




GO TO APPENDICES SECTION: [ESG PERFORMANCE TABLE](#) • [ESG SASB](#) • [ESG GRI INDEX](#)

AT GILDAN, WE ARE COMMITTED TO PROVIDING OUR STAKEHOLDERS WITH CREDIBLE AND TRANSPARENT DISCLOSURES IN AN EASY-TO-NAVIGATE WAY. THAT IS WHY WE HAVE COMPILED THIS CONTENT INDEX IN ACCORDANCE WITH THE INTERNATIONAL GLOBAL REPORTING INITIATIVE (GRI) STANDARDS (COMPREHENSIVE).

BELOW, YOU WILL FIND OUR 2020 RESPONSES TO DISCLOSURES IN THE GRI, INCLUDING SPECIFIC REFERENCES TO OUR ESG REPORT AND OUR ANNUAL REPORT. WHERE APPROPRIATE, WE HAVE INDICATED ANY OMISSIONS AND THE REASONS FOR THEM, AND WE HAVE ALSO NOTED WHICH DATA HAS BEEN THIRD-PARTY VERIFIED.

AS INDICATED BY THIS ICON 

# ESG GRI CONTENT INDEX

# 2020


DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Gildan Activewear Inc.
102-2	Activities, Brands Products Services	<b>See:</b> Gildan 2020 ESG Report > About Gildan > <a href="#">p. 9</a>
102-3	Location of headquarters	Montreal, Quebec, Canada
102-4	Location of operations	Our location of operations is outlined on our website. <b>See:</b> Website > Company > <a href="#">Our Factories</a> Our locations of operation are described in our 2020 ESG Report. <b>See:</b> Gildan 2020 ESG Report > About Gildan > <a href="#">p. 12</a>
102-5	Ownership and legal form	Gildan is a publicly traded company listed on both the New York Stock Exchange (NYSE- GIL) and the Toronto Stock Exchange (TSX-GIL.TO). Our head office is in Montreal, Canada, and our global sales and marketing office is located in Barbados. Our manufacturing operations are situated in four main hubs located in the United States, Central America, the Caribbean, and Bangladesh.
102-6	Markets served	Our locations of operation are described in our 2020 ESG Report. <b>See:</b> Gildan 2020 ESG Report > About Gildan > <a href="#">p. 9</a> Information about our locations of operation can also be found in our 2020 Annual Report. <b>See:</b> Gildan 2020 Annual Report > MD&A > <a href="#">p.7</a>
102-7	Scale of the organization	<b>See:</b> Gildan 2020 ESG Report > About Gildan > <a href="#">p. 9</a>
102-8	Information on employees and other workers	Information on employees and other workers is contained in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Social > Diversity Equity and Inclusion > <a href="#">p. 52</a>
102-9	Supply chain	Our supply chain is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > Our Unwavering Commitment to Business Ethics > Ethics and Integrity Standards > <a href="#">p.65</a> Environmental management of our supply chain is described in our 2020 ESG Report. <b>See</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> Our management of our supply chain during COVID-19 is described on our website. <b>See:</b> Website > Media > <a href="#">How Gildan is Managing and Minimizing Supply Chain Disruption During COVID-19</a>
102-10	Significant changes to the organization and its supply chain	Data have been updated to reflect the closure of our textile and sewing operations in Mexico in the first quarter of 2020. We will start to include data related to our newest sewing facility in Nicaragua and reflect our significant expansion in manufacturing capacity in Bangladesh in our 2021 ESG Report.
102-11	Precautionary Principle or approach	When any Canadian statutory decision-maker, court, or tribunal applies the Precautionary Principle in making its determination, we consider this principle in the conduct of our activities in like circumstances. The Precautionary Principle says that when an activity raises threats to human health or the environment, precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically.
102-12	External initiatives	Our 2020 external initiatives are described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Stakeholder Engagement > 2020 Performance > <a href="#">p.19</a>
102-13	Membership of associations	Our membership of associations is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Stakeholder Engagement > Our Approach > <a href="#">p.19</a> <b>See also:</b> 2020 ESG Report > Governance > Public Policy and Advocacy > <a href="#">p.70</a>
STRATEGY		
102-14	Statement from senior decision-maker	A statement from a senior decision-maker can be found in our 2020 ESG Report. <b>See</b> 2020 ESG Report > Message From Our CEO > <a href="#">p.5</a>



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION								
STRATEGY										
102-15	Key impacts, risks and opportunities	<p>Key impacts, risks and opportunities are described in our 2020 Annual Report to Shareholders. <b>See:</b> 2020 Annual Report&gt; Financial Risk Management&gt; <a href="#">pp. 31-38</a></p> <p>Risk management is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Risk Management &gt; <a href="#">p. 68</a></p> <p>We have provided details around climate risks and opportunities in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Environment &gt; Climate Change and Energy Use &gt; <a href="#">p.26</a></p> <p><b>We have provided specific emerging climate risks in the table below:</b></p> <table><tr><td rowspan="2">Description of risk</td><td><b>Emerging Risk 1:</b> Climate change is a reality that affects each of us and has the potential to create challenges for all businesses in the future. Severe droughts in areas where we procure cotton, change in severity and frequency of tropical storms and hurricanes, third-party critical vendors in highly exposed natural catastrophe locations, are all impacts that can potentially disrupt our operations and supply chain. Also, the impact of major property, infrastructure, and/or environmental damage as well as loss of human life caused by extreme weather events and natural disasters can result in disruption to manufacturing and distribution activities due to such factors. .</td></tr><tr><td><b>Emerging Risk 2:</b> Water is one of the world’s most precious resources and plays a large part in the entire life cycle of apparel. It is used for growing cotton, which is our largest raw material input, as well as for the dyeing and finishing processes in textile production. The lack of a readily available supply of water can disrupt our operations.</td></tr><tr><td>Potential business impact of the risk</td><td><p><b>Emerging Risk 1:</b> Climate change is a reality that affects each of us and has the potential to create challenges for all businesses in the future. Severe droughts in areas where we procure cotton; change in severity and frequency of tropical storms and hurricanes; third-party critical vendors in highly exposed natural catastrophe locations potentially disrupting our operations and supply chain. The impact of major property, infrastructure, and/or environmental damage as well as loss of human life caused by extreme weather events and natural disasters and the resulting disruption to manufacturing and distribution activities due to such factors.</p><p><b>Emerging Risk 2:</b> Impact: Water is one of the world’s most precious resources and plays a large part in the entire life cycle of apparel. It is used for growing cotton, which is our largest raw material input, as well as for the dyeing and finishing processes in textile production. The lack of a readily available supply of water can disrupt our operations. .</p></td></tr><tr><td rowspan="2">Mitigating actions</td><td><p><b>Emerging Risk 1:</b> We implement proactive maintenance and seek investments in new weather proofing technologies to withstand impacts related to changing climate conditions.</p><p>More information on how we are mitigating against emerging risks is contained in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Environment &gt; Climate Change and Energy Use &gt; 2020 Performance &gt; <a href="#">pp.30–31</a></p></td></tr><tr><td><p><b>Emerging Risk 2:</b> Between 2015 and 2020, our water intensity decreased by 11.4%, surpassing our goal of 10%. This efficiency improvement achieved a water saving in 2020 of around 1,630,000 m3. We will continue to focus on efforts to reduce water usage and proactive investment in new technologies that reduce and/or recycle water.</p><p>More information on how we are mitigating against emerging risks related to water is contained in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Environment &gt; Managing Our Water Resources &gt; 2020 Performance &gt; <a href="#">p.34</a></p></td></tr></table>	Description of risk	<b>Emerging Risk 1:</b> Climate change is a reality that affects each of us and has the potential to create challenges for all businesses in the future. Severe droughts in areas where we procure cotton, change in severity and frequency of tropical storms and hurricanes, third-party critical vendors in highly exposed natural catastrophe locations, are all impacts that can potentially disrupt our operations and supply chain. 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ETHICS & INTEGRITY										
102-16	Values, principals, standards and norms of behavior	<p>Our values, principals, standards and norms of behavior are described in our 2020 ESG Report. <b>See :</b> 2020 ESG Report &gt; About Gildan &gt; How We Operate &gt; <a href="#">p.11</a></p> <p><b>See also:</b> Website&gt; Company&gt; <a href="#">Vision, mission &amp; values.</a></p>								
102-17	Mechanisms for advice and concerns about ethics	<p>Mechanisms for advice and concerns about ethics are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Our Unwavering Commitment to Business Ethics and Integrity Standards&gt; Our Approach &gt; p.65</p> <p>Our official whistleblowing policy can be found on our website. <b>See:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Whistleblowing Policy for Employees and External Stakeholders.</a></p>								
102-18	Governance Structure	<p>Our Governance structure is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; ESG Governance &gt; <a href="#">p.18</a></p> <p>Our Governance structure is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Corporate Governance &gt; <a href="#">p.64</a></p> <p>Our website also details our governance process. <b>See:</b> Website &gt; Company &gt; <a href="#">Governance</a></p>								
102-19	Delegating Authority	<p>The Board has delegated to the Corporate Governance and Social Responsibility committee (CGSRC) the authority to oversee management’s handling of economic, environmental, and social topics (see the CGSRC mandate).</p> <p>The delegating authority of our ESG governance process is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; ESG Governance &gt; <a href="#">p.18</a></p> <p>The activities of the Corporate Governance and Social Responsibility committee are outlined in the mandate of the CGSRC. <b>See :</b> Mandate of the CGSRC &gt; Mandate &gt; <a href="#">p.3</a></p> <p>A list of our Board of Directors can be found on our website. <b>See:</b> Website &gt; Making Apparel Better &gt; Company &gt; Leadership &gt; <a href="#">Board of Directors</a></p>								
102-20	Executive-level responsibility for economic, environmental and social topics	<p>Executive level responsibilities are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; ESG Governance &gt; <a href="#">p.18</a></p>								
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>Our 2020 stakeholder engagement activities are described in our 2020 ESG report. <b>See:</b> 2020 ESG Report &gt; Stakeholder Engagement &gt; <a href="#">p.19</a></p>								
102-22	Composition of the highest governance body and its committees	<p>The composition of the highest governance body and its committees is described in the 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Proxy Information Circular &gt; Election of Directors- Nominees &gt; <a href="#">pp. 11-16.</a></p>								

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION									
ETHICS & INTEGRITY											
102-23	Chair of the highest governance body	The Chair of the Board of Directors is independent as detailed in the 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular > Independence of Directors > Independent Chair of the Board > <a href="#">pp.11-16</a>									
102-24	Nominating and selecting the highest governance body	The CGSRC is responsible for developing, reviewing, and monitoring criteria, as well as establishing procedures for selecting directors. The director selection process is detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular > Director Selection > <a href="#">pp. 66-67</a> Diversity considerations in Director selection are described in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular > Director Selection > <a href="#">p.66</a> Our Board Diversity policy can be found on our website. <b>See:</b> Website > Company > Governance Policies > <a href="#">Board Diversity Policy</a>									
102-25	Conflicts of interest	Our Corporate Governance Guidelines described our approach to conflicts of interest. <b>See:</b> Website > Media > Corporate Governance Guidelines > Conflicts of Interest > <a href="#">p.5</a> Our approach to conflicts of interest is also detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular > Election of Director -Nominees > <a href="#">p.11</a>									
102-26	Role of highest governance body in setting purpose, values and strategy	The role of the highest governance body in setting purpose values and strategy is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > ESG Governance > <a href="#">p.18</a>									
102-27	Collective knowledge of highest governance body	<div>The CGSRC receives detailed quarterly reports on ESG trends, regulatory changes, and company ESG performance data. In 2020, all Board members attended a special education session moderated by an external service provider on ESG reporting, including an overview of the current landscape in ESG reporting standards, market trends shaping the future of ESG reporting, peer benchmarking, and best practices.</div> <table><tr><th>Special Education Session</th><th>Date</th><th>Attendee</th></tr><tr><td>Participation in Diligent Insights continuing education session- Measuring Stakeholder Capitalism- ESG Metrics and the Board's role</td><td>June 16th, 2020</td><td>Maryse Bertrand</td></tr><tr><td>Participation in PwC Governance Insights Center Hot topics that audit committee members are likely to focus on as they prepare for year-end committee meetings (including valuations and impairments, UBOR, SEC reminders and ESG reporting)</td><td>December 10th, 2020</td><td>Charles Herington</td></tr></table> <div>Further details on the collective knowledge of the highest governance body can be found in the 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular&gt;Continuing Education&gt;<a href="#">pp.71-72</a> The role of the highest governance body is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; ESG Governance &gt; <a href="#">p.18</a></div>	Special Education Session	Date	Attendee	Participation in Diligent Insights continuing education session- Measuring Stakeholder Capitalism- ESG Metrics and the Board's role	June 16th, 2020	Maryse Bertrand	Participation in PwC Governance Insights Center Hot topics that audit committee members are likely to focus on as they prepare for year-end committee meetings (including valuations and impairments, UBOR, SEC reminders and ESG reporting)	December 10th, 2020	Charles Herington
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102-28	Evaluating the highest governance body's performance	<div>The CGSRC is responsible for implementing a process to assesses the performance and effectiveness of the Board as a whole, the Board committees, committee chairs, and individual directors. For fiscal 2020, questionnaires were distributed to each director for the purpose of evaluating the Board's responsibilities, functions, and operations, as well as the functions and operations of the Board's committees. Directors were also invited to make suggestions for improving the performance of the Chair of the Board, committee chairs, and individual directors. The questionnaire also included several open-ended questions designed to generate more feedback on key areas of focus for the Board during the year. In that regard, directors were asked to comment on the Board's effectiveness during fiscal 2020 in overseeing key strategic initiatives, including opportunities and risks, as well as the Company's operational and strategic performance against its key performance indicators and its response to the impact of the COVID-19 pandemic. The Board's oversight of ESG-related topics was addressed in this process. The results of the questionnaires were compiled by the Corporate Secretary on a confidential basis and a thematic report was submitted to the Chair of the Board and of the CGSRC. The Chair of the Board met with each director individually to engage in a full and frank two-way discussion on issues raised by the questionnaires. The report on the results of the questionnaires, as well as any issues raised during the individual interviews, were presented and discussed at the next regular meeting of the CGSRC. Based on the outcome of the discussion, the CGSRC Chair then presented to the Board the Committee's findings and its recommendations to enhance the performance and effectiveness of the Board and its committees.</div> <div>In late 2019, the CGSRC engaged an outside consultant to review recent trends and best practices on board and director evaluations. The Committee discussed the results of the report and decided to adopt further enhancements to its current process, including the use of a third-party facilitator every third year beginning in fiscal 2020 to complement the internal questionnaire-based process. They also decided to extend the process to include select members of the senior management team. Due to the impact of the COVID-19 pandemic, the new process was delayed to fiscal 2021. Accordingly, for fiscal 2021, an external facilitator will conduct individual interviews and will prepare a thematic report on the results of the interviews.</div>									
102-29	Identifying and managing economic, environmental and social impacts	<div>Every quarter, the ESG team prepares a report for our Board of Directors to review the social and environment status of our owned and contracted facilities. In 2020, we did not have any non-compliances related to human rights. However, if it were to happen, these would be reviewed by the Board. During the first quarter of 2020, our Corporate Citizenship Team prepared a summary of key interest points that were affecting our ESG strategy, one of them being human rights during the COVID-19 pandemic. As a result, several of our stakeholders reached out to us to understand the actions we were taking in response to the pandemic from a health and safety and social protection perspective. At the time, we engaged with our stakeholders to share the steps that we took to safeguard our employees, both for our own and contractor facilities. In addition, the Corporate Citizenship Team reinforced to the Board the importance of respecting and protecting human rights, as well as preventing and addressing the risk of adverse impacts on human rights linked to business activity, especially during the pandemic. The CC Team shared with the Board that implementing our different policies, procedures, and systems (<a href="#">Code of Conduct</a>, <a href="#">Social &amp; Sustainable Compliance Guidebook</a>) help to prevent adverse human rights impacts during difficult times.</div> <div>Environmental and climate change risks are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Environment &gt; Our Climate Change Approach &gt; <a href="#">p.28</a></div> <div>Our approach to risk oversight is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Risk Management &gt; <a href="#">p.68</a></div> <div>The Board's risk governance framework is described in the Board Governance Guidelines. <b>See:</b> Website &gt; Media &gt; Board Governance Guidelines &gt; Risk Management &gt; <a href="#">p.8-9</a></div>									
102-30	Effectiveness of risk management process	See GRI 102-29.									
102-31	Review of economic, environmental and social topics	Quarterly									
102-32	Highest governance body's role in sustainability reporting	The highest governance body's role in sustainability report is detailed in our Corporate Governance and Social Responsibility Committee Charter. <b>See:</b> Corporate Governance and Social Responsibility Committee Charter> Mandate > <a href="#">p.3</a>									

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION										
ETHICS & INTEGRITY												
102-33	Communicating critical concerns	<p>Our process for communicating critical concerns is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Our Unwavering Business Ethics and Integrity Standards &gt; <a href="#">p.65</a></p> <p>For more information, refer to the <a href="#">Company's Ethics &amp; Compliance</a> page.</p> <p>In addition, interested parties may communicate confidentially with the Chair of the Board or with non-management directors as a group regarding any concerns by mail at the address of the Company's head office at Tour KPMG, 600 de Maisonneuve West, Montréal, Québec, Canada, H3A 3J2, or by e-mail, care of the Corporate Secretary, at <a href="mailto:corporate.governance@gildan.com">corporate.governance@gildan.com</a>.</p> <p>All complaints and compliance issues are reported to the Ethics and Fraud Compliance Committee (which is a sub-committee of the Compliance Steering Committee), which will determine which issues need to be reported to the CGSRC. The Audit and Finance Committee of the Board is also notified by the Internal Audit Department if a complaint relates to accounting, internal controls, or audit matters, or if fraudulent conduct is involved. In such instances, the Audit and Finance Committee determines how the case will be handled.</p>										
102-34	Nature and total number of critical concerns	<p><b>See:</b> 2020 ESG Report &gt; Social &gt; Right to Freedom of Association and Collective Bargaining &gt; 2020 Performance &gt; <a href="#">p.45</a></p> <p><b>See also:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Whistleblowing Policy for Employees and External Stakeholders</a></p>										
102-35	Remuneration policies	<p>Director compensation is described in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular&gt; Compensation of Directors&gt; <a href="#">pp.18-20</a></p> <p>Executive compensation is described in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; Compensation Discussion and Analysis&gt; <a href="#">pp. 21-54</a></p>										
102-36	Process for determining remuneration	<p>The process for determining compensation is detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; Determining Compensation&gt; <a href="#">p.24</a></p> <p>Benchmarking practices are also detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular&gt;<a href="#">pp.28-30</a></p> <p>Information on compensation consultation can also be found in the 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular&gt; Compensation Consultant&gt;, <a href="#">p.25</a></p>										
102-37	Stakeholders' involvement in remuneration	<p>Stakeholders' involvement in remuneration is detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; Annual "Say on Pay" Advisory Vote for Shareholders since 2011 &gt; <a href="#">p.10</a> and <a href="#">p.26</a></p>										
102-39	Percentage increase in annual total compensation ratio	<p>In response to the COVID-19 pandemic, the base salary of Director-level employees and above was temporarily reduced for the period of April to June 2020. The compensation for management-level employees did not increase in 2020. Furthermore, the annual salary increases were cancelled for salaried employees in 2020.</p>										
STAKEHOLDER ENGAGEMENT												
102-40, 102-43, 102-44	List of stakeholder groups	<p><b>A list of stakeholder groups can be found in our 2020 ESG Report. See:</b> 2020 ESG Report &gt; Stakeholder Engagement &gt; <a href="#">p.19</a></p>										
102-41	Collective bargaining agreements	<table><tr><th>Collective Bargaining Agreement</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr><tr><td>% of employees covered</td><td>53</td><td>52</td><td>55</td><td>54</td></tr></table>	Collective Bargaining Agreement	2020	2019	2018	2017	% of employees covered	53	52	55	54
Collective Bargaining Agreement	2020	2019	2018	2017								
% of employees covered	53	52	55	54								
REPORTING PRACTICES												
102-45	Entities included in the consolidated financial statements	<p>Entities included in the consolidated financial statement are described in our 2020 Annual Report. <b>See:</b> 2020 Annual Report &gt; <a href="#">Significant Accounting Policies</a></p>										
102-46	Defining report content and topic Boundaries	<p>Report content and topic Boundaries are defined in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; About Gildan &gt; <a href="#">p.9</a></p>										
102-47	List of material topics	<p>A list of material topics can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Updating our Materiality Assessment &gt; <a href="#">p.14</a></p>										
102-48	Restatements of information	<p>Data for our newest yarn-spinning facilities in the United States has been included for the first time for environmental calculations.</p> <p>Environmental information pertaining to the Australian-based activewear distributor has been excluded from the 2020 calculations. We do not include environmental information from our Montreal, Shanghai, or Tokyo offices. However, we do include information from these offices in our Health and Safety calculations for the 2020 report.</p> <p>Due to enhanced reporting capabilities, there are changes in 2020 regarding data collection resulting in improved accuracy related to our workforce demographics. Any changes and/or restatements have been noted in the 2020 ESG report.</p>										

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION
REPORTING PRACTICES		
102-49	Changes in reporting	Data has been updated to reflect the closure of our textile and sewing operations in Mexico in the first quarter of 2020. In 2021, we will include data related to our newest sewing facility in Nicaragua and our planned manufacturing expansion in Bangladesh which will unfold over the next few years. In 2019, we purchased land near our existing facility in Bangladesh intended for the development of a large multi-plant manufacturing complex expected to house two large textile facilities and related sewing operations. Due to the pandemic and its related impact on global economic activity, we temporarily delayed major spending towards this expansion during 2020. In 2020, we focused our efforts on preparing the land for the construction phase expected to start in 2021. This included a peer review process, construction permits request, refurbishing offices, and finalizing facility designs. In 2021, we are resuming capital investment for manufacturing expansion projects.
102-50	Reporting period	The scope of this report highlights our company-wide environmental, economic, social, and governance performance and goals from January 1, 2020, through December 31, 2020.
102-51	Date of most recent report	2021 marks Gildan's 17 <sup>th</sup> sustainability report which was published on August 06, 2021. <b>See:</b> Website > Responsibility > Resources > Sustainability Reports > <a href="#">Gildan's 2020 ESG Report</a>
102-52	Reporting cycle	This ESG report reflects the activities that occurred in the 2020 calendar year.
102-53	Contact point for questions regarding the report	<b>Gildan Activewear Inc.</b> 600 de Maisonneuve Boulevard West, Suite 3300, Montreal, Quebec <b>Email:</b> <a href="mailto:cc@gildan.com">cc@gildan.com</a> <a href="#">Gildan's Corporate Website</a> <a href="#">Gildan's Sustainability Website</a>
102-54	Claims of reporting in accordance with the GRI standards.	This report has been prepared in accordance with the GRI Standards: Comprehensive Option. This report adheres to the GRI Standards content and quality principles: Stakeholder inclusiveness, Sustainability context, Materiality, Completeness, Accuracy, Balance, Clarity, Comparability, Reliability, and Timeliness.
102-55	GRI content index	<a href="#">2020 GRI Content Index</a>
102-56	External assurance	Gildan received third-party limited assurance from Corporate Citizenship on 14 indicators including: total annual energy usage, total annual water usage, total hazardous waste, total non-hazardous waste, total wastewater effluents, total scope 1 greenhouse gas (GHG) emissions, total scope 2 GHG emissions, partial scope 3 GHG emissions, total inorganic air emissions, total recharge of refrigerants, work-related injury rate for employees, lost-time injury frequency rate for employees, Lost-time injury frequency rate for contractors (for operations in Haiti only) and injury severity rate for employees.  These data have been prepared in accordance with the GRI Principles for Defining Report Quality, the World Resources Institute/World Business Council for Sustainable Development (WRI/WBSCD) GHG Protocol Corporate Accounting and Reporting Standard (Revised), and appropriate GHG conversion factors for company reporting.  Selected indicators contained in the report are indicated with a 

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																														
ORGANIZATIONAL PROFILE																																
201-1	Direct economic value generated and distributed	Our direct economic value generated and distributed can be found in our 2020 Annual Report. <b>See:</b> 2020 Annual Report> Selected Annual Information > <a href="#">p.12</a> <b>See also:</b> 2020 Annual Report> Notes to Consolidated Financial Statement> <a href="#">pp.107-111, pp.116-121</a>																														
201-2	Financial implications and other risks and opportunities due to climate change	We describe the financial implications and other risks and opportunities in our 2020 Annual Report. <b>See:</b> 2020 Annual Report > Risks and Uncertainties > <a href="#">pp.46-54</a> As part of our initial climate change disclosure aligned with the TCFD recommendations, we conducted a qualitative analysis of the financial implications and other risks and opportunities due to climate change. <b>See:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > Our Climate Change Approach > <a href="#">p.28</a>																														
201-3	Defined benefit plan obligations and other retirement plans	In locations where employees are eligible for pension plans, all plans are defined as contribution-based. There are no defined benefit pension plans. Our pension plans are described in detail in our 2020 Annual Report. <b>See:</b> 2020 Annual Report > Significant Accounting Policies > <a href="#">p.72</a>																														
201-4	Financial assistance received from government	All financial assistance received from government is described in our 2020 Annual Report. <b>See:</b> 2020 Annual Report > Supplementary Information Related to the Nature of Expenses > <a href="#">p.112</a>																														
GRI-202 MARKET PRESENCE																																
202-2	Proportion of senior management hired from the local community	In 2020, 85% (512 out of 605) of all managers at our manufacturing facilities were from the local community. We believe that this approach has a direct and positive impact on the quality of life of our workers, their families, and the communities in which we operate.																														
GRI-204 PROCUREMENT PRACTICES																																
204-1	Proportion of spending on local suppliers	<p>In 2020, Gildan's total expenditures for materials and services with local suppliers in Bangladesh, Central America, and the Caribbean exceeded \$215 million.</p> <table><tr><th>Country</th><th>2020</th><th>2019</th></tr><tr><td></td><td>Number of suppliers</td><td>Number of suppliers</td></tr><tr><td>Canada</td><td>330</td><td>437</td></tr><tr><td>United States</td><td>189</td><td>347</td></tr><tr><td>Bangladesh</td><td>538</td><td>600</td></tr><tr><td>Dominican Republic</td><td>559</td><td>527</td></tr><tr><td>Honduras</td><td>1,016</td><td>990</td></tr><tr><td>Mexico</td><td>560</td><td>750</td></tr><tr><td>Nicaragua</td><td>462</td><td>512</td></tr><tr><td>Total</td><td>3,655</td><td>4,001</td></tr></table>	Country	2020	2019		Number of suppliers	Number of suppliers	Canada	330	437	United States	189	347	Bangladesh	538	600	Dominican Republic	559	527	Honduras	1,016	990	Mexico	560	750	Nicaragua	462	512	Total	3,655	4,001
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Total	3,655	4,001																														
GRI-205 ANTI-CORRUPTION																																
205-1	Operations assessed for risks related to corruption	Our 2020 ESG Report describes how our operations are assessed for risks related to corruption. <b>See:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p. 65</a> The following policies help to guide our activities to ensure risks related to corruption. <b>See:</b> Website Responsibility > Resources > Codes and Policies > <a href="#">Code of Ethics</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > <a href="#">Global Anticorruption Policy and Compliance Program</a> <b>See also:</b> Website> Responsibility > Resources > Codes and Policies > <a href="#">Code of Conduct</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > <a href="#">Social and Sustainable Compliance Guidebook</a>																														
205-2	Communication and training about anti-corruption policies and procedures	Communication and training about anti-corruption policies and procedures through our social compliance program is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>																														

GRI-205 ANTI-CORRUPTION		
205-3	Confirmed incidents of corruption and actions taken	We had zero breaches of anti-corruption laws within our operations during 2020. In addition, no instances related to corruption occurred that required us to dismiss or discipline employees, and no business partner contracts were terminated or not renewed due to violations of anti-corruption laws.
GRI-206 ANTI-COMPETITIVE BEHAVIOUR		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	In 2020, no legal actions were taken against Gildan for anti-competitive behaviour or violations of anti-trust or monopoly legislation, and no substantiated complaints have been received regarding breaches of customer privacy.
GRI-207 TAX		
207-1	Approach to tax	Our approach to tax is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Communities > How We Approach Taxation> <a href="#">p. 59</a>
207-2	Tax governance, control and risk management	More Information regarding our approaches towards tax is contained in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Communities > How We Approach Taxation > <a href="#">p.59</a> More information regarding our procedures around tax is contained in our 2020 Annual report. <b>See:</b> 2020 Annual Report > Risks and Uncertainties > Factors or circumstances that could increase our effective income tax rate> <a href="#">p. 50</a>
207-3	Stakeholder engagement and management of concerns related to tax	Our 2020 ESG Report contains information regarding public policies including matters related to tax. <b>See:</b> 2020 ESG Report > Stakeholder Engagement> <a href="#">p.19</a>
207-4	Country-by-Country reporting	Gildan does not publicly report country-by-country tax information. We do provide this information to the Canadian tax authorities as required by Canadian tax law. Gildan publicly discloses the percentage of its principal subsidiary jurisdictions and ownerships in its 2020 Annual Information Form. <b>See:</b> Website > Media > Reports > Annual Information Form > Corporate Structure > Incorporate Relationships > <a href="#">p.4</a> In 2020, subsidiaries not disclosed are those that represent 10% or less of Gildan's consolidated assets or Gildan's consolidated revenues. Together, in the aggregate, they represent more than 20% of Gildan's total consolidated assets and revenues.



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION															
GRI-301 MATERIALS																	
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its boundaries can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > <a href="#">p.24</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>															
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>															
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>															
301-1	Materials used by weight or volume	<table><tr><th>Materials Used</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr><tr><td>Total weight of all plastic packaging (t)</td><td>560.5</td><td>788.4</td><td>870.8</td><td>995.2</td></tr><tr><td>Coverage (as a percentage of cost of goods sold)</td><td>99.9</td><td>85.0</td><td>85.0</td><td>85.0</td></tr></table>	Materials Used	2020	2019	2018	2017	Total weight of all plastic packaging (t)	560.5	788.4	870.8	995.2	Coverage (as a percentage of cost of goods sold)	99.9	85.0	85.0	85.0
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Coverage (as a percentage of cost of goods sold)	99.9	85.0	85.0	85.0													
301-2	Recycled input materials used	Our use of recycled input materials is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>															
301-3	Reclaimed products and their packaging materials	Our use of reclaimed products and their packaging materials are described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>															
GRI-302 ENERGY																	
103-1	Explanation of the material topic and its boundaries	An explanation of the material topic and its boundaries can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a>															
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>															
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>															

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GRI-302 ENERGY																																																																										
302-1	Energy consumption within the organization	<table><tr><th colspan="2">Energy Consumption Within The Organization</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr><tr><td colspan="2">Total fuel consumption within the organization from non-renewable sources (GJ)</td><td>1,144,418</td><td>1,484,833</td><td>1,797,024</td><td>1,942,892</td></tr><tr><td colspan="2">Non-renewable electricity purchased (GJ)</td><td>2,159,706</td><td>3,089,386</td><td>3,078,369</td><td>2,988,483</td></tr><tr><td colspan="2">Total fuel consumption within the organization from renewable sources (GJ)</td><td>1,593,152</td><td>3,629,657</td><td>3,253,863</td><td>3,500,994</td></tr><tr><td colspan="2">Renewable energy generated by type (GJ):</td><td></td><td></td><td></td><td></td></tr><tr><td></td><td>Solar</td><td>Solar: 6,972</td><td></td><td></td><td></td></tr><tr><td></td><td>Biomass</td><td>Biomass: 1,593,152</td><td>Biomass: 3,629,657</td><td>Biomass: 3,353,863</td><td>Biomass: 3,500,994</td></tr><tr><td colspan="2">Percentage of renewable energy (%)</td><td>33</td><td>44</td><td>40</td><td>42</td></tr><tr><td colspan="2">Electricity purchased (GJ)</td><td>2,159,706</td><td>3,089,386</td><td>3,078,369</td><td>2,988,483</td></tr><tr><td colspan="2">Total energy consumption within the organization (GJ)</td><td>4,904,248</td><td>8,203,875</td><td>8,129,256</td><td>8,432,369</td></tr><tr><td colspan="2">Total costs of energy consumption (\$USD)</td><td>79,813,000</td><td>120,434,000</td><td>117,787,000</td><td>109,842,000</td></tr><tr><td colspan="2">Data coverage (as a percentage of denominator- %)</td><td>100</td><td>100</td><td>100</td><td>100</td></tr></table>	Energy Consumption Within The Organization		2020	2019	2018	2017	Total fuel consumption within the organization from non-renewable sources (GJ)		1,144,418	1,484,833	1,797,024	1,942,892	Non-renewable electricity purchased (GJ)		2,159,706	3,089,386	3,078,369	2,988,483	Total fuel consumption within the organization from renewable sources (GJ)		1,593,152	3,629,657	3,253,863	3,500,994	Renewable energy generated by type (GJ):							Solar	Solar: 6,972					Biomass	Biomass: 1,593,152	Biomass: 3,629,657	Biomass: 3,353,863	Biomass: 3,500,994	Percentage of renewable energy (%)		33	44	40	42	Electricity purchased (GJ)		2,159,706	3,089,386	3,078,369	2,988,483	Total energy consumption within the organization (GJ)		4,904,248	8,203,875	8,129,256	8,432,369	Total costs of energy consumption (\$USD)		79,813,000	120,434,000	117,787,000	109,842,000	Data coverage (as a percentage of denominator- %)		100	100	100	100
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		<table><tr><th>Country</th><th>2020 (%)</th><th>2020 Total Absolute Energy (GJ)</th></tr><tr><td>Canada</td><td>0</td><td>15,610</td></tr><tr><td>USA</td><td>26</td><td>1,278,244</td></tr><tr><td>Mexico</td><td>1</td><td>37,409</td></tr><tr><td>Honduras</td><td>54</td><td>2,625,566</td></tr><tr><td>Nicaragua</td><td>1</td><td>62,632</td></tr><tr><td>Dominican Republic</td><td>14</td><td>696,043</td></tr><tr><td>Bangladesh</td><td>4</td><td>184,809</td></tr><tr><td>Barbados</td><td>0</td><td>3,935</td></tr><tr><td>Total</td><td>100</td><td>4,904,248</td></tr></table>	Country	2020 (%)	2020 Total Absolute Energy (GJ)	Canada	0	15,610	USA	26	1,278,244	Mexico	1	37,409	Honduras	54	2,625,566	Nicaragua	1	62,632	Dominican Republic	14	696,043	Bangladesh	4	184,809	Barbados	0	3,935	Total	100	4,904,248	Energy consumption by type of source (2020)																																									
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<table><tr><th>Source</th><th>2020 (%)</th><th>2020 Total Absolute Energy (GJ)</th></tr><tr><td>Electricity</td><td>44</td><td>2,166,677</td></tr><tr><td>Propane</td><td>3</td><td>132,036</td></tr><tr><td>Fuel oil (bunker)</td><td>13</td><td>635,966</td></tr><tr><td>Diesel</td><td>1</td><td>49,915</td></tr><tr><td>Natural gas</td><td>7</td><td>325,698</td></tr><tr><td>Biomass</td><td>32</td><td>1,593,152</td></tr><tr><td>LNG</td><td>0</td><td>262</td></tr><tr><td>CNG</td><td>0</td><td>542</td></tr><tr><td>Total</td><td>100</td><td>4,904,248</td></tr></table>	Source	2020 (%)	2020 Total Absolute Energy (GJ)	Electricity	44	2,166,677	Propane	3	132,036	Fuel oil (bunker)	13	635,966	Diesel	1	49,915	Natural gas	7	325,698	Biomass	32	1,593,152	LNG	0	262	CNG	0	542	Total	100	4,904,248	Energy consumption by process (2020)																																											
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GRI-302 ENERGY																																																
302-3	Energy intensity	<table><tr><th>Energy consumption within the organization</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr><tr><td>Absolute direct energy (GJ)</td><td>2,737,570</td><td>5,114,489</td><td>5,050,887</td><td>5,443,886</td></tr><tr><td>Absolute indirect energy (GJ)</td><td>2,166,677</td><td>3,089,386</td><td>3,078,369</td><td>2,988,483</td></tr><tr><td>Absolute total energy (GJ)</td><td>4,904,248</td><td>8,203,875</td><td>8,129,256</td><td>8,432,369</td></tr><tr><td>Total energy intensity (GJ/kg)</td><td>0.02880</td><td>0.02971</td><td>0.03066</td><td>0.03280</td></tr><tr><td colspan="4">Types of energy includes in the intensity ratio</td></tr><tr><td colspan="4">Diesel Bunker NG LPG LNG CNG Biomass Electricity</td></tr><tr><td colspan="4">Whether the ratio uses energy consumption within the organization, outside of it or both</td></tr><tr><td colspan="4">Within the organization</td></tr><tr><td>Percentage intensity variation from 2015 baseline</td><td>-2.6</td><td>0.5</td><td>3.7</td><td>11.0</td></tr></table>	Energy consumption within the organization	2020	2019	2018	2017	Absolute direct energy (GJ)	2,737,570	5,114,489	5,050,887	5,443,886	Absolute indirect energy (GJ)	2,166,677	3,089,386	3,078,369	2,988,483	Absolute total energy (GJ)	4,904,248	8,203,875	8,129,256	8,432,369	Total energy intensity (GJ/kg)	0.02880	0.02971	0.03066	0.03280	Types of energy includes in the intensity ratio				Diesel Bunker NG LPG LNG CNG Biomass Electricity				Whether the ratio uses energy consumption within the organization, outside of it or both				Within the organization				Percentage intensity variation from 2015 baseline	-2.6	0.5	3.7	11.0
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		Energy Intensity By Country (2020)																																														
		<table><tr><th>Country</th><th>2020 Total Energy Intensity (GJ/kg)</th></tr><tr><td>Canada</td><td>0.00009</td></tr><tr><td>USA</td><td>0.00751</td></tr><tr><td>Mexico</td><td>0.00022</td></tr><tr><td>Honduras</td><td>0.01542</td></tr><tr><td>Nicaragua</td><td>0.00037</td></tr><tr><td>Dominican Republic</td><td>0.00409</td></tr><tr><td>Bangladesh</td><td>0.00109</td></tr><tr><td>Barbados</td><td>0.00002</td></tr><tr><td>Total</td><td>0.02880</td></tr></table>	Country	2020 Total Energy Intensity (GJ/kg)	Canada	0.00009	USA	0.00751	Mexico	0.00022	Honduras	0.01542	Nicaragua	0.00037	Dominican Republic	0.00409	Bangladesh	0.00109	Barbados	0.00002	Total	0.02880	Energy Intensity By Type Of Source (2020)																									
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																																		
GRI-303 WATER AND EFFLUENTS																																				
103-1	Explanation of the material topic and its boundaries	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Water Resources > <a href="#">p.33</a>																																		
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Water Resources > <a href="#">p.33</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>																																		
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303-1	Interactions with water as a shared resource	Our interaction with water as a shared resource is detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Managing Our Water Resources > <a href="#">p.33</a> <b>See also:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Water Resources > 2020 Performance > <a href="#">p.34</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>																																		
303-2	Management of water discharge-related impacts	Our management of water discharge related impacts is detailed in our 2020 ESG report. <b>See:</b> See 2020 ESG Report > Environment > Managing Our Water Resources > <a href="#">p.34</a> <b>See also:</b> 2020 ESG Report > Environment > 2020 Performance > <a href="#">p.34</a>																																		
303-3	Water withdrawal	<div><div><b>Water Withdrawal By Source</b></div><table><tr><th>Source</th><th>2020 ( mega Liters)</th></tr><tr><td>Surface water</td><td>0</td></tr><tr><td>Groundwater</td><td>11,955</td></tr><tr><td>Seawater</td><td>0</td></tr><tr><td>Produced water</td><td>0</td></tr><tr><td>Third-party water (total)</td><td>668</td></tr><tr><td><b>Total water withdrawal by source</b></td><td>12,623</td></tr></table></div> <div><b>Total Water Withdrawal</b><div>✓</div><table><tr><th>Source</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr><tr><td>Municipal water (mega Liters)</td><td>668</td><td>2,302</td><td>2,117</td><td>625</td></tr><tr><td>Fresh Groundwater (mega Liters)</td><td>11,955</td><td>18,216</td><td>20,026</td><td>18,550</td></tr><tr><td>Total (mega Litres)</td><td>16,623</td><td>20,518</td><td>22,143</td><td>19,175</td></tr></table></div>	Source	2020 ( mega Liters)	Surface water	0	Groundwater	11,955	Seawater	0	Produced water	0	Third-party water (total)	668	<b>Total water withdrawal by source</b>	12,623	Source	2020	2019	2018	2017	Municipal water (mega Liters)	668	2,302	2,117	625	Fresh Groundwater (mega Liters)	11,955	18,216	20,026	18,550	Total (mega Litres)	16,623	20,518	22,143	19,175
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																																																	
GRI-303 WATER AND EFFLUENTS																																																			
		<div>Water Withdrawal From All Areas With Water Stress By Source</div> <table><tr><th>Source</th><th>2020 Withdrawal (mega Liters)</th></tr><tr><td>Surface water</td><td>0</td></tr><tr><td>Groundwater</td><td>0</td></tr><tr><td>Seawater</td><td>0</td></tr><tr><td>Produced water</td><td>0</td></tr><tr><td>Third-party water (total)</td><td>0</td></tr></table>	Source	2020 Withdrawal (mega Liters)	Surface water	0	Groundwater	0	Seawater	0	Produced water	0	Third-party water (total)	0																																					
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303-4	Water discharge	<table><tr><th>Water Discharge</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th><th>Water discharge by destination (mega Liters)</th><th>2020</th></tr><tr><td>Wastewater-offsite treatment (mega Liters)</td><td>597</td><td>1,913</td><td>3,123</td><td>592</td><td>Surface water</td><td>10,081</td></tr><tr><td>Wastewater-onsite treatment (mega Liters)</td><td>10,081</td><td>16,805</td><td>14,957</td><td>15,200</td><td>Groundwater</td><td>0</td></tr><tr><td>Total water discharge (mega Liters)</td><td>10,678</td><td>18, 718</td><td>18, 080</td><td>15, 792</td><td>Seawater</td><td>0</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>Third-party water (total)</td><td>597</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>Third-party water sent for use to other organizations</td><td>0</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>Total water discharge</td><td>10,678</td></tr></table>	Water Discharge	2020	2019	2018	2017	Water discharge by destination (mega Liters)	2020	Wastewater-offsite treatment (mega Liters)	597	1,913	3,123	592	Surface water	10,081	Wastewater-onsite treatment (mega Liters)	10,081	16,805	14,957	15,200	Groundwater	0	Total water discharge (mega Liters)	10,678	18, 718	18, 080	15, 792	Seawater	0						Third-party water (total)	597						Third-party water sent for use to other organizations	0						Total water discharge	10,678
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303-5	Water consumption	<table><tr><th></th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr><tr><td>Total water consumption from all areas (mega Liters)</td><td>12,623</td><td>20,518</td><td>22,143</td><td>19,175</td></tr></table>		2020	2019	2018	2017	Total water consumption from all areas (mega Liters)	12,623	20,518	22,143	19,175																																							
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Total water consumption from all areas (mega Liters)	12,623	20,518	22,143	19,175																																															
GRI-304 BIODIVERSITY																																																			
103-1	Explanation of the material topic and its boundaries	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a>																																																	
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>																																																	
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>																																																	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our areas of biodiversity management are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment> Our Approach> <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a>																																																	
304-2	Significant impacts of activities, products, and services on biodiversity	Significant impacts of activities, products and services on biodiversity are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a>																																																	

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION
GRI-304 BIODIVERSITY		
304-3	Habitats protected or restored	Protected and restored habitats are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a>
GRI-305 EMISSIONS		
103-1	Explanation of the material topic and its boundaries	An explanation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a>
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment> Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION
GRI-305 EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION								
GRI-305 EMISSIONS										
305-2	Energy indirect (Scope 2) GHG emissions	Energy indirect (Scope 2) GHG emissions					✓			
		Gross indirect (Scope 2) GHG emissions in metric tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e), market-based method		2020	2019	2018		2017		
		208,927		315,067	324,136	324,338				
		Gases included in the calculation above: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>2</sub> , or all.		CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O						
		Base year of the calculation		2015						
		Source of the emissions factors and the global warming potential (GWP) rates used or reference to the GWP source.		Greenhouse Gas Protocol (AR4) eGRID 2021 (w/2019 Data) International Energy Agency (IEA) IPCC AR4						
		Consolidation approach for emissions; whether equity share, financial control, or operational control		Operational Control						
		Standards, methodologies, assumptions and/or calculation tools used.		Greenhouse Gas Protocol (2019), IPCC, EPA						
		Scope 2 emissions by business unit or facility (2020), market-based method		GHG Emissions (tCO <sub>2</sub> e)		Scope 2 emissions by country (2020), market-based method		GHG Emissions (tCO <sub>2</sub> e)		
		Distribution Center		6,072		Canada		137		
		Hosiery		12,924		USA		112,580		
		Textile		60,780		Mexico		1,887		
		Yarn		108,009		Honduras		66,747		
		Sewing		11,421		Nicaragua		4,130		
		Garment Dyeing		2,106		Dominican Republic		20,555		
		Integrated Manufacturing (Textiles & Sew)		1,906		Bangladesh		1,906		
		Others		5,710		Barbados		985		
		Total		208,927		Total		208,927		





DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION					
GRI-305 EMISSIONS							
305-3	Other indirect (Scope 3) GHG emissions	Other indirect (Scope 3) GHG Emissions		Categories	2020	2019	2018
		Gross indirect (Scope 3) GHG emissions in metric tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e)		Employee commuting	2,935	3,907	170
		Gases included in the calculation above: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>2</sub> , or all.		Business Air Travel	67	430	151
				Landfill waste	3,683	--	--
				Upstream transportation and distribution	33,000	30,283	--
				Total	39,685	34,620	321
		Gases included in the calculation above: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>2</sub> , or all.		CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O			
		Base year of calculations		2015			
		Source of the emissions factors and the global warming potential (GWP) rates used or reference to the GWP source.		DEFRA			
		Standards, methodologies, assumptions and/or calculation tools used.		<div>Methodology used for Scope 3 calculations:</div> <div><ul style="list-style-type: none"><li>• The emissions estimate for employee commuting considers bus transportation related to our sites in Honduras, Nicaragua, Dominican Republic and Mexico, which represented 85% of our total employee base at the end of 2020.</li><li>• Business travel emissions relate to the recorded distance of air travel and includes employees based in Honduras and Nicaragua, representing 73% of our employee base at the end of 2020.</li><li>• The emissions associated with the management of our landfill waste are estimated based on the tons of waste disposed recorded at our all of our global sites.</li><li>• Our upstream transportation and distribution emissions includes land transportation of goods and raw materials (yarn) in the U.S. and Bangladesh, and maritime transportation of one of our logistics services suppliers, which transports more than 80% of Gildan's containers between our manufacturing facilities and distribution centers throughout the Americas. The calculations use a distance-based method and emissions factors from the US EPA Emission Factors for Greenhouse Gas Inventories. For maritime transportation, we receive the data directly from the logistic services company, who use trade lane-specific emissions factors.</li></ul></div> <div>Note: In 2020, Gildan started collection Scope 3 emissions attributed to landfill waste.</div>			
305-4	GHG emissions intensity	GHG emissions intensity		2020	2019	2018	2017
		Gross indirect (Scope 2) GHG emissions in metric tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e), market-based method		0.0017	0.00149	0.00167	0.00176
		Gases included in the calculation above: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>2</sub> , or all.		-1	-13	-3	3
		Organization specific metric- Total production (kg)		170,307,958	276,124,826	265,162,481	257,101,956
		Type of GHG emissions included in the intensity ratio whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3)		CO <sub>2</sub> e (Scope 1 & Scope 2)			
		Gases includes in the calculation: whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> , NF <sub>3</sub> , or all.		CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC			



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION					
GRI-305 EMISSIONS							
305-5	Reduction of GHG emissions	Reduction of GHG emissions			2020		
		GHG emissions reduction from 2015 to 2020, based on 2020 level of production, in metric tons of CO2 equivalent.			3,331		
		Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> , NF <sub>3</sub> or all.			CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O		
		Base year or baseline			2015		
		Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) (tCO <sub>2</sub> e)			Scope 1 -14141 Scope 2 -17471		
		Standards methodologies, assumptions and or calculations used.			Greenhouse Gas Protocol (2019)		
305-6	Emissions of ozone-depleting substances (ODS)	Emissions of ozone-depleting substances (ODS)			2020		
		Production, imports and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent (t)			6,526		
		Substances included in the calculation			CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O		
		Source of the emission factors used			Global warming potential (GWP)		
		Standards, methodologies, assumptions, and/or calculation tools used			values relative to CO <sub>2</sub> (AR4)		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Nitrogen oxides (NOx), sulfur oxides (SOX), and other significant air emissions		2020	2019	2018	2017
		Nitrogen Oxide (NO <sub>x</sub> )		183.8	215.6	293.9	318.8
		Sulfur Dioxide (SO <sub>2</sub> ) (t)		343.9	320.7	517.2	498.8
		Total inorganic air emissions (t)		527.7	536.2	811.1	817.6
GRI-306 WASTE							
103-1	Explanation of the material topic and its boundaries	An explanation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>					
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment> Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> See 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>					
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>					
306-1	Waste generation and significant waste-related impacts	Waste generation and significant waste-related impacts are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.36</a>					
306-2	Management of significant waste-related impacts	Management of significant waste-related impacts are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > 2020 Performance > <a href="#">p.36</a>					

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION			
GRI-306 WASTE					
306-3	Waste generated	<div>Waste generated</div> <div><div>2020</div><div>2019</div><div>2018</div><div>2017</div></div> <div>Total waste generated (t) – non-hazardous and hazardous</div> <div>45,547</div> <div>80,340</div> <div>82,275</div> <div>69,220</div> <div>Total waste used/recycled/sold (t)</div> <div>39,032</div> <div>71,100</div> <div>72,769</div> <div>57,669</div>			
306-4	Waste diverted from Landfill	<div>Waste intensity</div> <div><div>2020</div><div>2019</div><div>2018</div><div>2017</div></div> <div>Total waste intensity (kg per kg of production)</div> <div>0.267</div> <div>0.291</div> <div>0.310</div> <div>0.269</div> <div>Total waste intensity variation from 2015 baseline (%)</div> <div>-14.1</div> <div>-6.5</div> <div>-0.3</div> <div>-13.5</div> <div>Landfill waste intensity (per kg production)</div> <div>0.03114</div> <div>0.03154</div> <div>0.03362</div> <div>0.04174</div> <div>Landfill waste intensity variation from baseline</div> <div>-4.9</div> <div>-3.6</div> <div>2.7</div> <div>27.5</div>			
306-5	Waste directed to disposal	<div>Waste directed to disposal</div> <div><div>2020</div><div>2019</div><div>2018</div><div>2017</div></div> <div>Total waste sent to landfill (t)</div> <div>5,303</div> <div>8,709</div> <div>8,914</div> <div>10,732</div> <div>Total landfill waste intensity (kg waste/kg production)</div> <div>0.031</div> <div>0.032</div> <div>0.034</div> <div>0.040</div> <div>Share of landfill (%)</div> <div>11.6</div> <div>10.8</div> <div>10.8</div> <div>15.5</div> <div>Total hazardous waste (t)</div> <div>1,211.0</div> <div>530.88</div> <div>592.51</div> <div>819.12</div> <div>Special waste (t)</div> <div>92</div> <div>18</div> <div>29</div> <div>26.</div> <div>Biomedical waste (t)</div> <div>8.08</div> <div>3.10</div> <div>3.41</div> <div>3.96</div> <div>Other hazardous waste (t)</div> <div>1,111.0</div> <div>509.83</div> <div>560.13</div> <div>789.52</div>			
GRI 307 ENVIRONMENTAL COMPLIANCE					
307-1	Non-compliance with environmental laws and regulations	There were zero non compliances to environmental laws and/or regulations in 2020.			
		<div>Monetary and non-monetary environmental violations</div> <div><div>2020</div><div>2019</div><div>2018</div><div>2017</div></div> <div>Total monetary value of significant fines (\$ USD)</div> <div>0</div> <div>0</div> <div>0</div> <div>171,000</div> <div>Cases brought through dispute resolution mechanisms</div> <div>0</div> <div>0</div> <div>0</div> <div>1</div>			
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT					
308-1	New suppliers that were screened using environmental criteria	In 2020, 100% of suppliers were screened using environmental criteria. <b>See:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > <a href="#">Code of Conduct</a>			

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																																																																																																																																													
GRI-401 EMPLOYMENT																																																																																																																																															
103-1	Explanation of the material topic and its Boundary	An explanation of the topic and its boundary can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.40</a> <b>See also:</b> 2020 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > <a href="#">p.45</a>																																																																																																																																													
103-2	The management approach and its components	Our management approach is further detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.40</a> <b>See also:</b> 2020 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > <a href="#">p.45</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Progressive Benefits to Support our Employees and their Families > <a href="#">p.52</a>																																																																																																																																													
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401-1	New employee hires and employee turnover	<table><tr><th rowspan="3">Region</th><th colspan="6">Total number of new employee hires by age group, gender, and region (2020)</th></tr><tr><th colspan="3">M</th><th colspan="3">F</th></tr><tr><th>Under 30</th><th>30-50</th><th>Above 50</th><th>Under 30</th><th>30-50</th><th>Above 50</th></tr><tr><td>North America</td><td>200</td><td>199</td><td>98</td><td>158</td><td>158</td><td>70</td></tr><tr><td>Central America</td><td>2481</td><td>778</td><td>11</td><td>1314</td><td>666</td><td>14</td></tr><tr><td>Caribbean</td><td>11</td><td>5</td><td>2</td><td>10</td><td>10</td><td>0</td></tr><tr><td>Asia</td><td>126</td><td>63</td><td>2</td><td>175</td><td>77</td><td>1</td></tr><tr><td>Total</td><td>2818</td><td>1045</td><td>113</td><td>1655</td><td>911</td><td>85</td></tr></table> <table><tr><th rowspan="3">Management Level</th><th colspan="6">Rate of employee turnover by age group, gender, and management level (2020)</th></tr><tr><th colspan="3">M</th><th colspan="3">F</th></tr><tr><th>Under 30</th><th>30-50</th><th>Above 50</th><th>Under 30</th><th>30-50</th><th>Above 50</th></tr><tr><td>Junior Management</td><td>33</td><td>17</td><td>36</td><td>0</td><td>18</td><td>26</td></tr><tr><td>Senior Management</td><td>0</td><td>0</td><td>32</td><td>0</td><td>0</td><td>31</td></tr></table> <table><tr><th rowspan="3">Region</th><th colspan="6">Rate of new employee hires by age group, gender, and region (2020)</th></tr><tr><th colspan="3">M</th><th colspan="3">F</th></tr><tr><th>Under 30</th><th>30-50</th><th>Above 50</th><th>Under 30</th><th>30-50</th><th>Above 50</th></tr><tr><td>North America</td><td>3</td><td>3</td><td>2</td><td>2</td><td>2</td><td>1</td></tr><tr><td>Central America</td><td>27</td><td>8</td><td>0</td><td>13</td><td>4</td><td>0</td></tr><tr><td>Caribbean</td><td>9</td><td>5</td><td>0</td><td>6</td><td>7</td><td>0</td></tr><tr><td>Asia</td><td>2</td><td>1</td><td>0</td><td>3</td><td>1</td><td>0</td></tr><tr><td>Total</td><td>41</td><td>17</td><td>2</td><td>24</td><td>14</td><td>1</td></tr></table>	Region	Total number of new employee hires by age group, gender, and region (2020)						M			F			Under 30	30-50	Above 50	Under 30	30-50	Above 50	North America	200	199	98	158	158	70	Central America	2481	778	11	1314	666	14	Caribbean	11	5	2	10	10	0	Asia	126	63	2	175	77	1	Total	2818	1045	113	1655	911	85	Management Level	Rate of employee turnover by age group, gender, and management level (2020)						M			F			Under 30	30-50	Above 50	Under 30	30-50	Above 50	Junior Management	33	17	36	0	18	26	Senior Management	0	0	32	0	0	31	Region	Rate of new employee hires by age group, gender, and region (2020)						M			F			Under 30	30-50	Above 50	Under 30	30-50	Above 50	North America	3	3	2	2	2	1	Central America	27	8	0	13	4	0	Caribbean	9	5	0	6	7	0	Asia	2	1	0	3	1	0	Total	41	17	2	24	14	1
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GRI-401 EMPLOYMENT																																																																																																																																															
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	A list of benefits provided to our full-time and temporary employees can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Progressive Benefits to Support our Employees and their Families > <a href="#">pp.52</a> 100% of our own facilities have Payroll Departments to ensure that workers are paid regularly, in full, and on time. In addition, the Payroll Departments provide workers with pay slips detailing their wages along with their legitimate deductions.																																																																																																																																													
401-3	Parental leave	While the information is not compiled on a global basis, the Company supports and encourages employees to benefit from any available maternity, paternity, or parental leave program that is available in their respective country of employment.  In Canada, for 2019 and 2020 combined, out of a total of 325 employees, nine women elected to take both maternity leave and parental leave, eight men elected to take paternity leave, and one man elected to take both paternity leave and parental leave. All these employees returned to work after their leave. Four employees (two women and two men accepted a position in another organization within twelve months of their return to work.  For Honduras, 869 employees from our textile and sewing facilities took maternity leave in 2020.																																																																																																																																													



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION
GRI-403 OCCUPATIONAL HEALTH AND SAFETY		
103-1	Explanation of the material topic and its Boundary	Explanation of the material topic and its boundary can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.55</a>
103-2	The management approach and its components	The management approach and its components are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Prioritizing the Health & Safety of our Employees and Contractors > Our Approach > <a href="#">p.55</a>
103-3	Evaluation of the management approach	Evaluation of our management approach is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.55</a>
403-1	Occupational health and safety management system	Our occupational health and safety management system is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > Our Approach > <a href="#">p.55</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > Looking Ahead > <a href="#">p.58</a>
403-2	Hazard identification, risk assessment, and incident investigation	Hazard identification, risk assessment and incident investigation are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.56</a>
403-3	Occupational health services	Occupational health services are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Progressive Benefits to Support Employees and their Families > Medical Benefits > <a href="#">p.54</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	Worker participation, consultation and communication on occupational health and safety are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.57</a>
403-5	Worker training on occupational health and safety	Worker training on occupational health and safety is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.58</a>
403-6	Promotion of worker health	Our efforts to promote worker health are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Progressive Benefits to Support Employees and their Families > Medical Benefits > <a href="#">p.54</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.55</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our efforts to prevent and mitigate occupational health and safety impacts are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > Our Approach > <a href="#">p.55</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > Remediating Safety Issues to Prevent Future Accidents > <a href="#">p.56</a>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																																																
GRI-403 OCCUPATIONAL HEALTH AND SAFETY																																																		
403-8	Workers covered by an occupational health and safety management system	<table><tr><th>Schools for Back Health</th><th>2020</th><th>Schools for Shoulder Health</th><th>2020</th><th>Gildan employees represented by formal OHS committees</th><th>% (2020)</th><th># (2020)</th></tr><tr><td>Number of facilities with the program</td><td>4 schools available within Gildan (1 within Nicaragua and 3 in Honduras)</td><td>Number of facilities with the program</td><td>4 schools available within Gildan (1 within Nicaragua and 3 in Honduras)</td><td>Formal representation</td><td>97</td><td>43,283 out of 44,425</td></tr><tr><td>Number of employee beneficiaries</td><td>0 (No employee beneficiaries as program was halted in 2020 due to COVID-19 restrictions)</td><td>Number of employee beneficiaries</td><td>0 (No employee beneficiaries during 2020 due to COVID-19 restrictions)</td><td></td><td></td><td></td></tr></table>	Schools for Back Health	2020	Schools for Shoulder Health	2020	Gildan employees represented by formal OHS committees	% (2020)	# (2020)	Number of facilities with the program	4 schools available within Gildan (1 within Nicaragua and 3 in Honduras)	Number of facilities with the program	4 schools available within Gildan (1 within Nicaragua and 3 in Honduras)	Formal representation	97	43,283 out of 44,425	Number of employee beneficiaries	0 (No employee beneficiaries as program was halted in 2020 due to COVID-19 restrictions)	Number of employee beneficiaries	0 (No employee beneficiaries during 2020 due to COVID-19 restrictions)																														
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		<table><tr><th>Country</th><th>Initiative</th><th>Activity</th><th>2020 Employee Participation</th></tr><tr><td>Bangladesh</td><td>Biosafety Protocol</td><td>Daily biosafety protocol, biosafety training and periodic audits</td><td>4,172 employees</td></tr><tr><td>Bangladesh</td><td>Awareness Program</td><td>Safety awareness trainings on different topics performed for all</td><td>2,885 employees</td></tr><tr><td>USA</td><td>Regional and site-specific H&amp;S Improvement Plans</td><td>Flu shots, blood pressure checks, nutrition, and fitness activities</td><td>COVID-19 had an appreciable impact on our ability to complete improvement plans as significant resources were devoted to establishing and implementing a COVID-19 Preparedness &amp; Response Plan. Key items completed include: 1) establishing a H&amp;S program at the new Eden Yarn facility; 2) implementaing of Information System to support &amp; standardize incident investigations, inspections, &amp; CAPA; 3) implementing an internal EH&amp;S audit program. In the U.S., the yarn facilities will undergo internal EH&amp;S audits of multiple program areas. During 2021, H&amp;S audits based on ISO 45001 criteria will be performed at Gildan's manufacturing facilities.</td></tr><tr><td>Dominican Republic</td><td>Biosafety Protocol</td><td>Daily biosafety protocol, biosafety trainings and periodic audits</td><td>3,782 employees</td></tr><tr><td>Dominican Republic</td><td>Safety initiatives</td><td>Safety walks with top management, safety talks given by plant managers, safety audits performed per shift by supervisors</td><td>3,366 employees</td></tr><tr><td>Nicaragua</td><td>Biosafety Protocol</td><td>Daily biosafety protocol, biosafety training and audits</td><td>11,188 employees</td></tr><tr><td>Nicaragua</td><td>"7 Insights into Safety Leadership"</td><td>Training sessions given to top management</td><td>8 employees (Top Management)</td></tr><tr><td>Honduras</td><td>Biosafety Protocol</td><td>Daily biosafety protocol, biosafety training and audits</td><td>22,363 employees</td></tr><tr><td>Honduras</td><td>"7 Insights into Safety Leadership"</td><td>Training sessions given to Top Management</td><td>15 employees (top management)</td></tr><tr><td>Honduras</td><td>H&amp;S Leadership Program</td><td>H&amp;S workshops and training sessions</td><td>18 employees (EHS)</td></tr><tr><td>Honduras</td><td>Vaccination program in facilities</td><td>Vaccines provided by our medical staff in each facility (influenza, tetanus, mumps, SRP-measles, mumps and rubella or German measles)</td><td>9,970 textile and sewing facility employees</td></tr></table>	Country	Initiative	Activity	2020 Employee Participation	Bangladesh	Biosafety Protocol	Daily biosafety protocol, biosafety training and periodic audits	4,172 employees	Bangladesh	Awareness Program	Safety awareness trainings on different topics performed for all	2,885 employees	USA	Regional and site-specific H&S Improvement Plans	Flu shots, blood pressure checks, nutrition, and fitness activities	COVID-19 had an appreciable impact on our ability to complete improvement plans as significant resources were devoted to establishing and implementing a COVID-19 Preparedness & Response Plan. Key items completed include: 1) establishing a H&S program at the new Eden Yarn facility; 2) implementaing of Information System to support & standardize incident investigations, inspections, & CAPA; 3) implementing an internal EH&S audit program. In the U.S., the yarn facilities will undergo internal EH&S audits of multiple program areas. During 2021, H&S audits based on ISO 45001 criteria will be performed at Gildan's manufacturing facilities.	Dominican Republic	Biosafety Protocol	Daily biosafety protocol, biosafety trainings and periodic audits	3,782 employees	Dominican Republic	Safety initiatives	Safety walks with top management, safety talks given by plant managers, safety audits performed per shift by supervisors	3,366 employees	Nicaragua	Biosafety Protocol	Daily biosafety protocol, biosafety training and audits	11,188 employees	Nicaragua	"7 Insights into Safety Leadership"	Training sessions given to top management	8 employees (Top Management)	Honduras	Biosafety Protocol	Daily biosafety protocol, biosafety training and audits	22,363 employees	Honduras	"7 Insights into Safety Leadership"	Training sessions given to Top Management	15 employees (top management)	Honduras	H&S Leadership Program	H&S workshops and training sessions	18 employees (EHS)	Honduras	Vaccination program in facilities	Vaccines provided by our medical staff in each facility (influenza, tetanus, mumps, SRP-measles, mumps and rubella or German measles)	9,970 textile and sewing facility employees
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Honduras	H&S Leadership Program	H&S workshops and training sessions	18 employees (EHS)																																															
Honduras	Vaccination program in facilities	Vaccines provided by our medical staff in each facility (influenza, tetanus, mumps, SRP-measles, mumps and rubella or German measles)	9,970 textile and sewing facility employees																																															
403-9 Work-related injuries Work-related injuries and other safety statistics are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > 2020 Performance > 2020 Safety Statistics > <a href="#">p.58</a>																																																		
GRI-404 TRAINING AND EDUCATION																																																		
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its boundary is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Learning and Development > Our Approach > <a href="#">p.47</a>																																																
103-2	The management approach and its components	An explanation of the management approach and its components is found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Learning and Development > Our Approach > <a href="#">p.47</a>																																																

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103-3	Evaluation of the management approach	An evaluation of the management approach can be found in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Learning and Development > <a href="#">p.47</a>																																																												
404-1	Average hours of training per year per employee	Average hours of training per year per employee is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Learning and Development > Leading the Gildan Way > <a href="#">p.47</a>																																																												
404-2	Programs for upgrading employee skills and transition assistance programs	Our programs for upgrading employee skills and transition assistance programs are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Learning and Development > <a href="#">p.48</a>																																																												
GRI-405 DIVERSITY AND EQUAL OPPORTUNITY & GRI-405 NON-DISCRIMINATION																																																														
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its boundary is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Diversity, Equity and Inclusion > <a href="#">p.49</a>																																																												
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103-3	Evaluation of the management approach	An evaluation of our management approach is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Diversity, Equity and Inclusion > 2020 Performance > <a href="#">p.50</a>																																																												
405-1	Diversity of governance bodies and employees	<table><tr><th rowspan="2">Organization's governance bodies by gender</th><th colspan="2">% (2020)</th><th rowspan="2">Organization's governance bodies by age group</th><th colspan="3">% (2020)</th></tr><tr><th>M</th><th>F</th><th>Under 30</th><th>30-50</th><th>Over 50</th></tr><tr><td>Board of Directors</td><td>70</td><td>30</td><td>Board of Directors</td><td>0</td><td>0</td><td>100</td></tr><tr><td>The Corporate Governance and Social Responsibility Committee</td><td>60</td><td>40</td><td>The Corporate Governance and Social Responsibility Committee</td><td>0</td><td>0</td><td>100</td></tr><tr><td>The Audit and Finance Committee</td><td>67</td><td>33</td><td>The Audit and Finance Committee</td><td>0</td><td>0</td><td>100</td></tr><tr><td>The Compensation and Human Resources Committee</td><td>71</td><td>29</td><td>The Compensation and Human Resources Committee</td><td>0</td><td>0</td><td>100</td></tr></table> <table><tr><th>Local managers</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr><tr><td>Total number of managers</td><td>605</td><td>722</td><td>663</td><td>548</td></tr><tr><td>Number of local managers</td><td>512</td><td>600</td><td>556</td><td>474</td></tr><tr><td>Percentage of local managers</td><td>85</td><td>83</td><td>84</td><td>87</td></tr></table> <p>Number of employees by age and region is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Social &gt; People and Culture &gt; Diversity, Equity and Inclusion&gt; 2020 Performance&gt; <a href="#">pp.51 - 52</a></p>	Organization's governance bodies by gender	% (2020)		Organization's governance bodies by age group	% (2020)			M	F	Under 30	30-50	Over 50	Board of Directors	70	30	Board of Directors	0	0	100	The Corporate Governance and Social Responsibility Committee	60	40	The Corporate Governance and Social Responsibility Committee	0	0	100	The Audit and Finance Committee	67	33	The Audit and Finance Committee	0	0	100	The Compensation and Human Resources Committee	71	29	The Compensation and Human Resources Committee	0	0	100	Local managers	2020	2019	2018	2017	Total number of managers	605	722	663	548	Number of local managers	512	600	556	474	Percentage of local managers	85	83	84	87
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GRI-407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING																																																														
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its Boundary can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > <a href="#">p.45</a>																																																												
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407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Evaluation of our management approach can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > <a href="#">p.45</a>																																																												

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GRI-408 CHILD LABOR & GRI-409 FORCED OR COMPULSORY LABOR															
103-1	Explanation of the material topic and its Boundary	<b>An explanation of the material topic and its Boundary can be found in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a>													
103-2	The management approach and its components	100% of our own facilities have a Human Resources Department to ensure that workers' personal documents are not retained and/or workers' freedom of movement are not restricted. <b>An explanation of the management approach and its components can be found in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a>													
103-3	Evaluation of the management approach	<b>An evaluation of the management approach is described in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a>													
408-1	Operations and suppliers at significant risk for incidents of child labour	There were zero of incidents of child labour or young workers exposed to hazardous work observed during FY 2020. <b>For operations and suppliers at significant risk for incidents of child labour. See:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > Social & Sustainable Compliance Guidebook > <a href="#">p.21</a>													
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	In 2020, we did not have any cases related to forced labor at any of our facilities. As per our Code of Conduct, Gildan and its business partners will not use forced labor, including prison labor, indentured labour, bonded labor or any other form of forced labor. <b>See:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a> <b>See also:</b> Website > Responsibility > Resources > <a href="#">Modern Slavery Act Transparency Statement</a>													
GRI 410 SECURITY PRACTICES & GRI 412 HUMAN RIGHTS ASSESSMENT															
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103-2	The management approach and its components	<b>Own operations:</b> The day-to-day management of human and labour rights issues in our operations are coordinated by different departments. The Corporate Citizenship Department manages Gildan's social and environmental compliance programs. At Gildan's manufacturing facilities the Human Resources Department, which includes Health & Safety, Labour Relations, supports the implementation of Gildan's social compliance policies and procedures. Human Resources is also focused on compensation and benefits, recruitment & hiring, organizational development, training, women empowerment, grievance mechanisms, and others. The Human Resources Department works with the Legal Department and unions, where applicable, find collaborative solutions (through CBAs) that help improve our workers' lives. Both the Human Resources and Corporate Citizenship Social Compliance Teams receive training on human and labour rights issues and trends. Also, both Departments lead the Code of Conduct annual training for all employees. Once the training is finished, participants take a quiz to ensure that knowledge was gained. <b>Contractors:</b> Our Corporate Citizenship Social Compliance Team works with our contractors to audit implementation of our Code of Conduct and remediate any non-compliances, which may or may not be related to human rights. As follow-up, the Social Compliance Team guides and assists Gildan's contractors in the development of sound labour practices as well as effective labour compliance management systems, policies, and procedures. We work with our contractors' Humsn Resources and Social Compliance Departments to ensure Gildan's social compliance program is aligned to the facility's practices related to human rights and health and safety conditions. In addition, because the results of social compliance audits can have a direct effect on Gildan's sourcing decisions, our Social Compliance Team works with our Supply Chain Departments to monitor contractor performance. We also provide annual training to our Supply Chain Department on Responsible Sourcing and Production Practices. <b>The management approach and its components are further described in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > <a href="#">p.41</a>													
103-3	Evaluation of the management approach	<b>An evaluation of the management approach is detailed in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > <a href="#">p. 41</a>													
410-1	Security personnel trained in human rights policies or procedures	<table><tr><th>Country</th><th>Percentage of security personnel trained in human rights policies or procedures</th></tr><tr><td>Dominican Republic</td><td>100% of contracted security personnel received training for the following: Code of Conduct, Code of Ethics, CTPAT, WRAP workplace standards. Refresher trainings are conducted on a weekly basis by blocks. Trainings last approximately 30 minutes. An average of 58 hours of training is reported per month.</td></tr><tr><td>Honduras</td><td>100% of contracted security personnel received training for the following: Code of Conduct and WRAP workplace standards.</td></tr><tr><td>Nicaragua</td><td>100% of contracted security personnel received training for the following: Code of Conduct, WRAP workplace standards, FLA Code of Conduct, Ethical Trade Initiative.</td></tr><tr><td>Bangladesh</td><td>100% of contracted security personnel received training for the following: Code of Conduct, and WRAP workplace standards.</td></tr></table>	Country	Percentage of security personnel trained in human rights policies or procedures	Dominican Republic	100% of contracted security personnel received training for the following: Code of Conduct, Code of Ethics, CTPAT, WRAP workplace standards. Refresher trainings are conducted on a weekly basis by blocks. Trainings last approximately 30 minutes. An average of 58 hours of training is reported per month.	Honduras	100% of contracted security personnel received training for the following: Code of Conduct and WRAP workplace standards.	Nicaragua	100% of contracted security personnel received training for the following: Code of Conduct, WRAP workplace standards, FLA Code of Conduct, Ethical Trade Initiative.	Bangladesh	100% of contracted security personnel received training for the following: Code of Conduct, and WRAP workplace standards.	<table><tr><th>Whether training requirements apply to third-party organizations providing security personnel</th></tr><tr><td>Code of Conduct training (including grievance mechanisms) is applicable to third-parties security services providing personnel.</td></tr></table>	Whether training requirements apply to third-party organizations providing security personnel	Code of Conduct training (including grievance mechanisms) is applicable to third-parties security services providing personnel.
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GRI 410 SECURITY PRACTICES & GRI 412 HUMAN RIGHTS ASSESSMENT														
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>In 2020, there were no human rights violations identified thought our social compliance audits. To illustrate our social compliance audit process as it relates to human rights issues, we have provided two case studies.</p> <table><tr><th>Country</th><th>Owned Facility</th><th>Contractor Facility</th></tr><tr><td></td><td><p><b>Context</b></p><p>Our Social Compliance Program ensures that all Company-owned and contractor facilities, comply with our <a href="#">Code of Conduct</a>, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labour Association (FLA).</p></td><td><p>Our Social Compliance Program ensures that third party contractors comply with our Code of Conduct, local and international laws, including applicable ILO conventions, and industry codes from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). As per our <a href="#">Code of Conduct</a>, we expect that our third-party contractors uphold appropriate work standards aligned to our Codes and Policies. These expectations include the employees of our third-party contractors not being required to work more than a total of 60 hours per week or the regular and overtime hours allowed by the law of the country, whichever is less. Additionally, third-party contractors shall ensure that the regular work week does not exceed 48 hours and their employees must be allowed at least 24 consecutive hours of rest in every seven-day period with all overtime work is mutually agreed upon between the third-party contractor and their employees. We expect our third-party contractors are not to request overtime of their employees on a regular basis and shall compensate all overtime work at a premium rate.</p></td></tr><tr><td></td><td><p><b>Audit Process</b></p><p>All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our <a href="#">Code of Conduct</a> and the benchmarks outlined in our <a href="#">Social and Sustainable Compliance Guidebook</a>. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating results in termination of the contract once open orders are completed. If a third-party contractor or our owned facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Major non-compliance from an internal audit with Orange rating.</p></td><td><p>All non-compliances related to our third-party contractors, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our <a href="#">Code of Conduct</a> and the benchmarks outlined in our <a href="#">Social and Sustainable Compliance Guidebook</a>. 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Some of the criteria includes having a formal note from the doctor validating that the employee is pregnant which includes number of months into the pregnancy and level of risk to the pregnancy as it relates to their work activities. There were concerns being raised regarding relocation procedures not being followed at one of our facilities. Pregnant employees were waiting longer to be relocated and assigned inappropriate job tasks given their condition (i.e., lifting heavy objects); and employees feeling harassed by their co-workers and production coordinators due to not reaching work related targets.</p><p>In order to fully understand the scope of this issue: we conducted an internal social compliance audit and held worker interviews with a sample of six factory workers. During these interviews, employees expressed concerns about the timely relocation. Given the sensitivity of this non-compliance, auditors extended the sample size of the workers interviewed. 10 additional workers were interviewed and also added members of the Human Resources Department, medical staff, production and engineering departments to ensure the scope of the issue was fully understood. Based on interviews it was concluded that relocation procedures were not being followed by the supervisors. A sustainable action plan for the facility was implemented. This plan included conducting a root cause analysis to identify any additional measures to mitigate potential for future incidents.</p></td><td><p>An important step in the auditing all third-parties involves conducting a review of documentation. The auditor verifies that the third-party contractor has properly implemented of all internal and external documentation applicable under Gildan's <a href="#">Social and Sustainable Compliance Guidebook</a> and local laws. The documents reviewed in this case included the following: manuals, payroll, social security payroll, contracts, legal permits, and others. While conducting the documentation review of one of our contractor facility's payroll in Asia, our Social Compliance team identified that overtime hours exceeded the legal requirements for 10 workers which were randomly selected.</p></td></tr></table>	Country	Owned Facility	Contractor Facility		<p><b>Context</b></p> <p>Our Social Compliance Program ensures that all Company-owned and contractor facilities, comply with our <a href="#">Code of Conduct</a>, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labour Association (FLA).</p>	<p>Our Social Compliance Program ensures that third party contractors comply with our Code of Conduct, local and international laws, including applicable ILO conventions, and industry codes from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). 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	<p><b>Context</b></p> <p>Our Social Compliance Program ensures that all Company-owned and contractor facilities, comply with our <a href="#">Code of Conduct</a>, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labour Association (FLA).</p>	<p>Our Social Compliance Program ensures that third party contractors comply with our Code of Conduct, local and international laws, including applicable ILO conventions, and industry codes from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). As per our <a href="#">Code of Conduct</a>, we expect that our third-party contractors uphold appropriate work standards aligned to our Codes and Policies. These expectations include the employees of our third-party contractors not being required to work more than a total of 60 hours per week or the regular and overtime hours allowed by the law of the country, whichever is less. Additionally, third-party contractors shall ensure that the regular work week does not exceed 48 hours and their employees must be allowed at least 24 consecutive hours of rest in every seven-day period with all overtime work is mutually agreed upon between the third-party contractor and their employees. We expect our third-party contractors are not to request overtime of their employees on a regular basis and shall compensate all overtime work at a premium rate.</p>												
	<p><b>Audit Process</b></p> <p>All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our <a href="#">Code of Conduct</a> and the benchmarks outlined in our <a href="#">Social and Sustainable Compliance Guidebook</a>. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating results in termination of the contract once open orders are completed. If a third-party contractor or our owned facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Major non-compliance from an internal audit with Orange rating.</p>	<p>All non-compliances related to our third-party contractors, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our <a href="#">Code of Conduct</a> and the benchmarks outlined in our <a href="#">Social and Sustainable Compliance Guidebook</a>. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating will result in termination of the contract once open orders are completed. If a third-party contractor or our owned facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Major non-compliance which was remediated accordingly as per our social compliance process.</p>												
	<p><b>Case</b></p> <p>We ensure the protection of pregnant employees. For example, the factory must relocate these employees to areas that minimize potential risks to their health related to their job tasks. There are internal procedures in place that outline the process which includes the criteria for relocation and when it must be applied. Some of the criteria includes having a formal note from the doctor validating that the employee is pregnant which includes number of months into the pregnancy and level of risk to the pregnancy as it relates to their work activities. There were concerns being raised regarding relocation procedures not being followed at one of our facilities. Pregnant employees were waiting longer to be relocated and assigned inappropriate job tasks given their condition (i.e., lifting heavy objects); and employees feeling harassed by their co-workers and production coordinators due to not reaching work related targets.</p> <p>In order to fully understand the scope of this issue: we conducted an internal social compliance audit and held worker interviews with a sample of six factory workers. During these interviews, employees expressed concerns about the timely relocation. Given the sensitivity of this non-compliance, auditors extended the sample size of the workers interviewed. 10 additional workers were interviewed and also added members of the Human Resources Department, medical staff, production and engineering departments to ensure the scope of the issue was fully understood. Based on interviews it was concluded that relocation procedures were not being followed by the supervisors. A sustainable action plan for the facility was implemented. This plan included conducting a root cause analysis to identify any additional measures to mitigate potential for future incidents.</p>	<p>An important step in the auditing all third-parties involves conducting a review of documentation. The auditor verifies that the third-party contractor has properly implemented of all internal and external documentation applicable under Gildan's <a href="#">Social and Sustainable Compliance Guidebook</a> and local laws. The documents reviewed in this case included the following: manuals, payroll, social security payroll, contracts, legal permits, and others. While conducting the documentation review of one of our contractor facility's payroll in Asia, our Social Compliance team identified that overtime hours exceeded the legal requirements for 10 workers which were randomly selected.</p>												

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION		
GRI 410 SECURITY PRACTICES & GRI 412 HUMAN RIGHTS ASSESSMENT				
412-1	Operations that have been subject to human rights re-views or impact assessments	Country	Owned Facility	Contractor Facility
		Root Cause Analysis	Our Social Compliance and Human Resources Departments worked collaboratively to understand the cause of this problem and concluded that supervisors were not adequately tracking relocation timeframes. Also, they concluded that the employees were not fully aware on how their work requirements, as well as the type of work being assigned, would change during their pregnancy.	Gildan's Social Compliance and the third-party contractor Human Resources Departments worked collaboratively to understand the cause of this problem and concluded that the facility was facing worker sourcing and job planning issues.
		Remediation Plan	Gildan is committed to maintaining a positive work environment, free of harassment and abuse and has implemented a zero-tolerance policy against retaliation, harassment, or intimidation of any kind. An aspect of the remediation plan for this case involved investigating on a Production Coordinator; this resulted in the application of disciplinary actions by terminating the employee's contract due to recurring inappropriate behavior. The other part of the remediation plan involved conducting a training that was coordinated by the Human Resources Department to refresh the Anti-Harassment Policy for middle management (supervisors, coordinators, chiefs, and managers).  The training also included a review of the labor benefits provided for pregnant employees and how their work would be adjusted during their term; this training is provided each month based on the new pregnancies reported.	To remediate this action, the third-party contractor provided evidence that was reviewed by our Social Compliance team and confirmed, through a random selection of time records, to confirm that employees of our third-party contractors were no longer working longer than acceptable number of hours.
		Follow-Up	Gildan's social compliance monitoring team conducted a follow up visit six months afterwards to ensure that the action plan was implemented and to ensure there was no recurrence at t this facility. Since the beginning of the audit process, the facility's Plant Manager as well as the Human Resources Manager, were fully involved in this case and ensured that practices changed drastically for the employees' benefit. As a result, no more cases of this nature have been reported in this facility.	Gildan's social compliance auditor conducted a visit at our third-party contractor facility approximately six months later to ensure that there was no recurrence. ne The third party contractor had implemented practices and procedures to source appropriate number of workers and streamlined work planning processes. . Our Social Compliance team also confirmed through interviews of employees working for the third-party contractor to confirm practices were being appropriately implemented.
		Lessons Learned	During the follow-up process, the Social Compliance team supported the Human Resources Department to identify areas of improvement. The facility learned that although they trained employees on <b>Code of Conduct</b> and other internal policies related to harassment/abuse, they failed to ensure that supervisors were clear with the actions they would need to take for pregnant employees. The facility also learned that measuring the training's knowledge (through quizzes) would indicate if participants learned the content adequately.  As well, we learned the importance of constant monitoring and training to ensure employees and supervisors feel empowered to advocate for and make safe decisions related to working conditions.	During the follow-up process, the Social Compliance team supported the third party contractor to ensure clear and up to date employee recruitment and work planning schedules would help to prevent these types of incidents from occurring in the future.
		A breakdown of social compliance audit related data can be found in our 2020 ESG Report. See: 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > 2020 Performance > <b>p.43</b>		
		412-2	Employee training on human rights policies or procedures	Employees training on human rights policies or procedures
Policy	Hours of training			Percentage of employees trained
Code of Conduct	21,828			49
Code of Ethics	22,996			52
Grievance Mechanisms	17,463			39
Human Development	9,640			22
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Compliance with our ethical, social, and environmental standards is a condition of doing business with Gildan and becoming part of our supply chain. All our third-party manufacturing contractors and key raw material suppliers are required to formally acknowledge these standards and agree to comply with them throughout the term of their relationship with us. Before taking on new contractors, we follow a rigorous due diligence process wherein we fully evaluate their ability to comply with our quality standards, cost structure, and the principles of our <b>Code of Conduct</b> .		
GRI-413 LOCAL COMMUNITIES				
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its Boundary can be found in our 2020 ESG Report. See: 2020 ESG Report > Social > <b>p.41</b> See also: 2020 ESG Report > Social > Our Communities > <b>p.59</b>		

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION										
GRI 414 SUPPLIER SOCIAL ASSESSMENT												
103-2	The management approach and its components	<p><b>The management approach and its components are described in our 2020 ESG Report. See:</b> 2020 ESG Report &gt; Social &gt; Our Approach &gt; <a href="#">p.41</a></p> <p><b>See also:</b> 2020 ESG Report &gt; Social &gt; Our Communities &gt; <a href="#">p.59</a></p> <p><b>See also:</b> 2020 ESG Report &gt; Social &gt; Our Communities &gt; Community Investment Pillars &gt; <a href="#">p.60</a></p> <p><b>See also:</b> 2020 ESG Report &gt; Operating with Agility and Resiliency During COVID-19 &gt; <a href="#">p.21</a></p>										
103-3	Evaluation of the management approach	We assess the effectiveness of our community engagement by receiving feedback from local stakeholders. As well, we measure our performance against the goals and targets related to local community engagement. Our Social Return on Investment (SROI) study conducted in 2019 allowed us to quantify our main contributions to the regional economy and local development using the Integrated Social Value (ISV) methodology.										
413-1	Operations with local community engagement, impact assessments, and development programs	<p>Our operations with local community engagement, impact assessment and development programs are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Social &gt; Stakeholder Engagement &gt; <a href="#">p.19</a></p> <p><b>See also:</b> 2020 ESG Report &gt; Social &gt; Our Communities &gt; Community Engagement &gt; <a href="#">p.60</a></p>										
GRI-413 LOCAL COMMUNITIES												
103-1	Explanation of the material topic and its Boundary	<p>An explanation of the material topic and its Boundary can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Social &gt; <a href="#">p.41</a></p> <p><b>See also:</b> 2020 ESG Report &gt; Governance &gt; Business Ethics and Integrity &gt; Ensuring High Ethical Standards among our Suppliers and Contractors &gt; <a href="#">p.66</a></p>										
103-2	The management approach and its components	<p>The management approach and its components are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Social &gt; Our Approach &gt; <a href="#">p.41</a></p> <p><b>See also:</b> 2020 ESG Report &gt; Governance &gt; Business Ethics and Integrity &gt; Ensuring High Ethical Standards among our Suppliers and Contractors &gt; <a href="#">p.66</a></p>										
103-3	Evaluation of the management approach	Evaluation of our management approach is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > Business Ethics and Integrity > Ensuring High Ethical Standards among our Suppliers and Contractors > <a href="#">p.66</a>										
414-1	New suppliers that were screened using social criteria	<table><tr><th>Screening of new suppliers</th><th>2020</th><th>2019</th><th>2018</th><th>2017</th></tr><tr><td>Percentage</td><td colspan="4">100</td></tr></table>	Screening of new suppliers	2020	2019	2018	2017	Percentage	100			
Screening of new suppliers	2020	2019	2018	2017								
Percentage	100											
GRI-415 PUBLIC POLICY												
415-1	Political contributions	Gildan did not make any political contributions in 2020. Our Code of Ethics describes how we engage with political activities and public policy issues and can be found on our website. <b>See:</b> Website > Responsibility > Policies > Code of Ethics > <a href="#">pp.28-29</a>										
GRI-417 MARKETING AND LABELING												
417-1	Requirements for product and service information and labeling	<p>Our <a href="#">Restricted Substances Code of Practice (RSCP)</a> ensure that there is a legal review of retailed packaging and ensures that all relevant information about the product, including the sourcing of components of the product is included.</p> <p>Any environmental claims on packaging, for example products containing like REPREEVE® yarns (which is made from recycled plastic bottles), our Peds labels printed on 100% recycled paper and 100% recycled claims on pack bags are vetted to ensure compliance.</p> <table><tr><th>Significant product or service categories covered and assessed for compliance</th><th>2020</th></tr><tr><td>Percentage</td><td>75</td></tr></table>	Significant product or service categories covered and assessed for compliance	2020	Percentage	75						
Significant product or service categories covered and assessed for compliance	2020											
Percentage	75											



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																
GRI-417 MARKETING AND LABELING																		
417-3	Incidents of non-compliance concerning marketing communications	No incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications were identified in 2020.																
GRI-418 CUSTOMER PRIVACY																		
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its Boundary is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > <a href="#">p.64</a> <b>See also:</b> 2020 ESG Report > Governance > Data Privacy and Cybersecurity > <a href="#">p.69</a>																
103-2	The management approach and its components	The management approach and its components are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > Our Approach > <a href="#">p.64</a> <b>See also:</b> 2020 ESG Report > Governance > Data Privacy and Cybersecurity > <a href="#">p.69</a>																
103-3	Evaluation of the management approach	Evaluation of the management approach is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > Data Privacy and Cybersecurity > <a href="#">p.69</a>																
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<table><tr><th>Substantiated complaints concerning breaches of customer privacy and losses of customer data</th><th>2020</th><th>2019</th><th>2018</th></tr><tr><td>Number of complaints received from outside parties and substantiated by the organization</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Number of complaints from regulatory bodies</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Total number of substantiated complaints concerning breaches of customer privacy</td><td>0</td><td>0</td><td>0</td></tr></table> <p>Gildan has not identified any substantiated complaints in the past three years.</p>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2020	2019	2018	Number of complaints received from outside parties and substantiated by the organization	0	0	0	Number of complaints from regulatory bodies	0	0	0	Total number of substantiated complaints concerning breaches of customer privacy	0	0	0
Substantiated complaints concerning breaches of customer privacy and losses of customer data	2020	2019	2018															
Number of complaints received from outside parties and substantiated by the organization	0	0	0															
Number of complaints from regulatory bodies	0	0	0															
Total number of substantiated complaints concerning breaches of customer privacy	0	0	0															
GRI-419 SOCIOECONOMIC COMPLIANCE																		
419-1	Non-compliance with laws and regulations in the social and economic area	In 2020, Gildan did not report any incidents of non-compliance with laws and regulations in the social and economic area.																