of headquarters	Reports to Shareholders p. 8 Company overview		
102-4	Location of operations	Reports to Shareholders p. 7-8 Company overview		
102-5	Ownership and legal form	Annual Information Report, p.4		
102-6	Markets served	Report to Shareholders p. 5-7 Company overview		
102-7	Scale of organization	Annual Report, p. 9, 15-17 Report to Shareholders p. 7-8 Company overview		
102-8	Information on employees and other workers	Employment Practices		
102-9	Supply chain	Company overview Contractors & Suppliers		
102-10	Significant changes to the organization and its supply chain	Report to Shareholders p. 7-8 Company overview Plant Closures and Downsizing Contractors & Suppliers		
102-11	Precautionary Principle or approach	Reporting		
102-12	External initiatives	Stakeholders & Partners		
102-13	Membership of associations			

* = Is core

STRATEGY

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
102-14	Statement from senior decision-maker	Message from Management		
102-15	Key impacts, risks, and opportunities.	Report to Shareholders p.38-46 Goals & Targets Reporting		

* = Is core

ETHICS AND INTEGRITY

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
102-16	Values, principles, standards and norms of behavior	Gildan mission and values Code of Ethics Code of Conduct		
102-17	Mechanisms for advice and concerns about ethics	Grievance Mechanisms		

* = Is core

GOVERNANCE

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
102-18	Governance structure	Proxy Circular p. 48-53 Governance		
102-19	Delegating authority	Proxy Circular p. 52 Corporate Governance Governance		
102-20	Executive-level responsibility for economic, environmental and social topics	Proxy Circular p. 52 Corporate Governance Governance		
102-21	Processes for consultation between stakeholders on economic, environmental and social topics	Circulaire de procuration p. 52 et 54-55 Gouvernance corporative Grievance Mechanisms		
102-22	Composition of the highest governance body and its committees	Proxy Circular p. 48-53 and 55-56 Governance		
102-23	Chair of the highest governance body	Proxy Circular p. 48		
102-24	Nominating and selecting the highest governance body	Proxy Circular p. 50 and 55-58		
102-25	Conflicts of interest	Proxy Circular p. 48-49		
102-26	Role of the highest governance body's in setting purpose, value and strategy	Proxy Circular p. 49-50		
102-27	Collective knowledge of the highest governance body	Proxy Circular p. 58		
102-26	Evaluating the highest governance body's performance	Proxy Circular p. 55-56		
102-29	Identifying and managing economic, environmental and social impacts	Proxy Circular p. 59-60		
102-30	Effective risk management processes	Proxy Circular p. 59-60		
102-31	Review of economic, environmental and social topics	Proxy Circular p. 49 and 59-60		
102-32	Highest governance body's role in sustainability reporting	Proxy Circular p. 52		
102-33	Communicating critical concerns	Proxy Circular p. 54-55 Grievance Mechanisms		
102-34	Nature and total number of critical concerns	Grievance Mechanisms	The nature and total number of critical concerns communicated to the Board of Directors is not reported.	The information is subject to specific confidentiality constraints.
102-35	Remuneration policies	Proxy Circular p. 18-47		
102-36	Process for determining remuneration	Proxy Circular p. 18-47		
102-37	Stakeholders' involvement in remuneration	Proxy Circular p. 10-11		
102-38	Annual total compensation ratio		This ratio is not disclosed.	The information is subject to specific confidentiality constraints.
102-39	Percentage increase in annual total compensation		This ratio is not disclosed.	The information is subject to specific confidentiality constraints.

* = Is core

STAKEHOLDER ENGAGEMENT

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
102-40	List of stakeholder groups	Reporting Stakeholders & Partners		
102-41	Collective bargaining agreement	Unions		
102-42	Identification and selection of stakeholders	Reporting		
102-43	Approach to stakeholder engagement	Reporting		
102-44	Key topics and concerns raised	Wages & Benefits Unions		

* = Is core

REPORTING PRACTICES

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
102-45	Entities included in the consolidated financial statements	 Report to Shareholders p. 58-59 Reporting		
102-46	Defining report content and topic boundaries	Reporting		
102-47	List of material topics	Child Labour (103, 408) Corruption (103, 205) Employee compensation (103, own indicator 1) Employee health & safety (103, 403) Fair wage (103, own indicator 2) Employee training and skills (103, 404) Product quality (103, own indicator 3) Product safety (103, 416) Wastewater discharge (103, 306) Reporting Code of Ethics Wages & Benefits Training & Development Health & Safety Findings Wastewater Management Product Safety Global Quality System		
102-48	Restatements of information	Reporting		
102-49	Changes in reporting	Reporting		
102-50	Reporting period	Reporting		
102-51	Date of most recent report	Reporting		
102-52	Reporting cycle	Reporting		
102-53	Contact point for questions regarding the report	Reporting		
102-55	GRI Content index	GRI Content Index		
102-54	Claims of reporting in accordance with the GRI Standards	Reporting GRI Content Index		
102-56	Corporate Citizenship has undertaken limited assurance of consolidation systems and tests of reasonableness of selected environmental, health and safety performance data within Gildan's Corporate Citizenship report for the year ended December 31, 2016, as disclosed on Gildan's Corporate Citizenship website. The environmental, health and safety data included in the assurance review included: • Total annual energy usage • Total water usage • Total waste • Total effluent • Total greenhouse gas (GHG) emissions - scope 1 and 2 • Total inorganic air emissions • Total refrigerants • Lost-time injury frequency rate • Number of severe incidents (severity rate)			

* = Is core

ANTI-CORRUPTION

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Code of Ethics Community Development		
103-2	The management approach and its commitment	Code of Ethics		
103-3	Evaluation of the management approach	Code of Ethics		
205-1	Operations assessed for risks realted to corruption	We do not report the significant risks related to corruption identified though the risk assessment.	Confidentiality Constraints	The information is subject to specific confidentiality constraints
205-2	Communication and training on anti-corruption policies and procedures	Code of Ethics		
205-3	Confirmed incidents of corruption and actions taken	In 2016, there were no incidents of corruption reported and no pending legal cases.		

* = Is core

WASTEWATER DISCHARGE

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Wastewater Management		
103-2	The management approach and its components	Goals & Targets Wastewater Management Metrics		
103-3	Evaluation of the management approach	Wastewater Management		
306-1	Water discharge by quality and destination	Wastewater Management		
306-2	Waste by type and disposal method	This indicator is partially reported Waste Metrics	Not applicable	This indicator is partially reported as it was not identified as material. Only wastewater discharge was identified as material.
306-3	Significant spills	This indicator is partially reported Waste Metrics	Not applicable	This indicator is partially reported as it was not identified as material. Only wastewater discharge was identified as material.
306-4	Transport of hazardous waste	This indicator is not reported	Not appliable	This indicator is partially reported as it was not identified as material. Only wastewater discharge was identified as material.
306-5	Water bodies affected by water discharges and/or runoff	Gildan does not discharge water in any protected area and does not significantly affect water bodies and its habitat through its water discharges.		

* = Is core

EMPLOYEE HEALTH AND SAFETY

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Health & Safety		
103-2	The management approach and its components	Goals & Targets Health & Safety Metrics		
103-3	Evaluation of the management approach	Health & Safety		
403-1	Workers representation in formal joint management-worker health and safety committees	Health & Safety		
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	The rates reported are not available by gender and region. Occupational disease rate and absenteeism rate are not available.	Information unavailable	The information is not currently available on a global scale. We are currently working on evaluating how we can calculate going forward.
403.3	Workers with high incidence or high risk of diseases related to their occupation	Health & Safety Ergonomics Program		
403-4	Health and safety topics covered in formal agreements with trade unions	This information is not disclosed	Confidentiality constraints	This information is subject to confidentiality constraints.

* = Is core

EMPLOYEE TRAINING AND SKILLS

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Training & Development		
103-2	The management approach and its component	Training & Development		
103-3	Evaluation of the management approach	Training & Development		
401-1	Average hours of training per year per employee	Training & Development		
404-2	Programs for updating employee skills and transition assistance programs	Training & Development		
404-3	Percentage of employees receiving regular performance and career development reviews	Training & Development		

* = Is core

EMPLOYEE COMPENSATION

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Wages & Benefits		
103-2	The management approach and its components	Wages & Benefits		
103-3	Evaluation of the management approach	Wages & Benefits		
own KPI 1	Wage and benefits awarded to an employee in exchange for work completed	Wages & Benefits		

* = Is core

FAIR WAGE

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Wages & Benefits		
103-2	The management approach and its components	Wages & Benefits		
103-3	Evaluation of the management approach	Wages & Benefits		
own KPI 2	Earning a wage that is sufficient enough to maintain a minimum standard of living	Wages & Benefits		

* = Is core

CHILD LABOUR

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Code of Conduct Findings		
103-2	The management approach and its components	Code of Conduct Findings		
103-3	Evaluation of the management approach	Code of Conduct		
408-1	Operations and suppliers at significant risk for incidents of child labor	Code of Conduct Findings Raw Material		

* = Is core

PRODUCT SAFETY

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Environmental Code of Practice Product Safety Oeko-Tex® Standard 100 certification		
103-2	The management approach and its components	Environmental Code of Practice Product Safety Oeko-Tex® Standard 100 certification		
416-1	Assessment of the health and safety impacts of product and service categories	Environmental Code of Practice Product Safety Oeko-Tex® Standard 100 certification		
103-3	Evaluation of the management approach	Environmental Code of Practice Product Safety Oeko-Tex® Standard 100 certification		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2016, there were no incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of our products.		

* = Is core

PRODUCT QUALITY

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	PART(S) OMITTED	REASON(S)/EXPLANATION(S) FOR OMISSION(S)
103-1	Explanation of the material topic and its boundary	Reporting Environmental Code of Practice Product Product Safety Global Quality System		
103-2	The management approach and its components	Environmental Code of Practice Product Product Safety Global Quality System		
103-3	Evaluation of the management approach	Environmental Code of Practice Product Product Safety Global Quality System		
own KPI 3	Goods brought to market consistently meet standardized specifications	Environmental Code of Practice Product Product Safety Global Quality System		

* = Is core



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All our Corporate Citizenship Reports can be found below.

2015 CORPORATE SOCIAL RESPONSIBILITY REPORT

Read the report. (pdf - 8.9Mb)



2014 CORPORATE CITIZENSHIP REPORT

 Read the report (pdf - 2.4Mb)

2013 CORPORATE CITIZENSHIP REPORT

 Read the report (pdf - 4.4Mb)

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 understand that stakeholder engagement is paramount to operating responsibly and to achieving our goals. We believe that adopting a structured approach to engage and involve stakeholders will allow us to collaborate and learn from one another in the pursuit of mutually supportive relationships.

The common goals we share with our stakeholders is improving the lives of the people involved in 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 finding common ground and creative solutions to issues that affect us all, and that the outcome should lead to real value for both the Company and its stakeholders. Gildan has been affiliated and/or in dialogue with the following organizations chosen for their pertinence to our Company and our industry.

For more details, please refer to our Stakeholder Engagement policy (pdf - 87.9Kb). 

SUSTAINABLE APPAREL COALITION

In 2013, Gildan joined the Sustainable Apparel Coalition (SAC), an industry-wide group comprising over 200 members from apparel and footwear brands, retailers, suppliers, non-profit organizations, and NGOs.

The Sustainable Apparel Coalition is the apparel, footwear and home textile industry's foremost alliance for sustainable production. The Coalition's main focus is on building the Higg Index, a standardized supply chain measurement tool for all industry participants to understand the environmental and social and labor impacts of making and selling their products and services. By measuring sustainability performance, the industry can address inefficiencies, resolve damaging practices, and achieve the environmental and social transparency that consumers are starting to demand. By joining forces in a Coalition, we can address the urgent, systemic challenges that are impossible to change alone.

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.

WRAP is an independent, objective, non-profit team of global social compliance experts dedicated to promoting safe, lawful, humane, and ethical manufacturing around the world through certification and education.

WRAP's primary activity is their Certification Program, which is the largest independent facility certification program in the world mainly focused on the apparel, footwear, and sewn products sectors. They issue three levels of certification that are valid from six months to two years based on a facility's compliance with WRAP's 12 Principles. These principles are based on the rule of law within each individual country and include the spirit or language of the relevant conventions of the International Labor Organization (ILO).



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 have its social compliance program accredited by the FLA.

FLA is a collaborative effort of universities, civil society organizations and socially responsible companies dedicated to protecting workers' rights around the world. We are an international organization with a dedicated staff and board, headquartered in Washington, DC, with offices in China, and Switzerland.

Gildan is proud to have been a pioneer in joining the FLA over 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. When Gildan joined the FLA, we were still at the early stages in the establishment of our CSR

practice. Since then, we have made a significant investment in the development of our 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 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 and owned facilities in Nicaragua. 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 a global non-profit membership organisation that prides itself on making it simpler to do business that's good for everyone. 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 been participating in the CDP, formerly the Carbon Disclosure Project, since 2008. CDP runs the global disclosure system that enables companies, cities, states and regions to measure and manage their environmental impacts. They have built one of the most comprehensive collection of self-reported environmental data in the world.



MAQUILA SOLIDARITY NETWORK

The Maquila Solidarity Network (MSN) is a labour and women's rights organization that supports the efforts of workers in global supply chains to win improved wages and working conditions and greater respect for their rights.

MSN works with women's and labour rights organizations, primarily in Central America and Mexico, on cases of worker rights violations and on joint projects and initiatives focusing on systemic issues. MSN also works with the Clean Clothes Campaign and other international counterpart organizations on labour rights issues in global supply chains.

Through dialogue with MSN, we have applied their input in the development of a remediation plan following the 2004 closure 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

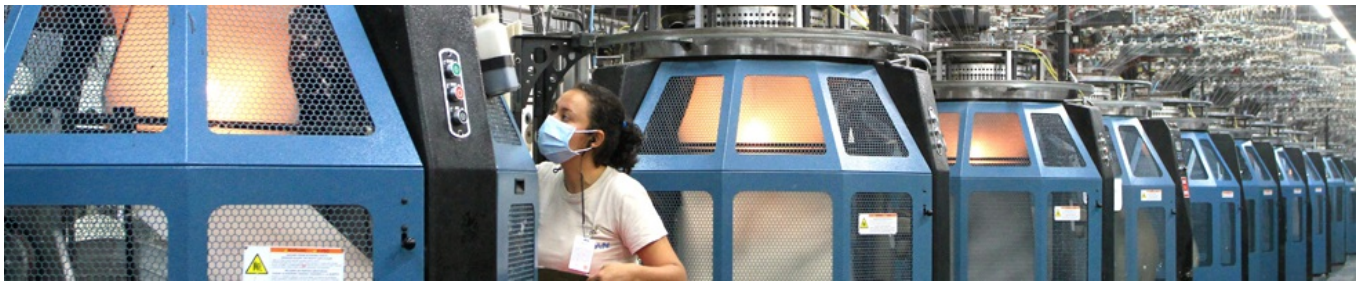
The Worker Rights Consortium (WRC) is a non-profit organization created by college and university administrations, students and labour rights experts. The WRC's purpose is to assist in the enforcement of manufacturing Codes of Conduct adopted by colleges and universities.

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. In 2016, the WRC recognized Gildan for its engagement in finding a financial resolution for the payment of the severance of employees of a third party contractor Gildan used for a small volume over a very short-term basis and who closed its operations while Gildan while still sourcing from this facility. Gildan expressed its willingness to cooperate in finding a positive resolution and in April 2017, funds were provided by Gildan and the other brands sourcing from this facility in order to ensure all workers would receive their severance payments.

OTHERS

We have also developed relationships with the following organizations:

- Adozona
- Anitec
- Asociacion Hondureña 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 seven out of our eight 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 strong corporate governance practices, including receiving high scores in The Globe and Mail's "Report on Business" corporate governance rankings year after year.

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's shares are listed. Our Corporate Governance Guidelines reflect this commitment and we review and update these guidelines regularly to ensure they remain consistent with 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 has once again offered 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. The Board has offered shareholders a "say on pay" each year since 2012.

Gildan remains dedicated to the highest standards of integrity and ethics as well as to environmental and social performance, all of which are embodied in our Code of Ethics, Code of Conduct, Environmental Policy and Environmental Code of Practice. In fact, as part of its formal mandate, overall responsibility for monitoring and reviewing the Company's environmental and social practices falls to our Board of Directors. In order to enhance this oversight role, the Board has delegated to the Corporate Governance and Social Responsibility Committee the specific responsibility to oversee Gildan's policies and practices in such areas as environment, labour, health and safety and sustainability issues, as well as community and other stakeholder relations. Management provides a comprehensive report on corporate social responsibility and environmental matters to the Corporate Governance and Social Responsibility Committee at each of its quarterly meetings and highlights to the Committee key developments, issues and risks in these areas.

In order to ensure that Gildan implements a robust and comprehensive compliance framework for integrity and ethics and for environmental and social performance throughout the organization, the Corporate Governance and Social Responsibility Committee has established the Compliance Steering Committee. The Compliance Steering Committee is an executive-level management committee that operates under the leadership of the President and Chief Executive Officer and is responsible for overseeing the Company's global compliance programs in such areas as ethics, environment, labour, health and safety and sustainability. The Compliance Steering Committee is ultimately accountable to the Board of Directors and reports on important compliance matters to the Corporate Governance and Social Responsibility Committee on a quarterly basis.

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

QUICK FACTS

- Seven out of eight Board members are independent from management
- Gildan has adopted a comprehensive 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's Compliance Steering Committee, chaired by the President and Chief Executive Officer, reports directly to the Corporate Governance and Social Responsibility Committee of the Board
- Gildan has obtained high scores in corporate governance in the Globe and Mail's "Report on Business" corporate governance rankings for ten consecutive years (2007-2016)



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 ethics and integrity and serves as a framework to guide employees in making decisions that are consistent with Gildan's core values. 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. Designated members of management are also required to re-certify their compliance with the Code of Ethics on an annual basis.

Gildan also expects all of its suppliers, agents, contractors, consultants, licensees and all other business partners to follow similar ethical principles when doing business with Gildan. These expectations are embodied in Gildan's Vendor Guidebook.

The standards and expectations outlined in the Code of Ethics 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 \(pdf - 3.4Mb\).](#)

GILDAN'S ANTI-CORRUPTION POLICY AND COMPLIANCE PROGRAM

Gildan requires strict adherence to its Anti-Corruption Policy and Compliance Program. Failure to comply could result in disciplinary action up to and including termination. Corruption impedes the development of trustworthy markets; it can potentially hurt our company as well as the communities where we operate. It is paramount for Gildan to operate in an ethical manner and we expect the same from our business partners.

Gildan has implemented a multi-tiered compliance framework to mitigate the risk of improper conduct by employees and key business partners. This framework, which is overseen by the Compliance Steering Committee, is underpinned by robust policies and compliance programs, including Gildan's Code of Ethics and Anti-Corruption Policy and Compliance Program. In addition to ongoing monitoring and reporting, all Gildan supervisory positions are required to formally certify compliance with the Anti-Corruption Policy and Compliance Program, on an annual basis. In 2016, over 800 employees certified their compliance with Gildan's Anti-Corruption Policy and Compliance Program, and over 300 employees received in-person training on Gildan's Anti-Corruption Policy and Compliance Program.

GILDAN'S INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT

Gildan's internal audit department conducts periodic reviews to ensure that management has implemented robust compliance programs and procedures as mentioned above. All Gildan business units are analyzed for risks related to corruption and fraud 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 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, fraud, corruption or any other breaches of the Code of Ethics. The Compliance Steering Committee has established an Ethics and Fraud Compliance Committee which has the responsibility to oversee the Code of Ethics. The Ethics and Fraud Compliance Committee reviews all calls received through the hotline service, and is required to communicate any significant issues to the Compliance Steering Committee, which in turn must report to the Corporate Governance and Social Responsibility Committee of the Board of Directors, if necessary.



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MEMBERS OF THE BOARD OF DIRECTORS



- (1) William D. Anderson
- (2) Donald C. Berg
- (3) Glenn J. Chamandy
- (4) Shirley E. Cunningham
- (5) Patrik Frisk
- (6) Russell Goodman
- (7) George Heller
- (8) Anne Martin-Vachon
- (9) Sheila O'Brien
- (10) Gonzalo F. Valdes-Fauli

 [Read more about our Board of Directors.](#)

GOVERNANCE BOARD AND COMMITTEES – DIVERSITY AND ATTENDANCE RECORD - 2016

BOARD	% MINORITY	% WOMEN	% OF MEMBERS IN 30-50 AGE GROUP	% MEMBERS OVER 50 YEARS OF AGE	% ATTENDANCE RECORD
BOARD OF DIRECTORS	12%	25%	0%	100%	100%
AUDIT AND FINANCE COMMITTEE MEMBERS	25%	25%	0%	100%	100%
COMPENSATION AND HUMAN RESOURCES COMMITTEE MEMBERS	0%	50%	0%	100%	100%
CORPORATE GOVERNANCE AND SOCIAL RESPONSIBILITY COMMITTEE MEMBERS	25%	25%	0%	100%	100%

Please note that these percentages reflect the composition of the Board of Directors and its committees as at the end of our fiscal year 2016.



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Global

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

Gildan has been included in the Dow Jones Sustainability World Index (DJSI World Index) for a fifth consecutive year and the DJSI North American Index for the second consecutive year, effective as of September 7, 2017.

Gildan remains the only North American company in the Textiles, Apparel and Luxury Goods industry group listed in the DJSI World Index.

The Dow Jones Sustainability World Index comprises global sustainability leaders and represents the top 10% of the largest 2,500 companies in the S&P Global BMI (Broad Market Index) based on long-term economic, environmental and social criteria. It is a best-in-class benchmark that allows investors to identify companies that anticipate and manage current and future economic, environmental and social opportunities and risks by focusing on sustainability, innovation and who are committed to operating responsibly. Increasingly, these companies are seen as leaders who are more likely to have a strong competitive advantage and who create long-term stakeholder value. The Dow Jones Sustainability North America Index (DJSI North America) was established in September 2005 to track the performance of companies from Canada and the United States of America that lead the field in terms of corporate sustainability.



Corporate

ROBECOSAM 2017 SUSTAINABILITY YEARBOOK

For the fifth consecutive year, Gildan has qualified for inclusion in the 2017 RobecoSAM Sustainability Yearbook, receiving the Bronze Class distinction this year for its strong sustainability performance. RobecoSAM's Sustainability Yearbook is one of the world's most comprehensive publications on corporate sustainability.

A Bronze Class distinction signifies that Gildan achieved a score within 5% to 10% of the top score in the Textiles, Apparel and Luxury Goods industry. Overall RobecoSAM assesses over 21,000 companies across 60 industries with the goal of identifying those companies that exemplify leading corporate sustainability practices and a focus on long-term growth drivers.

Every year since 2004, The Sustainability Yearbook has listed the world's most sustainable companies in each industry as determined by their score in RobecoSAM's annual Corporate Sustainability Assessment (CSA), with companies that have demonstrated the most leadership in the area of corporate sustainability recognized with one of their special class distinctions.

For more information, visit the Sustainability Yearbook site [here](#)

Canada

GILDAN RECEIVES THE 2016 AWARD FOR BEST CORPORATE SUSTAINABILITY REPORT – CONSUMER PRODUCTS FROM THE FINANCE AND SUSTAINABILITY INITIATIVE (FSI)

Gildan has been recognized by the Finance Sustainability Initiative (FSI) with the "2016 award for Best Corporate Sustainability Report - Consumer Products" in Canada. This annual competition aims to promote excellence in sustainable development reporting among Canadian public companies.

Gildan was selected to receive this honor for its web-based 2014 Corporate Social Responsibility Report on [GenuineGildan.com](#), which follows the GRI-G4 guidelines. Gildan updates this web-based report on an annual basis to outline the Company's Genuine Stewardship program, highlighting our achievements and progress against each of our CSR targets during the corresponding fiscal year.

The Finance and Sustainability Initiative (FSI) is a non-profit organization based in Montreal that brings together finance professionals dedicated to promoting sustainable finances and, more specifically, responsible investment to financial institutions, companies and universities.

Canada

GILDAN SELECTED AS ONE OF MONTREAL'S TOP EMPLOYERS

Gildan has been selected as one of Montreal's Top Employers for 2016. The selection was based on a detailed application questionnaire completed by Gildan, as well as additional research performed by the editors of the competition. Gildan was selected as an industry leader in Montreal based on criteria such as: work and social atmosphere, benefits, employee communications, performance management, training and skills development and the Company's active involvement in the community, by way of corporate contributions and the encouragement of employee volunteering activities.

Gildan is committed to continuously improve our employees' experience across the hubs and we acknowledge that all of our achievements are part of a collective effort.



Honduras

FUNDAHRSE SEAL FOR SOCIAL RESPONSIBILITY – 2008-2016

In 2016, for the ninth 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 Gildan has been one of the longest standing recipients in the apparel sector. 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.

Mexico

GILDAN AWARDED A PRESTIGIOUS DISTINTIVO ESR® 2016 AWARD

Gildan has been recognized with a Distintivo ESR® 2016 award, presented by the Mexican Center for Philanthropy (Cemefi) and the Alliance for Corporate Social Responsibility (Aliarse) to companies in Latin America that are considered leaders in their corporate social responsibility (CSR) efforts. These organizations measure the CSR activities of Latin American companies, selecting those that are most successful in meeting designated standards within strategic areas of corporate social responsibility.

The Distintivo ESR® award recognizes the efforts of companies that voluntarily and publicly commit to implementing a social responsibility and continuous improvement management system, and fully integrate it into their culture and business strategy. Gildan is the only company in the apparel sector listed this year.

Honduras

GILDAN RECOGNIZED WITH THE 2017 ENTREPRENEURIAL ORCHID AWARD FOR CSR

Gildan has been recognized by the Presidency of the Republic of Honduras and the Secretariat of Economic Development for its Corporate Social Responsibility (CSR) projects.

The company was recognized for its social investment in various community projects focused on strengthening education, improving child health and care services in the Northern Zone, and facilitating access to housing for its employees in 2015 and 2016.

Gildan was recognized alongside a select group of companies for their contribution to the economic development of Honduras in terms of increased exports, annual growth, innovation projects and CSR. These categories were included in the Entrepreneurial initiative led by the Ministry of Development Economic.

This is the third such recognition that Gildan has received. This is an important acknowledgment of our Company's efforts to be good neighbours and to support the improvement and development of the communities in which we operate.

Canada

GILDAN RECOGNIZED AS ONE OF CANADA'S 50 BEST CORPORATE CITIZENS – 2009-2015

Gildan has been recognized as one of Canada's Top 50 Socially Responsible Corporations, as presented in the June 12th, 2015 issue of Maclean's magazine. In 2015, for the first time, Sustainalytics ranked companies within their specific industry in order to determine the leaders in Canada by sector. Gildan was one of five companies named in the Textiles, Footwear and Apparel sector. All the recognized companies were selected based on their performance across a broad range of environmental, social and governance indicators tracked by Sustainalytics. Each of the companies is either Canadian or a wholly owned subsidiary of a foreign-listed company with significant operations or brand presence in Canada. This award was not provided in 2016 as Sustainalytics is currently revamping their approach. Sustainalytics uses a Best-of-Sector™ methodology to compare companies within a given peer group to industry best practices. 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. Our continued inclusion on this ranking is a testament to the numerous achievements and efforts put forward by Gildan and its employees in the implementation of our leading corporate social responsibility program.

This is a continuous process made possible with the support of all of us who believe in the value of operating with high standards of corporate responsibility towards our employees, our environment, our communities and the production of our products.

For more information on the rating criteria, visit www.sustainalytics.com.



Corporate

2015 CLEAN50 "EMERGING LEADERS" AWARD

Julie Cournoyer, Director, Corporate Social Responsibility at Gildan's corporate head office, who plays an important role in the development and implementation of our sustainability strategy alongside the other members of our global CSR team, was one of the ten honorees to receive an "Emerging Leaders" award as part of the 2015 Clean50 Awards. These individual awards are organized annually by Delta Management Group in order to recognize 50 people, from 16 different categories, who have made a significant contribution to

the cause of sustainability and clean capitalism in Canada over the past two years.

Delta's criteria in determining honorees include actual measurable accomplishments, demonstrated innovation, collaboration with other organizations, and the power of the honoree's contribution to inspire other Canadians to take similar action.

Dominican Republic

GILDAN RECEIVES ENVIRONMENTAL EXCELLENCE AWARD

Gildan receives Environmental Excellence Award

This recognition has been granted by the IDARD to companies and institutions committed to the environment.

The first edition of the Environmental Excellence Award was held in October 27, 2015 in the framework of the 13th anniversary of the Institute of Environmental Law of the Dominican Republic, IDARD, in order to recognize companies, individuals and institutions that implement environmental programs. Gildan was one of the recognized companies for its waste and material management system in place at all of its facilities in the Dominican Republic, as well as for its environmental education and information programs implemented in the communities.

The award recognizes individuals, companies and institutions that continuously promote high environmental compliance standards in four areas such as Conservation of Environmental Property and Biodiversity, Adequate Waste and Material Management, Environmental Education and Information, and Monitoring and Evaluation Of Environmental Quality Standards.

Since 2007, Gildan has been working with IDARD to develop an international environmental certification program, Eco-Schools, which allows the participation of the entire student community of six sponsored schools, located in the communities of San Antonio de Guerra, Boca Chica and San Pedro de Macoris. In an annual basis, more than 2,000 children are involved in implementing environmental improvements for the school and community, such as the creation of school gardens, management of recycled waste, initiatives to save water and electricity, among others.



HOME > COMPANY > NEWS

Recent press releases related to corporate social responsibility:

MAY 15, 2018 - GILDAN DONATES \$570,000 TO REFURBISH MAJONCHO SOSA COMMUNITY PARK IN HONDURAS

Montreal, Quebec, Tuesday, May 15, 2018 – Gildan Activewear Inc. (GIL: TSX and NYSE) is announcing the opening of a newly refurbished community park in San Pedro Sula, Honduras, which was inaugurated yesterday by President Juan Orlando Hernández, Gildan representatives and members of the community. This park is the largest in the city, and second largest in the country, providing a modern, multi-sport recreational space to unite families and promote sporting activity as part of the “Parques para una Vida Mejor” (Better Life Parks) program.

“We are very pleased to be able to help promote exercise and sport as a healthy lifestyle alternative to the citizens of San Pedro Sula,” said Claudia Sandoval, Vice President, Corporate Citizenship. “We believe that active living through sport and fitness can provide a healthy outlet for youth, create a greater sense of community and encourage people to improve their physical health. The recreational sports facilities can provide a safe place for families and members of the community to play and be together in a positive environment.

The “Parques para una Vida Mejor” (Better Life through Parks) program created by the government in partnership with the private sector aims to recover public spaces encouraging citizen coexistence and healthy recreation. This is the 55th park to be inaugurated nationally and the investment of \$570,000 USD was donated by Gildan, the largest private employer in the area. The facility features energy efficient LED lighting and has multi-purpose fields, playgrounds, a running track, kiosks for the sale of food, bathrooms, as well as rest zones and green picnic areas.

The creation of these multi-sport recreational areas will offer youth avenues for recreation and positive interaction, leading them towards sports and fitness as an outlet. The parks also serve to provide safe, open spaces where people can pursue physical activity, towards the prevention of disease and overall improvement in the health of the population of Honduras.

About Gildan

Gildan is a leading manufacturer of everyday basic apparel which markets its products in North America, Europe, Asia-Pacific and Latin America, under a diversified portfolio of Company-owned brands, including Gildan®, American Apparel®, Comfort Colors®, Gildan® Hammer™, Gold Toe®, Anvil®, Alstyle®, Secret®, Silks®, Kushyfoot®, Secret Silky®, Therapy Plus™, Peds® and MediPeds®, and under the Under Armour® brand through a sock licensing agreement providing exclusive distribution rights in the United States and Canada. Our product offering includes activewear, underwear, socks, hosiery and legwear products sold to a broad range of customers, including wholesale distributors, screenprinters or embellishers, as well as to retailers that sell to consumers through their physical stores and/or e-commerce platforms. In addition, we sell directly to consumers through our own direct-to-consumer platforms.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America, and Bangladesh. With over 50,000 employees worldwide Gildan operates with a strong commitment to industry-leading labour and environmental practices throughout its supply chain in accordance with its comprehensive Genuine Responsibility™ program embedded in the Company's long-term business strategy. More information about the Company and its corporate citizenship practices and initiatives can be found at www.gildancorp.com and www.genuinegildan.com, respectively.

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MONTREAL, THURSDAY, SEPTEMBER 7, 2017 - GILDAN INCLUDED IN THE DOW JONES SUSTAINABILITY INDEX FOR FIFTH CONSECUTIVE YEAR

Montreal, Thursday, September 7, 2017 – Gildan Activewear Inc. (GIL: TSX and NYSE), announced today that the Company has been included in the Dow Jones Sustainability World Index (DJSI World Index) for the fifth consecutive year and the DJSI North American Index for the second consecutive year. Gildan remains the only North American company in the Textiles, Apparel and Luxury Goods industry group listed in the DJSI World Index.

“We take great pride in our inclusion in the DJSI indices, which is a testimony to our ongoing commitment to operating responsibly and sustainably,” said Glenn Chamandy, President and Chief Executive Officer, Gildan. “We are focused on our vision of Making Apparel Better™ and leveraging our vertically-integrated business model, wherein we own and operate our manufacturing facilities and directly control almost all aspects of the process, allowing us to positively influence our impacts and how our products are made.”

In 2016, Gildan continued to show good progress towards reaching its Genuine Responsibility™ 2020 Goals. The Company effectively reduced energy usage intensity by 10%, mainly through the use of high efficiency steam absorption chillers that harness thermal energy from BioMass steam systems to generate air conditioning for its facilities. Additionally, the Company leveraged renewable energy sources thus avoiding over 155,000 tons of its GHG emissions primarily through its highly efficient BioMass systems, which burn agricultural and manufacturing waste to generate steam for Gildan's textile facilities. This past year, another important milestone was achieved within the Company's waste management initiatives wherein Gildan recycled or repurposed 86% of its total company waste.

Gildan is fully dedicated to empowering its employees to reach their potential and share in the Company's success. In addition to comprehensive benefits packages, including free or subsidized meals and transportation, Gildan's employees benefitted from more than 800,000 hours of training in 2016, which included environment, health and safety, professional development, academic and technical training. Gildan also supports its employees in many of the regions where the Company operates with various healthcare initiatives. The Company provides employees free access to on-site, fully-equipped medical clinics focused on frontline healthcare, workplace-related health issues and additional services such as pre-natal care and vaccinations. In 2016, more than 178,000 medical consultations were provided free of charge to the Company's employees. The Dow Jones Sustainability World Index comprises global sustainability leaders and represents the top 10% of the largest 2,500 companies in the S&P Global BMI (Broad Market Index) based on long-term economic, environmental and social criteria. It is a best-in-class benchmark that allows investors to identify companies that anticipate and manage current and future economic, environmental and social opportunities and risks by focusing on sustainability, innovation and who are committed to operating responsibly. Increasingly, these companies are seen as leaders who are more likely to have a strong competitive advantage and who create long-term stakeholder value.

The Dow Jones Sustainability North America Index (DJSI North America) was established in September 2005 to track the performance of companies from Canada and the United States of America that lead the field in terms of corporate sustainability.

About Gildan

Gildan is a leading manufacturer and marketer of quality branded basic family apparel, including T-shirts, fleece, sport shirts, underwear, socks, hosiery, and shapewear. The Company sells its products under a diversified portfolio of company-owned brands, including the Gildan®, Gold Toe®, Anvil®, Comfort Colors®, Alstyle®, Secret®, Silks®, Kushyfoot®, Secret Silky®, Peds®, MediPeds® and Therapy Plus™ brands. Sock products are also distributed through the Company's exclusive U.S. sock license for the Under Armour® brand, and a wide array of products is also marketed through a global license for the Mossy Oak® brand. The Company sells its products through two primary channels of distribution, namely printwear and retail markets. The Company distributes its products in printwear markets in the U.S., Canada, Europe, Asia-Pacific and Latin America. In retail markets, the Company sells its products to a broad spectrum of retailers primarily in the U.S. and Canada and also manufactures for select leading global athletic and lifestyle consumer brands.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America and Bangladesh. These facilities are strategically located to efficiently service the quick replenishment needs of its customers in the printwear and retail markets. Gildan has over 48,000 employees worldwide and is committed to industry-leading labour and environmental practices throughout the Company's supply chain. More information about the Company and its corporate citizenship practices and initiatives can be found at www.gildancorp.com and www.genuinegildan.com, respectively.

SEPTEMBER 6, 2017 - GILDAN PARTNERS WITH THE SALVATION ARMY TO SUPPORT VICTIMS OF HURRICANE HARVEY WITH DONATION OF ESSENTIAL CLOTHING ITEMS

Montreal, Wednesday, September 6, 2017 – Gildan announced today that it is donating a shipment of basic clothing items, including underwear and socks, to those forced to evacuate their homes because of the continued rain and flooding from Hurricane Harvey. Gildan has partnered with The Salvation Army to distribute the donated goods, which has over 250 volunteers and staff on the ground and distribution logistics in place to aid residents displaced by the devastating floods.

"Our thoughts are with the residents of Houston and surrounding areas who are facing the aftermath of this natural disaster," said Glenn Chamandy, President and CEO of Gildan. "As residents deal with the uncertainty from being displaced from their homes for an undetermined time, it is our hope that access to basic essentials will aid in their immediate comfort." Many parts of Houston will be uninhabitable for weeks to come, due to the many health risks and damage to infrastructure that the flooding has caused. The Salvation Army has dispatched 100 mobile units and has provided lodging to over 2,200 people in 22 shelters as well as accommodated displaced residents throughout Texas, Louisiana, Oklahoma, and Arkansas.

One of the pillars of the company's Genuine Responsibility™ program is to be supportive of communities impacted by natural disasters, assisting those that find themselves in difficult situations. Gildan is proud to support The Salvation Army which has mobilized its resources to distribute items to those residents hardest hit by the storm.

To make a financial donation to support the Hurricane Harvey relief efforts please go to www.helpsalvationarmy.org, call 1-800-SAL-ARMY, or text STORM to 51555.

About Gildan

Gildan is a leading manufacturer and marketer of quality branded basic family apparel, including T-shirts, fleece, sport shirts, underwear, socks, hosiery, and shapewear. The Company sells its products under a diversified portfolio of company-owned brands, including the Gildan®, Gold Toe®, Anvil®, Comfort Colors®, American Apparel®, Alstyle®, Secret®, Silks®, Kushyfoot®, Secret Silky®, Peds®, MediPeds®, and Therapy Plus™ brands. Sock products are also distributed through the Company's exclusive U.S. sock license for the Under Armour® brand, and a wide array of products are also marketed through a global license for the Mossy Oak® brand. The Company's products are sold in two primary markets, namely the printwear and retail markets. The Company distributes its products in printwear markets in the U.S., Canada, Europe, Asia-Pacific, and Latin America. In retail markets, the Company sells its products to a broad spectrum of retailers primarily in the U.S. and Canada and also manufactures for select leading global athletic and lifestyle consumer brands.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America, and Bangladesh. These facilities are strategically located to efficiently service the quick replenishment needs of Gildan's customers. With over 48,000 employees worldwide Gildan operates with a strong commitment to industry-leading labour and environmental practices throughout its supply chain in accordance with its comprehensive corporate social responsibility program embedded in the Company's long-term business strategy. More information about the Company and its corporate citizenship practices and initiatives can be found at www.gildancorp.com and www.genuinegildan.com, respectively.

About The Salvation Army

The Salvation Army, established in London in 1865, has been supporting those in need without discrimination for more than 135 years in the U.S. More than 25 million Americans receive assistance from The Salvation Army each year through a range of social services: food for the hungry, relief for disaster victims, assistance for the disabled, outreach to the elderly and ill, clothing and shelter to the homeless, and opportunities for underprivileged children. The Salvation Army tracks the level of need across the country with the Human Needs Index (HumanNeedsIndex.org). The Salvation Army has served survivors of every major national disaster since 1900. The Salvation Army does not place an administrative fee on disaster donations. During emergency disasters, 100 percent of designated gifts are used to support specific relief efforts. For more information, go to SalvationArmyUSA.org or follow on Twitter @SalvationArmyUS.

JUNE 30, 2017 - GILDAN RELEASES ITS 2016 CSR REPORT

Montreal, June 30, 2017 – Gildan Activewear Inc. (GIL; TSX and NYSE) has released its 2016 corporate, social and environmental responsibility (CSR) report on the Company's dedicated CSR website genuinegildan.com. The report is aligned with the new Global Reporting Initiative (GRI) Standards, offering a comprehensive online review on the progress of Gildan's commitments to its people,

communities, the environment and products.

“As one of the world’s largest manufacturers of apparel and socks, we understand that operating responsibly and integrating sustainable solutions drives our success and enables our future growth,” said Glenn Chamandy, President and CEO, Gildan. “Providing good working conditions for our employees, improving the communities where we operate and pursuing continuous improvements to reduce our impacts on future generations is at the foundation of our commitment.”

Making Apparel Better™

As a large scale vertically-integrated manufacturer, Gildan is able to maintain strict control over the conditions under which its products are manufactured. Close to 90% of Gildan’s revenues are derived from products that are manufactured in Company-owned and operated facilities. “Gildan was founded on the vision that owning its factories, investing in technology and pursuing continuous improvements was the best way to operate and to make better products,” said Glenn Chamandy. “Our continued investments in our vertical integration are at the foundation of our business strategy and the key to our ability to positively influence every part of the overall production process including all activities across our four CSR pillars: People, Environment, Community and Product,” he added.

Navigating the road towards Gildan’s 2020 environmental goals

In 2016, Gildan demonstrated good progress towards its 2020 environmental goals which call for a 10% reduction in energy, water, GHG emissions and landfill waste intensity, per kg of product, from owned operations, when compared to the 2015 baseline year.

In 2016, Gildan’s efficiency initiatives resulted in a reduction of its energy intensity by 10% and water intensity by 5%. The Company increased its industrial and domestic recycling programs globally to now recycle or repurpose 86% of total waste. Additionally, the Company powered 32% of its energy needs by renewable resources.

The Company is continuing to integrate manufacturing capacity from recent acquisitions and is firmly committed to meeting its 2020 GHG goal, by pursuing various initiatives including increasing its use of renewable resources such as biomass. The Company has a number of projects in research and development that hold promise to help meet its 2020 goals, and propel it along the next phase of its environmental journey.

Investments in Local Communities

As part of its commitment to Making Apparel Better™, Gildan has contributed close to \$2 million towards projects in local communities in the U.S., Canada and Latin America in 2016. Some of these projects include:

- The construction of a new infant ward for the Mario Catarino Rivas Hospital in Honduras which provides care and services to more than 3,000 infants annually. The newly expanded ward will not only reduce overcrowding at the hospital, but also help to lower mortality rates.
- A partnership with World Vision Honduras for the “Building Safe and Healthy Environments for Children” program. In addition, Gildan made a commitment with the Ministry of Education to fully sponsor renovation projects for 10 schools in the Sula Valley, improving the school conditions for approximately 4,000 children.
- Over 450 scholarships awarded to Gildan employees and community members to attend professional and vocational schools in Canada, the U.S. and Latin America.
- Relief to communities in need due to several weather-related disasters that created difficult situations for residents:
 - Gildan donated to UNICEF and Americares for the relief efforts in Haiti following Hurricane Matthew, as well as provided food and water kits to the International Federation of Red Cross and Red Crescent Societies.
 - During the Fort McMurray, Alberta wildfires, the Company donated clothing items, including sweatshirts, t-shirts, underwear and socks to the over 88,000 evacuees.
 - Gildan responded to the call for basic necessities for the families displaced by the Louisiana, USA floods, with the distribution of products including t-shirts, socks and underwear through the St. Vincent of Paul Society.

Recognition and Awards

In recognition of Gildan’s efforts to distinguish itself in the apparel industry through its CSR efforts, Gildan was again included on the Dow Jones Sustainability World Index (DJSI World Index) for the fourth consecutive year. The Company remains the only North American company in the Textiles, Apparel and Luxury Goods industry group listed in the DJSI World Index.

In Latin America, Gildan was recognized with a Distintivo ESR 2016 award for the first time, presented by the Mexican Center for Philanthropy (Cemefi) and the Alliance for Corporate Social Responsibility (Aliarse). This award is presented to companies that are considered leaders in their corporate social responsibility efforts.

About Gildan

Gildan is a leading manufacturer and marketer of quality branded basic family apparel, including T-shirts, fleece, sport shirts, underwear, socks, hosiery, and shapewear. The Company sells its products under a diversified portfolio of company-owned brands, including the Gildan®, Gold Toe®, American Apparel®, Anvil®, Comfort Colors®, Alstyle®, Peds® brands, as well as the Secret®, Silks®, Kushyfoot® and Therapy Plus™ brands. The Company also has the U.S. sock license for Under Armour®, and licenses for the Mossy Oak® and New Balance® brands. The Company distributes its products in printwear markets in the U.S. and Canada, as well as in Europe, Asia-Pacific and Latin America. The Company also markets its products to a broad spectrum of retailers primarily in the U.S. and Canada. The Company also manufactures for select leading global athletic and lifestyle consumer brands.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America and Bangladesh and are strategically positioned to efficiently service the quick replenishment needs of its customers in the printwear and retail markets. Gildan has over 48,000 direct employees worldwide and is committed to industry-leading labour and environmental practices at all of its facilities. More information about the Company and its corporate citizenship practices and initiatives can be found at its corporate websites www.gildancorp.com and www.genuinegildan.com, respectively.

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GILDAN RECOGNIZED WITH A DISTINTIVO ESR AWARD FOR SECOND CONSECUTIVE YEAR

Montreal, Monday, May 9, 2017 – Gildan has been recognized with a Distintivo ESR® 2017 award, presented by the Mexican Center for Philanthropy (Cemefi) and the Alliance for Corporate Social Responsibility (AliaRSE) to companies in Latin America that meet their designated standards in the strategic areas of corporate social responsibility (CSR).

The Distintivo ESR® aims to recognize companies’ efforts to voluntarily and publicly undertake the commitment to implement socially responsible management and continuous improvement as part of their culture and business strategy. The Company received the award

for its commitment to supporting communities in Honduras, having donated over \$2.5 million to health and education-related projects in 2015/2016. Gildan remains the only recipient in the apparel sector in Honduras.

"We are proud of achieving this distinction once again this year, recognizing our efforts to be a valuable contributor in the countries where we operate," said Benito Masi, Executive Vice-President, Manufacturing. "Gildan understands that providing safe and healthy working conditions for our employees, supporting the fundamental needs of our communities and innovating to reduce our environmental footprint are key to our continued success and future growth."

Gildan was honoured with this distinction during an award ceremony in Mexico on May 4th, as part of the X Latin American Conference of Socially Responsible Companies. <http://www.cemefi.org/esr/>

About Gildan Gildan is a leading manufacturer and marketer of quality branded basic family apparel, including T-shirts, fleece, sport shirts, underwear, socks, hosiery, and shapewear. The Company sells its products under a diversified portfolio of company-owned brands, including the Gildan®, Gold Toe®, Anvil®, Comfort Colors®, American Apparel®, Alstyle®, Secret®, Silks®, Kushyfoot®, Secret Silky®, Peds®, MediPeds®, and Therapy Plus® brands. Sock products are also distributed through the Company's exclusive U.S. sock license for the Under Armour® brand, and a wide array of products are also marketed through a global license for the Mossy Oak® brand. The Company's products are sold in two primary markets, namely the printwear and retail markets. The Company distributes its products in printwear markets in the U.S., Canada, Europe, Asia-Pacific, and Latin America. In retail markets, the Company sells its products to a broad spectrum of retailers primarily in the U.S. and Canada and also manufactures for select leading global athletic and lifestyle consumer brands.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America, and Bangladesh. These facilities are strategically located to efficiently service the quick replenishment needs of Gildan's customers. With over 48,000 employees worldwide Gildan operates with a strong commitment to industry-leading labour and environmental practices throughout its supply chain in accordance with its comprehensive corporate social responsibility program embedded in the Company's long-term business strategy. More information about the Company and its corporate citizenship practices and initiatives can be found at www.gildan.com and www.genuinegildan.com, respectively.

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OCTOBER 27, 2016 - GILDAN DONATES TO HUMANITARIAN RELIEF EFFORTS IN HAITI

Montréal, October 27, 2016 – Gildan Activewear Inc. (GIL; TSX and NYSE) announced today that it is donating \$50,000 to assist with the relief efforts in Haiti following Hurricane Matthew. The funds will be distributed equally between two organizations – UNICEF and Americares, as each focuses its efforts on different areas of intervention. Hurricane Matthew struck Haiti earlier this month as a category four hurricane, resulting in extensive flooding and mudslides, damage to roads and infrastructure, and electricity and water shortages.

"Fortunately, none of our Gildan employees or the employees at our contractors' facilities in the Port-au-Prince area were directly impacted by the storm," said Freddy Barrantes, Gildan Country Manager, Caribbean Basin. "Nevertheless, having had a presence in Haiti for more than 15 years, we wanted to assist in meeting the needs of the affected communities."

Gildan has also donated food and water kits to the International Federation of Red Cross and Red Crescent Societies and continues to monitor the situation in the affected areas.

About Gildan

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About UNICEF

UNICEF's current relief efforts are focused on providing people access to clean water, hygiene and sanitation, getting children back to school, and restoring basic health and nutrition services for women and children.

About Americares

Americares' emergency response teams are providing medicine and medical supplies to clinics and hospitals, expanding mobile medical care in areas where health facilities are damaged or overwhelmed, and providing water purification supplies and other cholera prevention items to devastated communities, representing over 1.4 million people.

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SEPTEMBER 26, 2016 - GILDAN JOINS THE COTTON LEADS PROGRAM

Montréal, Monday, September 26th, 2016 – Gildan Activewear Inc. (GIL; TSX and NYSE) is pleased to announce that the company has joined the **Cotton LEADS™** program. This program is committed to the use of best practices and traceability in the cotton supply chain. "Gildan is well-known for its commitments to quality apparel and to responsible manufacturing," says Mark Messura, Senior Vice President of Supply Chain Marketing at Cotton Incorporated. "As such, they have firsthand knowledge of the environmental gains that cotton growers, represented by the **Cotton LEADS™** program, continue to achieve."

Gildan is a vertically-integrated manufacturer, controlling virtually every stage of the production process from raw materials to finished products, and understands that operating responsibly and sustainably is a critical element of the company's overall business strategy and continued success.

Gildan currently employs more than 2,600 full time employees in the U.S. and is one of the largest domestic consumers of U.S. cotton, with more than U.S. \$400 million in invested yarn spinning facilities in North Carolina and Georgia. "Our investment demonstrates the confidence we have in U.S. farmers, and the industry, to supply one of the world's best cotton crops for our needs, delivering high quality fiber that is sustainably grown and ethically harvested" says Chuck Ward, President Gildan Yarns LLC and board member of The Cotton Board. "Over the past 30 years we have successfully integrated sustainable solutions across the complete manufacturing process, and our

strategic choice to use U.S. cotton aligns very well with that ongoing commitment.”

Available at www.genuinegildan.com, Gildan recently published its 2015 CSR report which outlines the company’s many efforts across all areas of corporate social responsibility. Using the GRI-G4 guidelines, this year’s update includes the company’s environmental reduction target results for the period from 2010-2015.

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SEPTEMBER 8, 2016 - GILDAN INCLUDED IN THE DOW JONES SUSTAINABILITY WORLD INDEX FOR FOURTH CONSECUTIVE YEAR

Montreal, Thursday, September 8, 2016 – Gildan Activewear Inc. (GIL: TSX and NYSE), a global manufacturer and marketer of quality family apparel, announced today that the Company has been included in the Dow Jones Sustainability World Index (DJSI World Index) for the fourth consecutive year. Gildan remains the only North American company in the Textiles, Apparel and Luxury Goods industry group listed in the DJSI World Index. Gildan is also pleased this year to have been included for the first time in the DJSI North American Index.

This ranking is an important recognition of Gildan’s Genuine Responsibility™ program, encompassing the full spectrum of corporate social responsibility initiatives that touch all aspects of the Company’s operations. Gildan’s vertically-integrated business model and ongoing manufacturing investments allow it to have visibility over the complete production process, positively influencing the social, environmental and economic impacts associated with each step.

“Being included on the DJSI World index once again is a great source of pride for our employees, customers and partners worldwide and a validation that we are investing our energies in the right places to deliver sustainable value to all of our stakeholders,” said Glenn Chamandy, President and Chief Executive Officer, Gildan. “As one of the largest apparel manufacturers in the world, we acknowledge the impacts of our operations and remain committed to leading the industry by ensuring that no detail is overlooked in producing our product in the most sustainable manner possible.”

The Company recently published, for the 12th consecutive year, its Genuine Responsibility™ report. One of the highlights of the 2015 update was the Company’s strong performance on its 2010-2015 five-year goals. During that period Gildan reduced greenhouse gas emissions intensity by 34%, reduced energy use and water per kg of production by 14% and 17% respectively, and recycled or repurposed 89% of its total waste. The Company also increased its reliance on renewable energy solutions and generated 51% of its energy needs through the use of biomass. Gildan remains committed to investing in new technologies and innovation to further drive continuous improvements in reducing the Company’s energy, GHG emissions intensity, water and waste footprint.

The Dow Jones Sustainability World Index comprises global sustainability leaders and represents the top 10% of the largest 2,500 companies in the S&P Global BMI (Broad Market Index) based on long-term economic, environmental and social criteria. It is a leading benchmark for identifying the organizational drivers that are most likely to contribute to long-term value creation for all stakeholders, and remains one of the world’s most credible sustainability ratings.

About Gildan

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Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America and Bangladesh. These facilities are strategically located to efficiently service the quick replenishment needs of its customers in the printwear and retail markets. Gildan has over 48,000 employees worldwide and is committed to industry-leading labour and environmental practices throughout the Company’s supply chain. More information about the Company and its corporate citizenship practices and initiatives can be found at www.gildan.com and www.genuinegildan.com, respectively.

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AUGUST 26, 2016 - GILDAN DONATES PRODUCTS IN SUPPORT OF LOUISIANA FLOOD VICTIMS

Montreal, Friday, August 26, 2016 – Gildan Activewear Inc. (GIL: TSX and NYSE) Gildan announced that it is donating an assortment of clothing items, including t-shirts, underwear and socks, to the victims of the Louisiana floods. The donation is being made to the Orleans Parish Sheriff’s office to support their efforts in distributing clothing items to some of the over 30,000 families displaced.

“Our thoughts are with the residents of southeast Louisiana in the wake of this devastating event,” said Eric Lehman, President, Branded Products, Gildan. “Gildan is once again responding to a need for humanitarian aid in the regions where we operate and we hope that these basic items can help provide a small amount of comfort to the displaced individuals and families in Louisiana.”

Under the Company’s Gildan Gives program, Gildan has encouraged its more than 2,600 employees in the United States to get involved and will match all monetary donations made towards the relief efforts.

About Gildan

Gildan is a leading manufacturer and marketer of quality branded basic family apparel, including T-shirts, fleece, sport shirts, underwear, socks, hosiery, and shapewear. The Company sells its products under a diversified portfolio of company-owned brands, including the Gildan®, Gold Toe®, Anvil®, Comfort Colors®, Alstyle®, Secret®, Silks®, Kushyfoot®, Secret Silky®, Peds®, MediPeds® and Therapy Plus™ brands. Sock products are also distributed through the Company’s exclusive U.S. sock license for the Under Armour® brand, and a wide array of products is also marketed through a global license for the Mossy Oak® brand. The Company sells its products through two primary channels of distribution, namely printwear and retail markets. The Company distributes its products in printwear markets in the U.S., Canada, Europe, Asia-Pacific and Latin America. In retail markets, the Company sells its products to a broad spectrum of retailers primarily in the U.S. and Canada and also manufactures for select leading global athletic and lifestyle consumer brands.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America and Bangladesh. These facilities are strategically located to efficiently service the quick replenishment needs of its customers in the printwear and retail markets. Gildan has over 47,000 employees worldwide and is committed to industry-leading labour and environmental practices throughout the Company’s supply chain. More information about the Company and its corporate citizenship practices and initiatives can be found at www.gildan.com and www.genuinegildan.com, respectively.

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MAY 17, 2016 - GILDAN DONATES TO RELIEF EFFORTS FOR FORT MCMURRAY FIRE VICTIMS

Montreal, Tuesday, May 17, 2016 – Gildan announced today that it is donating a large collection of clothing items, including t-shirts, underwear and socks, to the evacuees of the Fort McMurray fires. The donation, with a retail value of more than \$400,000 is being made to the Edmonton Emergency Relief Services Society (EERSS) which has established the necessary infrastructure to receive the shipment and deliver the items to the people displaced by the devastating forest fires.

“Our thoughts are with the residents of Fort McMurray and Northern Alberta who have been forced to flee their homes, leaving everything they value behind,” said Glenn Chamandy, President and CEO of Gildan. “One of the pillars of our company’s corporate social responsibility program, Genuine Gildan, is to be supportive of the communities where we operate, and as such, we are pleased to be able to assist Canadians who find themselves in this difficult situation.”

Under the Company’s Gildan Gives program, Gildan has announced that it will match monetary donations made by any of its more than 600 Canadian employees towards the relief efforts.

“It is our hope that our efforts will assist the Fort McMurray residents displaced by the fires in the process of getting their lives back to normal,” added Mr. Chamandy.

About Gildan

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Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin and the United States, and are strategically positioned to efficiently service the quick replenishment needs of its customers in the printwear and retail markets. Gildan has over 42,000 employees worldwide and is committed to industry-leading labour and environmental practices at all of its facilities. More information about the Company and its corporate citizenship practices and initiatives can be found at its corporate websites www.gildan.com and www.genuinegildan.com, respectively.

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MAY 10, 2016 - GILDAN AWARDED A PRESTIGIOUS DISTINTIVO ESR® 2016 AWARD

Montreal, Tuesday, May 10, 2016 – Gildan has been recognized with a Distintivo ESR® 2016 award, presented by the Mexican Center for Philanthropy (Cemefi) and the Alliance for Corporate Social responsibility (Aliarse) to companies in Latin America that are considered leaders in their corporate social responsibility (CSR) efforts. These organizations measure the CSR activities of Latin American companies, selecting those that are most successful in meeting designated standards within strategic areas of corporate social responsibility.

The Distintivo ESR® award recognizes the efforts of companies that voluntarily and publicly commit to implementing a social responsibility and continuous improvement management system, and fully integrate it into their culture and business strategy. Gildan is the only company in the apparel sector listed this year.

“It is an honour to be recognized by progressive organizations in Latin America for the efforts that we are making to provide good working conditions for our employees, minimize our environmental footprint and nurture the communities in which we operate,” said Benito Masi, Executive Vice-President, Manufacturing. “At Gildan we have a strong commitment to operating responsibly and sustainably, as a core element of our business model and key driver of our future growth and success.”

Gildan is committed to providing safe, ethical and fair working conditions for employees, with additional benefits, such as free medical care and subsidized transportation and meals. The Company’s responsibilities to ensure the health and safety of its employees, the safeguarding of the environment and adherence to its Code of Conduct are supported by a rigorous auditing process. Gildan also works to assess the needs of the communities in which it operates and over the past years has undertaken projects to improve schools’ infrastructure, implement health programs and offer educational programs, to improve the quality of life of its employees and their communities. The Company works in a spirit of collaboration and maintains ongoing constructive dialogue with both internationally recognized and local NGOs to address issues within the apparel industry.

Gildan was honoured with this distinction during an award ceremony in Mexico on May 4th, as part of the IX Latin American Conference of

Socially Responsible Companies. <http://www.cemefi.org/esr/>.

About Gildan

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SEPTEMBER 11, 2015 - GILDAN ACTIVEWEAR INCLUDED IN DOW JONES SUSTAINABILITY WORLD INDEX FOR A THIRD CONSECUTIVE YEAR

Montréal, Friday, September 11, 2015 – Gildan Activewear Inc. (GIL; TSX and NYSE) today announced that the Company has been included in the Dow Jones Sustainability World Index (DJSI World Index) for a third consecutive year, effective as of September 21, 2015.

Gildan is the only North American company in the Textiles, Apparel and Luxury Goods industry group to be included in the DJSI World Index.

“We are pleased to once again be included in the DJSI World Index,” said Glenn Chamandy, President and Chief Executive Officer. “We are very proud of this achievement and share the recognition with our 42,000 dedicated employees and all our stakeholders and business partners worldwide. As one of the world's leading vertically-integrated manufacturers of everyday family apparel, we recognize first hand that a strong commitment to leading corporate social responsibility practices and a culture of continuous improvement and investments in the latest technology are equally critical to our success. The inclusion in the DJSI World Index as the only North American company in our sector provides further validation that Gildan is genuinely focused on leading the way. We remain committed to these efforts as we recognize they are an essential part of our future success.”

The Dow Jones Sustainability Indices were launched in 1999 as the first global sustainability benchmarks. The indices are offered cooperatively by RobecoSAM and S&P Dow Jones Indices. The family tracks the stock performance of the world's leading companies in terms of economic, environmental and social criteria. The indices serve as benchmarks for investors who integrate sustainability considerations into their portfolios, and provide an effective engagement platform for companies who want to adopt sustainable best practices.

To learn more about Gildan's various CSR programs and initiatives, please visit GenuineGildan.com.

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JULY 29, 2015 - GILDAN RELEASES 2014 UPDATE OF CORPORATE SOCIAL RESPONSIBILITY WEBSITE

Montréal, Wednesday, July 29, 2015 – Gildan Activewear Inc. (GIL; TSX and NYSE) today announced that it has released the 2014 update of the Company's Corporate Social Responsibility (CSR) website, genuinegildan.com, following the GRI-G4 guidelines. Included in the update are the Company's CSR achievements for 2014 and our progress for each one of our targets.

Throughout the year, the Company has continued to develop and implement industry-leading practices with respect to working conditions, environmental footprint, community support, and responsibly-made product offerings. “Gildan's CSR programs and initiatives are central to the Company's overall business strategy,” said Glenn Chamandy, President and Chief Executive Officer. “We remain committed to investing in our vertical integration and the implementation of best-in-class practices across the whole organization. Our growth and continued success rely upon driving continuous improvements in our operations and empowering our employees.”

Employees

Gildan aims to maintain ethical, safe and stimulating working conditions for all of its over 42,000 employees. Globally, the Company created over 8,000 jobs in 2014 to support its growth strategy, while it offered close to 1 million man-hours of training to its employees. Gildan's fully equipped medical clinics provided more than 87,000 instances of medical attention free of charge to employees within its manufacturing facilities. In 2014, a total of 244 internal and external audits were performed at the Company's owned facilities and at third-party contractor facilities, in support of Gildan's commitment to the highest standards of labour practices and working conditions. As

part of the continuous improvement of the Company's social compliance program and with the objective of driving best practices in the industry, Gildan also began the process of auditing key raw material suppliers.

Environment

As one of the world's largest manufacturers of basic apparel, Gildan upholds a strong sense of environmental responsibility. The Company is committed to developing innovative environmental solutions with the expressed objective to reduce our environmental footprint. In 2014, 53% of Gildan's total energy was powered by renewable sources and the Company repurposed or recycled more than 90% of the waste from its operations. Gildan has surpassed, ahead of schedule, some of the environmental targets it had set for 2015. For example the Company established a 20% greenhouse gas (GHG) emissions intensity reduction target by 2015, using 2010 as a base year. In 2014 Gildan had already achieved a 45% reduction in GHG emissions intensity.

Community

Gildan continued to play an active role in the community through its contributions and involvement, investing in educational activities and infrastructure, with a focus on the regions in which it operates. For example, the Company invested in the EDUCANDO program in the Dominican Republic, which supported elementary school activities to recognize students' academic excellence and also made a significant investment for renovations at two schools in Choloma, Honduras to provide improved environments for students.

Products

In 2014, we completed our Company-wide life cycle assessment and conducted product life cycle assessments for 24 products. The assessments were completed taking into consideration three years of data, allowing for better comparison and benchmarking. We are pleased to report that over the three-year assessment period, the manufacturing phase of the life cycle decreased its footprint for the climate change and resources indicators due primarily to the implementation of biomass steam generation at the Rio Nance complex facilities.

GRI-G4

For social and environmental responsibility professionals, the information in this website has been structured in accordance with the Global Reporting Initiative (GRI) G4 Guidelines – "Comprehensive". Gildan has presented its reporting for 2014 to the GRI Materiality Disclosures Service, and received the confirmation that, at the time of publication of the G4 Guidelines-based report, General Standard Disclosure G4-17 to G4-27 were correctly located in both the Content Index and in the text of the final report.

About Gildan

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MARCH 4, 2015 - GILDAN TO DONATE U.S. \$3.5 MILLION TO COMMUNITY PROJECTS IN HONDURAS

Gildan to Donate U.S. \$3.5 Million to Community Projects in Honduras

- Funds to be distributed through FUNDEIH (Foundation for the integral development of Honduras)
- Donation proceeds to fund projects related to education, health, living conditions and housing in the northern region of the country

Montreal, March 4, 2015 - Gildan Activewear Inc. (GIL: TSX and NYSE) today announced that it will donate the totality of a grant to be received from the Government of Honduras in the amount of more than U.S. \$3.5 million (more than 74 million lempiras). The entirety of the grant will be donated to special community projects selected by Gildan, as well as other projects designated in collaboration with FUNDEIH (Foundation for the integral development of Honduras) and the Office of the First Lady of Honduras. Gildan selected four key projects aimed at improving education and health care services in the northern region of Honduras, where its operations are located, and to facilitate access to housing for its employees.

This unprecedented private initiative in Honduras is being financed through funds to be received by Gildan from the Government of Honduras in connection with its participation in an employment program named "Con Chamba Vivis Mejor" (*We live better with jobs*). "Gildan's positive impact on job creation in the country entitled us to receive a special grant as part of this governmental program, which we decided to redistribute entirely into educational, healthcare and housing projects, as we believe this will have a significant impact in the communities where our employees live," explained Benito Masi, Executive Vice-President, Manufacturing at Gildan. "In 2014 alone, Gildan generated more than 7,000 new jobs in Honduras, making the Company the country's top recruiter within this program," he added.

The majority of the funds will be invested in the following main projects:

- The Dejando Huella (Leaving footprints) scholarship program of the **Instituto Politécnico Centroamericano** (IPC), a leading technical educational institution in Central America, which was spearheaded by Gildan in 2005. The donation will cover scholarships for a period of two years benefitting approximately 1,200 students from low income families who will be offered the opportunity to pursue technical studies at no cost. This donation will mark Gildan's tenth consecutive year of contributions towards this institution.
- The expansion of the **Leonardo Martínez Valenzuela Hospital** in the city of San Pedro Sula, where a significant portion of Gildan's employees reside. More than 16,000 childbirths occur in this hospital every year and approximately 800 medical examinations are performed daily.
- The remodeling of the **Colonia Lopez Arellano Daycare** in the town of Choloma, where Gildan's largest manufacturing complex is located, with a goal to improve the coverage and quality of the services extended to the approximately 100 children who attend this institution daily.
- A **housing program** which will directly benefit approximately 200 Gildan employees. The Company will be developing the criteria pertaining to the functioning of this program, which will be communicated at a later date.

With the support of the First Lady, Ana Garcia de Hernandez, Gildan selected other projects that will receive the balance of the funds:

- Child protection programs developed in collaboration with **UNICEF** to provide assistance to orphans and children living in highly underprivileged communities at risk of exposure to violence, exploitation and abuse.
- A number of **schools** to be identified by Gildan and FUNDEIH in order to improve the schools' lavatory facilities and therefore offer a healthier environment for the students.
- A number of cultural activities will be developed and implemented in high risk communities as a means to **prevent violence** amongst

youth.

- Centers offering recreational activities for **elderly** citizens will be constructed.

The funds invested into these projects will be fully audited by a reputable international third party.

“We would like to encourage other key international players in the textile industry as well as in other industry segments to also reinvest the funds they will be receiving from the Government as part of the Con Chamba Vivís Mejor program in order to improve living conditions in Honduras,” Mr. Masi added.

With more than 27,000 employees in the country, Gildan is amongst the largest private employers in Honduras, where the majority of its manufacturing facilities are located. Throughout the years, Gildan has been a key contributor to local Honduran economic development through significant capital investments in state-of-the-art facilities employing leading working conditions, continuous job creation, and support to local businesses, in addition to ongoing investments in local community projects which have an impact on people’s well-being and education.

About Gildan

Gildan is a leading supplier of quality branded basic family apparel, including T-shirts, fleece, sport shirts, underwear, socks, hosiery and shapewear. The Company sells its products under a diversified portfolio of company-owned brands, including the Gildan® and Gold Toe® brands and brand extensions, as well as the Anvil®, Comfort Colors®, Secret®, Silks® and Therapy Plus™ brands. The Company also has the U.S. sock license for Under Armour®, and licenses for Mossy Oak® and New Balance® brands. The Company distributes its products in printwear markets in the U.S. and Canada, as well as in Europe, Asia Pacific and Latin America. The Company also markets its products to a broad spectrum of retailers in the U.S. and Canada. The Company also manufactures for select leading global athletic and lifestyle consumer brands.

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 approximately 43,000 employees worldwide and is committed to industry-leading labour and environmental practices in all of its facilities. More information about the Company and its corporate citizenship practices and initiatives can be found at its corporate websites www.gildan.com and www.genuinegildan.com, respectively.

About “Con Chamba Vivís Mejor”

“Con Chamba Vivís Mejor” was created in Honduras through the Executive Decree PCM-04-2014, with the goal to create conditions to insert into the labor market the unemployed population at risk of social exclusion and vulnerability. As an incentive for participating in the program, the Honduran government recognizes every company by paying half the minimum wage received during the first three months of work for each employee hired through this program and who succeeded in achieving formal or permanent employment.

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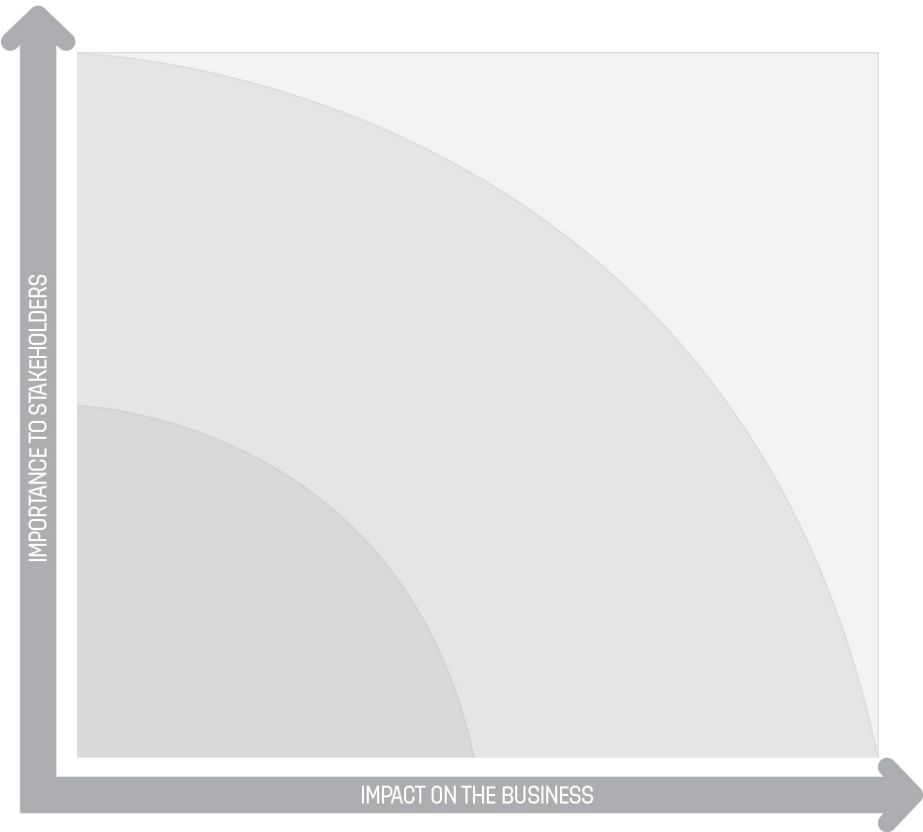
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Gildan has been named to the Dow Jones Sustainability World Index (DJSI World) for a fourth consecutive year.

HOME > COMPANY



- | | | |
|-------------------------|---------------------|---------------------|
| Operations | Governance and risk | Corporate employees |
| Manufacturing employees | Social | Environmental |

Topics are reported as follows:

- | | |
|--|---|
| | Topics reported in details with measurable KPIs or goals and targets wherever possible, as they set the agenda for our sustainability strategy. |
| | Topics reported on this website; with or without measurable KPIs. |
| | Topics either not reported or not covered in detail. |



During 2016, injury and severity rates decreased by 33% and 76% respectively at our owned facility in Bangladesh.



In 2016, 144,000 visits were recorded at our on-site medical clinics in Central America and in the Dominican Republic and more than 34,000 medical visits were recorded in Bangladesh.

HOME > PEOPLE

Gildan's ability to attract and retain the best talent is due, in large part, to its outstanding reputation in the countries where it operates. At Gildan, we value our employees and this is what sets us apart. We ask the people who choose to work with us to give the best of themselves and in turn we believe that we owe it to them to provide a safe, rewarding and stimulating work environment. This sentiment is transformed into action each day.

The Company strives to meet the challenge of fulfilling the needs of its employees in the different regions where it operates on a daily basis. A wide range of cultures representing diverse economic, political, legal and social systems are reflected throughout our operations in North and Central America, the Caribbean Basin, Asia and Europe. Holistically, we remain committed to continuing to implement the best working conditions in the apparel industry to benefit our over 48,000 employees whom we depend on for our success.



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

Creating an ethical and stimulating work environment

By offering competitive working conditions, we continuously strive to attract, engage, develop and retain the best talent in all of our operating regions.



SOCIAL COMPLIANCE

Commitment to the highest labour standards

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 meaningful programs to communicate and engage with our employees to better support them in various aspects of their lives.

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HOME > PEOPLE > HUMAN AND LABOUR RIGHTS

As a responsible corporate citizen, Gildan is committed to the fair and ethical treatment of people throughout the Company’s supply chain. As a core value, Gildan operates responsibly and with respect for human rights. From theory to practice, we empower our people to act responsibly and to speak up when faced with adversity - without fear of reprisals.

Gildan strictly prohibits all forms of forced labour and child labour in the production of our apparel. Amidst renewed global concerns over these severe human rights issues and their incidences within complex and often misunderstood supply chains, there has never been a true case of forced or child labour at any of our owned facilities. We have maintained this track-record through the application of our strict Code of Conduct and systematic social compliance monitoring.

The Company also engages with external stakeholders and has participated in a number of industry initiatives which aim to investigate and explore supply chain transparency as well as brands’ ability to prevent human rights violations within their operations. In 2016, Gildan participated in KnowTheChain.org’s apparel and footwear benchmark, the Thomson Reuter Foundation’s Stop Slavery Awards and Fashion Revolution’s Fashion Transparency Index.

As a learning company, Gildan has gained useful insight from various collaborations and interactions with stakeholders. Our experiences have led us to recognize the need to enable worker voice by implementing various programs and initiatives to facilitate communications and to provide the right channels for employees to express their opinions – and for us to better listen.

Gildan’s Human Rights policy statement is available for download [here](#) (pdf - 111.8Kb).



HOME > PEOPLE > HUMAN AND LABOUR RIGHTS > CODE OF CONDUCT

First developed in 2005 and last updated in 2016, Gildan's Code of Conduct governs the Company's daily operations by setting forth clear guidelines for the maintenance of an ethical workplace. Gildan's management has aligned these guiding principles with internationally recognized standards, such as the International Labour Organization (ILO) conventions, which are essential in today's workplace.

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

Our Code of Conduct unequivocally asserts our position on critical labour issues including child labour, forced labour, compensation, hours of work/overtime, health and safety as well as best practices, which Gildan believes are integral to both our organization and our employees.

Gildan recently updated its Code of Conduct to better align its principles with those of the FLA. The most significant change was to the compensation provision, which now supports the notion that employees are compensated sufficiently to meet their basics needs and have some discretionary income. For more details on Gildan's approach to compensation and living wage, please refer to the Wages and Benefits section.

Every employee is required to comply with Gildan's Code of Conduct. As part of the roll out of our revised Code of Conduct, formal training will be provided to all employees.

[Click here to download Gildan's Code of Conduct in poster format.](#) Read more about Code of Conduct compliance.

INTERNAL COMMUNICATION AND TRAINING PROGRAMS

All new employees are familiarized with Gildan's Code of Conduct through a formal onboarding process administered by the Human Resources and Corporate Social Responsibility departments. We document this process by requiring new hires to certify in writing that they have read and understood the Code of Conduct. In addition, new employees are informed on topics relating to corporate citizenship, as well as their rights and obligations in this regard. Overall, these measures provide new employees with knowledge of Gildan's Code of Conduct and the concept of Corporate Social Responsibility within our Company.

Refresher training on Gildan's Code of Conduct or other topics relating to corporate citizenship is provided periodically to prevent or address potential issues in the workplace. In 2015 refresher training on the Code of Conduct was provided to all employees in our sewing, textile and screen printing facilities in Honduras, Nicaragua and the Dominican Republic and in 2016 this program was extended to our integrated facility in Bangladesh.

In 2014, the Code of Conduct was introduced to the employees of the recently formed, Gildan Apparel (Canada) LP, which was followed by a more in depth training in 2016. Moreover, employees of the Peds facility in the United States benefited from training on the Code of Conduct soon after the acquisition of this company in 2016.

In addition, during 2016, all managers and middle managers of the recently acquired Gildan owned facilities in Mexico were trained on the Code of Conduct. In addition, as part of the integration process, facilities started Code of Conduct training for the remaining employees, which they intend to complete by mid-2017.

The Code of Conduct has been translated from its original English and made available in the several languages spoken locally in our various operating regions. As such, the Code of Conduct is now displayed in English, French, Spanish, Haitian Creole, Polish, Bengali, Chinese, Vietnamese, Khmer, Urdu and Korean in line with the languages predominantly spoken by employees in of our owned and third party contractor facilities.

SUSTAINABLE SOCIAL AND ENVIRONMENTAL COMPLIANCE GUIDEBOOK

Gildan's Sustainable Social and Environmental Compliance Guidebook is a comprehensive reference tool that summarizes principles of the International Labor Organization's conventions, including standards and policies that must be implemented in order to protect and promote workers' rights. Specifically, this manual includes the following:

1. A detailed explanation of how to implement an integrated approach to meeting Gildan's compliance benchmarks, including a chapter which outlines the importance and practicality of integrating social and environmental compliance into a facility's existing management systems.
2. The benefits of implementing a systems-based approach to social and environmental compliance instead of taking an issue-focused and fragmented approach. It explains the elements of a social compliance systems-based approach. It also provides a simple flow chart for setting up a Social Compliance Management System.
3. Policies and operating procedures for each employment function. The guidebook has individual chapters that discuss:

- Employment Relationship
- Forced Labour
- Labour Relations
 - Freedom of Association
- Child Labour
- Workplace Conduct
 - Harassment and Abuse
 - Discipline and Termination
- Grievance Mechanisms
- Hours of Work
- Compensation and Benefits
- Health and Safety

- Environmental protection
- Use of dormitories

Gildan's Corporate Social Responsibility team continually works with its facility and contractor management teams in an effort to help them improve their labour compliance performance.



HOME > PEOPLE > HUMAN AND LABOUR RIGHTS > MODERN SLAVERY AND HUMAN TRAFFICKING

2016 Statement on Modern Slavery and Human Trafficking

The California Transparency in Supply Chain Act of 2010, and the UK Modern Slavery Act of 2015 require certain manufacturers and retailers of goods to be transparent about efforts undertaken to identify and eradicate modern slavery and human trafficking from their supply chains or their own operations.

Gildan is committed to maintaining high ethical standards in all of our operations and business practices worldwide, and as such, does not tolerate modern slavery or human trafficking in any form. We adhere to the codes set forth by the Fair Labour Association ("FLA") and the Worldwide Responsible Accredited Production ("WRAP"), which include strict provisions with regards to forced and child labour such as human trafficking and slavery.

This commitment is further demonstrated by the fact that, in 2007, Gildan became the first vertically-integrated apparel manufacturer to have its social compliance program accredited by the FLA, and since 2013, Gildan has been included in the Dow Jones Sustainability World Index ("DJSI World") where it currently remains the only North American company to be named under the Textiles, Apparel and Luxury Goods sector. Gildan is also pleased this year to have been included for the first time in the DJSI North American Index. The annual DJSI review is based on a thorough analysis which covers, among others, issues such as supply chain standards and labour practices.

In June, World Vision Canada issued a report regarding child and forced labour in the supply chain of Canadian consumer products. The report assessed Canadian companies over a number of categories including public commitment, supplier code of conduct, training, auditing, audit results, grievance & remedy and standalone disclosure. Gildan was highlighted as a best practice in the textile and apparel sector and in fact received the best rating amongst all the Canadian companies in the various industries assessed by World Vision Canada. The report identifies Gildan as one of the few companies leading the way towards comprehensive and transparent reporting. This statement provides an overview of the actions Gildan has taken to prevent modern slavery and human trafficking in its supply chain and its own operations.

Our business and supply chain

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America, the Caribbean Basin, North America, and Bangladesh. These facilities are strategically located to efficiently service the quick replenishment needs of Gildan's customers in the printwear and retail markets. With over 48,000 employees worldwide Gildan operates with a strong commitment to industry-leading labour and environmental practices throughout its supply chain in accordance with its comprehensive corporate social responsibility program embedded in the Company's long-term business strategy.

The vast majority of our products are manufactured in our own facilities. While we produce internally the majority of the products we sell, we also have sourcing capabilities which represent less than 20% of our total production in terms of volume. We also use third party sewing contractors, although to a lesser extent, to satisfy some of our sewing requirements.

Our policies addressing slavery and human trafficking

Our comprehensive group-wide Code of Ethics, which is applicable to all Gildan directors, officers and employees worldwide, sets out the Company's standards of integrity and expectations for ethical behaviour. It serves as an affirmation of our strong commitment to fair labour practices in the workplace, as a framework in guiding the Company's operations and business practices throughout the world and as a guide to help employees make decisions that are consistent with Gildan's core values and principles.

In addition to our Code of Ethics, Gildan has also implemented a Code of Conduct, which affirms in further details our position on a wide range of labour practices and directs activities at each of our operating locations. Our Code of Conduct is based on the International Labour Organization Conventions and encompasses elements set forth by the Fair Labor Association ("FLA"), as well as best practices commonly agreed upon in the area of corporate social responsibility. Our Code of Conduct explicitly states that "Gildan and its business partners will not use forced labour, including prison labour, indentured labour, bonded labour or any other form of forced labour."

Furthermore, the labour standards set forth in our Code of Conduct are complemented by specific procedures and practical requirements explained in Gildan's Sustainable Social and Environmental Compliance Guidebook, which is provided to all our manufacturing contractors.

Finally, our whistleblowing policy encourages our employees to report any real or suspected misconduct, which extends to concerns relating to human rights violations like slavery and human trafficking. All reports received through the various reporting channels available to our employees - including our Ethics and Integrity Hotline - are fully investigated and appropriate remedial actions taken.

Verification of product supply chain to evaluate and address risks of human trafficking and slavery

Gildan is committed to sourcing products and raw materials from suppliers that engage in responsible practices. The Company identifies and assesses potential risks in its supply chain by conducting a due diligence review of potential business partners prior to entering into sourcing or major supply agreements. Such evaluation starts by a consideration of inherent and potential risks based on geographical location and industry type and includes, when appropriate, questionnaires and local verifications. In some instances, Gildan will mandate a third party audit service provider to conduct these verifications on its behalf.

Our due diligence helps guide our business decisions and ensures that all facilities manufacturing our products comply with our Code of Conduct, as well as local and international laws. Where there is a concern of potential human rights infringements such as slavery or human trafficking, Gildan will decide not to engage in a particular business relationship until such risks can be prevented. As an example, Gildan has undertaken to ban cotton originating from Uzbekistan due to concerns of forced labour in the Uzbek cotton industry, or to avoid the use in our products of certain minerals originating from the Democratic Republic of Congo and adjoining countries (the so-called "conflict minerals"). For more information on these two commitments, please visit <http://www.genuinegildan.com/en/product/raw-material/>.

For more information on our contractor due diligence process, please visit <http://www.genuinegildan.com/en/people/code-conduct/contractors-suppliers/>.

Audits to evaluate supplier compliance with company standards for human trafficking and slavery in supply chains

To ensure compliance with our Code of Conduct, we perform independent internal and third party working conditions audits at each of our owned and contracted facilities manufacturing our products. The majority of the audits are conducted by our trained internal auditors, while third party auditors are employed in some instances. Some of our manufacturing contractors have been participating in the ILO Better Work Programme. Gildan's manufacturing facilities, as well as its contractors, are also independently audited by the FLA, WRAP and some of our customers. Gildan's goal is to visit 100% of its manufacturing facilities annually, including our third-party contractors. Each manufacturing contractor is assessed based on risk and audited at least once in an 18-month period.

Gildan's Code of Conduct is the foundation for all audits conducted at our manufacturing contractors' facilities. Assessments are also based on the standards found in Gildan's Sustainable Social and Environmental Compliance Guidebook.

In addition, as part of the continuous improvement of our social compliance program, and as a leading best practice, in the second half of fiscal 2014, we commenced the process of auditing key raw material suppliers.

For more information on our auditing practices, please visit <http://www.genuinegildan.com/en/people/social-compliance/>.

Certification that materials used in production comply with slavery and human trafficking laws

To ensure that Gildan's manufacturing contractors and major suppliers respect and adhere to Gildan's commitment against slavery and human trafficking, we require them to undertake in writing that they will adhere to Gildan's Code of Conduct, as well as all applicable laws. Such written undertaking is included in the contracts signed by the manufacturing contractors and major suppliers, or as part of their annual certification process (when applicable).

In addition, in cases where applicable, we also require manufacturing contractors or suppliers to provide written undertakings of compliance with our ban on Uzbek cotton or "conflict minerals". For more information on these initiatives, please visit <http://www.genuinegildan.com/en/product/raw-material/>.

Internal accountability and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking

Non-compliance with Gildan's Code of Conduct on slavery and human trafficking is taken very seriously by Gildan. If such non-conformance occurs, we take remedial action to contain, address and resolve the situation in the shortest possible delays. Such corrective action can lead to disciplinary action, up to and including termination of employment at Gildan, or termination of a commercial agreement with Gildan.

Gildan will always first seek a viable remediation strategy with suppliers who have not achieved full compliance with our Code of Conduct. Our team of internal auditors work with contractors to develop action plans to resolve any instances of non-compliance. However, we may terminate a business relationship with a contractor if deemed necessary.

For more information about our internal accountability mechanisms, please visit <http://www.genuinegildan.com/en/people/working-conditions/grievance-mechanisms/>.

Training on human trafficking and slavery

Gildan requires all of its employees to read, understand and certify their compliance with our Code of Ethics upon hire. In addition, during 2016, all employees have participated in an interactive on-line course on our Code of Ethics. We also offer regular specific training to our internal monitoring teams who work closely with our management teams and our contractors, to ensure they are knowledgeable on our requirements and understand the issues related to social compliance and human rights. Employees working in our manufacturing facilities are also trained on our Code of Conduct.

We also provide training directly to our contractors and suppliers. For example, we have been providing training for employees at each of our long-term Haitian sewing contractors on an ongoing basis. During 2014, training on Gildan's Code of Conduct was also provided to three major third party contractors in Mexico. In 2015, a refresher course on Gildan's Code of Conduct was provided to a total of 255 security personnel (all of whom are employed by sub-contractors) across Gildan-owned operations. And finally, in September 2016, our regional compliance team provided CSR orientation training to 15 suppliers in China. In addition, we provide yearly CSR compliance refresher presentations to our suppliers in the framework of our "Gildan Supplier Summits" organized at various locations globally.

Conclusion

Our various policies and practices comprised in our CSR social compliance program are fundamental parts of our efforts to ensure that slavery and human trafficking are not taking place in our supply chain and our operations. We understand that the risk associated with slavery and human trafficking is not static, and we will continue our approach to mitigating this risk in the years ahead. These efforts, as well as this disclosure, are reviewed by our Board of Directors and updated annually.

This statement was approved by the Board of Directors of Gildan Activewear Inc. on May 3, 2017.

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HOME > PEOPLE > WORKING CONDITIONS > EMPLOYMENT PRACTICES

Gildan favours permanent employment positions over temporary contracts. Reasons for this practice include:

- optimization of the financial investment related to employee training and development:
 - there is a significant financial cost associated with the training of new employees, as such Gildan is most interested in investing in people who are willing to make a long-term commitment to the Company;
- reduction in recruitment costs for new employees;
- easier integration of new employees into the Company's culture and values.

In some cases, we recognize that hiring temporary employees is necessary. Some examples include:

- specific projects with a clear end date, when we do not have the internal capacity or expertise required;
- fulfilling temporary needs;
- when a particular site experiences a busier than usual workflow;
- occasions when it takes longer to find suitable permanent hires and resources are needed in the interim;
- we also offer a summer internship programs that offers students hands on work experience which provides opportunities for them to apply what they have learned in their studies.

The number of part time employees that Gildan has is very marginal compared to its total number of employees.

We also have a number of workers (third party service providers), in the areas of security, cafeteria, transportation and maintenance staffing, which work on the Company premises.

2015 GILDAN OWNED FACILITIES - EMPLOYEES BY TYPE, REGION AND GENDER

	PERCENTAGE OF PERMANENT EMPLOYEES		PERCENTAGE OF TEMPORARY EMPLOYEES	
	MEN	WOMEN	MEN	WOMEN
ASIA	100		0	
	44.5	55.5	0	0
CARIBBEAN BASIN	99.5		0.5	
	53.2	46.8	57.9	42.1
CENTRAL AMERICA	99.8		0.2	
	54.3	45.7	54.8	45.2
NORTH AMERICA	91.0		9.0	
	51.4	48.6	46.5	53.5

- 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 completed.

PROVIDING EQUAL OPPORTUNITY

At Gildan, the strength of our people worldwide is what has allowed us to grow into a leading apparel company. One of Gildan’s core values states “We believe in our People”, and in support of this value, in 2016, we launched the Company’s official Diversity and Inclusion (D&I) Policy. This policy articulates our commitment to fostering an inclusive workplace.

This policy will serve as a guide for the implementation of our D&I strategy. We intend to implement programs that touch talent acquisition, as well as employee development and we will endeavour to develop key, strategic partnerships with diverse organizations. In 2017, we launched a partnership with Catalyst, a leading, global, non-profit organization with a mission to accelerate progress for women through workplace inclusion, which is clearly aligned with our core values. It is a priority for Gildan to partner with and support organizations such as Catalyst who continue to demonstrate significant progress in fostering inclusive workplaces for all.

As a global company, with operations in several countries, our focus is on celebrating and cultivating our differences, as well as bringing greater diversity to our organization. Through our diversity and inclusion initiatives, we aim to better support a culture that encourages the development of each individual, enabling them to recognize and reach their full potential.

We are committed to ensuring that there are no systemic barriers or biases in the Company’s policies, procedures and practices. We believe that supporting a diverse workplace is a business imperative that helps Gildan attract and retain the brightest and most talented individuals.

Female employees represent almost half of our total workforce. Furthermore, we were pleased that 41% of our management position are occupied by female, with a total of 18% in top management positions.

Diversity and Inclusion is a critical component of our business strategy and it is a key consideration in the development and implementation of initiatives across the organization. We continuously focus on embedding diversity into every part of our business.

Gildan’s executives and management play a key role in continuously encouraging diversity and inclusion. They place a heightened awareness in the decision-making process with respect to hiring, promotions, and retention. Gildan’s management also ensures that there is proper support throughout the entire organization as well as encouraging all points of view.

Our diversity and Inclusion approach is based on the following pillars:

EMPLOYEE DEVELOPMENT:

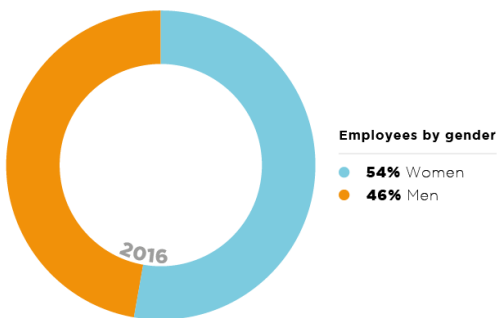
- Establish a culture of sponsorship of top internal talent
- Identify and consider women and minorities in succession planning and talent review discussions
- Assess the need for mentors and coaching
- Implement Diversity & Inclusion training
- Assess training and development programs / initiatives

TALENT ACQUISITION:

- Increase current efforts to focus on female and minority representation to drive results
- Encourage diverse slates of candidates for all positions
- Develop a pool of passive candidates from women leadership organizations and diverse student associations

COMMUNITY INVOLVEMENT:

- Continue to invest time and resources in the communities in which we operate in order to support their ongoing socio-economic development;
- Support professional organizations that promote diversity and inclusion by establishing mutually beneficial partnerships with them.



OPPORTUNITIES PROGRAMS IN NICARAGUA, THE DOMINICAN REPUBLIC AND BANGLADESH

In September of 2012, Gildan and Los Pipitos, a local non-governmental organization in Nicaragua, supporting people with mental and physical disabilities, signed a collaboration agreement to implement the "Opportunities Program" at our Nicaraguan sewing facilities. Recently, two other organizations have joined this initiative: Activos por un Mundo Solidario and Asociación Antorcha.

As per this agreement, Los Pipitos commits to provide training to people with disabilities while Gildan commits to providing them with job opportunities in various areas including sewing, inspection, cleaning and stockroom duties.

The Nicaraguan Union for Businesses’ Social Responsibility, UNIRSE, recognized Gildan in 2013 with the national award in the category of Competitiveness with inclusion and Equality for its Opportunities Program.

We currently have 26 employees under this program at our facilities in Nicaragua.

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 currently employs three people who are receiving special training in our Las Americas sewing facilities.

At our integrated textile and sewing facility in Bangladesh, we have trained five employees with special needs that are now working in the facility.



HOME > PEOPLE > WORKING CONDITIONS > WAGES & BENEFITS

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

Gildan is proud of its record of creating well-paying jobs with attractive benefits at all of our manufacturing locations. Some of the benefits provided to our employees include: access to free medical assistance, access to financial aid programs, and subsidized meals. We also provide subsidized transportation to and from work at the majority of our locations.

We empower workers by providing them with the opportunity to upgrade their skill sets and education level through company offered training programs. Most of our production employees earn 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 additional incentives to employees who exceed certain objectives. These incentives, which represent compensation over their basic wage, reward workers whose production efficiency is above average, similar to the model used in many North American companies.

Fair Wages

Since 2012, Gildan has been conducting small pilot projects in Honduras and the Dominican Republic to gain a better understanding of fair wages. Our studies include an analysis of salaries and paid in-kind benefits that we provide employees. In addition, we have been analyzing trends related to inflation in regards to food and housing as well as other studies developed by local authorities and civil society organizations.

Since food is one of the major components included as a basic need, Gildan has already started to take actions in order to help our employees have access to groceries and basic household products at reduced prices. To this effect, in Nicaragua, we have arranged for an establishment situated in close proximity to our facilities to provide employees with foodstuffs and other staples at discounted prices compared to market. To bring this project to bear, we collaborated with one of our facility's unions who continues to play an active role in the administration of this program.

The Fair Labor Association ("FLA") developed a tool to standardize the measurement of living wages at factories. Due to adjustments to the FLA tool, the company was unable to fully test it in all of our facilities in 2016. However, following the publication of the FLA's first report on wages; which identified Bangladesh as one of the countries operating with wages below the poverty line as established by the World Bank, we found that benefits offered at our vertically integrated facility in Bangladesh were superior to the benchmark reported in the study.

As this is an important element to the overall working conditions we offer our employees, Gildan will continue to focus its efforts on ensuring the salaries and total benefits offered to its employees are sufficient to meet basic needs as reflected by the provision on compensation and benefits included in our Code of Conduct.

Minimum Wages in Latin America

Minimum wages in Latin America typically vary according to the work category. The legally-mandated minimum wage in most Latin American countries will also vary, depending on the industry sector. The various industry sectors include agriculture, services, industrial, banking and manufacturing.

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

Wages in Haiti

Unlike most Gildan operations, which are vertically integrated and managed directly by the Company, sewing operations in Haiti are subcontracted by Gildan to third parties. Each contractor is responsible for implementing all of the requirements necessary to comply with our Code of Conduct. Gildan team members regularly monitor each contractor and verify the implementation of social compliance and quality standards. Gildan has recently increased its resources in Haiti which are responsible for ensuring that Gildan contractors are compliant with all local laws and Gildan's Code of Conduct.

Stakeholder engagement and controversy surrounding minimum wage

A study published by the Workers' Rights Consortium (WRC) in 2013 regarding the minimum daily wage for employees who earn per piece produced in the garment sector generated much discussion among various sectors including workers, government and the private sector. As a result of these concerns, in November 2013, Gildan required its contractors in Haiti to meet the payment of 300 gourdes per day (production wage at the time) for employees working per piece produced and always based on the expectation of reasonable efficiency in an eight hour work day. This was subsequently updated to reflect the revised country production wages in effect as discussed further below. Each contractor was asked to make changes in its payment structure to fulfill the commitment put forward by Gildan.

During 2014, Gildan facilitated several meetings between a leader of a major garment industry union and our contractors in Haiti to review and agree to the payment structure for employees who work per piece. For example, in October 2014, one of the main unions in the garment industry, Tekstil Sendika Ouvriye ak Abiman (SOTA-BO) signed an agreement with one of our contractors in which both sides agreed to the wage structure respecting the payment of 300 gourdes.

In 2016, Gildan continued its engagement with WRC by obtaining authorization from its contractors to allow for the WRC to monitor and verify payments. Contractors also agreed to provide a salary adjustment to eligible workers who were below the applicable production wage during a period agreed upon by all parties involved in the process. At the time of this publication, the WRC and Gildan are still in the process of validating the information provided by the contractors.

Changes in the past two years

In May 2015, the Ministry of Labor approved a new salary increase which raised the salary paid to employees who earn per piece produced in 8 hours of work, to 320 gourdes. Our contractors confirmed that the respective adjustments were made to reflect this change. Additionally, in September 2015, SOTA-BO signed an agreement with a second contractor in Haiti whereby pay tables and overtime payment management, among other things, were agreed to between the parties, all in line with local laws.

The production wage for production workers in 2016 increased to 350 gourdes per day, which represents an increase of 9.4%.

In collaboration with our independent audit team, we continue monitoring the implementation of these agreements and the changes to wages under Haitian law. We still have challenges regarding efficiency levels that must be achieved and the percentage of workers expected to achieve the payment of 350 gourdes per day. The situation is affected by absenteeism caused in part by the political tension of the elections in late 2015 and 2016. Gildan has sourced sewing production from Haiti for over 15 years and will continue to do so in the future.

Minimum Wages in Bangladesh

In Bangladesh, there is a specific minimum wage structure for the garment sector where workers are graded according to their position. Gildan's employees in Bangladesh earn significantly more than the country legal minimum wage. We also provide additional benefits such as meals and medical assistance.

REWARDING EMPLOYEE DEDICATION AND PERFORMANCE

Performance Appraisals

Gildan has a well-established performance appraisal process. For all indirect employees and managers, Gildan's performance management process is carried out on an ongoing basis that starts with a discussion of expectations and objectives at the beginning of the fiscal year. In addition, a mid-year review is encouraged and an overall assessment of the employees' objectives and competencies fulfillment is done at the end of the year.

The performance management process for direct employees (e.g. operators in the production facilities), is based on the competencies required by their position. Individual and team performance is also assessed against pre-set objectives in factors ranging from production efficiency to quality and safety.

This process brings important benefits to both the employee and the organization. Some examples of the benefits achieved include, increased individual and organizational performance resulting in greater productivity, better alignment of priorities and objectives, clarification of performance expectations, increased employee engagement, improved training needs identification and better decision-making in regard to all human resources processes (e.g. succession planning, promotions, salary increases and variable compensation payments).

Gildan's compensation philosophy

Gildan's compensation philosophy is designed to attract, motivate and retain employees by encouraging and rewarding their performance. The compensation program is intended to help align employees' interests with those of the Corporation's shareholders. In addition to base salary, Gildan's other compensation components include:

Short-term incentive plan

All employees in management positions and a proportion of indirect employees, including some clerical, technical and professional employees are eligible for a short term incentive plan. The plan provides annual bonuses, directly related to the achievement of key financial objectives relative to budget. The plan also recognizes individual and team efforts towards the achievement of superior results. The bonuses are directly linked to the objectives achieved in the performance management process.

The short-term incentive plan aims to enhance the link between pay and performance by:

- Aligning the financial interests of employees with the annual financial performance of the Company;
- Motivating employees to work towards common annual performance objectives; and
- Providing greater total cash compensation where superior individual and organizational results are met or exceeded.

Long-Term Incentive Plan

The Long-Term Incentive Plan (LTIP) allows the Board of Directors to grant Stock Options, Treasury Restricted Share Units (RSUs) and Non-Treasury RSUs, to officers, management and key employees of Gildan and its subsidiaries. The primary objective of the LTIP is to encourage individuals to work towards the long-term growth and development of the Company.

In addition, the LTIP supports Gildan 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. More specifically, the LTIP is designed to:

- Recognize and reward the impact of longer-term strategic actions undertaken by the management team and key employees;
- Align the interests of the management team, key employees and shareholders;
- Help employees focus on developing and successfully implementing a continual growth strategy for Gildan; and
- Foster employee retention.

Please refer to the Management Proxy Circular (pdf - 3.4Mb) for more information about Gildan's Long Term Incentive Plan.

Employee Share Purchase Plan

In order to promote employee commitment towards Gildan, an Employee Share Purchase Plan (ESPP) is offered to all employees in North America and to salaried employees in the majority of our other locations. At our manufacturing locations, the ESPP applies to manager level position and higher in Honduras, Nicaragua, the Dominican Republic and Mexico. The ESPP encourages employees to become shareholders of Gildan. It allows them to buy shares of Gildan through payroll deductions at a discounted price. Employee participation is voluntary.



HOME > PEOPLE > WORKING CONDITIONS > TRAINING & DEVELOPMENT

Gildan recognizes that it is important to provide employees with ongoing education through various types of training designed to develop and improve the technical, administrative and interpersonal skills necessary to succeed. We believe that continuous development is essential to upgrading both technical and behavioral competencies within our workforce. Moreover, skills and development training positions employees for future growth and opportunities within the Company.

Soon after hiring, Gildan employees attend an induction training, or information session, where they are introduced to the Company, its principles, policies and procedures. Moreover, we present the Code of Conduct, our corporate social responsibility practices, the Global Quality System (GQS), and other specifics related to their new responsibilities. The training also covers topics intended to help employees better understand their new work environment as well as to inform them of their rights and obligations.

Later in their journey, individual employee training needs are assessed through a formal and methodical performance management program. In essence, Gildan evaluates the evolution of employee performance ratings, year over year, by way of an annual appraisal tool. In doing so, we have been able to identify and build on our employees' competencies as well as develop robust development plans for them. We have also been able to follow employees' progress and adopt the necessary measures to address any gaps between their actual performance and performance objectives.

Gildan helps to build competency by providing training and coaching (on-the-job, internal or external), but also through practical employee participation in various projects or assignments throughout our operations. This approach has brought about positive results for the Company that include better employee engagement and increased productivity, but also impactful and rewarding experiences for employees including internal promotions and international transfers.

Gildan's Organizational Development professionals have made significant efforts to redefine and optimize performance management systems in recent years. In fact, 2016 marked an important milestone for Gildan as we transitioned from a paper performance management process to a global e-performance system known as GPAT. The process requires both managers and employees to engage in open discussions at the beginning of the year, at mid-year and at year-end to ensure that every employee has a strong and achievable development plan. As an organization, Gildan guides and facilitates employee development, while allowing employees to define their professional objectives, trace their career paths and identify the concrete actions needed for continued success.

Depending on pre-defined parameters and tuition reimbursement programs available in some regions, Gildan will cover certain related expenses for employees who participate in continuing education and professional development programs offered through universities or professional associations. Gildan also supports the assignment of employees, from one hub or facility to another, to enable employees to provide or benefit from training.

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 the course of their duties.

In 2016, over 837,800 man-hours of training were provided globally, which represents an average of 17 man-hours of training per employee. These training hours can be categorized as follows:

CATEGORY	MAN-HOURS
EMPLOYEE INDUCTION AND CODE OF CONDUCT	72,431
ENVIRONMENT, HEALTH AND SAFETY	104,951
HUMAN DEVELOPMENT	162,638
MAINTENANCE	12,032
TECHNICAL TRAINING	431,862

IN-HOUSE TRAINING

At the majority of our locations, we have introduced a series of in-house training sessions on subjects specific to Gildan, to share best practices and to enhance our employees' expertise and competencies. Topics covered during these in-house training sessions are numerous.

Business Knowledge

Launched in 2012, the Gildan Business Knowledge training focuses on: the Company's history, products and operations, Corporate Social Responsibility, Human Resources practices, the Code of Conduct and the Code of Ethics. The session aims to explain Gildan's culture and to define the behaviours expected from employees, especially as they relate to ethical matters.

Corporate Social Responsibility

All employees are introduced to Gildan's Code of Conduct and Environmental Policy. Some specialized training on Gildan's CSR program is also provided to Customer Service employees to expand on their knowledge of our social and environmental practices, which enables them to adequately respond to requests from our customers. Moreover, internal auditors are trained on our monitoring guidelines.

Ethics and Compliance

All employees receive training on policies pertaining to the Code of Ethics and anti-corruption.

Finance

Gildan offers "Finance 101" training for non-finance professionals and provides International Financial Reporting Standards (IFRS) training.

Health and Safety

The Human Resources department is also charged with training internal safety brigades, facility safety training across all areas (including fire control and chemical handling). Employees are also given ergonomics training.

In 2016, our yarn spinning facilities and Branded Apparel distribution locations in the U.S. benefitted from several training initiatives, such as: Post-accident/incident Remedial Safety Training, Annual Safety Training, Sharps Training, CPR/AED/First Aid First Responder Training, Fork Lift Training, Lockout/Tagout Training, Fire Extinguisher Training, OSHA 10-hour General Industry Safety & Health Training, Equipment Operation (Walkie, Reach, 589), Warehouse Management Systems Training, RedPrairie/ADP System User Training, Conveyor Operations.

Quality Management

In 2016, the Company redeployed the Gildan Quality System (GQS) globally. Other quality training modules offered related to ISO 9001, QC and internal auditor training.

Human Resources

Various topics are being addressed through in-house training sessions. For instance, Gildan launched a global initiative in 2014 whereby our Global Human Resources team trained all management staff on principles relating to performance management and recognition. This was done in order to better equip managers when it comes to dealing with high-performing employees as well as those who require more coaching and mentoring.

This initiative proved to be of great success across the organization. In Canada, in 2015, following the acquisition of Doris Inc. (now Gildan Apparel Canada) in June 2014, training sessions related to performance management and recognition were offered to 30 managers to educate them on these important topics. In 2016, recognition and feedback continued to be a key topic and was extended to over 250 middle management positions in Honduras and will be continued through 2017.

In 2016, the Anti-corruption policy and Code of Ethics were reinforced at all facilities and these topics will continue to be a priority in 2017.

Also in 2016, Gildan launched a competency development guide for employees globally. Published in our three official languages (English, French, Spanish), the guide provides insights into the key behaviors, self-assessment benchmarks, and suggestions for developing competencies that are key at Gildan. A series of train-the-trainer (for the HR community globally) as well as live and online training sessions for employees were used to launch the guide and ensure its understanding and application. To reinforce this, formal training on each competency is a part of our continuous learning strategy.

As a complement to the guide, a Quarterly Competency Update is produced internally and communicated globally with tips and tricks on how to develop key competencies. References such as: reading of the quarter, podcasts, videos and self-study material are shared throughout the business globally every quarter. The first Quarterly update explored the topic of communication, followed by a second update dealing with adaptability.

Other Human Resources management training modules are tailored to address Leadership and organizational skills (setting priorities, time management), Employee motivation, Conflict resolution, disciplinary processes, Change management, Labour code, Insurance, Recognition, performance management and development.

Information Technology

All employees received training on use of Gildan's systems as well as Information Security (computer security and personal/company information). We also provide advanced training on office management applications or other programs, as needed.

TECHNICAL TRAINING

Learning the right techniques and safety protocols early on allows employees to easily adapt to their new work environment and to quickly integrate into their role. Production employees are regularly trained on our manufacturing processes and equipped with the information needed to safely and efficiently carry out their work. Upon hiring, new production employees receive technical training specific to their responsibilities, such as equipment operator training that is provided to all lift operators at all our facilities.

At Gildan owned facilities in Central America, the Caribbean Basin and Bangladesh, as well as at our contractor facilities in Haiti, training modules pertaining to sewing are taught to new employees. These modules are also used to teach all employees any new sewing procedures adopted throughout the year.

More than 132,000 man-hours of technical training were provided to operators throughout our various production departments at our textile facilities in Honduras. We also accrued over 10,000 man-hours of training at our facilities in Nicaragua and the number climbs to 194,000 man-hours of training in Bangladesh.

We dedicated more than 10,000 man-hours of technical training at our textile and sewing facilities in the Dominican Republic under the Dortex Training System (DTS). In 2016, Gildan mechanics in the Dominican Republic were accredited by INFOTEP, the national training institute. Moreover, our quality auditors adhered to a similar program with the goal of certifying their theoretical and practical competencies.

A total of 25,851 man-hours were allocated to training in the textile department of our facility in Bangladesh.



SKILLS AND DEVELOPMENT TRAINING

Gildan Internal Training Academy

In March 2011, Gildan created an Internal Training Academy in Nicaragua to provide employees with the opportunity to learn new skills, such as mechanics, supervision and trainer roles. The program is supervised and certified by the National Technical Institute of Nicaragua (INATEC), a governmental organization responsible for professional development.

The Company was able to identify and train top internal talent and to provide these individuals with growth opportunities within the organization. More than 160 employees have graduated to date.

The concept for the academy has recently been changed to a more targeted Mechanic and Instructor School program, which was jointly developed with INATEC. Expanding our reach, non-employees from the surrounding community are now eligible to participate.

In 2015, a total of 50 mechanics and 12 instructors graduated from the program, which continued into 2016. As such, 16 mechanics were enrolled in the internal technical academy, benefitting from 2,271 man-hours of training during October to December of 2016.

A similar program was successfully implemented at our Villanueva sewing facility and at one of our Rio Nance textile facilities – both located in Honduras. The program was expanded two additional facilities in Rio Nance in 2015. In 2016, the program graduated 12 mechanics, 12 supervisors and 24 technicians throughout our operations in the region.

Cross Training Initiatives

In March 2015, Gildan started an Internal Cross Training program in Nicaragua, with the participation of junior engineers and coordinators, to provide growth opportunities for coordination and managerial positions. We sustained this program through 2016 with considerations to implement throughout Honduras in 2017.

Collaborative Training Centers

In 2013, Gildan created two Collaborative Training Centers in collaboration with PROCINCO, the training component of the Honduran Maquila Association (AHM) and the National Institute for Professional Training (INFOP). The training centers were established in Honduras under the Engineering Department's management. The centers were equipped with tools and machinery to provide technical training for textile and hosiery knitting maintenance technicians.

These training centers were the first of their kind for textile and hosiery knitting processes in the apparel industry in Honduras.

The training was provided through a structured program combining theoretical and practical training hours. The collaboration with PROCINCO and INFOP allowed us to provide approximately 11,800 man-hours of technical training to 121 maintenance technicians.

Alan Cohen Technical School

In June 2014, the Alan Cohen Technical School was inaugurated with the goal of preparing competent textile technicians in order to improve production levels, promote team work and create growth opportunities for graduates.

Over 45,000 man-hours of technical training were provided to technicians at our textile facilities in Honduras during 2015. This initiative was not carried through 2016, but may be reconsidered in 2017.

Minifabricas Project

In 2015, our Rio Nance industrial complex kicked-off the 'Minifabricas' project in Honduras. The purpose was to provide high performance teams with training by the Mechanic, Auditor and Operators of the Knitting area. These teams also receive formal training from external profession on teamwork, client service and change resilience. The program was expanded in 2016, graduating 16 operators, 4 mechanics, 4 production supervisors and 4 maintenance supervisors from one of our textile facilities in Rio Nance.

Mi Casita Program

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

In 2015, we provided more than 3,500 man-hours of training through this program. In 2016, the third generation of basic mechanics and the first generation of needle mechanics were certified internally through this program. We recorded a total of 3,040 man-hours for this project in 2016.

LEADERSHIP AND MANAGERIAL PROGRAMS

Gildan also provides both on-site and off-site managerial and leadership education, as well as labour law training to our Directors, Managers, Supervisors and Coordinators in various locations. Here are a few examples of the programs offered:

Manager for the First Time Program

At the end of 2015, a "Manager for the First Time Program" was launched in Honduras, as part of ongoing initiatives that led to the promotion of employees to managerial positions. The program was meant to provide tools to newly promoted employees in order to strengthen or develop their competencies in areas such as coaching, leadership and management.

This 16-hour program is divided in three sessions. The participants must present a project proposal on how to build trust, commitment and loyalty with their teams during the last session, when they are also invited to explain how best to adopt a team mentality. Their direct supervisors are invited to lend support, to provide guidance and to provide constructive criticisms intended to enrich their action plans. At the end of 2016, 22 participants had successfully completed this program.

Specialized Leadership Programs in the Dominican Republic

In the Dominican Republic, Gildan started a specialized leadership program geared towards managers in order to develop competencies in areas such as leadership, strategic planning, coaching, and emotional intelligence.

In 2016, supervisors participated in a special program to strengthen leadership skills and impact business results.

Conflict Management and Employment Rights Act (Barbados)

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 the management level. There were 25 participants in 2016.

Leadership Development Series

Following major leadership development initiatives in 2013 and 2014, efforts to reinforce learnings acquired through those programs were deployed in Canada by way of multiple training sessions on competencies (Communication and presentation skills as well as performance management) during the course of 2016.

A global leadership development program will be launched in 2017, employing a blended approach for first-line managers globally. The program will include the participation of over 1,000 employees.

Moreover, many leadership and managerial trainings were conducted in Bangladesh during 2016. Topics covered included: Talent

Management, Conflict Management, Team Building, Goal Orientation, Goal Obsession, Micro Management, Goal Setting and Priority Management.

In the United States, leadership development training was conducted in the Charleston and Eden distribution centers as well as the Salisbury yarn-spinning facilities in North Carolina. This training focused on leadership skills, coaching, effective communication skills, delegating and mentoring for supervisors and managers. This training was provided throughout the course of 2016.

PERSONAL DEVELOPMENT

Educatodos 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, Gildan has supported Educatodos, a program developed in partnership between the Honduran Ministry of Education and the United States Agency for International Development, since 2003. The program offers primary and secondary education courses in underprivileged regions. By 2010, Gildan had expanded the program across all of its textile and sewing facilities in Honduras.

In the last ten years, over 1,000 Gildan employees have benefitted from the program and have pursued their high school education while working. This includes 145 employees from our textile and hosiery facilities who were enrolled in the Educatodos program in 2016 and who have completed seventh, eighth or ninth grade, according to their plans.

World Vision Women in Factories

Gildan first implemented the Women's Empowerment Program two years ago in collaboration with the Walmart Foundation and World Vision® Honduras. The program supports women by helping them to develop the skills they need to become more active decision-makers and leaders in their jobs and their families. The Women's Empowerment Program is unique in that it helps employees recognize their capabilities and equips them with the tools needed to balance demands, from both work and home.

The program offers over 70 hours of training as well as the opportunity to learn about subjects such as management, finance, communications and health. At the end of the program, a group of women graduates who demonstrate strong leadership potential are selected to be trainers for the next round of candidates. The cycle then repeats itself to sustain the program in each facility. An interesting aspect of the program is that men can also receive basic training by learning to recognize some of the challenges women face and ways to support them.

In 2016, our Villanueva, San Miguel and San Antonio sewing facilities, as well as our Honduras Regional staff participated in the program, which provided training for 1,163 employees who benefitted from a total of 13,450 man-hours.



COLLABORATION WITH LOCAL UNIVERSITIES

Education Agreement with Universidad Tecnológica de Honduras

In November 2011, Gildan conducted a survey at some of its facilities in Honduras regarding employee satisfaction with the work schedule. Although the majority of employees expressed overall satisfaction with their work schedule, a small percentage mentioned that they were experiencing difficulties finding a post-secondary academic program that could accommodate it.

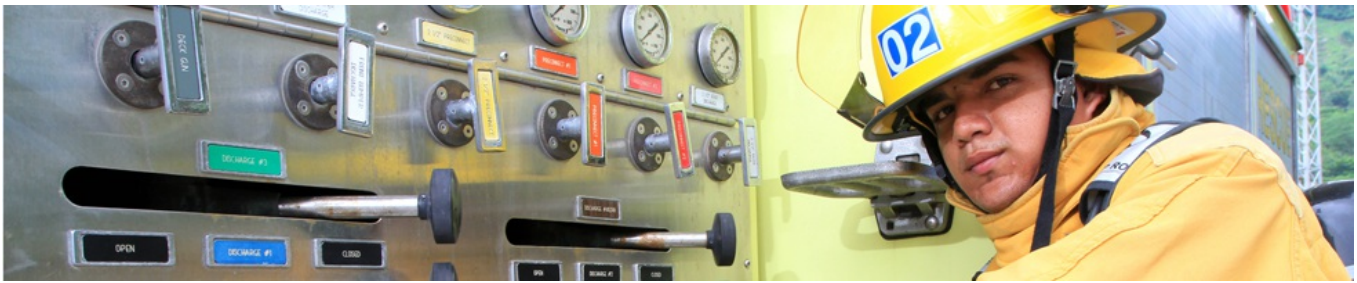
In response to this need, Gildan signed an agreement with the Universidad Tecnológica de Honduras (UTH) in February 2012. Under this agreement, the first one of its kind in Latin America and the Caribbean Basin, the university offers classes that complement Gildan's work model and shifts. This unique agreement allows employees to pursue or to continue their university studies while remaining employed by the Company.

In 2016, more than 200 Gildan employees from our facilities in Honduras took advantage of the agreement and are enrolled in university programs in pursuit of various career options, such as: industrial production, business administration, and industrial relations.

Collaboration with INATEC Nicaragua

In September 2012, Gildan signed an agreement with the Instituto Tecnológico Agropecuario (ITA), a local institute operated by the National Technical Institute (INATEC) of Nicaragua, located in Nandaime. The agreement provided employees working at our Rivas sewing facility with the opportunity to pursue technical studies adapted to their work schedule.

This agreement allowed 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 participated in the program – 200 of which completed computer and accounting courses. The courses were sponsored by INATEC at no cost to participants. A total of 60 employees from our Rivas sewing facility participated in 2015. Although the program was not sustained for 2016, we are considering alternatives as to how this initiative may be carried forward.



HOME > PEOPLE > WORKING CONDITIONS > HEALTH & SAFETY

In line with our commitment to ensure our employees' well-being and health, occupational health and safety is a top priority at Gildan. It is an integral part of our business practices, as highlighted throughout our Global Health and Safety Policy. As repetitive movements are an inherent part of our manufacturing process and can lead to discomfort and possibly injuries, Gildan has implemented measures to improve our ergonomic practices at all our facilities, with a goal of mitigating worker discomfort and preventing workplace injuries.

In 2008, Gildan implemented an internal health and safety performance scorecard (Global Safety Scorecard) in order to keep track of work-related injuries as well as their severity. The scorecard covers all Gildan-owned facilities and contains data related to first aid, injuries, lost-time accidents, musculo-skeletal disorders, lost work hours, work days, injury and severity rates.

The injury and severity rate indicators are based on the Occupational Safety and Health Administration (OSHA) principles. The injury rate indicator is used to show how many accidents occurred in a 200,000 hour work period while the severity rate indicator shows the gravity of the accidents during the same amount of hours worked. This severity rate is based on the number of lost days, which is an indicator of the severity of any accident.

On a global scale, 2016 saw an increase in injury and severity rates up by 36% and 48% respectively when compared to the previous year. Injury and severity rates decreased by 14% and 24% respectively when compared to our 2010 baseline year. The increase in 2016 in both rates can be attributed to several factors, including an increase of 13% in the total number of employees as well as changes in the working schedule of newly acquired facilities from a weekly schedule to a 24/7 operation.

Week-long safety campaigns were held at the manufacturing plants in order to raise awareness on EHS. Trainings were given on high risk activities such as Hot Work, Confined Space, Work at Height and Lock-Out Tag-Out. In order to keep the momentum, a EHS Summit was held in Honduras with participants from Gildan facilities across its operations.

All Gildan-owned textile facilities have built-in fire safety systems, such as sprinkler systems, emergency exits and fire alarms, among other safety items. Installation of a new sprinkler system is underway at our integrated facility in Bangladesh with expected completion in 2017. Furthermore, fire drills are performed at least twice per year at all facilities.

Each job in the manufacturing and distribution operations has a job safety risk analysis which has been performed in accordance with the OHSAS 18000 standard. This analysis identifies the critical safety aspects of each job. This helps determine the training, experience, and Personal Protective Equipment (PPE) needed to safely perform the job.

Board of Directors oversight of Health and Safety

Employee Health and Safety is part of the agenda for the Compensation and Human Resources Committee of the Board of Directors each quarter. The Committee reviews and discusses the quarterly Global Safety Scorecard, reviews the overall Company trends over the past 12 months, compares the key metrics (accident frequency rate and severity rate) to industry averages, and discusses important Health and Safety topics such as reviewing any progress in regard to corrective action plans in certain facilities.

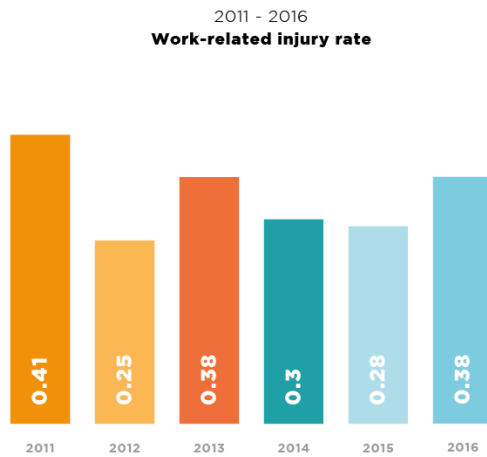
The Compensation and Human Resources Committee sets the overall plan each fiscal year and prioritizes the areas of focus. For example, if the Company begins to operate with new equipment or technology in an area in which we have no expertise, the Committee will ask for an analysis of best practices in this field and approve the approach. Most recently, this occurred as part of the Company's further vertical integration into yarn-spinning.

Each fiscal year, health and safety targets are established for each of Gildan's global operations. These targets are generally 10-20% lower than the previous year's results as we aim for continuous improvement. Management in each facility (plant managers through supervisor) has employee health and safety as a large part of their annual operating objectives which determines their annual bonus. In addition, Vice-presidents in manufacturing and distribution operations review safety with plant managers and the local safety manager/coordinator on a monthly basis to measure results and trends for each facility and discuss best practices from other locations.

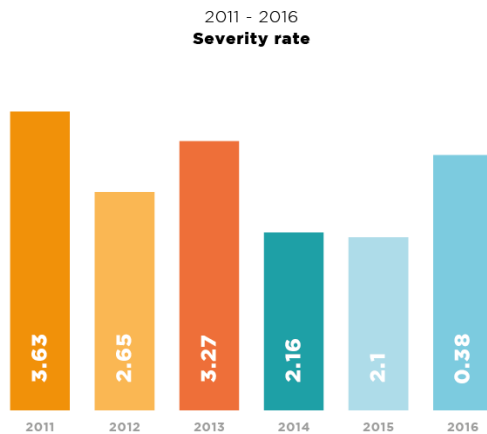
Focus for 2017

In order to continue to enhance our current practices, the Health and Safety priorities for 2017 will be as follows:

- To reduce work-related injury and severity rates by at least 10% on a global scale. We will continue to monitor the health and safety metrics and focus on improving our case management by tackling the causes of accidents at their source.
- In order to increase the level of awareness around safety and clearly communicate the importance that Gildan places on a safe working environment, we will introduce a health and safety metric for the manufacturing and yarn-spinning divisions as part of the sector factors of the short-term incentive program (SCORES).
- A Health and Safety module was officially launched as part of our HR database. We will continue to reinforce its use over 2017 and we expect all locations will have access to this new tool by mid-2017. This module was implemented to improve data collection and accuracy.
- In November 2016, Gildan held its first global Environment, Health and Safety Summit in Honduras. With participants from all of our locations, the 3-day event was a great success. The Summit was a good opportunity for each participant to share their internal best practices and learn from each other. An external safety consultant was also present to share industry trends and external best practices, as well as help the group to identify key elements to be considered to become a best-in-class employer when it comes to Health and Safety. In addition to fostering the importance of global collaboration across all of our hubs, the summit allowed us to identify some of our current programs and practices that can be leveraged on a global scale. We also defined initiatives that will contribute to improving our practices and processes. As next steps, we will prioritize the initiatives and identify the ones to be started in 2017.



*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.*



*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 COMMITTEES

Formal Health and Safety Committees, composed of managers, supervisors and production workers have been established at all Gildan-owned facilities and many of our administration offices and distribution centers. These committees meet once a month to discuss preventive measures to be implemented at their corresponding location.

The committees also review any health and safety accidents that may have occurred during the reviewed period and suggest improvements to our health and safety programs. These improvements are implemented by Health and Safety Managers who are also responsible for developing related procedures at our sewing and textile operations.

Health and Safety committees are also responsible for performing employee training, as well as carrying out regular fire and safety drills. In 2016, approximately 80% of Gildan employees were represented by formal health and safety committees.



HEALTH AND SAFETY IN BANGLADESH

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

Since the time of the acquisition, we have successfully implemented our Code of Conduct and Environmental Code of Practice both of which are cornerstones of our Genuine Stewardship program. We have invested heavily in this facility in order to bring it up to par with our other facilities in Central America, the Caribbean Basin, the U.S. and Canada. These investments include the installation of a sprinkler system and external fire escapes, the construction of a new water-treatment plant and the replacement/upgrade of other equipment required to bring this facility up to Gildan's global standards.

As part of the due diligence process carried out prior to the acquisition of this facility, Gildan hired a U.S.-based engineering firm to perform a physical assessment of the property and its buildings. As a result of their findings, considerable resources were allocated to reinforce the building's structure with structural steel and reinforced concrete. In addition, our Bangladesh building is audited by safety and loss prevention specialists on an annual basis.

Our employees' health and safety continue to be of paramount importance to us. In light of the Tazreen Fashions Ltd. and Rana Plaza tragedies that occurred in Bangladesh in recent years, Gildan remains confident that the actions undertaken in our Bangladesh facility best ensure the health and safety of our employees.

The facility has an emergency response brigade team which is comprised of 283 employees, an increase of 43 employees compared to last year. One recent fire drill at our facility in Bangladesh resulted in the successful evacuation of over 2,800 employees in two buildings, in a span of five minutes, an improvement of one minute compared to last year.

In July 2014, Gildan was also inspected under the ACCORD program for electrical and fire safety, and for building structure safety in August 2014. In February 2016, the ACCORD conducted its follow-up audit and issued a report. Based on the report received by ACCORD resulting from the follow-up inspection, there are some items that we felt had been fully remediated, but the report did not reflect complete remediation for these items. In addition, it is also important to point out that many of the outstanding non-compliances do not originate from the ACCORD's initial inspection but rather are new findings which result from follow-up on-site visits that take place every two months. Resulting from different meetings and follow-up during the last year, the ACCORD has acknowledged our remediation status and updated the corrective action plans (CAPs). Remediated non-compliances are now labeled as pending verification rather than in progress. Based on the updated CAPs, from 2016, we only have 1 pending item that is in progress out of 13 for structural building safety, 7 pending items that are in progress out of 57 for electrical safety and 8 pending items that are in progress out of 31 for fire safety.

During 2016, injury and severity rates decreased by 33% (from 0.15 to 0.05) and 76% (from 0.33 to 0.25) respectively at this facility.

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

Approximately 105,000 man-hours of training on health and safety were conducted in 2016.

In 2015, a group of 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 2,000 employees were trained in STOP, representing over 3,600 man-hours of training. The training helped sensitize employees to safety hazards, resulting in over 4,100 preventive observations submitted by employees in 2016.

In 2016, all employees of our Canadian hosiery facility have been trained on Gildan's 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 company

owned facilities. Our Peds legwear facility in the United-States and Alsyle facilities in Mexico will receive such training over the course of 2017. Amongst others initiatives, the health and safety culture at our Canadian hosiery facility was built by training all plant supervisors on accident case management, establishing safety rules and guidelines to all employees, and introducing monthly workplace inspections.

In addition, more than 19,400 employees from our facilities in Central America and the Caribbean basin were trained in ergonomics by medical, EHS and other staff members in 2015. 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. These audits are performed on a regular basis by in-house safety coordinators and internal corporate social responsibility auditors, in addition to external social compliance auditors.

Health and Safety Audits are conducted at All Gildan-owned Facilities as follows:

- Textile facilities: Every two weeks
- Sewing facilities: Once per month
- Ergonomics
- Cafeteria sanitary conditions
- Facility safety
- Maintenance and condition of equipment
- Labelling and maintenance of chemicals
- Housekeeping

LOCAL INITIATIVES

Gildan has developed and implemented numerous programs to address the specific needs of employees working at our facilities around the globe. Through various regional initiatives, our main priority is to elevate our employees' knowledge and awareness of general health and safety issues.

HEALTH AND SAFETY AWARENESS

Internal Communications

Health and safety information is communicated to employees through various channels depending on location. Gildan leverages various means of communication including bulletins, flyers, emails, meetings, Gildan TV and notifications from health care partners.

EHS Training Videos

In 2016, Gildan's EHS team in Honduras prepared training videos to present safety standard operating procedures geared towards our distribution centers.

Safety Training Centers

In 2016, all Gildan Yarns manufacturing facilities situated in North Carolina were equipped with Safety Training Centers. These installations display posters and pictures of common safety issues and serve as a permanent reference for workplace health and safety practices.

Training centers also feature reference binders containing information about relevant safety programs for employees. The binders include: job descriptions, safety data sheets, personal protective equipment requirements and job safety analyses for each occupation.

The training centers are located at the entrance and in the manufacturing area of each plant so that all employees have access and visibility.

HEALTH CAMPAIGNS

Gildan organizes several health fairs at our facilities and in the communities where we operate throughout Central America, the Caribbean Basin, Bangladesh and the U.S. Often, Gildan invites representatives from various organizations to provide employees with information on various topics related to nutrition and other health-related issues. Employees also receive information about treatment and medical conditions, such as diabetes, orthopedics, auditory examinations, dental, ophthalmological and reproductive health.

Health Fairs

In 2016, over 1,300 employees and their families received free medical attention at the Gildan health fairs in Honduras and the Dominican Republic. Moreover, the Company offered dental care and ophthalmology at four health fairs held in Honduras, which benefitted a total of 1,162 employees in these countries. In Nicaragua, health fairs were organized in all three of our facilities to benefit employees and their families; more than 7,500 interventions were provided in areas such as general medicine, diabetes, laboratory and breast exams, cytology, ophthalmology and dentistry.

Gildan's Human Resources department in Charleston, SC organized a successful health fair in 2016. Many local vendors and healthcare

providers, including chiropractors, massage therapists, orthopedists, and nutritionists, were invited to showcase their products and services. Employees were able to engage with local providers on-site, to discuss personal wellness goals and were given the opportunity to schedule appointments for basic consultations with specialists, also benefitting from discounts offered by vendors affiliated with the group health plan. Moreover, all participating vendors donated health products or gift certificates for an employee raffle.

Pediatric Day

In August 2016, Gildan organized a Pediatric Day in the Dominican Republic where children of employees received free medical attention, vaccinations and deworming while parents benefitted from timely guidance on the treatment and prevention of common illnesses. Close to 300 children participated in the Pediatric Day – not only did they receive care, but they were also treated to fun and games. Additionally, 1,439 employees and family members attended information sessions and benefitted from free dental care (check-up, cleaning, and fluoride applications).

In-house Medical Teams

Gildan's team of doctors in Honduras regularly lead awareness campaigns to address widespread health concerns affecting the population. These include, for example, venous insufficiency (affecting 100 employees) and H. Pylori detection (affecting 53 employees). One of our facilities launched the "I Want to Be Healthy" program, while others focused on raising awareness around motorcycle accidents given the high incidence of accidents reported.

Health Month at Corporate Headquarters

In 2016, the corporate head office organized a series of health activities for employees throughout the month of April. This annual initiative is meant to inspire health and wellness amongst employees. Employees benefitted from information sessions and lifestyle activities, such as health assessments for cardiovascular risk, a bootcamp training class and chair massages. Two conferences about wellness strategies for busy professionals and Thyroid health were presented. Employees were also treated to a salad bar for lunch to encourage healthy eating and menu choices.

A walking club has been formed and subsidized yoga classes are also offered on-site; and discounted gym memberships are available to all employees.

Bangladesh Health and Safety Week

In 2016, Gildan's vertically integrated facility in Bangladesh organized a Health and Safety week during the month of April, where public and private organizations were invited to provide training on topics related to health and safety for employees. Various topics were addressed throughout the week. Representatives from the Bangladesh Garment Manufacturers and Exporters Association presented on Fire Safety and Disaster Awareness. Employees also heard from members of the Human Resources department regarding Risk Analysis. Other external presenters raised awareness about cancer, HIV/AIDS and tuberculosis.

Cedartown Health Week

Gildan's yarn spinning facility in Cedartown, GA organized a Health Week event, where participants enjoyed a full week of exercise and activities such as hula hooping, jump rope and cornhole competitions. Other activities included a health-themed game of bingo and word puzzles. During the week, employees learned how to manage stress and they were also offered information by the Stroke Department at Floyd Medical Center in addition to having bone density testing and electrocardiograms performed on-site. Finger sticks were performed to analyze participants' triglycerides, cholesterol and blood sugar levels. Moreover, 44 employees received flu shots during the event.

Safety Bowl

The original idea for a Safety Bowl originated from a worker-management committee meeting at Gildan's distribution facility in Eden, NC. Borrowing from the point system used in football, participants were divided into teams to earn "yardage" and "points" for various safety initiatives such as inspections as well as zero to low accident and injury rates. Teams lose points for failing to comply with safety requirements. At the end of the year, the team with the most points is awarded with a vacation day, a trophy and commemorative plaque, which is then displayed in the break room.

HIV / AIDS Awareness Campaigns

Gildan has held HIV/AIDS prevention and awareness campaigns in Honduras and Nicaragua since 2010. The campaigns are meant to educate and to raise awareness amongst employees by sharing information through brochures, bulletin boards and presentations. Local organizations are invited to provide HIV testing. In 2016, all facilities in Honduras participated in a HIV/AIDS prevention contest. Employees there chose to wear a red t-shirt for the cause. During the campaign in Nicaragua, more than 261 employees voluntarily submitted to HIV testing provided by a local NGO.

Barbados Wellness Committee

Employees in Barbados formed a Wellness Committee to promote healthy lifestyle initiatives. Fitness and team challenges are organized throughout the year to motivate employees to lead healthy lifestyles. Examples of these initiatives include an annual run/walk, lectures, periodic health checks and screenings (Body Mass Index (BMI), blood pressure, cholesterol and breast cancer) as well as dietary checks and consultations with certified dieticians.

CAFETERIA QUALITY AND HYGIENE

Food Safety Program

In keeping with our commitment to providing employees with clean and hygienic cafeteria services, Gildan implemented a food safety program (Programa Alimentos Seguros or PAS) at all cafeterias located in Honduras. The program provides useful tools for continuously improving the quality of food facilities and increasing employee satisfaction with the cafeterias. The program is also designed to mitigate any risk of food related outbreaks or illness that could affect cafeteria staff or employees.

Through this program, Gildan has benefitted from consultations and training from AgroBioTek Internacional, the organization that developed the program. Food service employees received training and were coached on the auditing process to learn how to quickly detect non-conformities as well as implement corrective action in accordance with international standards.

Food Handling Certification

Nearly all of our facilities in Honduras and Nicaragua have a valid gold certification confirming that they are compliant with international standards for food handling. The gold rating is the highest that can be attained through this particular certification program. Certification is needed at two facilities, we expect one to be recertified in 2017 following the onboarding of a new cafeteria service provider; the other will apply for certification following the completion of kitchen upgrades recommended by AgroBio Tek.

Cafeteria Services in Bangladesh

In an effort to continuously improve food service for our employees in Bangladesh, our facility has implemented new internal and external controls to ensure the quality of the cafeteria services. The facility has accommodated monthly audits by the Institute of Public Health needed to maintain the government's certification. Moreover, a Cafeteria Committee has been formed and includes representatives from Human Resources, EHS and the onsite medical clinic as well as employees who audit the state of the premises and quality of the food on a monthly basis.

HEALTHCARE

In many countries where we operate, public and private healthcare programs are often inadequate. To compensate for deficiencies in

public health systems, Gildan physicians at each of our owned facilities have analyzed the epidemiology of common illnesses in our operating regions (such as influenza, HIV and other STIs, dengue, and conjunctivitis). Based on their findings, Gildan has implemented preventive programs for employees that include communication tools to raise awareness. These include: presentations, bulletins, brochures, and loud speaker announcements.

Preventing Respiratory Illness in Central America and the Caribbean Basin

Our facilities throughout Central America and the Caribbean Basin have adopted a preventive program against respiratory illnesses, which are the most common illnesses in these regions due to the tropical climate. For instance, in 2012, after a marked increase in the number of leptospirosis cases in Nicaragua, a preventive program was implemented there.

To further enhance our health care programs in 2012, seven doctors working at Gildan facilities in Honduras were trained on Occupational Health by the Investigation and Health Studies Center of the Universidad Autónoma de Nicaragua. A total of 11 additional doctors were trained in this area, during 2016, by the Honduran Social Security Institute.

At present, 22 doctors have been trained in cardiopulmonary resuscitation (CPR), 19 in our Gildan “Shoulder School” ergonomics program, 11 in Occupational Health and 16 certified in audiometric testing.

Our team of nurses also received training in 2016; 20 in CPR, 13 in Gildan’s “Shoulder School” and/or “Back School” ergonomics programs as well as 11 in hearing conservation.

During the course of 2016, more than 3,700 audiometric tests were performed in Honduras, 3,000 in Nicaragua and 350 in the Dominican Republic as part of the Hearing Conservation program.

In October 2016, Gildan inaugurated the “Back School” ergonomics program at our textile facility in the Dominican Republic. To date, two groups have participated and have related positive feedback about this program which is meant to improve health and safety in their workplace. Moreover, 30 employees participated in the Back and Shoulder School ergonomics programs in Nicaragua.

Flu Shot Campaigns

Onsite flu shot clinics are held at all facilities in the U.S. Employees appreciate the convenience of having this service onsite, but those unable to attend our onsite clinics can be vaccinated at their provider’s office, or approved clinics, free of charge.

US Medical Discount Program

In 2016, over 94% of employees and participating spouses (those participating in our group health insurance plan), voluntarily agreed to receive an annual/routine. Employees who provided valid proof of their visit were able to save \$20 bi-weekly on their coverage while those employees whose insurance plan covers their spouses were eligible for a \$40 bi-weekly savings. Our goal for 2017 is to achieve 97% participation.

In 2016, we offered two enhancements to our benefits program that encouraged compliance with our wellness program. For the benefit plan year beginning May 1, 2016, Gildan introduced a comprehensive wellness compliance program that will focus on diabetic health care. Participants in the program that achieved 100% compliance will receive all diabetic medications and supplies free of charge. This program is designed to target those employees, and/or dependents, that incur claims due to non-complacency with recommended diabetic check-ups and will encourage the proper use of medications by eliminating the financial burden associated with obtaining prescriptions. In its initial year the program had 85 participants nationwide. We will closely monitor the ongoing success of this program throughout 2017.

WOMEN’S HEALTH

Cervical Cancer Screening

In Honduras, our health care teams teach female employees to recognize the signs of cervical cancer and provide free testing for those who wish to be tested. First offered in 2007, our ongoing annual campaign has provided cytology tests for 6,613 employees.

Through this campaign, 2,062 female employees in Honduras and 85 in Nicaragua received screening tests in 2016. Additionally, a total of 835 breast exams were carried out in these countries.

In 2016, our facility in Bangladesh held a Cervix Cancer campaign for female employees, who happen to represent the majority of workers in the region.

Gildan’s Pink Tour, A Breast Cancer Awareness Campaign

In honour of breast cancer awareness month, Gildan’s Pink Tour takes action to raise awareness amongst employees throughout our facilities in Central America and the Caribbean Basin. Developed in 2010, the program’s purpose is to inform employees about the importance of early detection and intervention in the fight against cancer.

In 2016, the Pink Tour delivered conferences on breast and cervical cancer prevention, detection and treatment. In collaboration with the Heriberto Pieter Cancer Institute and the League Against Cancer, two non-profit institutions in the Dominican Republic and Honduras, a team of doctors were able to tour Gildan facilities in these countries. Gildan’s resident doctors visited the facilities in Nicaragua to spread the same messages there. As a result, close to 2,800 women were screened.

Doctors also gave presentations on the importance of a healthy lifestyle in the prevention of cancer and cancer survival stories were shared with participants. Information on breast cancer was posted around the facilities and pink ribbons were distributed, supporting the message of early prevention and intervention among the over 40,000 employees working in these regions.

Pregnancy Workshops in Honduras

To facilitate compliance with the Honduran Health Secretary’s requirements for pregnant employees, Gildan developed a workshop under the Social Security Institute (IHSS) that is necessary for women employees to receive an allowance during their maternity leave. The government’s objective is to provide pregnant women with information that will help them prepare for birth and motherhood. The workshop covers the following topics: Breathing techniques, General physical preparation exercises, Advantages of breastfeeding, Delivery, Waiting at home and when to go to the hospital, and High-risk situations.

Gildan’s workshops give employees an option to receive their training at the Company’s facilities over the course of one day, as an alternative to the four-day workshop taught externally by the IHSS.

Since 2011, a total of 1,560 women working in our facilities throughout Central America and the Caribbean Basin have participated in Gildan’s workshop. In 2016, 24 pregnancy workshops were provided to pregnant employees in Honduras and Nicaragua respectively, while six workshops were offered in the Dominican Republic.

Breastfeeding Clinics

In October 2010, we inaugurated a breastfeeding clinic to support new mothers in Honduras. In fact, this initiative was recognized during International Breastfeeding week in August 2011. Building on this success, Gildan also created designated areas for nursing mothers in the other Honduran facilities as well as in the Dominican Republic and Nicaragua. These designated areas provide a calm, quiet space decorated with pictures of our employees’ babies where nursing mothers can pump and store milk. These stations benefit an average of 150 employees per year.

In 2016, we created 11 nursing areas in our textile and sewing facilities.

Pre-natal Clinic in Bangladesh

In 2014, a pre-natal clinic was opened at our facility in Bangladesh. The clinic provides pre-natal care and instruction for pregnant employees. A doctor and nurse are in charge of the clinic and they provide periodic workshops on topics such as: Special care for pregnant women, Exercise techniques to facilitate birth, Care of newborns and Breastfeeding techniques. A vaccination program is also in place, with a main focus on tetanus vaccines to protect mothers and their children.



Tuberculosis Prevention in Bangladesh

In 2016, our facility in Bangladesh organized a Tuberculosis campaign, given the prevalence of this infectious disease in the region. The campaign included educational programs as well as information about the diagnosis and treatment of the disease. These initiatives were led by external specialists, invited by Gildan, to provide the best help and support to our employees.



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 business practices. Repetitive movements are an inherent part of our manufacturing process and can lead to discomfort and possibly injuries. Gildan has implemented measures to improve our ergonomic practices at all our facilities, with a goal of mitigating worker discomfort and preventing workplace injuries.

In the textile and garment manufacturing industry, subtle hazards such as exposure to repetitive movements and vibrations, as well as incorrect posture are the main risks in the development of musculoskeletal disorders (MSDs). When compared to other industries, the occurrence of other types of acute injuries, illnesses and fatal accidents is very low. It is important to also consider 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.

In 2008, Gildan partnered with the Ergonomic Center of North Carolina (ECNC) to develop and implement a best-in-class Ergonomics Program for all our facilities. The ECNC helped Gildan identify and troubleshoot ergonomic risks. Although our current model remains based on the ECNC methodology, we are looking at a more tailor-made program that takes into consideration the specifics of our operational layout. In this context, during 2017, we will assess our program again to ensure it is adjusted to our manufacturing requirements. We will communicate the results of our assessment in our next CSR report to be issued in 2018.

DEVELOPING THE GILDAN ERGONOMICS PROGRAM

A senior ergonomist from the ECNC was allocated to work with Gildan to further develop our Ergonomics Program. ECNC conducted an initial assessment in Honduras in May 2009. The initial assessment included a set of interviews with members of management and workers, a tour of four manufacturing facilities and a review of Gildan’s current Ergonomics Program, including all medical data available.

The initial assessment carried out by the ECNC, focused on thoroughly evaluating specific jobs and processes that are considered to pose a higher risk of injury to Gildan employees. The ECNC drafted specific recommendations that address hazards that are commonly associated with MSDs. These recommendations have been implemented and are now part of Gildan’s Ergonomics Program.

The Ergonomic Culture Maturity Model (ECMM) rates competency in ergonomic practices. The ECNC program provides a roadmap to help companies transition from the lower levels of ergonomics implementation into “World-class” status within periods of time ranging from 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.



WORKING TOWARD IMPROVED ERGONOMICS FOR OUR EMPLOYEES: QUICK FACTS ABOUT OUR ACHIEVEMENTS IN CENTRAL AMERICA AND THE CARIBBEAN

During 2016, facilities have continued their progress within our ergonomics program.

- Our facilities in the Dominican Republic and Nicaragua opened their first Schools for Shoulder Health.
- 21,887 man hours of training were provided in basic ergonomics, ergonomic risks, load management, “Protect your back 24/7”, Office and at Home Ergonomics at all our manufacturing facilities.
- With more than 15 projects, we carried out a record number of risk analysis and corresponding ergonomic improvements, in our facilities in Central America**
- Every participant of our Schools for Back and Shoulder Health completes an exit survey to assess the impact of their participation in our program. 96% stated that this training had helped improve their performance at work.

Due to organizational changes at our facilities in the Dominican Republic and Nicaragua, our ergonomics program suffered in terms of consistency in implementation. During 2016 we have strengthened our system in order to bring these factories up to level with the rest of the manufacturing facilities. However, we did carry out initiatives aimed at strengthening the program like the implementation of new Schools for Back and Shoulder Health in 2016.

All facilities in Central America and the Caribbean now have a functional Ergonomics Committee responsible for risk analysis and the implementation processes aimed at reducing potential injuries for our employees. For 2017, the Ergonomic committee will be integrated into the EHS committee.

Ergonomics Events

In 2016, Gildan held its fifth Annual Ergonomics event at its San Miguel sewing facility. During the event, held over two days, ergonomics training was provided to employees and competitions amongst employees were held culminating in an award ceremony. Each employee also received a brochure with detailed information on ergonomics. In addition, all textile facilities in Central America and the Caribbean organized a Safety and Ergonomics week where employees received training on how to use their personal protective equipment (PPE) as well as receiving training on ergonomics. Additional activities, such as presentations at the cafeterias and the distribution of brochures on ergonomics took place.

In June 2016, Gildan organized its 1st Ergonomics Summit in Honduras. With the participation of all of our facilities, the summit allowed the sharing of our program’s current status and objectives as well as facilitating the exchange of best practices on continuous improvement as it relates to ergonomics. Our facilities’ Process Engineering and Medical departments presented in total 20 ergonomic improvement projects.

The following projects were highlighted at our 1st Ergonomics Summit:

- Our AKH Embellishment facility implemented transport carts in the areas of cutting, drying, and screen printing. This has represented a reduction and optimization in transfer and travel time, as well as a reduction of the musculoskeletal discomfort in employees. Furthermore, 85% of employees surveyed mentioned an improvement when using the carts and 71% improved when using the add-on cart.
- At our Gildan San Antonio sewing facility we implemented an improvement on T-shirt inspection tables. It meant a reduction of ergonomic risk by improving the design of the T-shirt inspection table, as well as the prevention of musculoskeletal discomfort in the shoulder, back, elbow and wrist.
- Cross Training to reduce repetitive movements and develop new skills at our Hosiery facilities. Through more than 100,000 hours of training this initiative has reduced repetitive movements during the working day while endowing the potential of our employees by developing new skills. Employees experience a change in routine and perform different movements during the workday that result in more effective and motivated employees. 72% of the production floor is already graduated in Cross Training.

GILDAN’S SCHOOLS FOR BACK HEALTH

As part of our ongoing implementation of our Ergonomics Program and our commitment towards our employees’ health, Gildan implemented schools for back health in Honduras over the past years and inaugurated its first school in the Dominican Republic and Nicaragua in 2016. These schools were developed based on a program created by the Honduran Social Security Institute’s Regional Rehabilitation Centre. Thirteen nurses and fifteen doctors from Gildan’s medical team are certified in Honduras as instructors to provide theoretical and practical sessions to employees. In Nicaragua both our doctor and nurse are certified in addition to the Dominican Republic’s doctor.

The goal of these sessions is to educate our employees on how to take care of their health in order to prevent back injuries thus improving

their overall quality of life. Instruction is carried out in a series of 10 training sessions that include exercises that contribute to the reduction of back pain, back injury relapses and work-related medical leaves.

A medical screening process conducted by our doctors will be used to select employees who will participate in this program.

Gildan has been the first company in Honduras and Nicaragua to implement such a program.

As a result of the success of Gildan's Schools for Back Health, we also developed a School for Shoulder Health. It was first implemented at one of one of our sewing facilities in Honduras. A total of 9 doctors and 17 nurses were trained in order to become certified as instructors. The School for Shoulder health is provided in the same location as the School for back health. They are present in all our facilities in Honduras, except our Star facility, which was acquired in 2012 and thus does not have yet the schools. Nicaragua completed setting up the back schools for two facilities in 2016 and will open a third one in 2017.

As a result of the success of Gildan's Schools for Back Health, we also developed a School for Shoulder Health. It was first implemented at one of one of our sewing facilities in Honduras. A total of 19 doctors and 12 nurses were trained in order to become certified as instructors. The School for Shoulder health is provided in the same location as the School for back health. Nicaragua completed setting up schools for back health for two facilities in 2016 and will open a third one in 2017. The Dominican Republic opened its first school for back health in 2016 will open a second one in 2017.



MOVING FORWARD

After 7 years of experience implementing a comprehensive and structured model based on the ECNC's maturity matrix, we believe that we have had important achievements, albeit not without challenges. These have allowed us to stop and evaluate the future of how we want to continue to improve and maintain this commitment to ergonomic wellbeing.

Our efforts have borne important achievements like defining an ergonomics policy, developing training programs and nurturing employee participation and awareness as well as promoting an ongoing risk assessment and management of change. 2017 will be the year to evaluate those achievements against the challenges and new complexities of our manufacturing process.



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 37 doctors and 71 nurses worldwide 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. However, our medical staff also provide consultations and general treatment for health issues such as sudden headache, fever, diarrhea, respiratory and gastric symptoms or diseases, and general health awareness.

In 2016, more than 144,000 visits were recorded at our on-site medical clinics in Central America and the Dominican Republic. Additionally, there were more than 34,000 visits recorded in Bangladesh.

Our medical clinics provided a wealth of services in 2016. For instance, over 13,400 employees in Honduras were vaccinated against influenza, hepatitis B and tetanus, free of charge. Moreover, 180 employees and 68 children in Honduras received vitamins and dewormers. Furthermore, as part of our hearing loss prevention program, over 3,700 audiometric tests were performed in Honduras, more than 3,000 in Nicaragua and 350 in the Dominican Republic.

As part of our preventive healthcare activities, facilities in Nicaragua organized two vaccination campaigns, at no cost, for nearly 600 employees. In addition, more than 120 employees were tested for acid-fast bacilli (AFB) to detect active tuberculosis infections (TB), and more than 200 blood sugar tests were administered.

In addition to basic health care services, all pregnant employees are eligible to receive medical advice related to their pregnancy through maternity workshops offered by Gildan's on-site medical staff in the Dominican Republic, Nicaragua and Honduras. At most of our facilities in Central America and the Dominican Republic, employees who register for this workshop receive training on various topics, such as:

- Special care for pregnant women;
- Exercise techniques to facilitate birth;
- Caring for newborns (hygiene and preparing the home for baby's arrival); and
- Breastfeeding techniques.

Our medical teams receive regular training to address specific needs in the regions where they practice. In 2016:

- 22 doctors and 20 nurses have been trained in cardiopulmonary resuscitation (CPR)
- 20 doctors and 14 nurses have been trained for Gildan's "Shoulder School" and/or "Back School" ergonomics programs
- 11 doctors have been trained in Occupational Health
- 17 doctors are certified to perform audiometric tests
- 12 nurses learned about hearing conservation

In 2010, Gildan partnered with the Instituto Hondureño de Seguridad Social (IHSS), to open a drugstore adjacent to the clinic at our Rio Nance complex in Honduras, to benefit all employees working at there. Throughout 2016, the drugstore filled more than 146,000 prescriptions issued by our doctors, which represents over U.S. \$490,000 worth of medicine offered at no cost.

Moreover, over \$357,000 worth of medicine was provided to our employees in Bangladesh, free of cost, whereas employees in Nicaragua received 13,800 medical interventions and over 25,700 prescriptions were issued there in 2016.

HEALTH & WELLNESS

The health and wellness of employees is a social priority at Gildan. We have many programs and initiatives in place across our entire organization to help manage employee health and wellness.

Training and work-related stress management measures are available to all of our employees in North America and Barbados through an Employee Assistance Program (EAP). The EAP is offered to employees on a voluntary and confidential basis, free of cost. This service provides guidance to employees and their families, and gives them the opportunity to talk to professionals when dealing with workplace challenges or personal issues (e.g. bullying and harassment, work-life balance, marital problems, eldercare issues, family stress, and legal counseling).

Similar to the EAP, family counseling is available to employees at our Central America locations. In addition, we also provide several localized initiatives to promote health and wellness at each of our operating locations.



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. This is accomplished at all of Gildan's administrative offices and manufacturing facilities through formal grievance mechanisms that comprise the following:

Open Door Policy

- An open door policy encourages any employee to contact management on any matter and receive immediate feedback.

Roundtables

- Roundtables are organized by the management team and employees in order to identify best practices, to discuss grievances, and to collectively develop an action plan for remediation
- Provide immediate feedback to the employee
- The frequency of the roundtables varies by region and may be organized on a 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 various workplace issues. In addition to the health and safety and ergonomics committees, other committees have been formed and members meet monthly to discuss subjects including transportation, cafeteria and environmental initiatives, or to address specific issues at 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 address areas identified for improvement.
- In Barbados, a staff committee is responsible for planning employee activities. This committee along with the Green and Wellness committee also acts as an information conduit for employees to voice their concerns or as a mechanism through which they can submit their suggestions.
- In Bangladesh, the Worker's Participation Committee and Environmental Health and Safety Committee are comprised of workers and management representatives. The Workers Participation Committee meets every two months to discuss issues presented by worker representatives. Ten members (5 workers and 5 managers) are elected annually by vote. The Environmental, Health and Safety Committee meets monthly to discuss safety issues, to monitor both the Company's and workers' compliance with health and safety prevention measures, to formulate action plans and address areas needing improvement.

Suggestion boxes

Suggestion boxes located on the production floor and in cafeterias of every manufacturing facility in Central America, the Caribbean Basin and Bangladesh are one of the grievance mechanisms put in place to allow employees to report their concerns anonymously. Written messages are recuperated from the boxes bi-weekly by a regional, non-management employee.

- In Honduras, more than 6,200 suggestions were received in 2016. The majority of the concerns pertained to Human Resources matters, operational issues and middle management, all of which were resolved through regional Human Resources offices.
- In the Dominican Republic, we received more than 100 suggestions related to the cafeteria, Human Resources matters, as well as operational issues and middle management issues.
- In Bangladesh, 27 suggestions were received and related to cafeteria services, ideas for the annual Family Day picnic, uniforms and Human Resources matters.
- In Barbados, suggestion boxes are located on all floors in all buildings. Employee suggestions from the boxes are collected on a regular basis and addressed during quarterly staff meetings. Over the years, many successful programs have been initiated based on employee suggestions originating from our suggestion boxes. These suggestions have included 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, the establishment of the Green Committee in Barbados, and changes in incentive programs and the adoption of new ideas for the Family Day activities held in Bangladesh.
- Although not all facilities in the U.S. have been equipped with suggestion boxes, our yarn spinning facilities in Salisbury, NC and facilities in Charleston, SC have installed them. We also plan to station the suggestion boxes at our distribution centers located in Mebane, NC and Hamer, SC.
- In 2017, suggestions boxes will be implemented in the production areas of Gildan Apparel (Canada) LP (formerly known as Doris Inc., acquired in 2014).
- We have seen an increase in the number of suggestions received over the past few years. We attribute this to various efforts to raise awareness and encourage the use of grievance mechanisms placed at employees' disposal. We also believe that since all suggestions are addressed and that employees receive feedback to their ideas, participation has been on the rise. In fact, several safety improvements have been implemented as a direct result of employee suggestions placed in the boxes. For instance, a clerk in Charleston, SC identified the need for safety netting around the rails of the upper floors where she works to prevent any boxes or materials from falling, causing a hazard to employees working on the lower levels below. The netting was installed following an inspection of the area.

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 and Anti-Corruption Policy and Compliance Program.
- The hotline is tested annually by the Company's internal audit department
- In 2016, we received a total of 23 calls related to Human Resources issues, and more precisely to labour issues and workplace conduct.

Every complaint has been investigated and followed up by the Employee Concerns and Questionable Acts Committee at the Company's Head Office.

- Each one of the reported complaints is investigated and followed up by management teams or, if submitted through the Hotline, by the Employee Concerns and Questionable Acts Committee. If senior management is involved in the complaint, the Board of Directors is consulted. During audits at all of our third-party contractor facilities, we also verify that grievance mechanisms are effectively in place.

Training

In July 2016, middle management and management teams from three Alstyle manufacturing facilities in Mexico were trained on Gildan's Code of Conduct and grievance mechanisms, as a post-acquisition integration activity. We also trained employees from Peds Legwear, our recently acquired hosiery facility in the United States, on our grievance mechanisms and the Hotline.

USING CREATIVITY TO PROMOTE GRIEVANCE MECHANISMS

As part of the induction training provided for new employees at Gildan, we proactively advertise our available grievance mechanisms. In addition, specific training on their use is provided. Colourful posters promoting the Integrity and Social Responsibility Hotline are also placed in common areas within all our facilities and offices.



HOME > PEOPLE > WORKING CONDITIONS > PLANT CLOSURES AND DOWNSIZING

Plant Closures and Downsizing

In 2016, we continued to increase our manufacturing and distribution capacity, including the ramp up of our Mocksville yarn-spinning facility in the United States and the addition of manufacturing sites in Agua Prieta, Mexico and in Hildebran, North Carolina through the acquisitions of Alstyle Apparel and Peds Legwear.

The Company also underwent minor restructuring of some of its operations in 2016, in an effort to optimize processes across the business to accommodate our continued growth. Also, following the two acquisitions, there were some readjustments necessary to ensure a streamlined transition into our business.

We regret the impact these consolidations had on our former employees, their families and their communities. The Company made every effort to ensure that employees were treated fairly and with respect and received the necessary support during this transition.

At the end of 2016, our total headcount was 48,555 employees compared to 42,818 employees the previous year. Here is an overview of the organizational changes in 2016 which had the highest number of impacted employees:

Branded Apparel Restructuring

- Gildan closed 23 of its Gold Toe® Outlet stores across the United States on June 30, 2016. This consolidation of the Gold Toe® retail stores was part of an overall strategy to restructure our direct-to-consumer channels, which included reinvesting in the remaining stores and our online sales strategy. The decision to close specific stores was based on a business review that showed these locations were not meeting the financial goals for the Company's retail business.
- During our integration of Peds Legwear into Gildan's global Branded Apparel organization, the Company identified the optimal way to combine the two organizations to ensure that we were operating in a cohesive way and leveraging strengths in the different areas of the business. As a result, there were 38 employees impacted in the elimination of overlapping positions in sales, finance, merchandising, marketing, design, product development and operations. Within this reorganization, the Peds' Montreal Head Office was closed on December 31, 2016.

Restructuring in Asia

- In an effort to improve the efficiency of our Asian sourcing operations, Gildan consolidated and centralized its Shanghai sourcing operations within its Hong Kong sourcing office. This resulted in the closure of the Shanghai sourcing office effective March 16. The services of the Shanghai sourcing office were transitioned to a centrally-located region which offers increased access to the broader Asian market, and also offers a large talent pool for further expansion.

Distribution Centre Closures

- Following the acquisition of Alstyle, the Company identified a need to streamline the number of distribution centres within the Gildan network given the addition of Alstyle's distribution footprint. The Company took the decision to consolidate its Dallas and Philadelphia distribution centers into its existing east coast fulfillment center located in the US. The Dallas distribution centre closed on September 30, 2016 and the Philadelphia distribution centre closed on October 31, 2016.

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HOME > PEOPLE > SOCIAL COMPLIANCE

Gildan is committed to achieving the highest standards for our labour practices and working conditions.

We are devoted to maintaining an open dialogue with non-governmental organizations (NGOs), members of the labour movement, and other interested parties working towards continuously improving the rights and working conditions of our employees.

The successful implementation of our Social Compliance Program for labour practices and working conditions at all our geographical hubs is a testament to our commitment to operating responsibly and valuing our people as a socially responsible employer. Our Social Compliance Program was accredited by the Fair Labour Association (FLA) in 2007. Gildan was the first vertically-integrated apparel manufacturer to have its social compliance program accredited by the FLA. The program is designed to ensure that all of our owned facilities comply with our strict 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.



HOME > PEOPLE > SOCIAL COMPLIANCE > AUDITING METHODOLOGY

Gildan adopted mandatory auditing as part of its comprehensive Social Compliance Program over ten years ago.

All Gildan owned and third party contractor facilities are subject to a complete internal audit at least once in an 18-month base period. As a policy internal audits are unannounced, however under certain extraordinary circumstances, we may choose to schedule the audit on a semi-announced basis, where a facility is given a window in which a Gildan auditor may visit without further notification. Internal audits are conducted by regional audit teams who have been thoroughly trained on our monitoring guidelines and social compliance programs. Gildan may also mandate third party audit service providers to conduct internal audits in some regions.

Internal auditors are recruited and selected based on a set of competencies needed to perform well in their role. New hires follow a series of orientation and training sessions to ensure that they develop the capabilities needed to fulfill their responsibilities. Yearly performance evaluations are conducted to identify training gaps and to develop a personalized training plan designed to enhance each employee’s capabilities and to continuously develop their skills.

Basic requirements for all compliance staff and/or third party monitors include:

- Understanding of Gildan’s Code of Conduct
- Ability to communicate in the local language, by region, with the exception of Haiti where we work with an interpreter in Creole
- Knowledge of the local laws by region
- Knowledge of Gildan’s Sustainable Social Compliance Guidebook and/or SMETA or the FLA benchmarks
- Understanding of Gildan’s Corporate Citizenship Program, internal monitoring system and related tools such as the Gildan Corporate Social Responsibility Database
- Involvement in FLA, WRAP or other external audits

External audits are also regularly conducted at Gildan owned and contractor facilities. These audits are usually conducted by third party monitoring organizations, which have been mandated by the Fair Labor Association (FLA), Worldwide Responsible Apparel Production (WRAP), the ILO Better Work Programme or by one of our customers.

Remediation follow-ups are also conducted. These are performed by our internal monitors who are working with the facilities towards proper and complete 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. The results are then updated in our internal Corporate Citizenship database. On-site follow-up audits may also be conducted if necessary.

MONITORING TOOLS

Gildan’s auditing and monitoring tools encompass our own labour compliance requirements and best practices, but also account for our best practices from our major customers as well. These tools include:

- A facility self-assessment questionnaire
- Audit guidelines
- Monitoring guidelines
- Management interview form
- Worker interview guidelines
- Management action plan

Gildan's Monitoring Guideline

Gildan uses the following sampling methodology to determine the number of documents to be reviewed and the number of individuals to be interviewed.

NUMBER OF WORKERS (EXCLUDING MANAGERS)	AUDIT MAN-DAYS	INDIVIDUAL INTERVIEWS	TOTAL EMPLOYEES INTERVIEWED	WORKER FILES/TIME AND WAGE RECORDS	EFFECTIVE TIME SPENT ON INTERVIEWS
1-100	1 DAY	6 (OR TOTAL NUMBER OF WORKERS IF LESS THAN 5)	10	10	2,5 HOURS
101-500	2 DAYS	6	26	26	6 HOURS
501-1 000	3 DAYS	12	42	42	8,5 HOURS
1 001-2 000	4 DAYS	20	52	52	12,5 HOURS
Over 2000	4 DAYS	22	62	62	14 HOURS

DUE DILIGENCE AND SOCIAL COMPLIANCE PROCESS PRE- AND POST ACQUISITION

Gildan continues to expand its presence in emerging markets. To ensure that we continue to make responsible acquisitions, social and environmental risks are accounted for during our due diligence process. Compliance with local environmental and labour laws, regulatory standards, as well as the ability to comply with Gildan's internal social and environmental requirements are scrutinized as part of our protocol.

Once a new acquisition is completed, we work with the newly acquired company in order to help them understand and achieve the social and environmental standards that are integral to our Corporate Citizenship program. We do so by identifying any gaps in their existing practices and by helping them to develop and implement any corrective actions in a timely manner.

In this light, the role of compliance during the due diligence and integration process is crucial. The main steps of the integration process are:

- Rollout of the Gildan Code of Conduct and employee awareness training
- Auditor training
- Initial audit and remediation

Integration

Alstyle was acquired in May 2016. All of Gildan labour, environmental and health and safety procedures are in the process of being implemented and all facilities will receive their first audit during the course of 2017.

Peds Legwear was acquired by Gildan in July 2016. All of its owned and third party contractors were audited and trained on our Code of Conduct by the end of fiscal year 2016.

In 2015 Gildan completed the acquisition of Comfort Colors, the leading supplier of garment-dyed undecorated basic T-shirts and sweatshirts for the North American printwear market. During the acquisition process, we performed a detailed due diligence process that included a review of past external social and environmental compliance audits. and The full integration of Comfort Colors' with Gildan's social compliance standards concluded in 2016, as planned.

In 2015, we conducted the first audit of our hosiery facility in Canada (formerly Doris Inc.) which was acquired in 2014. The facility has since been fully integrated – operating in compliance with the Gildan Code of Conduct and having implemented all social and environmental programs.

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HOME > PEOPLE > SOCIAL COMPLIANCE > FINDINGS

Facilities producing for Gildan are audited to monitor working conditions against Gildan’s Code of Conduct and its related benchmarks, as outlined in our Sustainable Social and Environmental Compliance Guidebook.

All non-compliances are recorded and tracked in our interactive Corporate Social Responsibility data capture platform. As an integral part of a transparent and robust social compliance program, we report audit results to our Board of Directors on a quarterly basis.

The following information summarizes the non-compliances at Gildan’s owned and contractor facilities during the 2016 audit cycle.

2016 INTERNAL SOCIAL AUDITS

Gildan owned facilities

A total of 205 labour-related non-compliances were found at Gildan owned facilities during the 2016 internal audit cycle. The severity levels of these non-compliances were classified as follows:

- 3 Major non-compliances (1.5% of findings)
- 121 Moderate non-compliances (59% of findings)
- 81 Minor non-compliances (39.5% of findings)

This represents a decrease of 26.5% in the total number of non-compliances when compared to 2015.

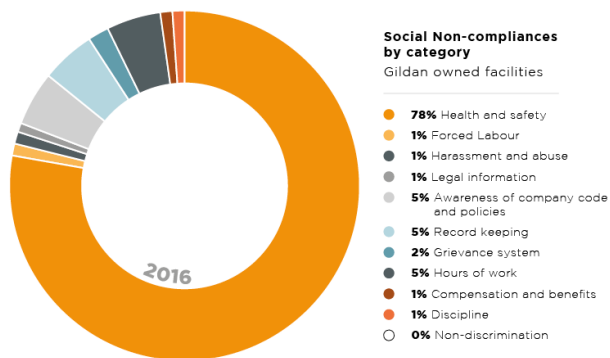
The three major non-compliances at our owned facilities in 2016 were revealed during the employee interview segments of two separate audits conducted at individual facilities in Honduras and Nicaragua. These findings pertained to our policies on workplace harassment and abuse as well as discrimination. Corrective actions to address and remediate these finding are in progress.

The majority of the 2016 non-compliances (approximately 79%) related to health and safety. Our audit assessment questionnaire includes a rigorous health and safety component, since this area is heavily regulated. Moreover, the health and safety of our employees has been identified as a key social material issue and priority for our company and stakeholders. Our benchmarks on health and safety represent nearly 57% of our questionnaire, which explains why most non-compliances are concentrated in this area. These non-compliances include:

- Fire safety (blocked aisles, uncovered electrical panels, faulty emergency lights, exposed wiring, faded evacuation markings)
- Inadequate use of PPE
- Machine safety (missing or misuse of needle or eye guards)
- Chemical safety (eye wash stations, unlabelled containers)
- General cleanliness and sanitary conditions (e.g. cafeteria, food handling certificates, general housekeeping)

In all of the above-mentioned issues, employee, supervisor and management collaboration is essential to maintaining compliance with established policies and procedures. It is necessary to instill a sense of accountability at all levels of the organization and to raise awareness through engagement activities. We have designed training and internal communication campaigns suited to the needs of individual facilities, which aim to engage workers and encourage them to assist management by taking charge of their safety at work and by playing an active role in maintaining a healthy workplace.

When a clear case of negligence is identified, supervisors are called on to take appropriate measures, in line with Gildan’s values, to demonstrate and apply our safety practices. In every instance of non-compliance, a detailed remediation plan is developed – and supported by a root cause analyses where necessary.



THIRD PARTY CONTRACTOR FACILITIES

A total of 1,011 labour-related non-compliances were found at our third party contractor facilities during the 2016 audit cycle. The severity levels of these non-compliances were classified as follows:

- 129 Major non-compliances (13%)
- 487 Moderate non-compliances (48%)
- 395 Minor non-compliances (39%)

This represents a significant increase in the total number of non-compliances when compared to 2016.

This can be explained by the integration of several legacy contractor facilities following Gildan's acquisitions of Doris Inc. in 2014 and of Peds Legwear in 2016. These new facility partners have expanded our contractor base by approximately 18%, heightening our auditing and remediation activities overall. Additionally, an intensive remediation strategy aimed at increasing compliance levels at existing third party contractor facilities necessitated the scheduling of repeat audits at our high and medium volume contractors in Asia.

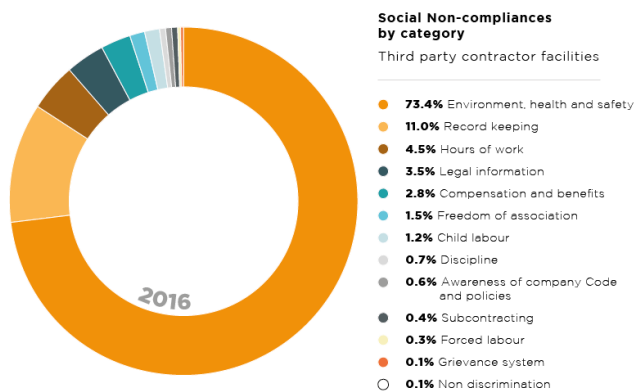
The major non-compliances observed at our third party contractor facilities in 2016 related to:

- Legal information (insufficient payment of social insurance, fire safety certificates, business licenses)
- Record-keeping (missing/incomplete labour contracts and personnel files, inadequate time keeping and payroll records)
- Discipline (punitive wage deductions)
- Hours of work (egregious overtime, work on rest days)
- Compensation and benefits (insufficient payment of overtime, delayed payments)
- Child labour (non-registration of juvenile employees, inadequate verification, failure to comply with juvenile work restrictions)
- Forced labour/freedom of movement (freedom of movement during work hours)
- Health and safety (non-conforming emergency exits, incorrect fire inspections and/or certificates, presence of fire hazards)
- Unauthorized subcontracting

Over 62% of actively producing third party contractor facilities were audited at least once in 2016.

Since the majority of our production is made at Gildan owned and operated facilities, our regional compliance teams possess a wealth of experience and in-depth expertise on effective labour compliance management systems, policies and procedures. We share this knowledge with our contractors' management teams to educate them and assist them in developing sound labour practices to ensure sustainable remediation. In practice, our internal auditors regularly partner with contractors to implement corrective action plans. They also provide advice and recommendations on how best to address certain issues.

For more details on our capacity building initiatives at our contractor facilities, please refer to our Contractors and Suppliers section.



2016 SPECIFIC INFORMATION RELATED TO CHILD LABOUR, FORCED LABOUR AND FREEDOM OF ASSOCIATION

Gildan's revised Code of Conduct now stipulates that employees must be at least 16 years of age or over the age for completion of compulsory education or the country legal working age, whichever is higher. It further states that employees under 18 are not employed in any form of hazardous conditions. This provision applies to our owned facilities as well as our contractors. Although in most countries it is legal to work at age 15 or 16, many restrictions apply to young workers under the ILO Minimum Age Convention, 1973. For example, young workers are not allowed to perform hazardous duties or to work at night (ILO Night Work of Young Person (Industry) Convention, 1919).

When we acquired our integrated facility in Bangladesh in 2010, a country identified as having significant risk for child labour incidents as it has not ratified ILO Convention 138 on child labour, we conducted a complete screening of employees to confirm that they were all above the age of 18. The factory is continually monitored through our internal audits or audits conducted by third parties in order to mitigate the risk of child labour incidents.

In 2016, all instances of non-compliance with our principles on child labour involved cases where juvenile employees were not adequately registered for work, facilities lacked appropriate age verification processes prior to hiring, and failure to comply with juvenile work restrictions

The following represents Gildan's commitment regarding juvenile employees:

- ensure that juvenile employees meet the minimum lawful age to work in the country;
- ensure that juvenile employees are not involved in tasks considered as hazardous, such as sewing, involvement with hazardous chemicals, lifting heavy loads, etc. Acceptable jobs include thread cutting, floor cleaning, label collecting, and packing.

In addition, contractors must ensure that the restrictions for juvenile employees are respected in accordance with country laws. All juvenile employees must be registered with local authorities and they need to provide supporting documentation for verification.

Gildan prohibits the use of forced or compulsory labour at its facilities. Nonetheless, an audit conducted at a contractor's facility revealed one case that could be interpreted as forced labour since it involved a security guard restricting the amount of time some workers were spending for restroom breaks. The security guard's actions could be perceived as restricting employees' freedom of movement in the facility during work hours. To err on the side of caution, the auditor recorded this finding as a major non-compliance so that appropriate remediation could be adopted.

As a principle of our Code of Conduct, Gildan and its business partners must recognize and respect the right of employees to Freedom of Association and Collective Bargaining. As part of our monitoring process, the 2016 audit cycle revealed 15 minor and moderate instances of non-compliance among third party contractors. In most cases, we noted that worker unions were not arranging regular meetings or that union representatives were not being elected on a timely basis.

For more details regarding freedom of association at Gildan facilities, please consult our Unions section.



HOME > PEOPLE > SOCIAL COMPLIANCE > REMEDIATION

Following an internal audit at a Gildan owned or third-party contractor facility, our regional social compliance teams partner with facility managers to effect change and sustainable remediation. Following an assessment, a management action plan is elaborated and shared with the facility. Facilities are expected to implement corrective actions and to demonstrate improvements within a prescribed timeframe.

Gildan verifies corrective actions through onsite and desktop follow-up audits. Progress towards the management action plan is developed, recorded and tracked in our interactive Corporate Social Responsibility data capture platform. Facilities can provide details of their corrective actions, as well as provide evidence to support their remediation efforts.

We employ a root cause analysis procedure that was revamped in 2014. Management teams in our facilities are now required to systematically identify the root causes of each non-compliance raised during the audit process. The main objective is to help prevent similar issues from reoccurring. This is done by having a methodical system in place that helps with the implementation and review of adequate preventive and corrective actions.

Recurrent findings are given special attention to ensure that proper remediation is implemented. We also assess whether or not a trend is developing throughout several facilities or in a particular region so that any issues of particular concern can be identified at an early stage and potentially prevented.

All of our management processes, procedures and policies are reviewed periodically to ensure efficiency and relevance of our systems. Thorough reviews of our monitoring and rating systems were undertaken during the first quarter of 2017.

The status of all non-compliances and their corrective actions are reviewed and reported to Gildan's Board of Directors on a quarterly basis.

Ongoing Remediation Efforts Within Our Contractor Base

Our regional compliance teams dedicated the necessary time and resources to elevate levels of compliance within our contractor base throughout Asia. The objective was to focus on remediating important social issues occurring industry-wide, such as social insurance coverage and excessive overtime for workers in China.

Following these initiatives, we were able to raise overall compliance amongst third-party contractors. In fact, 100% of high and medium volume third party contractors have come into an acceptable level of compliance. Moreover, low volume or specialized third party contractors demonstrated significant improvement and increased their performance according to our rating system. We will continue to monitor this progress over the course of 2017

Post Acquisition CSR Integration and Remediation Efforts

Alstyle facilities integration is ongoing. All of Gildan labour, environmental and health and safety procedures are in the process of being implemented and all facilities will receive their first audit during the course of 2017.

Following the acquisition of Peds Legwear in 2016, our regional teams embarked on an intensive CSR integration campaign which included conducting due diligence, initial risk-assessments, training for third party contractors, auditing to verify levels of compliance with Gildan's Code of Conduct, followed by remediation or consolidation to strengthen compliance within the contractor base.

Peds worked with 31 third-party manufacturing locations at the time of the acquisition. Our training session was attended by 47 participants in Asia. Audits were conducted in two phases, which led to the exit of 6 manufacturing locations that were not or would not be able to demonstrate compliance with our rigorous Code of Conduct.

Remediation efforts are ongoing and include the development of detailed corrective action plans, regular follow-up and will involve a reassessment.



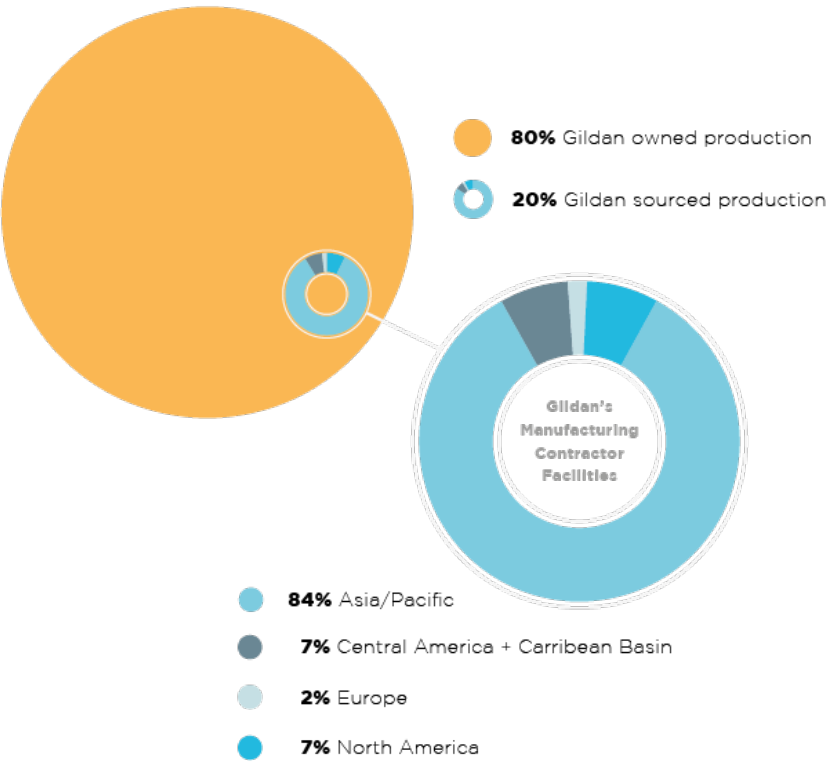
HOME > PEOPLE > SOCIAL COMPLIANCE > CONTRACTORS & SUPPLIERS

When the decision is made to outsource production to any new contractor, we carry out a comprehensive assessment in order to determine the contractor’s ability to comply with our cost structure and quality standards. We also evaluate their ability to comply with our stringent labour and environmental standards. The selection process includes a thorough analysis of the contractor’s social responsibility practices. This is done by having all potential contractors complete a self-assessment questionnaire weighing in on critical issues as outlined by Gildan. Gildan then performs a preliminary onsite audit prior to engaging with any contractor.

SUPPLY CHAIN TRANSPARENCY

We manufacture the majority of our products in our vertically-integrated manufacturing facilities (please refer to the map of our operations for details). Outsourced production represents less than 20% of our total production in terms of volume. By the end of 2016, we were outsourcing production to 97 third party manufacturing contractors globally.

Manufacturing Contractors by Region (End of 2016)



PURCHASING PRACTICES

A contractual clause is included in all of our commercial agreements to ensure that Gildan’s contractors and suppliers receive, understand and acknowledge our Code of Conduct. As a standard practice, this clause stipulates that compliance with our Code of Conduct is a condition of doing business with Gildan. It is included in the following agreements:

- Manufacturing contractors’ agreements (including sewing or any other third party manufacturing agreements);
- Raw material suppliers’ agreements;
- Agreements with third party service providers at our manufacturing locations (including security, cafeteria, transportation and maintenance staffing); and
- Agreements for major equipment purchases.

DUE DILIGENCE AND SOCIAL COMPLIANCE PROCESS FOR SOURCING FACILITIES

When the decision is made to outsource production to a new contractor, we evaluate their ability to comply with our cost structure and quality standards. We also evaluate their ability to comply with the stringent labour and environmental standards under our Code of Conduct. We conduct a thorough analysis of the contractor’s social responsibility practices, supported by a preliminary onsite audit prior

to engaging with any contractor.

New and Potential Third Party Contractors

Gildan's sourcing policy states that all potential third party contractors intended for use in the production of Gildan's family of brands or licensee products must be audited to verify their social compliance practices prior to any business being awarded. These audits are conducted by experienced auditors who are thoroughly trained on Gildan's monitoring guidelines and social compliance programs. In some instances, Gildan will mandate a third party audit service provider to conduct these audits on its behalf.

Internal teams assess the audit results and assign a rating classification based on the severity of the findings and level of compliance with our Code of Conduct when compared to the benchmarks outlined in our Sustainable Social and Environmental Compliance Guidebook. If a potential third party contractor fails an initial audit at their facility, Gildan may accept to reaudit the facility after a three-month period. Should the contractor fail a second audit, orders cannot be placed and the facility will no longer be considered for future business.

Current Third Party Contractors

Third party contractors involved in ongoing production of Gildan orders are regularly assessed for compliance with our Code of Conduct. If a current contractor achieves a low rating following an audit, our internal social compliance team will partner with the facility's management to remediate any major issues found during the audit with the establishment of an action plan. In addition, systematic follow-ups are conducted to verify progress made towards resolving any pending issues. Our objective is to help the facility improve their overall performance and remains in compliance with our Code of Conduct.

If a facility fails to demonstrate sufficient progress within a prescribed timeframe, contractually, Gildan reserves the right to end the business relationship with the contractor. In 2016, Gildan chose to cease production at several manufacturing contractor facilities due to unsatisfactory compliance with our standards.

CONTRACTOR TRAINING

China

In September 2016, our regional compliance team provided CSR Orientation training to all Peds® brand suppliers in China. The aim was to introduce these new business partners to Gildan's CSR program as an integration exercise following Gildan's acquisition of Peds® brand earlier that year. A total of 47 participants attended the 1-day session.

During October 2016, our Director of Legal Affairs and Corporate Compliance travelled provided anti-corruption training to Peds® brand suppliers in China as part of the integration following our acquisition. Fourteen suppliers attended the 1-day session.

Haiti

We provide ongoing training for workers employed by our long-standing sewing contractors situated in Haiti. In 2016, Code of Conduct refresher training was provided to one of our contractors and close to 1,500 employees participated. Additional training will be provided to the remaining Haitian contractors in 2016. Gildan also provided fire safety training to over 450 employees at these facilities in 2015.

Moreover, managers at these facilities have benefitted from various labour training programs through Better Work Haiti since 2011. These trainings include the following topics:

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

In 2014, training on Gildan's Code of Conduct was provided to three major third-party contractors in Mexico. Training sessions were provided to a total of 11 mid-management employees across all facilities. No additional training was provided in 2015.

Central America and the Caribbean Basin

In 2015, a refresher course on Gildan's Code of Conduct was provided to a total of 255 sub-contracted security personnel stationed across Gildan-owned operations in Central America and the Caribbean Basin. Designed specifically for third party security service personnel, the training course focuses on common situations that security personnel may encounter while performing their duties on behalf of Gildan.

Finally, all third party manufacturing contractors in all regions will receive training on our principles as an integral part of the 2017 roll-out of our newly revised Code of Conduct principles.

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HOME > PEOPLE > EMPLOYEE ENGAGEMENT PROGRAMS > EMPLOYEE VOLUNTEERING PROGRAM

Gildan organizes and/or facilitates several volunteering activities, often led by employees, at our various manufacturing locations throughout the year. With a focus on authentic employee engagement, we encourage employees to pursue their personal interests and to support causes that are meaningful to them. In this way, our employees contribute to several causes by getting involved and tackling issues that affect people, their communities and the environment.

Moreover, Gildan's Employee in the Community Program lends support to employees who volunteer their personal time to community projects through cash donations to the employees' cause.

HEALTH AND WELLNESS

American Red Cross

In September 2016, our Charleston, SC location hosted their annual blood drive in partnership with the American Red Cross. Employee volunteers were generous with their time and participation.



Blood Donor Program in Bangladesh

In April 2016, our Bangladesh facility organized a blood drive where almost 400 employees were informed about the importance of donating blood and how it helps to save lives. Nearly 40 employees were inspired to volunteer and participated in the drive.



The Gildan Glow Run

Gildan's Glow Run is an initiative that originated in Honduras in 2013. It is a marathon organized for employees and their families in collaboration with a community partner to benefit a chosen cause. Participants are invited to run the marathon by making a voluntary contribution. Gildan then matches the amount raised by employees. The purpose of this initiative is to encourage employees to lead an active lifestyle and to support community organizations that have a broad reach whose activities benefit everyone.

In 2014, we launched the Gildan Glow Run in the Dominican Republic, followed by Nicaragua in 2015, both with great success. To date, more than 34,700 runners have participated in the Gildan Glow Run in Honduras, Nicaragua and the Dominican Republic.

In 2016, our mission was to improve healthcare services in all three countries and we raised a total of \$106,900 across Honduras, the Dominican Republic and Nicaragua. Participation included: 7,000 runners and volunteers from Honduras to improve the newborn ward at the Mario Rivas Hospital; 4,000 participants from Nicaragua to benefit CONANCA, a local children's cancer awareness organization; and close to 2,000 runners and volunteers in the Dominican Republic to benefit Hogar Sanisi, a shelter for children living with HIV/AIDS.



COMMUNITY CARING AND SHARING

Lowcountry Food Bank

Employees in Charleston, SC organized a non-perishable food drive to support the Lowcountry Food Bank's efforts to help families impacted by Hurricane Hermine in September 2016. The food bank serves 10 coastal counties in South Carolina and donates food products to a network of 300 member feeding agencies including soup kitchens, homeless shelters and emergency food pantries.

Giving Smiles with Gildan

Our employees in Honduras have volunteered to deliver new toys, generously donated by employees themselves, to underprivileged children growing up in neighborhoods near our facilities. "Giving Smiles with Gildan" has become an annual holiday tradition, since its first season in 2005.

In 2016, over 123 volunteers delivered more than 600 toys and in excess of 200 food baskets to recipients of children's orphanages in the communities of Choloma and San Pedro Sula. Meanwhile, in Nicaragua, more than 100 volunteers distributed over 3,800 toys to children in the communities of Rivas, Diriamba, San Marcos and Masaya.



REFORESTATION AND ENVIRONMENTAL PROTECTION PROJECT

Earth Day Celebrations

In 2016, Gildan facilities around the globe celebrated Earth Day with our annual drawing contest for children of our employees.

Nearly 250 kids were invited to participate in the annual Earth Day drawing contest and were treated to a tour of the newly inaugurated Cavern exhibit at the Children's Museum in San Pedro Sula, Honduras.

More than 240 children of employees in Nicaragua participated in the fourth annual Earth Day celebration at our sewing facilities, where activities included a drawing contest, education activities, refreshments and games.

In the Dominican Republic, in order to elevate the artistic skills and environmental conscience of our employees' children, approximately 60 kids participated in the fifth edition of a drawing contest and outing to the National Botanical Gardens in Santo Domingo.

Nearly 30 children of employees in Bangladesh participated in the Earth Day drawing contest.

A celebration in Haiti was attended by nearly 22 children of employees, who participated in the annual environmental drawing contest and celebration with their parents.

Reforestation Activities at San Luis Park

Gildan seeks to reduce its environmental footprint in the regions where it operates and to raise environmental awareness among its stakeholders – including employees, sponsored schools and communities. In 2013, the Company signed a collaboration agreement with the Dominican Republic's Ministry of Environment for the sponsorship of the San Luis Ecological Park. Together, we aim to preserve and maintain wildlife in the 80,000 m2 park.

In August 2016, Gildan celebrated its Reforestation Day at San Luis Ecological Park. Through the participation of more than 1,200 employees, we planted 15,000 trees of varying species – namely, mahogany, penda and saman as part of the activities organized by the Ministry of Environment to mark World Environment and Natural Resources Day.

"Planting to Harvest" Program

Gildan planted 6,000 trees in Rivas, Nicaragua through the company-led "Planting to Harvest" initiative – a collaboration with the National Forestry Institute (INAFOR) and the Universidad Politécnica de Nicaragua (UPOLI). The program is a product of Gildan's commitment to INAFOR, to consider the effects of drought in the department of Rivas.

The program aims to work hand in hand with small producers in the department of Rivas to improve socioeconomic conditions and the quality of life of these farmers and their families while protecting the environment. To encourage sustainability, participating farms pledged to reduce deforestation, lessen crop erosion and improve land use, as well as contribute to the recovery of the aquifer.

In this light, Gildan joined forces with UPOLI to organize reforestation activities to raise awareness. In 2016, a total of 2,000 plants of varying species were planted. Moreover, 100 citrus trees were sown at each selected farm. Over 300 Gildan employees volunteered alongside 130 UPOLI Rivas students and collectively, they contributed a total of 4,450 hours to this effort.



HOME > PEOPLE > METRICS

The work-related injury and severity rate tables presented below has been independently reviewed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 reporting standard. Gildan uses the “operational control” approach to establish its organizational boundary. Specifically, the assurance scope covered the following 2016 performance data: lost-time injury frequency rate and severity (employee) data.

The social data included in this section covers 100% of Gildan’s workforce.

CLASSIFICATION OF GILDAN EMPLOYEES WORLDWIDE BY GENDER

	MEN	WOMEN
2016	47%	53%

GILDAN EMPLOYEES WORLDWIDE BY REGION AND GENDER

	Men	Women
ASIA	45%	55%
CARIBBEAN BASIN	53%	47%
CENTRAL AMERICA	54%	46%
NORTH AMERICA	51%	49%

GILDAN EMPLOYEES WORLDWIDE BY EMPLOYEE CLASSIFICATION

	2016	2015	2014	2013	2012	2011	2010
TEMPORARY	0.8%	0.3%	0.6%	0.8%	1.2%	2.4%	1.8%
PERMANENT	99.2%	99.7%	99.4%	99.2%	98.8%	97.6%	98.2%

WORK-RELATED INJURY AND SEVERITY RATES 2010-2016

	2016	2015	2014	2013	2012	2011	2010
INJURY RATE	0.38	0.28	0.29	0.35	0.26	0.41	0.44
VARIANCE INJURY RATES SINCE 2010	36%	-48%	-34%	-20%	-41%	-7%	
SEVERITY RATE	3.1	2.1	2.17	3.27	2.65	3.63	4.08
VARIANCE SEVERITY RATES SINCE 2010	48%	-48%	-47%	-20%	-35%	-11%	



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 45,900 trees and 24,000 shrubs.



In 2015, Gildan recycled or repurposed 89% of its total waste.

HOME > ENVIRONMENT

At all operating levels, Gildan is 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 to implement processes designed to reduce, the impact of our activities on our surroundings.

In an era of growing resource depletion and environmental degradation, a narrow, compliance-only based approach will not generate the kind of results we need to reduce our environmental footprint and insure our long-term competitiveness. Nor will it help improve the lives of those who work or live near us. Gildan is committed to continuing to develop innovative environmental solutions that make the best use of our manufacturing facilities while continuing to focus on operational excellence.

Gildan's environmental program accomplishes two core objectives: reduce our environmental impact and preserves the natural resources used in our manufacturing processes.



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 own stringent internal Environmental Policy.



HOME > ENVIRONMENT > GOALS & TARGETS

GHG Reduction Goal

Goal

By 2020 Gildan will reduce its GHG emissions intensity by 10%, per kg of product, from our owned operations, when compared to our 2015 baseline year.

Timeline:

2020

Progress:

Since 2015, Gildan increased its GHG emissions intensity resulting from its owned operations, per kg of product by 5%. Although we saw an increase in our GHG footprint for 2016, Gildan continues to be committed to meeting our 2020 goal. Due to changing market conditions and in order to support current facility expansion and ramp-up efforts, 2016 saw an increase in the use of diesel and bunker fuel use when compared to 2015. This had a direct impact on our GHG footprint.

Projects identified in order to achieve this goal include: steam and condensate line insulation efforts in order to minimize loss, in addition to lighting retrofits and improved compressed air management practices.

For more details, please read our GHG emissions section.



Energy Reduction Goal

Goal

By 2020 Gildan will reduce its energy intensity by 10%, per kg of product, from our owned operations, when compared to our 2015 baseline year.

Timeline:

2020

Progress:

In 2016, our energy intensity decreased by 10% when compared to our 2015 baseline thus meeting our goal within our first year. We continue to increase our efforts on maintaining a trend of declining energy intensity in our operations, particularly as we expand our manufacturing base going forward, including investments towards the completion of a new textile facility in the Rio Nance complex.

The main project identified in order to reach this target continues to be the installation of high efficiency chillers which run on steam that is produced by our biomass generation expansion. A second project identified in order to achieve this goal is the installation of hot water heat recovery systems at all of our textile facilities. Other projects include steam and condensate line insulation efforts in order to minimize loss, lighting retrofits and improved compressed air management practices.

For more details, please refer to our Energy section.



Water Reduction Goal

Goal

By 2020 Gildan will reduce its water intensity by 10%, per kg of product, from our owned operations, when compared to our 2015 baseline year.

Timeline:

2020

Progress:

Since 2015, Gildan has decreased its water intensity by 5%. The replacement of our jet dyeing machines at our latest textile Rio Nance 1 facility in Honduras as a result of a refurbishment effort has contributed to helping us reduce our water consumption.

Projects identified in order to achieve this goal include: the installation of controls at well pumps in order to prevent overflow and the installation of timer controls and flow meters in order to



better manage water use in our facilities at our Rio Nance complex.
For more information, please read our Water Efficiency section.

Waste Reduction Goal

Goal

By 2020, Gildan will reduce landfill waste intensity by 10%, per kg of product, from our owned operations, when compared to our 2015 baseline year.

Timeline:

2020

Progress:

Since 2015, Gildan shows an increasing trend in our landfill waste intensity of 28%. In 2016 we managed to recycle or repurpose 86% of our total waste.

We attribute the aforementioned landfill waste intensity increase to refurbishment efforts in several facilities including our Rio Nance 1 textile facility in Honduras and one of our yarn-spinning facility's located in Clarkton, NC in addition to the ramp up of our largest new yarn-spinning facility in Mocksville, NC.

This increase in landfilled wastes for 2016 is atypical and we are continuing to develop key initiatives to reduce waste and reach our 10% reduction goal by 2020.

One of the outcomes of Gildan's 2016 EHS summit was the call for the identification of waste reduction initiatives at a facility level. This exercise will enable us to better identify key initiatives that can help us reach our 10% landfill waste reduction target by 2020. We will continue to improve the landfill waste deferral rate of the least performing facilities by implementing successful programs taken from our better performing facilities.

As a first step of the waste reduction identification efforts, our Central American EHS regional team carried out a deep dive at the following manufacturing locations: Nicaragua, Honduras and Dominican Republic. As part of the deep dive exercise, the current equipment in use for waste management was assessed in order to determine if it is optimal for the required application or if there are better alternatives available in the market, in addition to determining if supplementary equipment is needed at each of the manufacturing locations. The regional EHS team is also evaluating new waste disposal contractors at each location.

Other measures underway at other manufacturing locations include: the re-evaluation of current waste streams in order to maximize recycled wastes/reduce wastes sent to landfills, employee awareness and training campaigns and reduction-at-source initiatives that include the selection of products with reduced packaging and working with suppliers that enable the return of packaging materials/containers for reuse/repurposing.

For more information, please read our Waste section.

86%

Policies and Procedures

Goal

Complete the development of Gildan's environmental management system based on the ISO14001 standard in the Dominican Republic, Bangladesh, Canada and the United-States.

Timeline:

2016

Progress:

The implementation at our North-American facilities, Canada and the United-States, is now complete.

We estimate the implementation in the Dominican Republic and Bangladesh to be 85% complete.





HOME > ENVIRONMENT > ENERGY

Energy consumption is directly linked to greenhouse gas emissions and climate change. Gildan's main sources of energy include 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 of required energy comes from purchased electricity, which is classified as "indirect energy". Our textile and hosiery facilities as well as our yarn-spinning facilities located in the United States account for a large part of the electricity we use. Gildan established an energy intensity reduction target for our owned facilities of 10% by 2020, when compared to our 2015 baseline. In 2016, our energy intensity decreased by 10% when compared to our 2015 baseline thus meeting our goal within our first year. We continue to increase our efforts on maintaining a trend of declining energy intensity in our operations, particularly as we expand our manufacturing base going forward, including investments towards the completion of a new textile facility in the Rio Nance complex.

The main project identified in order to reach this target continues to be the installation of high efficiency chillers which run on steam that is produced by our biomass generation expansion. A second project identified in order to achieve this goal is the installation of hot water heat recovery systems at all of our textile facilities. This process allowed us to generate approximately 3,700,000 m3 of hot water from waste water. This project contributed to the reduction of approximately 140,000 tons of steam no longer required to heat the volume of water previously listed. Other projects include steam and condensate line insulation efforts in order to minimize loss, lighting retrofits and improved compressed air management practices.

In 2016, energy intensity (GJ per kg of products) decreased by 10% across all Gildan facilities when compared to 2015.

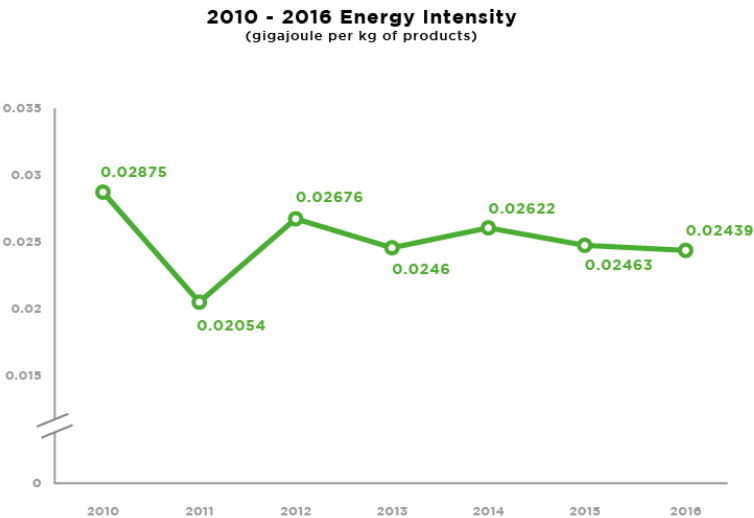
In 2016, the global energy consumption for all our facilities and offices, including direct and indirect energy, was approximately 6,214,952 gigajoules, compared to 6,633,851 gigajoules in 2015:

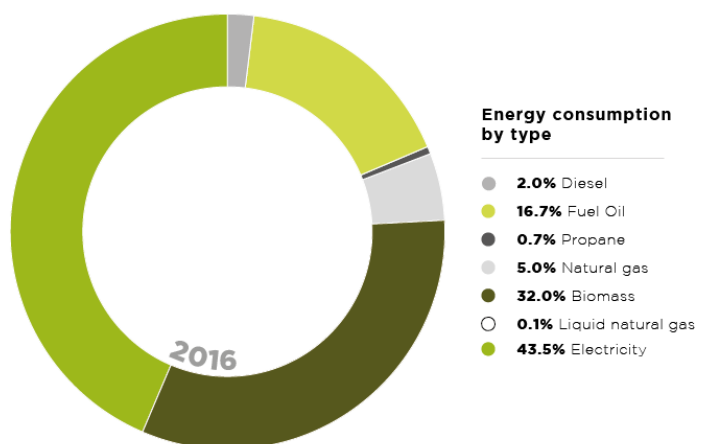
- 56.5% of the energy consumption was from direct sources
- 43.5% of the energy consumption was from indirect purchased electricity sources

(Please refer to the Energy Consumption by Type chart for more details)

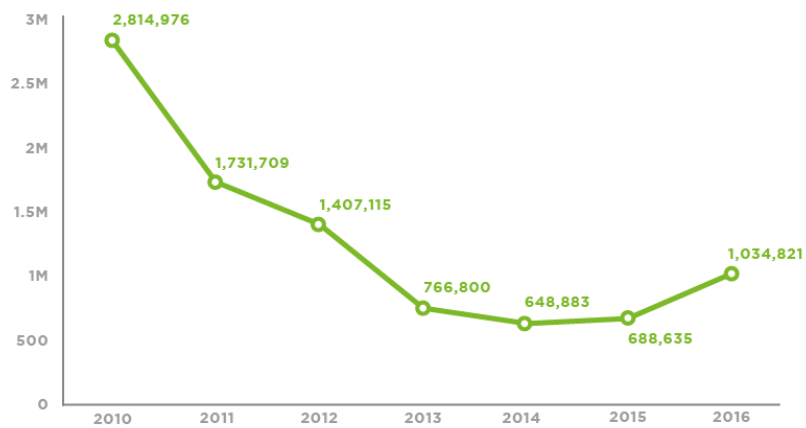
In 2016, we saw an increase in bunker fuel consumption of 50% when compared to consumption from 2015. This is attributed to a combination of factors that include the decrease in use of biomass as a replacement for bunker fuel due to the quality biomass mix, changing market conditions and required support for current facility expansion and ramp-up efforts. Since 2010, our bunker fuel consumption has decreased by 63%.

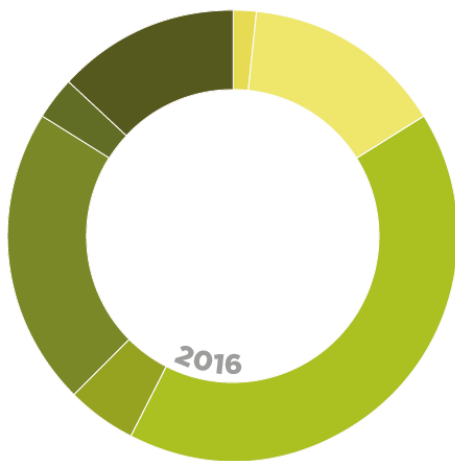
Gildan's numbers have been normalized according to an adjusted baseline to include mergers, acquisitions and divestitures since 2010. For more details on the methodology used for the baseline adjustment, please refer to our reporting section.





**2010-2016 Bunker Fuel Consumption
Gildan-owned facilities**
(in GJ)





**Energy Consumption
by Process**

- **1.68%** Distribution centers
- **14.50%** Hosiery manufacturing
- **41.55%** Textile manufacturing
- **4.90%** Integrated manufacturing
(Textile and sewing)
- **21.39%** Yarn spinning
- **3.01%** Sewing operations
- **12.97%** Other



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 fuel. Fossil fuels have been the focus of much attention in recent years due to their damaging effects to the environment. Fossil fuels generate greenhouse gas emissions that contribute to global warming. Fossil fuels are also non-renewable and continue to become increasingly costly resources.

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

In the Dominican Republic, the steam generation system substitutes fossil fuels with biomass produced from agricultural residue sources and select packaging and production leftovers.

In Honduras, 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 2016, 32% of Gildan’s total energy was powered from renewable sources.

KEY BENEFITS OF GILDAN’S BIOMASS STEAM GENERATION 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.

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HOME > ENVIRONMENT > WATER

As an apparel company that is committed to sustainable operations, Gildan understands that the way in which its produces its clothing has a direct impact on the environment in which we live and work.

As water conservation is one of the biggest environmental challenges we face, Gildan is always working to improve the efficiency of its water use and increase its ability to reduce its water use by reintegrating recovered water back into its processes.

By 2020 Gildan will reduce its water intensity by 10% per kg of product, from our owned operations, when compared to our 2015 baseline year.

Since 2015, Gildan has decreased its water intensity by 5%. The replacement of our jet dyeing machines at our textile (Rio Nance 1) facility in Honduras as a result of a refurbishment effort has contributed to helping us reduce our water consumption.

Other projects identified in order to achieve this goal include the installation of controls at well pumps in order to prevent overflow and the installation of timer controls and flow meters in order to better manage water use in our facilities at our Rio Nance complex.

For more details on this project, please refer to our Water Efficiency section below.

WATER CONSUMPTION

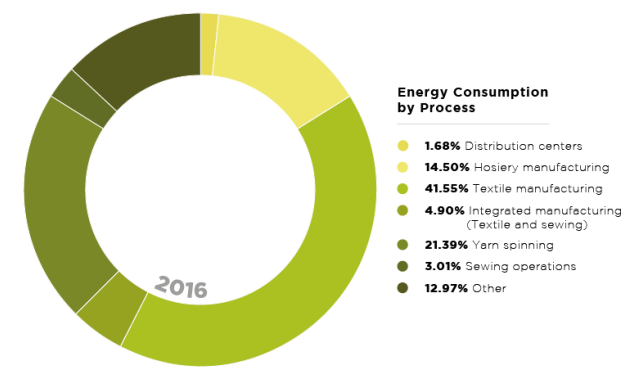
Global water consumption from all facilities and offices was 19,230,770 m3 in 2016.

Based on the Sustainable Action & Vision for a better Environment; Footwear, Apparel & Accessories Industry Sustainability Guideline Vol. 2, our average global water consumption for the dyeing of our textiles is 56-57 liters of water per kilogram of product. In the apparel industry, by comparison, the average water usage to create a white cotton t-shirt is approximately 65-70 liters per kg of product. As such, our average global water consumption represents a good average for the textile industry. Please note that the average global water consumption reported in the Metrics section is higher as it is representative of all our business operations and not only our textile facilities.

Gildan sources the vast majority of its water needs from wells (96%) and only a small percentage is supplied by the city (4%). The textile facilities consume 74% of Gildan’s total water demands, mostly as a result of our dyeing process.

It is important to note that we ensure our water usage does not significantly affect any water source. Additionally, we do not use water from any Ramsar-listed wetlands, or from water bodies that are recognized as being particularly sensitive.

Gildan’s numbers have been normalized according to an adjusted baseline to include mergers, acquisitions and divestitures since 2015. For more details on the methodology used for the baseline adjustment, please refer to our Reporting section.



WATER EFFICIENCY

In 2010, Gildan first established five-year environmental goals based on its environmental footprint. These goals included a 20% water reduction in water intensity per kg of product. Over the 2010-2015 periods, Gildan achieved a decrease in its water intensity by 17% per kg of production, which translated into savings of approximately 3.85 million cubic meters of water or the equivalent of over 1,500 Olympic-sized swimming pools.

At Gildan, our vertically integrated business model allows us to have visibility over the complete production process, allowing us to directly control the environmental impacts associated with each step, including the use of water and the treatment of wastewater. With our continuous improvement mindset, we are always experimenting with more efficient processes in our operations. In 2015, we introduced our second set of 5-year targets that included an additional 10% reduction of our water intensity by 2020.

As demonstrated in the various [life cycle assessments](#) (LCAs) that we have conducted in the past years, water consumption and disposal have significant environmental impacts. We continue to focus our efforts on reducing water use.

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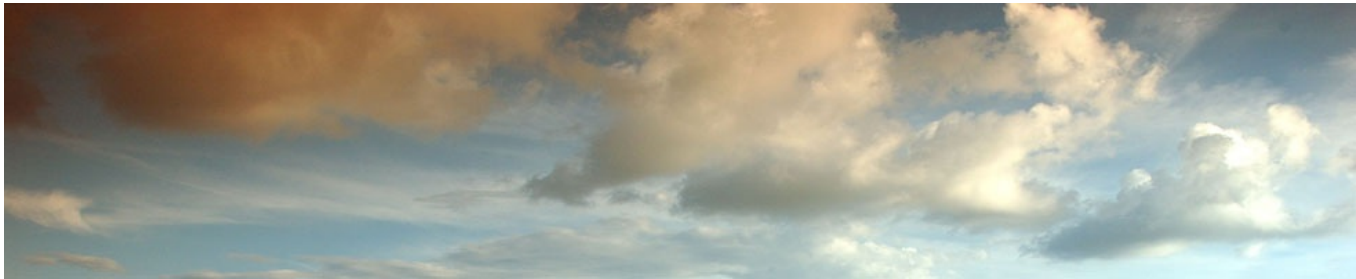
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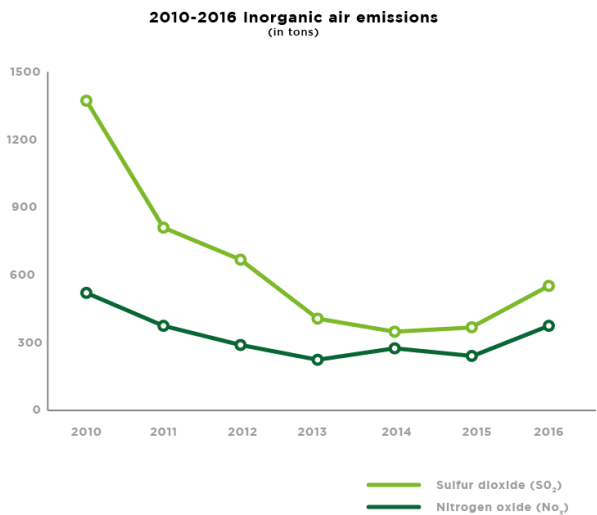
HOME > ENVIRONMENT > EMISSIONS > OTHER EMISSIONS

INORGANIC AIR EMISSIONS

In 2016, our inorganic air pollutant emissions totaled 927.75 tons, an increase of 54.4% (326.85 tons) when compared to 2015's emissions. Sulfur dioxide (SO2) represents 60% of the total inorganic compound emissions while nitrogen oxide (NOX) represents the remaining 40%.

Gildan's substitution of bunker fuel with biomass for the boilers located at our textile facility in the Dominican Republic as well as at our hosiery and textile facilities in Honduras have contributed to an overall decrease of our SO2 emissions since 2010. Due to challenges related to the quality of the available biomass, in 2016 we were forced to rely more heavily on bunker fuels than in previous years. We expect to return to a downward trend, as exhibited since 2010, in our bunker consumption for 2017 as we work with a more reliable inventory of biomass.

Bunker fuel, primarily used for heat generation during the dyeing process, and diesel fuel, used by the generators to produce energy when necessary, are the two main contributors of our total inorganic air pollutant emissions.



INVENTORY OF OZONE DEPLETING SUBSTANCES

Gildan is committed to taking proactive measures towards the elimination of hydrochlorofluorocarbons (HCFCs) in our processes. To this end, Gildan conducted its first inventory of ozone depleting substances (ODS) in 2010.

This action allowed us to identify that HCFC-22 refrigerant, also known as R22, is the most common ODS found in our facilities. R22 is primarily used in our oldest air conditioning units. In 2016 our ODS inventory saw a decrease of 17% (29% to 12%) when compared to 2015. The observed decrease was due to the continuous effort of Gildan in order to minimize the use of ODS in our facilities.

Gildan is committed to minimizing the use of synthetic refrigerants, such as the R22 refrigerant. These types of refrigerants will not be used in any of our new installations. Natural refrigerants will be the preferred alternative for all new refrigeration equipment. HCFCs in existing equipment are being phased out when refilling becomes necessary. Based on this policy, going forward, all refrigerant replaced in all our existing installations will no longer contain HCFCs.

Total Refrigerants Quantity (in %)



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HOME > ENVIRONMENT > POLICIES & PROCEDURES > ENVIRONMENTAL POLICY AND ENVIRONMENTAL MANAGEMENT SYSTEM

Adopted in 2003, Gildan's  Environmental Policy (pdf - 46.8Kb) guides our day-to-day practices. Gildan's Environmental Policy encompasses areas such as water use; wastewater control; waste management; energy; chemical handling; control of atmospheric emissions; ozone-depleting substances; biodiversity protection; and greenhouse gas emissions. It is rigorously applied at all operating facilities and seeks to clearly describe and reinforce behaviours that ensure that we meet and/or exceed local laws, as well as our own higher standards.

ENVIRONMENTAL MANAGEMENT SYSTEM

Gildan's Environmental Management System (EMS), which is based on the ISO 14001 standard, tracks how Gildan's Environment Policy and environmental procedures are being implemented across all of our facilities. Gildan's EMS is verified by internal audits conducted on an annual basis. The EMS allows us to evaluate our procedures for managing water use, wastewater discharges, energy consumption, chemical handling and storage, raw materials, waste generation, biodiversity protection, emissions and spills control.

The purpose of our Environmental Management System is to reduce our environmental impact and to preserve the external natural resources the Company utilizes. Innovative systems such as the biotop, a biological wastewater treatment system, and our biomass steam generation systems are some of the sustainable practices we have put in place.

As part of this EMS, each Gildan-owned facility has to set objectives and targets, aligned with the corporate goals and targets. In addition, each facility manager has environmental objectives linked to their compensation as an incentive for continuous improvement.

ENVIRONMENTAL EXPENDITURES

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

The total environmental protection expenditures for 2016 were approximately \$4.5 million. This includes total operational costs (including the treatment of effluents; Biotop maintenance; waste disposal and management; emissions treatment; spills clean-up) and other improvement initiatives.

An example of one of our environmental investments for 2016 is the construction of an additional step in our biotop process to better control certain wastewater parameters, which consist of a decolourant station for better control of the colour parameter.

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HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE

At Gildan, we have devised a number of evaluation and verification methods to help ensure that we are compliant with all applicable environmental laws and regulations in the countries in which we operate, in addition to our internal Environmental Policy. Our yearly capital expenditures aim at achieving and improving our compliance with current environment standards. In addition, it demonstrates our commitment to the environment and to the health and safety of our employees.

ENVIRONMENTAL ASSESSMENTS

As part of its Environmental Management System, Gildan conducts a complete analysis of potential environmental risks that are specific to the locations where we operate. This analysis helps us prevent and address any adverse impact that our operations might create at the location and in the surrounding community. Part of this analysis process includes carrying out public consultations with members of the community who are invited to address Gildan representatives with any concerns that they might have concerning the technical aspects of any proposed project.

ENVIRONMENTAL FINES

Although the quarterly wastewater effluent testing conducted by a certified laboratory at the Gildan Apparel Canada hosiery facility in Montreal has consistently shown compliant results, the City of Montreal in 2016 issued two fines totaling \$171,000 for non-compliance. As Gildan tests have consistently showed to be in compliance, we appealed this fine to which we are still waiting for the final resolution.

In the Dominican Republic, Gildan is still waiting for the final resolution from the Superior Administrative Court for a fine previously reported in 2015.

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