




ESG PERFORMANCE TABLE

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At Gildan, we are committed to providing our stakeholders transparent disclosures in an easy-to-navigate way. That is why we have compiled relevant indicators into this comprehensive ESG performance table. We also indicate which data have been third-party verified, which is accompanied by this icon .

TOPIC	UNIT	2021	2020	2019	2018	2017	GRI	SASB	DJSI	THIRD-PARTY ASSURANCE
ENVIRONMENT										
Greenhouse gases ¹										
Absolute scope 1 GHG emissions ²	tCO ₂ e	91,095	79,916	97,059	118,284	128,553	305-1		2.3.1	✔
Absolute scope 2 GHG emissions (market-based method) ³	tCO ₂ e	281,545	208,927	315,067	324,136	324,338	305-2		2.3.2	✔
Total absolute GHG emissions (scope 1 and 2)	tCO ₂ e	372,640	288,843	412,126	442,420	452,891			2.7.7	✔
Percentage change in absolute scope 1 and 2 emissions (compared to a 2018 baseline)	%	-15.77	-34.71	-6.85	0	N/A				✔
GHG emissions intensity (scope 1 and 2) (per kg production)	tCO ₂ e/kg	0.00146	0.00170	0.00149	0.00167	0.00176	305-4			
Percentage emission intensity variation (compared to a 2018 baseline)	%	-12.57	1.8	-10.78	0	N/A				
Biogenic CO ₂ emissions	tCO ₂ e	233,454	143,531	327,005	293,149	319,272	305-1			
Absolute scope 3 GHG emissions (partial) ⁴	tCO ₂ e	36,341	39,685	34,620	321	-	305-3		2.3.6	✔
Air emissions - NO _x	t	212	184	216	294	319	305-7			
Air emissions - SO ₂	t	338	344	321	517	499				
Total inorganic air emissions	t	550	528	536	811	818				
Energy										
Total fuel consumption from non-renewable sources	GJ	1,314,694	1,144,418	1,484,833	1,797,024	1,942,892	302-1		2.3.3	
Total fuel consumption from renewable sources (biomass)	GJ	2,625,874	1,593,152	3,629,657	3,253,863	3,500,994				
Non-renewable electricity purchased ⁵	GJ	2,880,477	2,159,706	3,089,386	3,078,369	2,988,483				
Renewable electricity purchased ⁶	GJ	18,304	6,972	0	0	0				
Total absolute direct energy	GJ	3,940,568	2,737,570	5,114,489	5,050,887	5,443,886	302-3			
Total absolute indirect energy	GJ	2,898,781	2,166,677	3,089,386	3,078,369	2,988,483				
Total absolute energy	GJ	6,839,349	4,904,248	8,203,875	8,129,256	8,432,369				✔
Percentage of renewable energy share	%	39	33	44	40	42	302-3			
Total costs of energy consumption	\$M	102.2	79.8	120.4	117.8	109.8	302-1			
Total energy intensity (per kg production)	GJ/kg	0.02671	0.02880	0.02971	0.03066	0.0328	302-3			✔
Percentage of intensity variation (compared to a 2018 baseline)	%	-12.88	-6.07	-3.10	0	N/A				
Water										
Total water withdrawal	million m³	17.52	12.61	20.52	22.14	19.18	303-3			✔

¹Our GHG emissions are calculated in line with the GHG Protocols Accounting and Reporting Standard developed by WRI and World Business Council for Sustainable Development. We use operational control as the consolidation approach for our emissions.

²Numbers have been rounded to the nearest whole number, except in the case of ratios and some select indicators.

³We measure our scope 2 GHG emissions according to both the market-based and location-based methods. The market-based estimate shown in the table considers the specific electricity factor of our supply contract in Honduras. In 2021, our location-based Scope 2 GHG emissions were 277,128 tCO₂e. According to the IEA, the average emissions intensity of the grid in Honduras is lower than the specific factor of our supplier. However, the Company chooses this supplier due to their reliability, thus ensuring better continuity of production and reducing the demand for fossil fuels and water associated with back-up power generation during outages.

⁴Scope 3 emissions are calculated for employee commuting, business air travel, upstream transportation and distribution, and landfill waste. The emissions estimate for employee commuting considers bus transportation relates to our sites in Honduras, Nicaragua, and the Dominican Republic, which represented 82% of our total employee base at the end of 2021. Business travel emissions relates to the recorded distance of air travel and includes employees based in Honduras and Nicaragua, the Dominican Republic, and Bangladesh, representing 93% of our employee base at the end of 2021. The emissions associated with the management of our landfill waste are estimated based on the tonnes of waste disposed and recorded at all of our global sites. Our upstream transportation and distribution emissions include land transportation of goods and raw materials (yarn) in the United States 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 centres throughout the Americas. The calculations use a distance-based method and emissions factors from the U.S. Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories. For maritime transportation, we receive data directly from the logistic services company, which uses trade lane-specific emissions factors.

⁵This refers to electricity purchased from the grid that supplies our various operations, for which we cannot be certain of the source. See GRI 302-1 for values reported in gigajoules (GJ).

⁶Solar energy purchases at our facilities in San Miguel and San Antonio, Honduras.

TOPIC	UNIT	2021	2020	2019	2018	2017	GRI	SASB	DJSI	THIRD-PARTY ASSURANCE
Total water withdrawal from all areas with water stress	m³	0	0	0	0	0	303-3			
Total fresh groundwater withdrawal	million m³	16.84	11.96	18.22	20.03	18.55				
Total municipal water withdrawal	million m³	0.68	0.67	2.30	2.12	0.63				
Total net water consumption	million m³	1.32	1.94	1.80	4.07	3.38	303-5		2.3.4	
Water use intensity	m³/kg	0.06841	0.07406	0.07431	0.08351	0.07458				
Water use intensity variation (compared to a 2018 baseline)	%	-18.08	-11.32	-11.02	0	N/A				✓
Wastewater - off-site treatment	million m³	0.78	0.60	1.91	3.12	0.59				
Wastewater - on-site treatment	million m³	15.41	10.08	16.81	14.96	15.20				
Total water discharge	million m³	16.2	10.68	18.72	18.08	15.79	303-4			✓
Percentage of Tier 1 and beyond Tier 1 supplier facilities compliant with wastewater discharge permits and/or contractual obligations ⁷	%	100	100	100	100	100		CG-AA-430a.1		
Waste										
Total non-hazardous waste generated	t	67,090	44,336	79,809	81,683	68,401	306-3		2.3.5	✓
Total waste used/recycled/sold	t	59,487	39,032	71,100	72,769	57,669				
Total waste disposed (landfilled)	t	7,603	5,303	8,709	8,914	10,732	306-5			
Total hazardous waste	t	695	1,211	531	593	819	306-3			✓
Special waste disposal	t	25	92	18	29	26				
Biomedical waste disposal	t	22	8	3	3	4				
Other hazardous waste disposal	t	647	1,111	510	560	790				
Total absolute waste	t	67,785	45,547	80,340	82,275	69,220	306-4			✓
Percentage of waste sent to landfill	%	11.33	12	11	11	16	306-5			
Annual waste intensity (per kg production)	kg/kg	0.26475	0.267	0.291	0.310	0.26923	306-4			
Landfill waste intensity (per kg production)	kg/kg	0.02970	0.031	0.032	0.034	0.042	306-3			✓
Materials										
Total weight of all plastic packaging	mt	1,130.89	560	788	870	995	301-1		2.8.3	
Coverage (as a percentage of cost of goods sold)	%	100	99.9	85.0	85.0	85.0				
Biodiversity										
Size of all habitat areas protected or restored	m²	2,368,264	2,368,264	2,368,264	2,368,264	2,368,264	304-3			
Location of all habitat areas protected or restored	location	Honduras and Dominican Republic	Honduras and Dominican Republic	Honduras and Dominican Republic	Honduras and Dominican Republic	Honduras and Dominican Republic				
Compliance										
Number of environmental violations of legal obligations/regulations	#	0	0	0	0	0	307-1		2.2.4	
Amount of fines/penalties related to the above	\$	0	0	0	0	0				
Environmental liability accrued at end of year	#	0	0	0	0	0				

⁷ In very limited cases, we use third-party contractors to manufacture products outside our core product offering. Our outsourced product represents less than 10% of our annual revenue. Hence, we do not currently audit our Tier 1 and Tier 2 facilities for compliance with wastewater discharge permits and/or contractual agreements. However, 100% of Gildan owned facilities are assessed for wastewater compliance, which is what has been reported here.

TOPIC	UNIT	2021	2020	2019	2018	2017	GRI	SASB	DJSI	THIRD-PARTY ASSURANCE
SOCIAL										
Employment										
Total number of employees ⁸	#	47,653	44,425	52,742	51,403	50,045	401-1			
Total number of permanent employees	#	47,463	44,030	52,641	51,164	49,498				
Total number of temporary employees	#	190	395	101	239	547				
Total number of new employees hired	#	15,396	6,627	14,982	12,731	-			3.6.1	
Total rate of new employees hired ⁹	%	32	15	32	29	-				
Percentage of open positions filled by internal candidates	%	15.64	11	16	17	10			3.6.1	
Percentage of employees covered by a collective bargaining agreement	%	46	53	52	55	54			3.2.6	
Diversity and equal opportunity										
Total number of employees – female	#	21,213	19,987	23,972	24,249	23,685	405-1		3.2.2	
Percentage of employees – female	%	45	45	45	47	47				
Total number of employees – North America	#	2,452	2,544	4,417	6,599	7,475				
Total number of employees – Central America	#	35,219	33,554	38,502	36,375	35,514				
Total number of employees – Caribbean	#	4,465	4,052	5,397	5,017	3,971				
Total number of employees – Asia	#	5,327	4,275	4,426	3,412	3,085				
Junior management positions – female	%	40.45	41	40	40	42				
Top management positions – female	%	23.40	20	26	20	15				
All management positions – female	%	39.17	39	38	38	42			3.2.2	
Revenue generating management positions (i.e. sales) – female	%	33.4	35	38	32	23				
Director-level and above positions – female	%	26	27	26	-	-				✓
Number of local managers	#	528	512	600	556	474				
Percentage of local managers	%	85	85	83	84	87				
Daily free transportation provided (number of employees)	#	22,791	20,338	30,633	30,802	25,354				
Daily subsidized meals (number of employees)	#	37,766	36,645	47,167	33,163	39,429				

⁸ Permanent and temporary employees, across North America, Central America, Caribbean, and Asia.

⁹ For 2020 and 2021, the total rate of new employees hired was calculated as total number of new employees hired divided by total number of permanent employees.

TOPIC	UNIT	2021	2020	2019	2018	2017	GRI	SASB	DJSI	THIRD-PARTY ASSURANCE
Occupational health and safety (OHS)										
Work-related fatalities (employees)	#	0	0	0	0	0	403-9		3.8.4	
Work-related fatalities (contractors)	#	0	0	0	0	0				
Work-related injury rate for employees ¹⁰	rate	0.27	0.40	0.41	0.44	0.34				✓
Severity rate for employees ¹¹	rate	3.79	4.01	2.84	2.50	2.14				✓
Lost-time injury frequency rate (LTIFR) for employees	cases per million hours worked	0.52	0.66	0.72	0.75	0.15	403-9		3.8.5	✓
Data coverage for LTFIR (percentage of employees)	%	100	100	100	100	100				
Lost-time injury frequency rate (LTIFR) for contractors	cases per million hours worked	0.40	0.49	15.85	9.28	-			3.8.6	✓
Data coverage for LTIFR (percentage of contractors) ¹²	%	6.76	8	4	4	-				
Percentage of facilities with a formal joint-management worker health and safety committee	%	88	86	75	83	87	404-4			
Percentage of Gildan employees represented by formal OHS committees	%	98	97	96	96	77	403-8			
Hours of training conducted on OHS policies and procedures	hours	316,896	207,481	180,670	151,191	72,429	403-10			
Number of free medical consultations at on-site clinics globally	#	211,944	125,740	195,603	262,706	181,075				
Number of vaccines administered	#	55,074	14,251	15,351	17,256	11,828				
Doctors on staff worldwide	#	61	56	55	54	43	403-3			
Nurses on staff worldwide	#	74	93	80	89	75				
Customer relationship management										
Customer satisfaction measurement	#	4.39	4.40	4.05	4.00	3.92			3.9.2	
Confidence level of the survey that was executed among a representative sample of the total customer base	%	95	95	95	95	95				

¹⁰ Work-related injury rate for employees is calculated per 200,000 hours worked. It is calculated based on the formula $(WRI / \text{Hours Worked}) * 200,000$.

¹¹ Severity rate for employees is calculated per 200,000 hours worked. It is calculated based on the formula $(\text{Lost Days} / \text{Hours Worked}) * 200,000$.

¹² Data coverage relates only to our dedicated sewing contractors in Haiti. The percentage was obtained from our five Haiti-dedicated contractors.

TOPIC	UNIT	2021	2020	2019	2018	2017	GRI	SASB	DJSI	THIRD-PARTY ASSURANCE
GOVERNANCE										
Board diversity – female	%	30	30	27	30	33	102-18 405-1			
Shares held by the CEO (shown as a multiple of base salary)	#	134.03	95.76	94.24	87.1	90.09			1.1.10	
Average share of ownership across other executive committee members (shown as multiple of base salary)	average	14.9	12.63	8.83	7.29	6.88				
Total percentage of government ownership	%	4.8	5.4	6	<5	<5			1.1.12	
Ethics, integrity, anti-competitive behavior, and anti-corruption										
Total number of calls received regarding the Code of Conduct	#	26	26	35	41	61			1.4.8	
Political contributions	#	0	0	0	0	0	415-1		1.4.4	
Cybersecurity and data privacy										
Number of cybersecurity complaints received from outside parties and substantiated by the organization	#	0	0	0	0	-	418-1		3.11.3	
Number of complaints from regulatory bodies	#	0	0	0	0	-				
Total number of substantiated complaints received concerning breaches of customer privacy and losses of customer data	#	0	0	0	0	-				
Supply chain										
Percentage of tier 1 supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment	%	50	40	-	-	-		CG-AA-430a.2		
Percentage of new suppliers that were screened using social criteria	%	100	100	100	100	100	414-1			
Percentage of tier 1 supplier facilities that have been audited to a labour code of conduct	%	100	100	100	100	100		CG-AA-430b.1		
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	%	8	7	13	15	14		CG-AA-430b.2		
Economic										
Lobbying, interest representation, or similar	\$	98,282	95,407	94,690	299,000	339,860			1.5.1	
Total contributions and other spending	\$	450,031	389,181	394,551	403,000	434,208				
Charitable donations (percentage of total costs)	%	77	68	26	27	11			3.7.2	