




GRI INDEX

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In an effort to provide our stakeholders with credible, transparent, and easy-to-navigate disclosures, we have compiled this content index according to the Global Reporting Initiative (GRI) - Comprehensive Standards. Below, you will find our responses to GRI disclosures, including specific references to publicly available documents on our website such as our 2021 ESG Report, our 2021 Annual Report, our 2021 Management Information Circular, and our 2021 Annual Information Form. Where appropriate, we have indicated any omissions and the reasons for them. We also indicate which data have been third-party verified, which is accompanied by this icon .

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY	THIRD-PARTY ASSURANCE
Organizational profile			
102-1	Name of the organization	Gildan Activewear Inc.	
102-2	Activities, brands, products, and services	Gildan 2021 ESG Report > About Gildan > p.9	
102-3	Location of headquarters	Montreal, Quebec, Canada	
102-4	Location of operations	Our locations of operations are outlined on our website. See Our Factories: Website > Company > Our Factories Information about our locations of operations can also be found in our 2021 Annual Report. See Management's Discussion and Analysis: 2021 Annual Report > Management's Discussion and Analysis > pp.5–7 Our locations of operations are described in our 2021 ESG Report. See About Gildan: 2021 ESG Report > About Gildan > pp.9-10	
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	Information about the markets we serve can also be found in our 2021 Annual Report. See Management's Discussion and Analysis: 2021 Annual Report > Management's Discussion and Analysis > Sales, Marketing, and Distribution > p.9 Our locations of operation are described in our 2021 ESG Report. See About Gildan: 2021 ESG Report > About Gildan > pp.9-10	
102-7	Scale of the organization	2021 ESG Report > About Gildan > pp.9-10	
102-8	Information on employees and other workers	Information on employees and other workers is contained in our 2021 ESG Report: 2021 ESG Report > About Gildan > pp.9-10 2021 ESG Report > Social > pp.39-43	
102-9	Supply chain	Our supply chain including our activities, and primary brands is described in our 2021 Annual Report: 2021 Annual Report > Our Operations > pp.5–7 Environmental management of our supply chain is described in our 2021 ESG Report. See Environment: 2021 ESG Report > Environment > Our Approach > p.18 See Economic Development for number of local suppliers and estimated monetary payments: 2021 ESG Report > Community Engagement > Economic Development > p.48 Our management of our supply chain during COVID-19 is described on our website. See How Gildan Is Managing and Minimizing Supply Chain Disruption During COVID-19: Website > Other > COVID-19 > Manufacturing Contractors	
102-10	Significant changes to the organization and its supply chain	Any changes to the organization and its supply chain have been updated and are reflected in our 2021 Annual Report (under Our Operations), for the year ended 2021. Website > Investors > Report and filings > Reports > 2021 Annual Report > Our Operations > p.5	
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 similar 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 2021 external initiatives are described in our 2021 ESG Report. See Stakeholder Engagement: 2021 ESG Report > Governance > Stakeholder Engagement > pp.57-58	
102-13	Membership of associations	Our membership of associations is described in our 2021 ESG Report. See Stakeholder Engagement and Public Policy: 2021 ESG Report > Governance > Stakeholder Engagement > pp.57-59 2021 ESG Report > Governance > Public Policy and Advocacy > p.62	

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Strategy							
102-14	Statement from senior decision-maker	<p>A statement from a senior decision-maker can be found in our 2021 ESG Report. See Leadership Message:</p> <p>2021 ESG Report > Message from our President and CEO > p.5</p>					
102-15	Key impacts, risks, and opportunities	<p>Key impacts, risks, and opportunities are described in our 2021 Annual Report to Shareholders. See Risk and Uncertainties and the Financial Risk Management sections of the Company's 2021 Annual MD&A.</p> <p>Principal risks to the business are described in our 2021 Annual Report. See Risks and Uncertainties:</p> <p>2021 Annual Report > Risks and Uncertainties > pp.36–48</p> <p>2021 Annual Report > Financial Risk Management > pp. 116–121</p> <p>Risk management is described in our 2021 ESG Report. See Risk Management:</p> <p>2021 ESG Report > Governance > Risk Management > p.60</p> <p>We have provided details around climate risks and opportunities in both our 2020 and 2021 ESG Reports:</p> <p>2021 ESG Report > Environment > Towards TCFD Alignment> p.27</p> <p>2020 ESG Report > Our Climate Change Approach > Climate Related Opportunities and Risks > pp.29-32</p> <p>2020 ESG Report > Governance > Risk Management > p.68</p> <p>As stated above, key impacts, risks, and opportunities are described in our 2021 Annual Report to Shareholders. We have provided specific emerging climate risks in the table below, which in 2021 included the following:</p> <table><tr><td rowspan="3">Description of risk</td><td><p>Emerging risk 1 – COVID-19</p><p>The COVID-19 coronavirus, which was recognized as a global pandemic by the World Health Organization in March 2020, has had an adverse impact on the global economy, disrupted global supply chains and consumer spending, and caused significant volatility and disruption in financial markets. The pandemic significantly reduced economic activity and negatively affected markets worldwide as governmental authorities responded with the implementation of numerous restrictive measures to contain the spread of the virus, including travel bans and restrictions, quarantines, shelter-in-place orders, and mandated business shutdowns.</p><p>Additionally, supply chain and logistics disruptions, as well as labour shortages, could impact our ability to advance and complete our capacity expansion plans; this would also impact our ability to satisfy demand, which could impact our sales volumes in future periods. We are also seeing inflationary pressures in freight, labour, and other costs as a result of these various market dynamics that have emerged as a result of the effects of the COVID-19 pandemic – the impact of which may heighten and adversely impact our financial results.</p></td></tr><tr><td><p>Emerging risk 2 – Climate-related impacts</p><p>Climate-related impacts which may occur in the countries where we operate or from which we source production. Gildan has operations in Honduras, Dominican Republic, and Bangladesh. According to the World Bank Climate Change Knowledge Portal, these specific locations are increasingly exposed to physical risks related to climate change largely driven by extreme weather events (e.g., hurricanes, flooding, fires, severe storms, water scarcity etc.)</p></td></tr><tr><td></td></tr></table>	Description of risk	<p>Emerging risk 1 – COVID-19</p> <p>The COVID-19 coronavirus, which was recognized as a global pandemic by the World Health Organization in March 2020, has had an adverse impact on the global economy, disrupted global supply chains and consumer spending, and caused significant volatility and disruption in financial markets. The pandemic significantly reduced economic activity and negatively affected markets worldwide as governmental authorities responded with the implementation of numerous restrictive measures to contain the spread of the virus, including travel bans and restrictions, quarantines, shelter-in-place orders, and mandated business shutdowns.</p> <p>Additionally, supply chain and logistics disruptions, as well as labour shortages, could impact our ability to advance and complete our capacity expansion plans; this would also impact our ability to satisfy demand, which could impact our sales volumes in future periods. We are also seeing inflationary pressures in freight, labour, and other costs as a result of these various market dynamics that have emerged as a result of the effects of the COVID-19 pandemic – the impact of which may heighten and adversely impact our financial results.</p>	<p>Emerging risk 2 – Climate-related impacts</p> <p>Climate-related impacts which may occur in the countries where we operate or from which we source production. Gildan has operations in Honduras, Dominican Republic, and Bangladesh. According to the World Bank Climate Change Knowledge Portal, these specific locations are increasingly exposed to physical risks related to climate change largely driven by extreme weather events (e.g., hurricanes, flooding, fires, severe storms, water scarcity etc.)</p>		
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102-15	Key impacts, risks, and opportunities	Potential business impact of the risk	Emerging risk 1 – COVID-19 The duration and ongoing impact of the COVID-19 pandemic remains unknown at this time. In 2020, as a result of the effects of the pandemic, Gildan experienced a major reduction in sales and incurred significant costs resulting from the idling of manufacturing facilities and other mitigating actions. Although in 2021 we observed a recovery in global economies and consequently in the demand for our products, the evolving pandemic and its impacts may continue to have an adverse effect on our sales, operational results, and cash flows. If there is a prolonged economic downturn resulting from the COVID-19 pandemic – including as a result of the effect of the currently prevalent variants and the potential emergence of other virus variants in the future, or if any of the Company's major customers do not have sufficient liquidity to allow them to continue to operate through a prolonged economic downturn – the Company may incur operating losses, which may adversely affect the Company's financial position, including cash operating losses, and cause potential additional asset write-downs and impairments. Further, weak demand for our products may lead to lower selling prices for our products and could negatively affect our margins and cash flow from operations.	
			Emerging risk 2 – Climate-related impacts The severity and frequency of extreme weather events related to climate change is expected to increase in our vulnerable locations (Honduras, Dominican Republic, and Bangladesh), which may have financial implications for the business. For example, in November 2020, our Central American operations were impacted by back-to-back hurricanes, necessitating temporary shutdowns of these facilities. Future events could slow and/or halt production due to physical damage to our assets, resulting in increased employee absenteeism and reduced worker productivity in order to address incremental safety measures during extreme weather conditions, and/or resulting in supply chain disruptions limiting transportation of supplies or delivery of goods. On the other hand, climate-related transition risks could impact Gildan's energy consumption costs and transportation costs. These could have relevant financial implications, considering that low-cost and efficiency are core strengths of our successful integrated business model. Fluctuations in energy prices are partly influenced by government policies to address climate change, which could increase our energy costs beyond our current expectations. These potential fluctuations in oil and energy prices could also affect our energy consumption costs, and can influence transportation costs and the cost of related items used in our business, including other raw materials we use to manufacture our products such as chemicals, dyestuffs, and trims.	
		Mitigating actions	Emerging risk 1 – COVID-19 From the onset of the COVID-19 pandemic, our priorities were the health and safety of our employees, customers, suppliers, and other partners. In this regard, we took several actions to safeguard our stakeholders, while at the same time ensuring continuity of the business. Relationships with local suppliers also improve supply chain resiliency, an advantage that has become crucial over the last two years, as the COVID-19 pandemic and Russia's invasion of Ukraine have disrupted supply chains globally. Gildan takes all necessary measures to provide employees with safe and healthy workplaces and seeks to ensure that our third-party contractors do the same. In times of crisis, such as the COVID-19 pandemic, the Company has adopted additional policies and procedures as needed to best protect the health and safety of employees. Concurrent with global government mandated private sector shutdowns, we began to close our manufacturing facilities starting in March 2020, to ensure the safety of our employees and align our operations and inventory levels with the demand environment. As the COVID-19 pandemic persisted in 2021, Gildan continued to allow some of its administrative employees to work remotely, utilizing technology to enhance collaboration and teamwork. In many of our facilities, we also provided access to COVID-19 rapid testing and vaccinations to employees as they became available. In terms of oversight, in 2021 the Board of Directors received quarterly updates from management on ongoing risks and mitigation strategies related to the pandemic.	
			Emerging risk 2 – Climate-related impacts Gildan regularly assesses our longer-term climate risks as part of our ERM process, and TCFD implementation. We continue to develop or adapt mitigation strategies accordingly, including Business Continuity Management (BCM) efforts to mitigate impact of weather events and natural catastrophes. Gildan is making additional investments to improve the resiliency of its manufacturing facilities to extreme weather events. We implement proactive maintenance and seek investments in new weather proofing technologies to withstand impacts related to changing climate conditions. For example, we have performed flood risk assessments in Honduras and Bangladesh and will be implementing flood mitigation measures and flood management plans solutions. Gildan's Next Generation ESG strategy aims to deliver meaningful advancements by 2030 in key areas related to Climate, Energy, and Water. We have implemented several measures to reduce our dependence on fossil fuels, our energy costs, and our exposure to increasing legislative requirements and rising oil and gas prices: <div><div>a.</div>Our Energy Management Information System (EMIS) allows us to monitor and manage our energy consumption. It also helps us to identify opportunities to control costs and use lower-cost abatement technologies at our Honduras manufacturing complex.</div> <div><div>b.</div>Due to our use of biomass energy, our renewable energy footprint has averaged almost 40% over the past five years.</div> Our processes to reuse hot water condensate, and through the chemical additive process, decrease energy consumption, reduces our exposure to more stringent energy efficiency standards and energy costs through low-cost abatement technologies, while supporting a low-carbon economy.	




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Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	<p>Our values, principles, standards, and norms of behavior are described in our 2021 ESG Report. See How We Operate: 2021 ESG Report > About Gildan > How We Operate > p.9</p> <p>They are also described on our website. See Vision, Mission & Values: Website > Company > Vision, Mission, and Values</p>	
102-17	Mechanisms for advice and concerns about ethics	<p>Mechanisms for advice and concerns about ethics are described in our 2021 ESG Report. See Ethics and Integrity Standards: 2021 ESG Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > p.54</p> <p>Our official Whistleblowing Policy can be found on our website. See Whistleblowing Policy for Employees and External Stakeholders: Website > Responsibility > Resources > Codes and Policies > Whistleblowing Policy for Employees and External Stakeholders</p>	
102-18	Governance structure	<p>Our governance structure is described in our 2021 ESG Report. See Corporate Governance: 2021 ESG Report > Governance > Our Approach > pp.51-52 2021 ESG Report > Governance > ESG Governance > p.56</p> <p>Our website also details our governance process. See Governance: Website > Company > Governance</p>	
102-19	Delegating authority	<p>The Board of Directors has delegated to the Corporate Governance and Social Responsibility Committee of the Board the authority to oversee management’s handling of economic, environmental, and social topics (see the Corporate Governance and Social Responsibility Committee mandate).</p> <p>The activities of the Corporate Governance and Social Responsibility Committee are outlined in the mandate of the Corporate Governance and Social Responsibility Committee. See Mandate: Mandate of the Corporate Governance and Social Responsibility Committee > Mandate > p.1</p> <p>The delegating authority of our ESG governance process is described in our 2021 ESG Report. See ESG Governance: 2021 ESG Report > Governance > ESG Governance > p.56</p> <p>A list of our Board of Directors can be found on our website. See Board of Directors: Website > Making Apparel Better > Company > Leadership > Board of Directors</p>	
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>Executive level responsibilities are described in our 2021 ESG Report. See ESG Governance: 2021 ESG Report > Governance > ESG Governance > p.56</p>	
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>Our 2021 stakeholder engagement activities are described in our 2021 ESG Report. See Stakeholder Engagement: 2021 ESG Report > Governance > Stakeholder Engagement > pp.57-59</p>	
102-22	Composition of the highest governance body and its committees	<p>The composition of the highest governance body is described in the 2021 Management Information Proxy Circular. See Director Nominees: 2021 Management Proxy Information Circular > Director Nominees > pp.19–24</p> <p>The composition of the Board-level committees is described in the 2021 Management Information Proxy Circular. See Our Corporate Governance Practices: 2021 Management Proxy Information Circular > Our Corporate Governance Practices > pp.29–44</p> <p>The Board of Directors diversity is described in the 2021 ESG Report. See Our Approach: 2021 ESG Report > Governance > Our Approach > Board of Directors > p.51</p>	
102-23	Chair of the highest governance body	<p>The Chair of the Board of Directors is independent, as detailed in the 2021 Management Information Proxy Circular: 2021 Management Information Proxy Circular > Election of Directors > Director Nominees > pp.18-24</p>	

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102-24	Nominating and selecting the highest governance body	<p>The Corporate Governance and Social Responsibility Committee is responsible for developing, reviewing, and monitoring criteria, as well as establishing procedures for selecting Directors.</p> <p>The Director selection process is detailed in our 2021 Management Information Proxy Circular. See Director Selection: 2021 Management Information Proxy Circular > Director Selection > p.18</p> <p>Diversity considerations in Director selection are described in our 2021 Management Information Proxy Circular. See Director Selection: 2021 Management Information Proxy Circular > Board Diversity Policy > p.41</p> <p>Our Board Diversity Policy can be found on our website. See Board Diversity Policy: Website > Company > Governance Policies > Board Diversity Policy</p>	
102-25	Conflicts of interest	<p>Our Corporate Governance Guidelines describe our approach to conflicts of interest. See Conflicts of Interest: Website > Company > Board Governance Guidelines > Conflicts of Interest > p.5</p> <p>Public board memberships of all Directors are disclosed in our 2021 Management Information Proxy Circular: See Election of Directors: 2021 Management Information Proxy Circular > Election of Directors > pp.18–24</p> <p>Our approach on disclosure of conflicts of interest is also detailed in our 2021 Management Information Proxy Circular: See Disclosure of Conflicts of Interest and Related Party Transactions: 2021 Management Information Proxy Circular > Disclosure of Conflicts of Interest and Related Party Transactions > p.38</p> <p>To maintain Director independence and avoid potential conflicts, the Board reviews the number of board interlocks among its Directors. Accordingly, unless otherwise determined by the Board, no more than two Directors may serve together on the board of another public company, and Directors may not serve together on the boards of more than two other public companies. At present, two Directors serve on the same board of another public company, but the Board has determined that this relationship does not impair the exercise of independent judgment by these Board members.</p> <p>If a Director has a material interest in a transaction involving the Company or otherwise identifies a potential conflict he or she may bring the matter before the Board or a committee, the Director must declare the conflict or potential conflict at the beginning of the Board or committee meeting. The Director who has a conflict or potential conflict must not attend any part of the meeting during which the matter is discussed or participate in a vote on such matter.</p> <p>In addition, the Corporate Governance and Social Responsibility Committee is responsible for reviewing any related party transactions involving a Director, and following its review, it will make a recommendation thereon to the Board.</p>	
102-26	Role of highest governance body in setting purpose, values, and strategy	<p>The role of the highest governance body in setting purpose values and strategy is described in our 2021 ESG Report. See ESG Governance: 2021 ESG Report > ESG Governance > p.56</p>	
102-27	Collective knowledge of highest governance body	<p>The Corporate Governance and Social Responsibility Committee receives detailed quarterly reports on ESG trends, regulatory changes, and Company ESG performance data.</p> <p>Further details on the collective knowledge of the highest governance body can be found in the 2021 Management Information Proxy Circular. See Continuing Education: 2021 Management Information Proxy Circular > Continuing Education > pp.40–41</p> <p>The role of the highest governance body is described in our 2021 ESG Report. See ESG Governance: 2021 ESG Report > ESG Governance > p.56</p>	
102-28	Evaluating the highest governance body's performance	<p>2021 Management Information Proxy Circular > Corporate Governance and Social Responsibility Committee > pp.34–35</p>	
102-29	Identifying and managing economic, environmental, and social impacts	<p>Identifying and managing social impacts:</p> <p>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 2021, we did not have any non-compliances related to human rights. However, if these were to happen, they would be reviewed by the Board. During Q3 2021, the Board reviewed and approved the Company's Next Generation ESG strategy and targets and the underlying governance structure to support the strategy. Since then, the Board has been provided quarterly updates as to progress related to the new ESG strategy and targets. Performance against the new targets will continue to be reported to the Board on a quarterly basis.</p> <p>The Board's risk governance framework is described in the Board Governance Guidelines. See Risk Management: Website > Company > Board Governance Guidelines > Risk Management > pp.8–9</p> <p>Environmental and climate change risks are detailed in our 2021 ESG Report. See TCFD Framework: 2021 ESG Report > Towards TCFD Alignment > p.27</p> <p>Our approach to risk oversight is detailed in our 2021 ESG Report. See Risk Management: 2021 ESG Report > Governance > Risk Management > p.60</p>	




DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY					THIRD-PARTY ASSURANCE										
102-30	Effectiveness of risk management process	2021 Management Information Proxy Circular > Corporate Governance and Social Responsibility Committee > pp.34–35															
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 reporting is detailed in our Corporate Governance and Social Responsibility Committee Charter. See Mandate: Website > Corporate Governance and Social Responsibility Committee > Mandate > p.1															
102-33	Communicating critical concerns	Our process for communicating critical concerns is described in our 2021 ESG Report. See Ethics and Integrity Standards: 2021 ESG Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > p.54 For more information, refer to the Company's Ethics & Compliance page. 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, Montreal, Quebec, Canada, H3A 3J2, or by e-mail, care of the Corporate Secretary, at corporate.governance@gildan.com . All complaints and compliance issues are reported to the Ethics and Fraud Compliance Committee (which is a subcommittee of the Compliance Steering Committee), which will determine which issues need to be reported to the Corporate Governance and Social Responsibility Committee . 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.															
102-34	Nature and total number of critical concerns	2021 ESG Report > Governance > Reporting Violations and Grievances > p.54 Website > Company > Governance Policies > Whistleblowing Policy for Employees and External Stakeholders															
102-35	Remuneration policies	Director compensation is described in our 2021 Management Information Proxy Circular. See Outside Director Compensation and Director Compensation Practices: 2021 Management Information Proxy Circular > Outside Director Compensation > pp.25–28 Executive compensation is described in our 2021 Management Information Proxy Circular. See Advisory Vote on Executive Compensation: 2021 Management Information Proxy Circular > Advisory Vote on Executive Compensation > pp.45–87															
102-36	Process for determining remuneration	Benchmarking practices are also detailed in our 2021 Management Information Proxy Circular. See External Benchmarking: 2021 Management Information Proxy Circular > External Benchmarking > p.27 The process for determining compensation is detailed in our 2021 Management Information Proxy Circular. See Our Compensation Practices: 2021 Management Information Proxy Circular > Our Compensation Practices > pp.47–48 Information on compensation consultation can also be found in the 2021 Management Information Proxy Circular. See Role of the Compensation Consultant: 2021 Management Information Proxy Circular > Role of the Compensation Consultant > p.56															
102-37	Stakeholders' involvement in remuneration	Stakeholders' involvement in remuneration is detailed in our 2021 Management Information Proxy Circular. See Shareholder Advisory Vote on Executive Compensation: 2021 Management Information Proxy Circular > Shareholder Advisory Vote on Executive Compensation > pp.45–48 The Board of Directors also proactively sought feedback from shareholders in 2021 in consideration of concerns expressed by some shareholders on 2020 compensation decisions.															
102-39	Percentage increase in annual total compensation ratio	This information is not specifically calculated; however, the increase in compensation applicable to a top-paid executive in each country is governed by the same budget for annual increases that is applicable to any employee of the applicable country. It is therefore expected that the increase will be in the same range as the country average.															
Stakeholder engagement																	
102-40, 102-43, 102-44	List of stakeholder groups	A list of stakeholder groups can be found in our 2021 ESG Report. See Stakeholder Engagement: 2021 ESG Report > Governance > Stakeholder Engagement > p.57															
102-41	Collective bargaining agreements	<table><tr><th>Collective bargaining agreement</th><th>2021</th><th>2020</th><th>2019</th><th>2018</th></tr><tr><td>Employees covered (%)</td><td>46</td><td>53</td><td>52</td><td>55</td></tr></table>					Collective bargaining agreement	2021	2020	2019	2018	Employees covered (%)	46	53	52	55	
Collective bargaining agreement	2021	2020	2019	2018													
Employees covered (%)	46	53	52	55													
Reporting practices																	
102-45	Entities included in the consolidated financial statements	Entities included in the consolidated financial statement are described in our 2021 Annual Report: 2021 Annual Report > Significant Accounting Policies > pp.67–68															
102-46	Defining report content and topic boundaries	Report content and topic boundaries are defined by Gildan as having “operational control” in order to establish its organizational boundary.															


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102-47	List of material topics	A list of material topics can be found in our 2021 ESG Report. See Updating Our Materiality Assessment: 2021 ESG Report > Next Generation ESG Strategy and Future Targets > Materiality Assessment > p.12	
102-48	Restatements of information	For the reporting period 2021, we updated our baselines related to GHG emissions, energy intensity, and water intensity, using a 2018 baseline year; this aligns with our new ESG strategy and targets, which were established at the end of 2021 and announced in early 2022.	
102-49	Changes in reporting	For the reporting period 2021, we updated baselines related to GHG emissions, energy intensity, and water intensity, using a 2018 baseline year; this aligns with our new ESG strategy and targets, which were established at the end of 2021 and announced in early 2022. In 2021, we have: <ul style="list-style-type: none">• Included Bangladesh in our Business Travel Emissions (scope 3), increasing our coverage from 73% to 93% of our employee base• Included environmental data related to the size of all habitat areas protected or restored for our sites in Honduras and Dominican Republic• Excluded environment data related to sites in Mexico (due to closure in 2020) and for the offices located in Canada, China, and Australia (which account for less than 5% of total emissions).	
102-50	Reporting period	The scope of this report highlights our Company-wide environmental, economic, social, and governance performance and goals from January 1, 2021 to December 31, 2021.	
102-51	Date of most recent report	Gildan's 17 th ESG Report, which was published on August 6, 2021: Website > Responsibility > Respect for Transparency > ESG Reports > Gildan 2020 ESG Report	
102-52	Reporting cycle	This ESG Report reflects the activities that occurred in the 2021 calendar year.	
102-53	Contact point for questions regarding the report	Gildan Activewear Inc. 600 de Maisonneuve Boulevard West, Suite 3300 Montreal, Quebec, H3A 3J2 cc@gildan.com https://gildancorp.com/en/	
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	2016 GRI Content Index	
102-56	External assurance	Gildan received third-party limited assurance from Corporate Citizenship on 16 indicators, including: total energy usage, energy intensity per production, total scope 1 greenhouse gas (GHG) emissions, total scope 2 GHG emissions, change in total scope 1 and 2 emissions (compared to a 2018 baseline), scope 3 GHG emissions, total water withdrawal, total water discharge, change in water withdrawal intensity per production (compared to a 2018 baseline), total waste, landfill waste intensity per production, gender diversity, work-related injury rate, lost-time injury rate, lost-time frequency rate, and injury severity rate. This data have been prepared in accordance with the GRI Principles for Defining Report Quality, the GHG emissions indicators, the 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  .	
GRI-200: ECONOMIC			
Economic			
201-1	Direct economic value generated and distributed	Our direct economic value generated and distributed can be found in our 2021 Annual Report. See Operating Results: 2021 Annual Report > Selected Annual Information > pp.10–22 Also see Notes to Consolidated Financial Statements: 2021 Annual Report > Notes to Consolidated Financial Statement > pp.103–107, pp.112–122	
201-2	Financial implications and other risks and opportunities due to climate change	As part of our 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. See: 2021 ESG Report > Environment > Towards TCFD Alignment > p.27 We describe the financial implications and other risks and opportunities in our 2021 Annual Report. See: 2021 Annual Report > Risks and Uncertainties > pp.36–48	
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 2021 Annual Report. See: 2021 Annual Report > Significant Accounting Policies > p.67	

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY	THIRD-PARTY ASSURANCE																
201-4	Financial assistance received from government	All financial assistance received from a government is described in our 2021 Annual Report. See: 2021 Annual Report > Supplementary Information Relating to the Nature of Expenses > Government assistance > p.109																	
GRI-202 Market presence																			
202-2	Proportion of senior management hired from the local community	In 2021, 85% (528 out of 623) of all managers at our manufacturing facilities were from the local communities. 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	<div>In 2021, Gildan's total expenditures for materials and services with local suppliers exceeded \$850 million. Additionally, as we continue to enhance our ESG Reporting, in 2021 we also included expenditures related to local suppliers in Canada and the United States.</div> <table><tr><th>Country</th><th>Number of suppliers (2021)</th></tr><tr><td>Bangladesh</td><td>392</td></tr><tr><td>Canada</td><td>222</td></tr><tr><td>Dominican Republic</td><td>317</td></tr><tr><td>Honduras</td><td>555</td></tr><tr><td>Nicaragua</td><td>274</td></tr><tr><td>United States</td><td>456</td></tr><tr><td>Total</td><td>2,216</td></tr></table>	Country	Number of suppliers (2021)	Bangladesh	392	Canada	222	Dominican Republic	317	Honduras	555	Nicaragua	274	United States	456	Total	2,216	
Country	Number of suppliers (2021)																		
Bangladesh	392																		
Canada	222																		
Dominican Republic	317																		
Honduras	555																		
Nicaragua	274																		
United States	456																		
Total	2,216																		
GRI-205 Anti-corruption																			
205-1	Operations assessed for risks related to corruption	Our 2021 ESG Report describes how our operations are assessed for risks related to corruption. See: 2021 ESG Report > Governance > Ethics and Integrity Standards > pp.52-55 The following policies help to guide our activities to ensure risks related to corruption: Website > Company > Ethics and Compliance > Code of Ethics Website > Responsibility > Respect for Transparency > Codes and Policies > Anti-corruption Policy and Compliance Program Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct Website > Responsibility > Respect for Transparency > Codes and Policies > Social and Sustainable Compliance Guidebook																	
205-2	Communication and training about anti-corruption policies and procedures	Communication and training on anti-corruption policies and procedures, available through our Social Compliance Program, are described in our 2021 ESG Report. See: 2021 ESG Report > Social > Human Rights and Ethical Labour Practices > pp.30,33,34																	
205-3	Confirmed incidents of corruption and actions taken	2021 ESG Report > Governance > Reporting Violations and Grievances > p.54																	
GRI-206 Anti-competitive behaviour																			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	In 2021, 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 2021 ESG Report: See: 2021 ESG Report > Social > How We Approach Taxation > p.49 Our Approach to Tax can be found here Website > Reports and Filings > Supplemental Info (IFRS) > Tax Strategies Disclosure Our Tax Strategy can be found here: Website > Investors > Gildan Tax Strategy																	

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY	THIRD-PARTY ASSURANCE															
207-2	Tax governance, control, and risk management	<p>More information regarding our procedures around tax is contained in our 2021 Annual report. See: 2021 Annual Report > Risks and Uncertainties > Factors or circumstances that could increase our effective income tax rate > p.44</p> <p>More Information regarding our approaches towards tax is contained in our 2021 ESG Report. 2021 ESG Report > Social > How We Approach Taxation > p.49</p> <p>Our Tax Strategy can be found here: Website > Investors > Gildan Tax Strategy</p>																
207-4	Country-by-country reporting	<p>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, as well as other applicable jurisdictions in which we operate when required by law.</p> <p>Gildan publicly discloses the percentage of its principal subsidiary jurisdictions and ownerships in its 2021 Annual Information Form. See Incorporate Relationships: 2021 Annual Information Form > Corporate Structure > Incorporate Relationships > p.5</p> <p>The subsidiaries that have been omitted do not represent individually more than 10% of the consolidated assets and 10% of the consolidated revenues of Gildan, or in the aggregate more than 20% of the total consolidated assets and the consolidated revenues, as at, and for the year ended January 2, 2022.</p>																
GRI-300: ENVIRONMENTAL																		
GRI-301 Materials																		
103-1	Explanation of the material topic and its boundaries	<p>An explanation of the material topic and its boundaries can be found in our 2021 ESG Report. See Environment: 2021 ESG Report > Environment > pp.17-18</p> <p>See also Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p>																
103-2	The management approach and its components	<p>The management approach and its components are detailed in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Environment > Our Approach > pp.17-18</p> <p>See also: Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p> <p>See also Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p>																
103-3	Evaluation of the management approach	<p>See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p> <p>An evaluation of the management approach is described in our 2021 ESG Report. See Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p> <p>See also Ethics and Integrity Standards: 2021 ESG Report > Governance > Ethics and Integrity Standards > p.52</p>																
301-1	Materials used by weight or volume	<p>Materials used by weight or volume:</p> <table><tr><th>Material used</th><th>2021</th><th>2020</th><th>2019</th><th>2018</th></tr><tr><td>Total weight of all plastic packaging (t)</td><td>1,130.89</td><td>560.49</td><td>788.36</td><td>870.77</td></tr><tr><td>Coverage (as a % of cost of goods sold)</td><td>100</td><td>99.9</td><td>85</td><td>85</td></tr></table>	Material used	2021	2020	2019	2018	Total weight of all plastic packaging (t)	1,130.89	560.49	788.36	870.77	Coverage (as a % of cost of goods sold)	100	99.9	85	85	
Material used	2021	2020	2019	2018														
Total weight of all plastic packaging (t)	1,130.89	560.49	788.36	870.77														
Coverage (as a % of cost of goods sold)	100	99.9	85	85														
301-2	Recycled input materials used	<p>Our use of recycled input materials is described in our 2021 ESG Report. See Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p>																
301-3	Reclaimed products and their packaging materials	<p>Our use of reclaimed products and their packaging materials are described in our 2021 ESG Report. See Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p>																

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY					THIRD-PARTY ASSURANCE																																																																																																														
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 2021 ESG Report. See Environment: 2021 ESG Report > Environment > pp.17-18 See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20																																																																																																																			
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302-1	Energy consumption within the organization	<table><tr><th>Energy consumption within the organization</th><th>2021</th><th>2020</th><th>2019</th><th>2018</th></tr><tr><td>Total fuel consumption within the organization from non-renewable sources (GJ)</td><td>1,314,694</td><td>1,144,418</td><td>1,484,833</td><td>1,797,024</td></tr><tr><td>Non-renewable electricity purchased (GJ)</td><td>2,880,477</td><td>2,159,706</td><td>3,089,386</td><td>3,078,369</td></tr><tr><td>Total fuel consumption within the organization from renewable sources (GJ)</td><td>2,625,874</td><td>1,593,152</td><td>3,629,657</td><td>3,253,863</td></tr><tr><td>Renewable energy generated by type (GJ): Solar Biomass</td><td>Solar: 18,303.68 Biomass: 2,625,873.74</td><td>Solar: 6,972 Biomass: 1,593,152</td><td>Biomass: 3,629,657</td><td>Biomass: 3,353,863</td></tr><tr><td>% of renewable energy</td><td>39</td><td>33</td><td>44</td><td>40</td></tr><tr><td>Electricity purchased (GJ)</td><td>2,880,477</td><td>2,159,706</td><td>3,089,386</td><td>3,078,369</td></tr><tr><td>Total energy consumption within the organization (GJ)</td><td>6,839,349</td><td>4,904,248</td><td>8,203,875</td><td>8,129,256</td></tr><tr><td>Total costs of energy consumed (\$)</td><td>102,235,000</td><td>79,813,000</td><td>120,434,000</td><td>117,787,000</td></tr><tr><td>% Data coverage (as a % of denominator)</td><td>100</td><td>100</td><td>100</td><td>100</td></tr></table> <table><tr><th>Energy consumption by country</th><th>2021 (%)</th><th>2021 total absolute energy (GJ)</th></tr><tr><td>Canada</td><td>Manufacturing operations ceased in 2020</td><td>Manufacturing operations ceased in 2020</td></tr><tr><td>United States</td><td>25</td><td>1,719,748.75</td></tr><tr><td>Mexico</td><td>Manufacturing operations ceased in 2020</td><td>Manufacturing operations ceased in 2020</td></tr><tr><td>Honduras</td><td>55</td><td>3,744,381.46</td></tr><tr><td>Nicaragua</td><td>1</td><td>86,084.01</td></tr><tr><td>Dominican Republic</td><td>14</td><td>975,420.67</td></tr><tr><td>Bangladesh</td><td>5</td><td>309,803.88</td></tr><tr><td>Barbados</td><td>0</td><td>3,910.08</td></tr><tr><td>Total</td><td>100</td><td>6,839,348.85</td></tr></table> <table><tr><th>Energy consumption by source</th><th>2021 (%)</th><th>2021 total absolute energy (GJ)</th></tr><tr><td>Electricity</td><td>42.4</td><td>2,898,780.80</td></tr><tr><td>Propane</td><td>2.2</td><td>153,848.15</td></tr><tr><td>Fuel oil (bunker)</td><td>9.1</td><td>622,073.20</td></tr><tr><td>Diesel</td><td>1.0</td><td>66,804.17</td></tr><tr><td>Natural gas</td><td>6.9</td><td>469,673.79</td></tr><tr><td>Biomass</td><td>38.4</td><td>2,625,873.74</td></tr><tr><td>LNG</td><td>0</td><td>0</td></tr><tr><td>CNG</td><td>0.03</td><td>2,295.01</td></tr><tr><td>Total</td><td>100</td><td>6,839,348.86</td></tr></table>					Energy consumption within the organization	2021	2020	2019	2018	Total fuel consumption within the organization from non-renewable sources (GJ)	1,314,694	1,144,418	1,484,833	1,797,024	Non-renewable electricity purchased (GJ)	2,880,477	2,159,706	3,089,386	3,078,369	Total fuel consumption within the organization from renewable sources (GJ)	2,625,874	1,593,152	3,629,657	3,253,863	Renewable energy generated by type (GJ): Solar Biomass	Solar: 18,303.68 Biomass: 2,625,873.74	Solar: 6,972 Biomass: 1,593,152	Biomass: 3,629,657	Biomass: 3,353,863	% of renewable energy	39	33	44	40	Electricity purchased (GJ)	2,880,477	2,159,706	3,089,386	3,078,369	Total energy consumption within the organization (GJ)	6,839,349	4,904,248	8,203,875	8,129,256	Total costs of energy consumed (\$)	102,235,000	79,813,000	120,434,000	117,787,000	% Data coverage (as a % of denominator)	100	100	100	100	Energy consumption by country	2021 (%)	2021 total absolute energy (GJ)	Canada	Manufacturing operations ceased in 2020	Manufacturing operations ceased in 2020	United States	25	1,719,748.75	Mexico	Manufacturing operations ceased in 2020	Manufacturing operations ceased in 2020	Honduras	55	3,744,381.46	Nicaragua	1	86,084.01	Dominican Republic	14	975,420.67	Bangladesh	5	309,803.88	Barbados	0	3,910.08	Total	100	6,839,348.85	Energy consumption by source	2021 (%)	2021 total absolute energy (GJ)	Electricity	42.4	2,898,780.80	Propane	2.2	153,848.15	Fuel oil (bunker)	9.1	622,073.20	Diesel	1.0	66,804.17	Natural gas	6.9	469,673.79	Biomass	38.4	2,625,873.74	LNG	0	0	CNG	0.03	2,295.01	Total	100	6,839,348.86	
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY										THIRD-PARTY ASSURANCE			
302-1	Energy consumption within the organization	Energy consumption by process		2021 (% of total energy consumption)				2021 total absolute energy (GJ)				<div>✓</div>			
		Distribution centre		1.5				105,141.7							
		Hosiery manufacturing		5.0				338,848.86							
		Textile manufacturing		58.4				3,997,376.34							
		Integrated manufacturing (textiles and sewing)		4.4				299,489.28							
		Yarn spinning		23.9				1,632,964.66							
		Sewing operations		3.1				212,162							
		Garment dyeing		2.5				173,360.86							
		Other		1.2				80,005.15							
		Total		100				6,839,348.85							
302-3	Energy intensity	Energy measurement		2021	2020	2019	2018	Energy intensity by country		2021 total energy intensity (GJ/kg)		2020 total energy intensity (GJ/kg)		<div>✓</div>	
		Absolute direct energy (GJ)		3,940,568	2,737,570	5,114,489	5,050,887	Canada		Manufacturing operations ceased in 2020		0.00009			
		Absolute indirect energy (GJ)		2,898,781	2,166,677	3,089,386	3,078,369	United States		0.00672		0.00751			
		Absolute total energy (GJ)		6,839,349	4,904,248	8,203,875	8,129,256	Mexico		Manufacturing operations ceased in 2020		0.00022			
		Total energy intensity (GJ/kg)		0.0267	0.0288	0.02971	0.03066	Honduras		0.01462		0.01542			
		Types of energy included in the intensity ratio	Diesel					Nicaragua		0.00034		0.00037			
			Bunker					Dominican Republic		0.00381		0.00409			
			NG					Bangladesh		0.00121		0.00109			
			LPG					Barbados		0.00002		0.00002			
			LNG					Total		0.0267		0.0288			
			CNG												
			Biomass												
			Electricity												
		Whether the ratio uses energy consumption within the organization, outside of it, or both		Within the organization											
		Percentage intensity variation (compared to a 2018 baseline) (%)		-12.88	-6.06	-3.09	0								
		Percent renewable energy (%)		39	33	44	40								

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY							THIRD-PARTY ASSURANCE		
302-3	Energy intensity	Energy intensity by process	2021 total energy intensity (GJ/kg)	2020 total absolute energy (GJ/KG)	Energy intensity by source	2021 total energy intensity (GJ/kg)	2020 total energy intensity (GJ/kg)				
		Distribution centre	0.00041	0.00060	Electricity	0.01132	0.01272				
		Hosiery manufacturing	0.00132	0.00148	Propane	0.00060	0.00078				
		Textile manufacturing	0.01561	0.01663	Fuel oil (bunker)	0.00243	0.00373				
		Integrated manufacturing (textiles and sewing)	0.00117	0.00109	Diesel	0.00026	0.00029				
		Yarn spinning	0.00638	0.00709	Natural gas	0.00183	0.00191				
		Sewing operations	0.00083	0.000916	Biomass	0.01026	0.00935				
		Garment dyeing	0.00068	0.00064	LNG	0	0.000002				
		Other	0.00031	0.000365	CNG	0.00001	0.000003				
		Total	0.02671	0.0288	Total	0.02671	0.0288				
		GRI-303 Water and effluents									
		103-1	Explanation of the material topic and its boundaries	<p>An evaluation of the management approach is described in our 2021 ESG Report. See Environment: 2021 ESG Report > Environment > pp.17-18</p> <p>See also Managing our Water Resources: 2021 ESG Report > Environment > Managing our Water Resources > p.21</p>							
		103-2	The management approach and its components	<p>The management approach and its components are detailed in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Environment > Our Approach > pp.17-18</p> <p>See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p> <p>See also Managing our Water Resources: 2021 ESG Report > Environment > Managing our Water Resources > p.21</p>							
103-3	Evaluation of the management approach	<p>See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p> <p>An evaluation of the management approach is described in our 2021 ESG Report. See Managing our Water Resources: 2021 ESG Report > Environment > Managing our Water Resources > p.21</p> <p>See also Ethics and Integrity Standards: 2021 ESG Report > Governance > Ethics and Integrity Standards > p.52</p>									
303-1	Interactions with water as a shared resource	<p>See also Our Approach: 2021 ESG Report > Environment > Our Approach > pp.17-18</p> <p>Our interaction with water as a shared resource is detailed in our 2021 ESG Report. See Managing our Water Resources: 2021 ESG Report > Environment > Managing our Water Resources > p.21</p> <p>See also Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p>									
303-2	Management of water discharge-related impacts	<p>Our management of water discharge related impacts is detailed in our 2021 ESG Report. See Managing our Water Resources: 2021 ESG Report > Environment > Managing our Water Resources > p.21</p>									

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY										THIRD-PARTY ASSURANCE
303-3	Water withdrawal	Water withdrawal by source	2021 (megalitres)				Total water withdrawal (megalitres)	2021	2020	2019	2018	✓
		Surface water	0				Municipal water	677.42	668.01	2,301.60	2,117.11	
		Groundwater	16,838.48				Fresh groundwater	16,838.48	11,955.18	18,216.08	20,026.18	
		Seawater	0				Total	17,515.90	12,623.19	20,517.68	22,143.29	
		Produced water	0									
		Third-party water (total)	677.42									
		Total water withdrawal by source	17,515.90									
303-4	Water discharge	Total water withdrawal (megalitres)	2021	2020	2019	2018	Water discharge by destination (megalitres)		2021	2020	✓	
		Total water discharge	16,199	10,678.18	18,718.01	18,079.90	Surface water		15,413.94	10,081.059		
		Wastewater – off-site treatment	784.67	597.12	1,912.60	3,122.58	Groundwater		0	0		
		Wastewater – on-site treatment	15,413.94	10,081.06	16,805.41	14,957.32	Seawater		0	0		
							Third-party water (total)		784.67	597.12		
							Third-party water sent for use to other organizations		0	0		
							Total water discharge		16,198.62	10,678.179		
303-5	Water consumption	Total water consumption from all areas	2021	2020	2019	2018						
		Total water consumption from all areas (megalitres)	17,515.90	12,613.20	20,517.68	22,143.28						
GRI-304 Biodiversity												
103-1	Explanation of the material topic and its boundaries	An evaluation of the management approach is described in our 2021 ESG Report. See Environment: 2021 ESG Report > Environment > pp.17-18 See also Biodiversity and Afforestation: 2021 ESG Report > Environment > Biodiversity and Afforestation > pp.25-26										
103-2	The management approach and its components	The management approach and its components are detailed in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Environment > Our Approach > pp.17-18 See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20 See also Biodiversity and Afforestation: 2021 ESG Report > Environment > Biodiversity and Afforestation > pp.25-26										
103-3	Evaluation of the management approach	See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20 An evaluation of the management approach is described in our 2021 ESG Report. See Biodiversity and Afforestation: 2021 ESG Report > Environment > Biodiversity and Afforestation > pp.25-26 See also Ethics and Integrity Standards: 2021 ESG Report > Governance > Ethics and Integrity Standards > pp.52-54										

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY	THIRD-PARTY ASSURANCE
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	<p>Our areas of biodiversity management are described in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Environment > Our Approach > pp.17-18</p> <p>See also Biodiversity and Afforestation: 2021 ESG Report > Environment > Biodiversity and Afforestation > pp.25-26</p>	
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Significant impacts of activities, products, and services on biodiversity are detailed in our 2021 ESG Report. See Biodiversity and Afforestation: 2021 ESG Report > Environment > Biodiversity and Afforestation > pp.25-26</p>	
304-3	Habitats protected or restored	<p>Protected and restored habitats are described in our 2021 ESG Report. See Biodiversity and Afforestation: 2021 ESG Report > Environment > Biodiversity and Afforestation > pp.25-26</p>	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>No threatened species were identified in the 2022 assessments conducted at our operations in the Dominican Republic and Honduras.</p> <p>15 bird species of least concern (LC) were reported in the Dominican Republic Biotop.</p> <p>35 bird species of least concern (LC) were reported in the Honduras Biotop.</p>	
GRI-305 Emissions			
103-1	Explanation of the material topic and its boundaries	<p>An explanation of the management approach is described in our 2021 ESG Report. See Environment: 2021 ESG Report > Environment > pp.17-18</p> <p>See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p>	
103-2	The management approach and its components	<p>The management approach and its components are detailed in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Environment > Our Approach > pp.17-18</p> <p>See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p>	
103-3	Evaluation of the management approach	<p>An evaluation of the management approach is described in our 2021 ESG Report. See Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p> <p>See also Ethics and Integrity Standards: 2021 ESG Report > Governance > Ethics and Integrity Standards > p.52</p>	

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY										THIRD-PARTY ASSURANCE	
305-1	Direct (scope 1) GHG emissions	Direct (scope 1) GHG emissions				2021	2020	2019	2018				
		Gross direct (scope 1) GHG emissions in tonnes CO ₂ equivalent (tCO ₂ e)				91,095	79,916	97,059	118,284				
		Gases included in the calculations above: CO ₂ , CH ₄ , N ₂ O, HFC, PFCs, SF ₆ , NF ₂ , or all.				CO ₂ , CH ₄ , N ₂ O, HFC							
		Biogenic CO ₂ equivalent emissions (t)				233,454	143,531	327,005	293,149				
		Base year of the calculation				2018							
		Consolidation approach for emissions: equity share, financial control, or operational control				Operational control							
		Source of the emissions factors and the global warming potential (GWP) rates used or reference to the GWP source				Environmental Protection Agency (EPA, United States), Emissions Factors for Greenhouse Gas Inventories							
						Intergovernmental Panel on Climate Change (IPCC), Global Warming Potential (GWP) AR4							
		Standards, methodologies, assumptions, and/or calculation tools used				Greenhouse Gas Protocol (2019)							
		Scope 1 GHG emissions by facility/ business unit		Scope 1 GHG emissions in 2021 (tCO ₂ e)		Scope 1 emissions by country		Scope 1 GHG emissions in 2021 (tCO ₂ e)		Scope 1 GHG emissions by type of source		Scope 1 GHG emissions in 2021 (tCO ₂ e)	
		Distribution centre		1,873		Canada*		Closed		Direct emissions – stationary combustion		81,526.5	
		Hosiery		13,292		United States		2,076		Fugitive emissions		5,995	
		Textile		43,781		Mexico*		Closed		Direct emissions – mobile combustion		3,573.5	
		Yarn		528		Honduras		61,296		Total		91,095	
		Sewing		4,698		Nicaragua		2,325					
		Garment dyeing		11,950		Dominican Republic		11,378					
		Integrated manufacturing (textiles and sewing)		13,831		Bangladesh		14,013					
		Others		1,142		Barbados		7					
		Total		91,095		Total		91,095					
		Note: Our facility operations in Mexico and Canada ceased in 2020											

✓



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY					THIRD-PARTY ASSURANCE		
305-2	Energy indirect (scope 2) GHG emissions	Energy indirect (scope 2) GHG emissions		2021	2020	2019	2018	✓	
		Gross indirect (scope 2) GHG emissions in tonnes CO2 equivalent (tCO ₂ e), market-based method.		281,545	208,927	315,067	324,136		
		Gases included in the calculation above: CO ₂ , CH ₄ , N ₂ O, HFC, PFCs, SF ₆ , NF ₂ , or all.		CO ₂ , CH ₄ , N ₂ O					
		Base year of the calculation		2018					
		Source of the emissions factors and the global warming potential (GWP) rates used or reference to the GWP source.	International Energy Agency (IEA), Emissions Factors						
			Environmental Protection Agency (EPA, United States), Emissions & Generation Resource Integrated Database (eGRID)						
			Emissions factor for contract with BECOSA (Honduras), provided by supplier						
		Consolidation approach for emissions: 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 facility/business unit, market-based method		Scope 2 GHG emissions in 2021 (tCO ₂ e)	Scope 2 emissions by country, market-based method		Scope 2 GHG emissions in 2021 (tCO ₂ e)		
		Distribution centre		6,590	Canada		Manufacturing operations ceased in 2020		
		Hosiery		15,623	United States		151,440		
		Textile		84,502	Mexico		Manufacturing operations ceased in 2020		
		Yarn		146,493	Honduras		89,075		
		Sewing		15,408	Nicaragua		5,713		
		Garment dyeing		2,355	Dominican Republic		29,614		
		Integrated manufacturing (textiles and sewing)		4,031	Bangladesh		5,031		
		Others		6,543	Barbados		673		
		Total		281,545	Total		281,545		



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY						THIRD-PARTY ASSURANCE
305-3	Other indirect (scope 3) GHG emissions	Other indirect (scope 3) GHG emissions		Categories	2021	2020	2019	2018
		Gross indirect (scope 3) GHG emissions in tonnes CO ₂ equivalent (tCO ₂ e)	Employee commuting		3,550	2,935	3,907	170
			Business air travel		354	67	430	151
			Landfill waste		4,358	3,683	-	-
			Upstream transportation and distribution		28,079	33,000	30,283	-
			Total		36,341	39,685	34,620	321
		Gases included in the calculation above: CO ₂ , CH ₄ , N ₂ O, HFC, PFCs, SF ₆ , NF ₂ , or all		CO ₂ , CH ₄ , N ₂ O				
		Other indirect (scope 3) GHG emissions	2021		2020			
		Base year calculation	2019		2019			
		Source of the emissions factors and the global warming potential (GWP) rates used or reference to the GWP source	DEFRA Department for Business, Energy & Industrial Strategy (UK), Conversion factors for Company reporting of greenhouse gas emissions		DEFRA			
		Standards, methodologies, assumptions, and/or calculation tools used	Methodology used for scope 3 calculations: <ul style="list-style-type: none">The emissions estimate for employee commuting considers bus transportation related to our sites in Honduras, Nicaragua, and the Dominican Republic, which represented 82% of our total employee base at the end of 2021Business travel emissions relate to the recorded distance of air travel and include employees based in Honduras, Nicaragua, the Dominican Republic, and Bangladesh, representing 93% of our employee base at the end of 2021The emissions associated with the management of our landfill waste are estimated based on the tonnes of waste disposal recorded at all our global sitesOur 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		Methodology used for scope 3 calculations: <ul style="list-style-type: none">The emissions estimate for employee commuting considers bus transportation related to our sites in Honduras, Nicaragua, the Dominican Republic, and Mexico, which represented 85% of our total employee base at the end of 2020Business 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 2020The emissions associated with the management of our landfill waste are estimated based on the tonnes of waste disposal recorded at all our global sitesOur upstream transportation and distribution emissions includes 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 US EPA Emission Factors for Greenhouse Gas Inventories. For maritime transportation, we receive the data directly from the logistic services company, who uses trade lane-specific emissions factors			



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY					THIRD-PARTY ASSURANCE
305-4	GHG emissions intensity	GHG emissions intensity	2021	2020	2019	2018	
		GHG emissions intensity ratio for the organization (t/kg)	0.00146	0.0017	0.00149	0.00167	
		Percentage intensity variation (compared to a 2018 baseline) (%)	-12.58	1.79	-10.77	0	
		Organization-specific metric: total production (kg)	256,032,049	170,307,958	276,124,826	265,162,481	
		Type of GHG emissions included in the intensity ratio, whether direct (scope 1), energy indirect (scope 2), and/or other indirect (scope 3)	CO ₂ e (scope 1 and 2)				
		Gases included in the calculation, whether CO ₂ , CH ₄ , N ₂ O, HFC, PFC, SF ₆ , NF ₃ , or all	CO ₂ , CH ₄ , N ₂ O, HFC				
305-5	Reduction of GHG emissions	Reduction of GHG emissions	2021	2020			
		GHG emissions reduction from 2018 to 2021, based on 2021 level of production, in tonnes of CO ₂ equivalent	69,780	153,577			
		Gases included in the calculation, whether CO ₂ , CH ₄ , N ₂ O, HFC, PFC, SF6, NF ₃ , or all	CO ₂ , CH ₄ , N ₂ O				
		Base year or baseline	2018				
		Scopes in which reductions took place, whether direct (scope 1), energy indirect (scope 2), and/or other indirect (scope 3) (tCO ₂ e)	Scope 1 – 3,507 Scope 2 – 44,071	Scope 1 – 38,368 Scope 2 – 115,209			
		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)	2021		2020		
		Production, imports, and exports of ODS in tonnes of CFC-11 (trichlorofluoromethane) equivalent (t)	5,996		6,526		
		Substances included in the calculation	CO ₂ , CH ₄ , N ₂ O				
		Source of the emission factors used	Global warming potential (GWP) values relative to CO ₂ (AR4)		Global warming potential (GWP) values relative to CO ₂ (AR4)		
		Standards, methodologies, assumptions, and/or calculation tools used	Greenhouse Gas Protocol, IPCC, EPA				
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	2021	2020	2019	2018	
		Nitrogen oxide (NO _x)	212	183.8	215.6	293.9	
		Sulphur dioxide (SO ₂)	338	343.9	320.7	517.2	
		Total inorganic air emissions (t)	550	527.7	536.2	811.1	


DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY					THIRD-PARTY ASSURANCE																																					
GRI-306 Waste																																												
103-1	Explanation of the material topic and its boundaries	<p>An explanation of the management approach is described in our 2021 ESG Report. See Environment: 2021 ESG Report > Environment > pp.17-18</p> <p>See also Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p>																																										
103-2	The management approach and its components	<p>The management approach and its components are detailed in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Environment > Our Approach > pp.17-18</p> <p>See also Climate Change and Energy Use: See 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p> <p>See also Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p>																																										
103-3	Evaluation of the management approach	<p>See also Climate Change and Energy Use: 2021 ESG Report > Environment > Climate Change and Energy Use > pp.19-20</p> <p>An evaluation of the management approach is described in our 2021 ESG Report. See Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p> <p>See also Ethics and Integrity Standards: 2021 ESG Report > Governance > Ethics and Integrity Standards > p.52</p>																																										
306-1	Waste generation and significant waste-related impacts	<p>See also Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p> <p>Waste generation and significant waste-related impacts are detailed in our 2021 ESG Report. See 2021 Performance: 2021 ESG Report > Environment > Path to a Circular Economy > 2021 Performance > p.23</p>																																										
306-2	Management of significant waste-related impacts	<p>Management of significant waste-related impacts are described in our 2021 ESG Report. See Path to a Circular Economy: 2021 ESG Report > Environment > Path to a Circular Economy > pp.22-24</p> <p>See also 2021 Performance: 2021 ESG Report > Environment > Path to a Circular Economy > 2021 Performance > p.23</p>																																										
306-3	Waste generated	<table><tr><th>Waste generated (tonnes)</th><th>2021</th><th>2020</th><th>2019</th><th>2018</th></tr><tr><td>Total waste generated (t) – non-hazardous and hazardous</td><td>67,785</td><td>45,547</td><td>80,340</td><td>82,275</td></tr><tr><td>Total waste used/recycled/sold (t)</td><td>59,487</td><td>39,032</td><td>71,100</td><td>72,769</td></tr></table>					Waste generated (tonnes)	2021	2020	2019	2018	Total waste generated (t) – non-hazardous and hazardous	67,785	45,547	80,340	82,275	Total waste used/recycled/sold (t)	59,487	39,032	71,100	72,769																							
Waste generated (tonnes)	2021	2020	2019	2018																																								
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306-4	Waste diverted from landfill	<table><tr><th>Waste intensity (kg/kg)</th><th>2021</th><th>2020</th><th>2019</th><th>2018</th></tr><tr><td>Total waste intensity (per kg of production)</td><td>0.26475</td><td>0.26744</td><td>0.29095</td><td>0.31028</td></tr><tr><td>Total waste intensity variation (compared to a 2018 baseline) (%)</td><td>-14.67</td><td>-13.81</td><td>-6.23</td><td>0</td></tr><tr><td>Landfill waste intensity (per kg of production)</td><td>0.02970</td><td>0.03114</td><td>0.03154</td><td>0.03362</td></tr><tr><td>Landfill waste intensity variation (compared to a 2018 baseline) (%)</td><td>-11.66</td><td>-7.37</td><td>-6.18</td><td>0</td></tr></table> <p><i>Total weight of recycled post- consumer textile fibers included in new products in 2021 was 923 tonnes</i></p> <table><tr><th>Recovery options</th><th>2021 recovery options (tonnes)</th></tr><tr><td>Sale of factory seconds*</td><td>7,849.72**</td></tr><tr><td>Recycling</td><td>57,912.15</td></tr><tr><td>Other recovery options</td><td>1,574.40</td></tr><tr><td>On-site</td><td>1,574.40</td></tr><tr><td>Off-site</td><td>57,912.15</td></tr></table> <p><i>*Factory seconds are retail items slightly imperfect that are sold, and are diverted from landfill, avoiding destruction. **Values are approximate based on average weight of products sold</i></p>					Waste intensity (kg/kg)	2021	2020	2019	2018	Total waste intensity (per kg of production)	0.26475	0.26744	0.29095	0.31028	Total waste intensity variation (compared to a 2018 baseline) (%)	-14.67	-13.81	-6.23	0	Landfill waste intensity (per kg of production)	0.02970	0.03114	0.03154	0.03362	Landfill waste intensity variation (compared to a 2018 baseline) (%)	-11.66	-7.37	-6.18	0	Recovery options	2021 recovery options (tonnes)	Sale of factory seconds*	7,849.72**	Recycling	57,912.15	Other recovery options	1,574.40	On-site	1,574.40	Off-site	57,912.15	
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY					THIRD-PARTY ASSURANCE			
306-5	Waste directed to disposal	Waste directed to disposal	2021	2020	2019	2018	✓			
		Total waste sent to landfill (t)	7,603	5,303	8,709	8,914				
		Total landfill waste intensity (kg waste/kg production)	0.02970	0.03114	0.03154	0.03362				
		Percentage sent to landfill (%)	11.33	11.6	10.8	10.8				
		Total hazardous waste (t)	694.64	1,211.0	530.88	592.51				
		Special waste (t)	25	92.15	17.95	28.97				
		Biomedical waste (t)	22.33	8.08	3.10	3.41				
		Other hazardous waste (t)	647.26	1,111.0	509.83	560.13				
GRI-307 Environmental compliance										
307-1	Non-compliance with environmental laws and regulations	Monetary and non-monetary environmental violations	2021	2020	2019	2018				
		Total monetary value of significant fines (\$)	0	0	0	0				
		Cases brought through dispute resolution mechanisms	0	0	0	0				
		Significant fines/penalties (above \$10,000) received	2021	2020	2019	2018				
		Number of violations of legal obligations/regulations	0	0	0	0				
		Amount of fines/penalties related to the above	0	0	0	0				
		Environmental liability accrued at year end	0	0	0	0				
		Significant fines and non-monetary sanctions for non-compliance in terms of: I. Total monetary value of significant fines II. Total number of non-monetary sanctions III. Cases brought through dispute resolution mechanisms	0	-	-	-				
		Zero non-compliances with environmental laws and/or regulations were identified in 2021.								
		GRI-308 Supplier environmental assessment								
		308-1	New suppliers that were screened using environmental criteria	In 2021, 100% of suppliers were screened using environmental criteria. See 2021 ESG Report > Governance > Ethics and Integrity Standards > Supplier and Contractor Standards > p.53 Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct						

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY	THIRD-PARTY ASSURANCE																																																																																																																																																																					
GRI-400: SOCIAL																																																																																																																																																																								
GRI-401 Employment and GRI-402 Labour/management relations																																																																																																																																																																								
103-1	Explanation of the material topic and its boundary	<p>An explanation of the topic and its boundary can be found in our 2021 ESG Report. See Social: 2021 ESG Report > Social > pp.28-29</p> <p>See also Right to Freedom of Association and Collective Bargaining: 2021 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > p.35</p>																																																																																																																																																																						
103-2	The management approach and its components	<p>Our management approach is further detailed in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Our Approach > pp.28-29</p> <p>See also Right to Freedom of Association and Collective Bargaining: 2021 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > p.35</p> <p>See also Employee Wellbeing: 2021 ESG Report > Social > Employee Wellbeing > p.36-38</p>																																																																																																																																																																						
103-3	Evaluation of the management approach	<p>Evaluation of our management approach can be found in our 2021 ESG Report. See Right to Freedom of Association and Collective Bargaining: 2021 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > p.35</p>																																																																																																																																																																						
401-1	New employee hires and employee turnover	<table><tr><th colspan="7">Total number of new employee hires by age group, gender, and region</th></tr><tr><th colspan="7">2021</th></tr><tr><th rowspan="2">Region</th><th colspan="3">Male</th><th colspan="3">Female</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>375</td><td>321</td><td>126</td><td>264</td><td>259</td><td>94</td></tr><tr><td>Central America</td><td>5,176</td><td>978</td><td>11</td><td>2,952</td><td>1,022</td><td>1</td></tr><tr><td>Caribbean</td><td>656</td><td>224</td><td>13</td><td>502</td><td>276</td><td>8</td></tr><tr><td>Asia</td><td>695</td><td>292</td><td>6</td><td>780</td><td>364</td><td>1</td></tr><tr><td>Total</td><td>6,902</td><td>1,815</td><td>156</td><td>4,498</td><td>1,921</td><td>104</td></tr></table> <table><tr><th colspan="7">Rate of new employee hires by age group, gender, and region</th></tr><tr><th colspan="7">2021</th></tr><tr><th rowspan="2">Region</th><th colspan="3">Male</th><th colspan="3">Female</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>2</td><td>2</td><td>1</td><td>2</td><td>2</td><td>1</td></tr><tr><td>Central America</td><td>34</td><td>6</td><td>0</td><td>19</td><td>7</td><td>0</td></tr><tr><td>Caribbean</td><td>4</td><td>1</td><td>0</td><td>3</td><td>2</td><td>0</td></tr><tr><td>Asia</td><td>5</td><td>2</td><td>0</td><td>5</td><td>2</td><td>0</td></tr><tr><td>Total</td><td>45</td><td>11</td><td>1</td><td>29</td><td>13</td><td>1</td></tr></table> <table><tr><th colspan="7">Rate of employee turnover by age group, gender, and management level</th></tr><tr><th colspan="7">2021</th></tr><tr><th rowspan="2">Management level</th><th colspan="3">Male</th><th colspan="3">Female</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>50</td><td>6.93</td><td>7.27</td><td>16.67</td><td>7.10</td><td>9.09</td></tr><tr><td>Senior management</td><td>0</td><td>6.67</td><td>14.29</td><td>0</td><td>0</td><td>20</td></tr></table>	Total number of new employee hires by age group, gender, and region							2021							Region	Male			Female			Under 30	30–50	Above 50	Under 30	30–50	Above 50	North America	375	321	126	264	259	94	Central America	5,176	978	11	2,952	1,022	1	Caribbean	656	224	13	502	276	8	Asia	695	292	6	780	364	1	Total	6,902	1,815	156	4,498	1,921	104	Rate of new employee hires by age group, gender, and region							2021							Region	Male			Female			Under 30	30–50	Above 50	Under 30	30–50	Above 50	North America	2	2	1	2	2	1	Central America	34	6	0	19	7	0	Caribbean	4	1	0	3	2	0	Asia	5	2	0	5	2	0	Total	45	11	1	29	13	1	Rate of employee turnover by age group, gender, and management level							2021							Management level	Male			Female			Under 30	30–50	Above 50	Under 30	30–50	Above 50	Junior management	50	6.93	7.27	16.67	7.10	9.09	Senior management	0	6.67	14.29	0	0	20	
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY	THIRD-PARTY ASSURANCE								
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>A list of benefits provided to our full-time and temporary employees can be found in our 2021 ESG Report. See Employee Wellbeing:</p> <p>2021 ESG Report > Social > Employee Wellbeing > pp.36-38</p> <p>100% of our owned 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.</p>									
401-3	Parental leave	<p>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.</p> <p>In Canada, in 2021, out of a total of 200 employees, six women elected to take both maternity leave and parental leave, and one man elected to take both paternity leave and parental leave. All these employees returned to work after their leave. No employee accepted a position in another organization within 12 months of their return to work.</p> <p>For our textile and sewing facilities in Central America and the Caribbean:</p> <table><tr><th>Location</th><th>Employees on maternity leave in 2021</th></tr><tr><td>Dominican Republic</td><td>81</td></tr><tr><td>Honduras</td><td>585</td></tr><tr><td>Nicaragua</td><td>347</td></tr></table>	Location	Employees on maternity leave in 2021	Dominican Republic	81	Honduras	585	Nicaragua	347	
Location	Employees on maternity leave in 2021										
Dominican Republic	81										
Honduras	585										
Nicaragua	347										
GRI-403 Occupational health and safety											
103-1	Explanation of the material topic and its boundary	<p>Explanation of the material topic and its boundary can be found in our 2021 ESG Report. See Social:</p> <p>2021 ESG Report > Social > pp.28-29</p> <p>See also Global Health and Safety:</p> <p>2021 ESG Report > Social > Global Health and Safety > pp.44-46</p>									
103-2	The management approach and its components	<p>The management approach and its components are described in our 2021 ESG Report. See Our Approach:</p> <p>2021 ESG Report > Social > Global Health and Safety > Our Approach > pp.44-46</p>									
103-3	Evaluation of the management approach	<p>Evaluation of our management approach is detailed in our 2021 ESG Report. See Global Health and Safety:</p> <p>2021 ESG Report > Social > Global Health and Safety > pp.44-46</p>									
403-1	Occupational health and safety management system	<p>Our occupational health and safety management system is described in our 2021 ESG Report. See Our Approach:</p> <p>2021 ESG Report > Social > Global Health and Safety > Our Approach > pp.44-46</p>									
403-2	Hazard identification, risk assessment, and incident investigation	<p>Hazard identification, risk assessment, and incident investigation are detailed in our 2021 ESG Report. See Global Health and Safety:</p> <p>2021 ESG Report > Social > Global Health and Safety > pp.44-46</p>									
403-3	Occupational health services	<p>Occupational health services are detailed in our 2021 ESG Report. See Medical Benefits:</p> <p>2021 ESG Report > Social > Employee Wellbeing > Medical Benefits > pp.36-37</p>									
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Worker participation, consultation, and communication on occupational health and safety are detailed in our 2021 ESG Report. See Global Health and Safety:</p> <p>2021 ESG Report > Social > Global Health and Safety > pp.44-46</p>									
403-5	Worker training on occupational health and safety	<p>Worker training on occupational health and safety is detailed in our 2021 ESG Report. See Global Health and Safety:</p> <p>2021 ESG Report > Social > Global Health and Safety > pp.44-46</p>									
403-6	Promotion of worker health	<p>Our efforts to promote worker health are detailed in our 2021 ESG Report. See Medical Benefits and Global Health and Safety:</p> <p>2021 ESG Report > Social > Employee Wellbeing > Medical Benefits > pp.36-38</p> <p>2021 ESG Report > Social > Global Health and Safety > pp.44-46</p>									

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY			THIRD-PARTY ASSURANCE		
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 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Global Health and Safety > Our Approach > pp.44-46					
403-8	Workers covered by an occupational health and safety management system	Schools for shoulder health		2021			
		Number of facilities with the program		4 schools available within Gildan (one in Nicaragua and three in Honduras)			
		Number of employee beneficiaries		0 (no employee beneficiaries during 2021 due to COVID-19 restrictions)			
		Gildan employees represented by formal OHS committees				% (2021)	# (2021)
		Formal representation				98%	46,700 out of 47,653
		Country	Initiative	Activity		2021 employee participation	
		Bangladesh	Biosafety protocol	Daily biosafety protocol, biosafety training, and periodic audits		100% participation	
		Bangladesh	Awareness program	Safety awareness training on different topics performed for all levels		95% participation	
		Bangladesh	ISO 45001 Implementation	Management procedures and specific training for all levels		95% participation	
		Bangladesh	Contractor management	Safety awareness training on different topics performed for contractor employees of all levels		100% participation	
		United States	Awareness program	Safety awareness training (monthly)		1,250 employees	
		United States	Wellness programs	Flu shots, vaccine clinics		Clinics were available at all locations on multiple occasions to employees and their family members	
		United States	Wellness program	COVID-19 vaccination campaigns		1,250 employees COVID-19 campaigns were held at each location to provide information and explain the benefits of the vaccine	
		United States	Wellness programs	Internal clinic visits		492 internal clinic visits	
		Dominican Republic	Biosafety protocol	Daily biosafety protocol, biosafety training, and periodic audits		100% participation	
		Dominican Republic	Vaccination program	COVID-19 vaccination		99% participation	

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY				THIRD-PARTY ASSURANCE
403-8	Workers covered by an occupational health and safety management system	Country	Initiative	Activity	2021 employee participation	
		Dominican Republic	Safety initiatives	Safety walks with top management, safety talks given by plant managers, and safety audits performed per shift by supervisors	80% participation (3,334 employees)	
		Nicaragua	Biosafety protocol	Daily biosafety protocol, biosafety training, and audits	100% participation	
		Nicaragua	“7 Insights into Safety Leadership”	Training sessions given to senior and middle management	42 employees (senior and middle management)	
		Nicaragua	ISO 45001 implementation	Implementation of ISO 45001 management procedures, operative guidelines, and specific training for all levels	100% participation	
		Honduras	Biosafety Protocol	Daily biosafety protocol, biosafety training, and audits	100% participation	
		Honduras	7 Insights into Safety Leadership”	Training sessions given to middle management	28 employees (middle management)	
		Honduras	Vaccination program in facilities	COVID-19 vaccines provided by our medical staff in each facility	95% participation	
		Honduras	ISO 45001 Implementation	Implementation of ISO 45001 management procedures, operative guidelines, and specific training for all levels	100% participation	
403-9	Work-related injuries	Work-related injuries and other safety statistics are detailed in our 2021 ESG Report. See 2021 Safety Statistics: 2021 ESG Report > Social > Global Health and Safety > 2021 Performance > 2021 Safety Statistics > p.45				
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 2021 ESG Report. See Social: 2021 ESG Report > Social > pp.28-29 See also Learning and Development: 2021 ESG Report > Social > Learning and Development > pp.38-39				
103-2	The management approach and its components	An explanation of the management approach and its components is found in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Learning and Development > Our Approach > pp.38-39				
103-3	Evaluation of the management approach	An evaluation of the management approach can be found in our 2021 ESG Report. See Learning and Development: 2021 ESG Report > Social > Learning and Development > pp.38-39				
404-1	Average hours of training per year per employee	Average hours of training per year per employee is detailed in our 2021 ESG Report. See Learning and Development: 2021 ESG Report > Social > Learning and Development > Global Training Hours > p.38				
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 2021 ESG Report. See Learning and Development: 2021 ESG Report > Social > Learning and Development > pp.38-39				

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY				THIRD-PARTY ASSURANCE																																																																							
404-3	Percentage of employees receiving regular performance and career development reviews	<table><tr><th>Individual performance appraisals</th><th>2021</th><th>2020</th><th>2019</th></tr><tr><td>Number of employees that received performance appraisals through the Gildan Performance Appraisal Tool (GPAT) – formal appraisal – system and paper</td><td>21,157</td><td>15,000</td><td>8,608</td></tr></table>				Individual performance appraisals	2021	2020	2019	Number of employees that received performance appraisals through the Gildan Performance Appraisal Tool (GPAT) – formal appraisal – system and paper	21,157	15,000	8,608																																																																
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GRI-405 Diversity and equal opportunity and GRI-406 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 2021 ESG Report. See Social: 2021 ESG Report > Social > pp.28-29 See also Diversity, Equity, and Inclusion: 2021 ESG Report > Social > Diversity, Equity, and Inclusion > pp.39-43																																																																											
103-2	The management approach and its components	An explanation of the management approach and its components is found in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Diversity, Equity, and Inclusion > Our Approach > pp.39-43																																																																											
103-3	Evaluation of the management approach	An evaluation of our management approach is detailed in our 2021 ESG Report. See 2021 Performance: 2021 ESG Report > Social > Diversity, Equity, and Inclusion > 2021 Performance > pp.39-43																																																																											
405-1	Diversity of governance bodies and employees	<table><tr><th rowspan="2">Organization's governance bodies by gender</th><th>2021</th><th colspan="2">2020</th></tr><tr><th>Male</th><th colspan="2">Female</th></tr><tr><td>Board of Directors</td><td>70</td><td colspan="2">30</td></tr><tr><td>Corporate Governance and Social Responsibility Committee</td><td>50</td><td colspan="2">50</td></tr><tr><td>Audit and Finance Committee</td><td>67</td><td colspan="2">33</td></tr></table> <table><tr><th>Organization's governance bodies by age group</th><th colspan="3">2021 (%)</th></tr><tr><th>Governance body</th><th>Under 30</th><th>30–50</th><th>Over 50</th></tr><tr><td>Board of Directors</td><td>0</td><td>0</td><td>100</td></tr><tr><td>Corporate Governance and Social Responsibility Committee</td><td>0</td><td>0</td><td>100</td></tr><tr><td>Audit and Finance Committee</td><td>0</td><td>0</td><td>100</td></tr><tr><td>Compensation and Human Resources Committee</td><td>0</td><td>0</td><td>100</td></tr></table> Number of employees by age, gender, and region is detailed in our 2021 ESG Report. See Diversity, Equity, and Inclusion: 2021 ESG Report > Social > Diversity, Equity, and Inclusion > Workforce Statistics > p.40 <table><tr><th>Local managers</th><th>2021</th></tr><tr><td>Total number of managers</td><td>623</td></tr><tr><td>Number of local managers</td><td>528</td></tr><tr><td>Percentage of local managers (%)</td><td>84.75</td></tr></table> <table><tr><th>Management positions</th><th colspan="3">2021 (age)</th></tr><tr><th>Management level</th><th>Under 30</th><th>30–50</th><th>Over 50</th></tr><tr><td>Junior/first-level management positions</td><td>8</td><td>414</td><td>154</td></tr><tr><td>Top management positions</td><td>0</td><td>21</td><td>26</td></tr><tr><td>Total</td><td>8</td><td>435</td><td>180</td></tr></table>				Organization's governance bodies by gender	2021	2020		Male	Female		Board of Directors	70	30		Corporate Governance and Social Responsibility Committee	50	50		Audit and Finance Committee	67	33		Organization's governance bodies by age group	2021 (%)			Governance body	Under 30	30–50	Over 50	Board of Directors	0	0	100	Corporate Governance and Social Responsibility Committee	0	0	100	Audit and Finance Committee	0	0	100	Compensation and Human Resources Committee	0	0	100	Local managers	2021	Total number of managers	623	Number of local managers	528	Percentage of local managers (%)	84.75	Management positions	2021 (age)			Management level	Under 30	30–50	Over 50	Junior/first-level management positions	8	414	154	Top management positions	0	21	26	Total	8	435	180	
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY							THIRD-PARTY ASSURANCE			
405-1	Diversity of governance bodies and employees	Workforce			2021							
		Management level			Male		Female					
		Junior management positions (%)			59.55		40.45					
		Top management positions (maximum 2 levels away from CEO) (%)			76.60		23.40					
		All management positions (junior, middle, and senior) (%)			60.83		39.17					
		Revenue-generating management positions (e.g., sales) (%)			66.54		33.46					
		STEM-related positions (%) STEM: Science, technology, engineering, and mathematics. STEM workers use their knowledge of science, technology, engineering or mathematics in their daily responsibilities. To be classified as a STEM employee, the employee should have a STEM-related qualification and make use of these skills in their operational position. Positions include, but are not limited to, the following: computer programmers, web developers, statisticians, logisticians, engineers, physicists, and scientists.			80.83		19.17					
405-2	Ratio of basic salary and remuneration of women to men	Gildan corporate office		2021	2020	Female to male average monthly salary ratio (Honduras) by management level		Business unit	2021	2020	2019	
		Management level		Ratio of the basic salary and remuneration of women to men for each employee category:		Top management		Hosiery	N/A	99	99	
		Executive level		0	0			Regional	89	91	88	
		Management level		79.35	70	Management		Hosiery	80	66	68	
		Non-management level		87.27	84			Sewing	79	76	77	
								Textile	99	108	93	
								Honduras Distribution Centre	80	87	84	
								Regional	95	94	91	
						Middle management (senior coordinators + coordinators)		Hosiery	84	78	79	
								Sewing	101	93	93	
								Textile	94	90	89	
								Honduras Distribution Centre	106	125	118	
								Regional	95	93	87	
						Supervisory		Hosiery	92	90	107	
				Sewing	99			101	113			
				Textile	104			104	118			
				Honduras Distribution Centre	99			101	108			
						Regional	99	95	101			
				Support		Hosiery	100	92	94			
						Sewing	114	109	98			
						Textile	98	99	99			
						Honduras Distribution Centre	103	99	105			
						Regional	85	83	86			
406-1	Incidents of discrimination and corrective actions taken	In 2021, two incidents of discrimination were observed at our contractor facilities. One incident was in relation to not meeting the minimum legal threshold with respect to workers with disabilities in the facility. As a result, we did not award any business to this potential contractor. The other incident pertained to not providing maternity benefits to eligible workers. We followed up with the contractor facility to ensure that they complied with legal requirement regarding worker benefits.										

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY	THIRD-PARTY ASSURANCE
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 2021 ESG Report. See Social: 2021 ESG Report > Social > pp.28-29 See also Right to Freedom of Association and Collective Bargaining: 2021 ESG Report > Social > Freedom of Association and Collective Bargaining > p.35	
103-2	The management approach and its components	The management approach and its components are outlined in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Our Approach > pp.28-29 See also Right to Freedom of Association and Collective Bargaining: 2021 ESG Report > Social > Freedom of Association and Collective Bargaining > p.35	
103-3	Evaluation of the management approach	An evaluation of our management approach can be found in our 2021 ESG Report. See Right to Freedom of Association and Collective Bargaining: 2021 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > p.35	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	An evaluation of our management approach can be found in our 2021 ESG Report. See Right to Freedom of Association and Collective Bargaining: 2021 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > p.35	
GRI-408 Child labour and GRI-409 Forced or compulsory labour			
103-1	Explanation of the material topic and its boundary	An explanation of the material topic and its Boundary can be found in our 2021 ESG Report. See Social: 2021 ESG Report > Social > pp.28-29 See also Child and Forced Labour: 2021 ESG Report > Social > Child and Forced Labour > pp.33-34	
103-2	The management approach and its components	100% of our owned facilities have a Human Resources Department to ensure that workers' personal documents are not retained and/or workers' freedom of movement are not restricted. An explanation of the management approach and its components can be found in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Our Approach > pp.28-29 See also Child and Forced Labour: 2021 ESG Report > Social > Child and Forced Labour > pp.33-34	
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2021 ESG Report. See Child and Forced Labour: 2021 ESG Report > Social > Child and Forced Labour > pp.33-34	
408-1	Operations and suppliers at significant risk for incidents of child labour	There were zero incidents of child labour or young workers exposed to hazardous work observed during FY 2021 at any of our owned facilities or any of our contractors' facilities. For operations and suppliers at significant risk for incidents of child labour, see Child and Forced Labour: 2021 ESG Report > Social > Child and Forced Labour > pp.33-34 See Social and Sustainable Compliance Guidebook: Website > Responsibility > Resources > Codes and Policies > Social and Sustainable Compliance Handbook > p.21	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	In 2021, we did not have any cases related to forced labour at any of our owned facilities or any of our contractors' facilities. As per our Code of Conduct, Gildan and its business partners will not use forced labour, including prison labour, indentured labour, bonded labour, or any other form of forced labour. Operations and suppliers at significant risk for incidents of forced or compulsory labour are described in our 2021 ESG Report. See Child and Forced Labour: 2021 ESG Report > Social > Child and Forced Labour > pp.33-34 See also our Modern Slavery Act Transparency Statement: Website > Responsibility > Resources > Modern Slavery Act Transparency Statement	



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY	THIRD-PARTY ASSURANCE												
GRI-410 Security practices and GRI-412 Human rights assessment															
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 2021 ESG Report. See Social: 2021 ESG Report > Social > pp.28-29</p> <p>See also Human Rights and Ethical Labour Practices: 2021 ESG Report > Social > Human Rights and Ethical Labour Practices > pp.30-32</p>													
103-2	The management approach and its components	<p>Own operations: The day-to-day management of human and labour rights issues in our operations is coordinated by various departments. The Corporate Citizenship Department manages Gildan's social and environmental compliance programs at Gildan's manufacturing facilities, and the Human Resources Department – which includes Health and Safety, and Labour Relations – supports the implementation of Gildan's social compliance policies and procedures. The Human Resources Department is also focused on compensation and benefits, recruitment and hiring, organizational development, training, women empowerment, grievance mechanisms, and other areas. The Human Resources Department works with the Legal Department and unions, where applicable, to find collaborative solutions (through collective bargaining agreements) that help improve our workers' lives. Both HR and the Corporate Citizenship Social Compliance Departments receive training on human and labour rights issues and trends; additionally, 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.</p> <p>Contractors: Our Corporate Citizenship Social Compliance team works with our contractors to audit the implementation of our Code of Conduct and remediate any non-compliances, which may or may not be related to human rights. As a 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' HR and Social Compliance teams to ensure the facility's practices with respect to human rights and health and safety conditions align with Gildan's Social Compliance Program. 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 teams on responsible sourcing and production practices.</p> <p>The management approach and its components are further described in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Our Approach > pp.28-29</p> <p>See also Human Rights and Ethical Labour Practices: 2021 ESG Report > Social > Human Rights and Ethical Labour Practices > pp.30-32</p>													
103-3	Evaluation of the management approach	<p>An evaluation of the management approach is detailed in our 2021 ESG Report. See Human Rights and Ethical Labour Practices: 2021 ESG Report > Social > Human Rights and Ethical Labour Practices > pp.30-32</p>													
410-1	Security personnel trained in human rights policies or procedures	<p>Security personnel trained in human rights policies or procedures:</p> <table><tr><th>Country</th><th>Percentage of security personnel trained in human rights policies or procedures</th><th>Whether training requirements apply to third-party organizations providing security personnel</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, and WRAP workplace standards</td><td rowspan="4">Code of Conduct training (including grievance mechanisms) is applicable to third-party security services that provide personnel</td></tr><tr><td>Honduras</td><td>100% of contracted security personnel received training for the following: Code of Conduct, Code of Ethics, and CTPAT</td></tr><tr><td>Nicaragua</td><td>79% of contracted security personnel received training for the following: Code of Conduct and CTPAT</td></tr><tr><td>Bangladesh</td><td>100% of contracted security personnel received Code of Conduct training</td></tr></table>	Country	Percentage of security personnel trained in human rights policies or procedures	Whether training requirements apply to third-party organizations providing security personnel	Dominican Republic	100% of contracted security personnel received training for the following: Code of Conduct, Code of Ethics, CTPAT, and WRAP workplace standards	Code of Conduct training (including grievance mechanisms) is applicable to third-party security services that provide personnel	Honduras	100% of contracted security personnel received training for the following: Code of Conduct, Code of Ethics, and CTPAT	Nicaragua	79% of contracted security personnel received training for the following: Code of Conduct and CTPAT	Bangladesh	100% of contracted security personnel received Code of Conduct training	
Country	Percentage of security personnel trained in human rights policies or procedures	Whether training requirements apply to third-party organizations providing security personnel													
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY			THIRD-PARTY ASSURANCE
412-1	Operations that have been subject to human rights reviews or impact assessments	In 2021, we identified three human rights findings (one minor, one moderate, and one major) through our social compliance audits in our owned and contractor facilities. To illustrate our social compliance audit process as it relates to human rights issues, we have provided two case studies from our owned facilities and one case study from one of our contractor's facilities. Owned facility case #1: Freedom of association (minor) Contractor facility case #2: Hours of work (moderate) Owned facility case #3: Health and safety (major)			
		Context	Case #1: owned facility Our Social Compliance Program ensures that all Company-owned and contractor facilities comply with our Code of Conduct and local and international laws, including applicable ILO conventions and industry codes from WRAP, SEDEX, and the FLA.	Case #2: contractor facility Our Social Compliance Program ensures that third-party contractors comply with our Code of Conduct and local and international laws, including applicable ILO conventions and industry codes from WRAP, SEDEX, and the FLA. As per our Code of Conduct, we expect our third-party contractors to uphold appropriate work standards that align with our codes and policies. These expectations pertain also to 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 mutually agreed upon between the third-party contractor and its employees. We expect our third-party contractors not to request overtime of their employees on a regular basis and shall compensate all overtime work at a premium rate.	Case #3: owned facility Our Social Compliance Program ensures that all Company-owned and contractor facilities comply with our Code of Conduct and local and international laws, including applicable ILO conventions and industry codes from WRAP, SEDEX, and the FLA.
		Audit process	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 Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and yellow ratings may be cleared for continued business, orange and red ones require 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 minor non-compliance from an internal audit with yellow rating.	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 Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and yellow ratings may be cleared for continued business, orange and red ones require 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 that was remediated as per our social compliance process.	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 Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and yellow ratings may be cleared for continued business, orange and red ones require 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 an orange rating.

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY				THIRD-PARTY ASSURANCE
412-1	Operations that have been subject to human rights reviews or impact assessments	Case	Case #1: owned facility	Case #2: contractor facility	Case #3: owned facility	
			In 2021, during the worker engagement (may involve surveys, interviews) step of the auditing process, 20% of workers who were surveyed at the facility expressed that in the previous 12 months, they saw or overheard facility management discouraging organizations that promote and defend workers' interests. Although a minor non-compliance does not require a root cause analysis, since this finding is a human rights-salient risk for Gildan, a root cause analysis was requested from the facility.	An important step in auditing our third-party contractors is conducting a review of documentation. The auditor verifies that the contractor has properly implemented all internal and external documentation applicable under Gildan's Social & Sustainable Compliance Guidebook and local laws. The documents reviewed in this case included manuals, payroll, social security payroll, contracts, and legal permits, among other things. While conducting a 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 28 workers who had been randomly selected for audit.	An important step in the auditing process is conducting a documentation review. Examples of some of the documents reviewed in this case included the following: emergency preparedness plan, fire licences, facility conditions, and materials handling and storage. While conducting the documentation review, our Social Compliance team identified the following: a fire license had expired on December 13, 2020; the Emergency Preparedness Plan had expired; and evacuation drills had not been conducted between 2020 and Q3 2021. As a result, a sustainable action plan was implemented for the facility. This plan included conducting a root cause analysis to identify additional measures to mitigate potential incidents in the future.	
		Root cause analysis	Our Human Resources and Social Compliance teams worked collaboratively to understand the cause of this problem and concluded that the primary cause of this non-compliance was inadequate communication.	Gildan's Social Compliance team and the third-party contractor's Human Resources Departments worked collaboratively to understand the cause of this problem and concluded that the facility was lacking production positions due to the impact of COVID-19.	Our Social Compliance, Health and Safety, and Human Resources Departments worked collaboratively to understand the cause of this problem. They concluded that the primary causes of this non-compliance were related to inadequate planning/organization, and the root cause was inadequate leadership/supervision due to the resignation of the Health and Safety Coordinator in June 2020.	
		Remediation plan	As part of the remediation process and to improve communication among the facility, the union, and workers, the facility participated in a freedom of association training, as detailed in action #4 of our Freedom of Association section.	To remediate this action, the third-party contractor and the Social Compliance team worked collaboratively to conduct the following actions: <ul style="list-style-type: none">• Arrange the facility's production target reasonably and enforce more strict control of working hours.• Hire additional production positions and provide job skills training for employees to improve their production efficiency	Gildan is committed to maintaining a safe and healthy workplace. Therefore, these were the actions taken to complete the facility's remediation plan: <ul style="list-style-type: none">• A Health and Safety Coordinator was hired in June 2021• A fire licence was obtained from the local Fire Department Authority, with an expiration date of December 2022• The Emergency Preparedness Plan was updated for 2021–2022• Evacuation drills were conducted during Q4 2021 and supervised by the Fire Department Authority	
		Follow-up	Since workers' rights to freely associate is a salient human rights risk for us, we will continue to monitor our facilities' performance in this matter to ensure that we provide training on our policies to strengthen employee relationships.	Since this is an ongoing challenge for our contractors, our Social Compliance team will be monitoring this matter through a holistic approach.	As a follow-up to this case and as a general best practice, our Social Compliance team reminded facility management in our own facilities of the importance of maintaining healthy and safe work environments. Among the practices required to be completed by the facility, emphasis was placed on the importance of conducting fire drills at least twice per year, or according to the customer's requirement, whichever is higher.	
		Lessons learned	The Human Resources and Social Compliance teams supported the facility to identify areas of improvement. Through training sessions and workshops provided to facility management and workers, the facility learned that when constant communication and engagement occurs among workers, unions, and facility management, industrial relations are strengthened.	Through constant communication and capacity-building, the Social Compliance team supported the third-party contractor to improve how hours of work are managed at the facility including, but not limited to, stricter controls and procedures and additional training for employees on specific skills required for the job.	Our Social Compliance, Health and Safety, and Human Resources Departments worked collaboratively with facility management to identify sustainable solutions to this issue. The facility learned the importance of the timely implementation of systems to help identify staffing needs, so that planning takes place while considering actual/ potential changes in leadership and management roles.	
		A breakdown of social compliance audit related data can be found in our 2021 ESG Report. See 2021 Performance: 2021 ESG Report > Social > Human Rights and Ethical Labour Practices > 2021 Performance > pp.31-32				

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY		THIRD-PARTY ASSURANCE																	
412-2	Employee training on human rights policies or procedures	<table><tr><th>Human rights training</th><th colspan="2">2021</th></tr><tr><th>Policy</th><th>Hours of training</th><th>Percentage of employees trained (%)</th></tr><tr><td>Code of Conduct</td><td>40,002</td><td>84</td></tr><tr><td>Code of Ethics</td><td>34,208</td><td>72</td></tr><tr><td>Grievance mechanisms</td><td>25,689</td><td>54</td></tr><tr><td>Human development</td><td>25,840</td><td>54</td></tr></table>	Human rights training	2021		Policy	Hours of training	Percentage of employees trained (%)	Code of Conduct	40,002	84	Code of Ethics	34,208	72	Grievance mechanisms	25,689	54	Human development	25,840	54	
Human rights training	2021																				
Policy	Hours of training	Percentage of employees trained (%)																			
Code of Conduct	40,002	84																			
Code of Ethics	34,208	72																			
Grievance mechanisms	25,689	54																			
Human development	25,840	54																			
412-3	Significant investment agree-ments and contracts that include human rights clauses or that un-derwent human rights screening	Compliance with our ethical, social, and environmental standards is a condition of doing business with Gildan and becoming part of its 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 Code of Conduct.																			
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 2021 ESG Report. See Social: 2021 ESG Report > Social > pp.28-29 See also Communities Engagement: 2021 ESG Report > Social > Community Engagement > pp.47-49																			
103-2	The management approach and its components	See also our Continued Response to COVID-19: 2021 ESG Report > Introduction > Continued Response to COVID-19 > p.11 The management approach and its components are described in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Our Approach > pp.28-29 See also Community Engagement: 2021 ESG Report > Social > Community Engagement > pp.47-49																			
103-3	Evaluation of the management approach	We assess the effectiveness of our community engagement by receiving and assessing feedback from local stakeholders. Additionally, 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 com-munity engagement, impact assessments, and development programs	Our operations with local community engagement, impact assessment and development programs are detailed in our 2021 ESG Report. See our approach regarding Stakeholder Engagement and Community Engagement: 2021 ESG Report > Social > Community Engagement > pp.47-49 2021 ESG Report > Governance > Stakeholder Engagement > pp.57-59 All of our operations follow our Global Community Engagement Policy, which can be found on our website: Website > Responsibility > Respect for Transparency > Codes and Policies > Global Community Engagement Policy																			
GRI-414 Supplier social assessment																					
103-1	Explanation of the material topic and its boundary	An explanation of the material topic and its boundary can be found in our 2021 ESG Report. See Social: 2021 ESG Report > Social > pp.28-29 See also Ensuring High Ethical Standards among Our Suppliers and Contractors: 2021 ESG Report > Governance > Ethics and Integrity Standards > Supplier and Contractor Standards > p.53																			
103-2	The management approach and its components	The management approach and its components are described in our 2021 ESG Report. See Our Approach: 2021 ESG Report > Social > Our Approach > pp.28-29 See also Ensuring High Ethical Standards among Our Suppliers and Contractors: 2021 ESG Report > Governance > Ethics and Integrity Standards > Supplier and Contractor Standards > p.53																			
103-3	Evaluation of the management approach	Evaluation of our management approach is detailed in our 2021 ESG Report. See Ensuring High Ethical Standards among Our Suppliers and Contractors: 2021 ESG Report > Governance > Ethics and Integrity Standards > Supplier and Contractor Standards > p.53																			

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY					THIRD-PARTY ASSURANCE										
414-1	New suppliers that were screened using social criteria	<table><tr><th>Screening new suppliers</th><th>2021</th><th>2020</th><th>2019</th><th>2018</th></tr><tr><td>Percentage of new suppliers screened</td><td colspan="4">100</td></tr></table>					Screening new suppliers	2021	2020	2019	2018	Percentage of new suppliers screened	100				
Screening new suppliers	2021	2020	2019	2018													
Percentage of new suppliers screened	100																
414-2	Employee training on human rights policies or procedures	<p>In 2021, 50 suppliers were assessed for social impacts, as part of Gildan's Social Compliance Program; this resulted in 22 major non-compliances being identified across 10 different facilities (15 findings in the Americas and seven findings in Asia), and one zero-tolerance non-compliance in one of our contractor facilities located in Central America.</p> <p>The following includes details regarding the 22 non-compliances identified in 2021 that were considered to have actual and potential negative social impacts in the supply chain (based on local law, internal standards, our Code of Conduct, and our Social & Sustainable Compliance Guidebook):</p> <ul style="list-style-type: none">• Mandatory legal documentation: 2• Hours of work: 1• Compensation and benefits: 3• Environmental, health, and safety: 13• Record keeping: 1• Grievance system: 1• Discipline: 1 <p>The one incident of zero-tolerance non-compliance related to third-party subcontracting.</p>															
GRI-415 Public policy																	
415-1	Political contributions	<p>Gildan did not make any political contributions in 2021 (\$0). Our Code of Ethics describes how we engage with political activities and public policy issues, and it can be found on our website.</p> <p>Website > Company > Ethics and Compliance > Code of Ethics</p>															
GRI-417 Marketing and labelling																	
417-1	Requirements for product and service information and labeling	<p>Our Restricted Substances Code of Practice (RSCP) ensures that manufacturing contractors and suppliers (of yarn, chemicals, dyes, solvents, trims, packaging, etc.) comply with applicable chemical safety laws, regulations, and standards, and it requires that they (i) submit all relevant information about their product to Gildan (e.g., technical data sheets, specifications, etc.), (ii) appropriately label and/or package their product, and (iii) conduct testing when relevant and required and provide corresponding results. This, in turn, ensures that Gildan's finished products are safe for use and compliant with chemical safety laws, regulations, and standards.</p> <p>Any claim related to the environment and featured on the packaging of Gildan products or on other marketing material (e.g., for a product made with yarn like REPREEVE® [which is made from recycled plastic bottles], labels are printed on 100% recycled paper or there are “100% recycled” claims on the pack bags) is subject to internal review to ensure compliance with various applicable laws (such as advertising laws, textile labelling, and packaging laws, etc.).</p> <table><tr><th>Significant product or service categories</th><th>2021</th></tr><tr><td>Percentage covered by and assessed for compliance with such procedures (%)</td><td>100</td></tr></table>					Significant product or service categories	2021	Percentage covered by and assessed for compliance with such procedures (%)	100							
Significant product or service categories	2021																
Percentage covered by and assessed for compliance with such procedures (%)	100																
417-2	Incidents of non-compliance concerning product and service information and labeling	<p>In 2021, there were zero incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications that resulted in a fine, penalty, or warning.</p>															
417-3	Incidents of non-compliance concerning marketing communications	<p>In 2021, there were zero incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications.</p>															
GRI-418 Customer privacy																	
103-1	Explanation of the material topic and its boundary	<p>An explanation of the material topic and its boundary are detailed in our 2021 ESG Report. See Governance:</p> <p>2021 ESG Report > Governance > p.50</p> <p>See also Data Privacy and Cybersecurity:</p> <p>2021 ESG Report > Governance > Data Privacy and Cybersecurity > p.61</p>															
103-2	The management approach and its components	<p>The management approach and its components are described in our 2021 ESG Report. See Our Approach:</p> <p>2021 ESG Report > Governance > Our Approach > p.50</p> <p>See also Data Privacy and Cybersecurity:</p> <p>2021 ESG Report > Governance > Data Privacy and Cybersecurity > p.61</p>															

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY				THIRD-PARTY ASSURANCE	
103-3	Evaluation of the management approach	Evaluation of the management approach is detailed in our 2021 ESG Report. See Data Privacy and Cybersecurity: 2021 ESG Report > Governance > Data Privacy and Cybersecurity > p.61					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Substantiated complaints concerning breaches of customer privacy and losses of customer data		2021	2020	2019	
		Complaints received from outside parties and substantiated by the organization		0	0	0	
		Complaints from regulatory bodies		0	0	0	
		Total substantiated complaints concerning breaches of customer privacy		0	0	0	
		Gildan has not identified any substantiated complaints in the past three years.					
GRI-419 Socioeconomic compliance							
419-1	Non-compliance with laws and regulations in the social and economic area	In 2021, Gildan did not report any non-compliances with laws and regulations in the social and economic area.					