



SASB INDEX

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Gildan supports the efforts of the Sustainable Accounting Standards Board (SASB) to collect accurate ESG data for the investment community. In 2020, we transitioned our reporting to align with the SASB framework to drive consistency and comparability of sustainability performance data across our sector. We will continue to evaluate additional SASB metrics in future disclosures. The following index provides ESG information for the 2021 calendar year, based on SASB's reporting framework for the Apparel, Accessories, and Footwear sector of the Consumer Goods Industry.

TOPIC	METRIC	SASB CODE	DATA RESPONSE						
Management of chemicals	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	<p>We monitor and review our processes related to high-risk chemicals and follow all applicable laws and regulations. Our process includes three steps:</p> <ol style="list-style-type: none">Acknowledgement and agreement with the Restricted Substances Code of Practice (RSCP) by suppliers and manufacturing contractorsGathering of information on raw materials before purchase and evaluating information using the Safety Data Sheet Screening Process, certification such as Eco-Passport or STANDARD 100 by OEKO-TEX®, and third-party laboratory testingClassification of raw materials under one of the following: Approved, Approved with Condition, or Rejected <p>Our processes to manage restricted substances are described in our RSCP on our website and in our 2021 ESG Report:</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances Code of Practice</p> <p>2021 ESG Report > Environment > Our Approach > p.17-18</p>						
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	<p>Gildan is committed to ensuring that its products comply with all consumer product safety laws and other regulatory requirements as those requirements become effective, providing its customers with all required information, and meeting customers’ individual needs. Consequently, we periodically perform a broad range of product testing at reputable and accredited third-party laboratories to ensure compliance with consumer product safety requirements.</p> <p>Our Company-owned chemical facility is fully staffed with chemical engineers and industry specialists, allowing us greater oversight to manage risks and hazards associated with chemical products. We monitor and conduct periodic reviews of high-risk chemicals as required in our RSCP. The RSCP describes how we handle banned and restricted substances in countries where we operate and sell our products, including for compliance with the Consumer Product Safety Improvement Act (CPSIA), registration, evaluation, authorization and restriction of chemicals substances of very high concern (REACH SVHCs list), and applicable legislation. We also include industry and NGO practices, standards, and initiatives, and our customers’ own Restricted Substances List (RSL).</p> <p>STANDARD 100 by OEKO-TEX®: Gildan®, Comfort Colors®, Alstyle®, and Anvil® by Gildan® branded products are certified by the internationally recognized STANDARD 100 by OEKO-TEX®, which allows producers and consumers to objectively assess the presence of harmful substances in textiles and apparel products based on approximately 100 human—ecological and performance-related test parameters. Achieving the STANDARD 100 by OEKO-TEX® involves meeting strict standards including the absence of restricted chemicals and subjecting the supply to an annual independent validation through an accredited laboratory testing of raw materials and finished products.</p> <p>Our processes to manage restricted substances are described in our RSCP on our website and in our 2021 ESG Report:</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances Code of Practice</p> <p>See 2021 ESG Report > Environment > Our Approach > p.17-18</p>						
Environmental impacts in the supply chain	Percentage of (1) Tier 1 supplier ¹³ facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements	CG-AA-430a.1	<p>We are one of the world’s largest vertically integrated manufacturers of apparel, and approximately 90% of our total revenues come from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain.</p> <p>We do not currently audit our Tier 2 suppliers for compliance with wastewater discharge permits and/or contractual agreements. However, 100% of Gildan-owned facilities are assessed for wastewater compliance. In addition, our Tier 1 facilities in the Americas sew cut parts that are processed in our own textile facilities (Tier 2), where we measure wastewater parameters. Additionally, our third-party auditing process includes ensuring that we are in compliance with relevant regulatory requirements related to wastewater discharge permits and/or contractual agreements.</p> <table><tr><th>Environmental impacts in the supply chain</th><th>2021</th></tr><tr><td>Percentage of Tier 1 supplier facilities compliant with wastewater discharge permits and/or contractual agreement</td><td>100%</td></tr><tr><td>Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</td><td>N/A, as we have a vertically integrated business model</td></tr></table>	Environmental impacts in the supply chain	2021	Percentage of Tier 1 supplier facilities compliant with wastewater discharge permits and/or contractual agreement	100%	Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	N/A, as we have a vertically integrated business model
	Environmental impacts in the supply chain	2021							
Percentage of Tier 1 supplier facilities compliant with wastewater discharge permits and/or contractual agreement	100%								
Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	N/A, as we have a vertically integrated business model								
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2	<p>As per CG-AA-430a.1, approximately 90% of our total revenues come from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain. To date, 50% of our Tier 1 suppliers have completed the Higg FEM.</p> <table><tr><th>Environmental impacts in the supply chain</th><th>2021</th></tr><tr><td>Percentage of Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment</td><td>50%</td></tr><tr><td>Percentage of supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment</td><td>N/A*</td></tr></table> <p><i>* When it comes to working with suppliers in manufacturing apparel, all Gildan’s manufacturing processes are handled by Tier 1 suppliers. Those suppliers that do not have wet manufacturing processes are encouraged to use dyed yarns as raw materials. As a result, Gildan does not have any supplier facilities beyond Tier 1 that are required to complete the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment.</i></p> <p>More details on how we manage the environmental performance of our suppliers is contained in our 2021 ESG Report:</p> <p>2021 ESG Report > Environment > Our Approach > p.17-18</p>	Environmental impacts in the supply chain	2021	Percentage of Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment	50%	Percentage of supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	N/A*
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Percentage of supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	N/A*								

¹³ “Tier 1 supplier” refers to Gildan’s third-party manufacturing contractors where there is a commercial arrangement in place.

TOPIC	METRIC	SASB CODE	DATA RESPONSE										
Labour conditions in the supply chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, and (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	<table><tr><th>Labour conditions in the supply chain</th><th>2021</th></tr><tr><td>Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct</td><td>100%</td></tr><tr><td>Percentage of supplier facilities beyond Tier 1 that have been audited to a labour code of conduct</td><td>0%</td></tr></table> <p>As of 2021, we have accepted external social compliance certifications such as WRAP, SMETA, and the BSCI for our third-party contractors in Asia and selected facilities in the Americas, reducing audit duplicity.</p> <table><tr><th>Percentage of total audits conducted by a third-party auditor</th><th>2021</th></tr><tr><td>Percentage of total audits of supplier facilities that were performed by an independent third-party auditor</td><td>92%*</td></tr></table> <p><i>*The remaining 8% of the total audits were conducted by an internal corporate representative.</i></p> <p>Tier 2 suppliers must complete a pre-audit/self-assessment questionnaire in order to validate basic EHS and labour conditions at the factory.</p> <p>More detail is provided in the 2021 ESG Report and the Code of Conduct: 2021 ESG Report > Governance > Ethics and Integrity Standards > Suppliers and Contractors Standards > p.52 Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct</p> <p>Gildan's Code of Conduct and Social & Sustainable Compliance Guidebook guide our labour audit process: Website > Responsibility > Resources > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p><u>Audit methodologies and criteria</u> Facilities producing for Gildan will be audited to monitor working conditions compliance with the Gildan Code of Conduct and the benchmarks outlined in our Guidebook. Each facility is inspected and audited for compliance. Auditors must be granted access to all areas of the facility. Not granting access is a zero-tolerance issue, leading to an “access denied” status that prevents the supplier from doing business with Gildan. All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Social Compliance platform. We also have Monitoring Guidelines that serve as a reference for internal auditors to use when conducting audits. The categories below describe thresholds related to non-conformance and contractor expectations related to remedial efforts.</p> <ul style="list-style-type: none">• Minor non-conformity: Low-risk issue where improvement towards best practices is necessary. Remediation timeframe: six months.• Moderate non-conformity: Negative impact on workers’ rights and safety (non-critical). Remediation timeframe: up to two months, depending on type of violation.• Major non-conformity: Serious violation of the Gildan Code of Conduct, other codes supplier adheres to, and/or the law, resulting in a severe impact on individual rights and/or physical safety. Remediation timeframe: immediately. <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct</p> <p>Types of audits These are the types of audits that may be conducted in a facility:</p> <ul style="list-style-type: none">• Announced: the exact audit date is communicated to the facility• Semi-announced: the facility is aware that an audit will be conducted within a specific time period (a window is provided weeks before)• Unannounced: auditors arrive directly at the facility without prior notification <p>Types of auditors Audits may be conducted by our internal auditors and/or external auditors, according to the type of audit.</p> <p>Audit results 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 (p. 6). Green and yellow ratings may be cleared for continued business, orange and red ones will require improvement within a set timeframe, and a black rating (which corresponds to a zero-tolerance issue as detailed on p. 7 of our Guidebook) will result in termination of the contract once open orders are completed.</p>	Labour conditions in the supply chain	2021	Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct	100%	Percentage of supplier facilities beyond Tier 1 that have been audited to a labour code of conduct	0%	Percentage of total audits conducted by a third-party auditor	2021	Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	92%*
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	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, and (3) percentage of total audits conducted by a third-party auditor (con'd)	CG-AA-430b.1 (con'd)	<p>Remediation process</p> <p>A facility is required to work on an immediate remediation plan when a serious violation of Gildan's Code of Conduct is identified during the audit process and has caused, or may cause, a negative impact on worker safety and wellbeing. This remediation process involves a more systematic review. However, there may be other instances where an immediate remediation plan is requested of a facility. Examples of what should be included in a remediation process include:</p> <ul style="list-style-type: none">• In-depth investigation to confirm the non-compliance• Corrective action plan:<ul style="list-style-type: none">◦ Interviews with affected stakeholders◦ Documentation review (e.g., training, policies, and procedures)◦ Root cause analysis <p>Gildan's social compliance team works with facility managers to provide advice and recommendations on how to best address any issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities shall provide details and evidence of their remediation, which are subject to verification through follow-up audits that can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and to demonstrate improvements within a prescribed timeframe.</p> <p>Corrective Action Plan</p> <p>Different from a remediation process is the Corrective Action Plan (CAP), which is an ongoing effort to ensure sustainable practices in our own and contractor facilities. A CAP is required for all non-compliances identified in an audit process. The following are examples of what a CAP should include, but may not be limited to:</p> <ul style="list-style-type: none">• Photos of corrective actions• Training attendance list• Evidence of review of a policy/internal procedure <p>Follow-up</p> <p>Gildan reviews remediation trends year-by-year to identify facilities that have made progress in remediation or facilities that show a lack of commitment and progress to improve working conditions. Systematic follow-ups are conducted to verify the progress made towards resolving the issues with the objective of helping the facility improve their overall performance and remain in compliance with our Code of Conduct.</p>				
	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	<table><tr><th>Labour conditions in the supply chain</th><th>2021</th></tr><tr><td>Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits</td><td>8% (22 major non-compliances and one zero-tolerance* in our contractor facilities)</td></tr></table> <p>*Zero-tolerance issues are those that meet criteria related to non-compliance on matters related to child labour, health and safety, subcontracting, forced labour and human trafficking, and harassment. Additional details on non-compliance criteria can be found in our Social & Sustainable Compliance Guidebook.</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook > p.7</p> <p>2021 ESG Report > Social > Human Rights and Ethical Labour Practices > 2021 Performance > p.31</p> <p><u>Audit methodologies and criteria</u></p> <p>CG-AA-430b.1 (on pp.73-74) contains information regarding processes on how we evaluate our suppliers. Additionally, our audit methodologies and criteria are described in detail in our publicly available Social & Sustainable Compliance Guidebook, under "Assessment results and consequences." We have internal processes that outline the steps that our internal auditors use to conduct their audits.</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p>Our monitoring guidelines are described in CG-AA-430a.1 as per our audit methodologies and criteria (p.72)</p> <p>Efforts to increase supply chain transparency: Gildan's Social & Sustainable Compliance Guidebook outlines our approach with respect to increasing supply chain transparency and to build capacity among our suppliers in order to improve labour conditions.</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p>Website > Responsibility > Resources > Modern Slavery Act Transparency Statement</p>	Labour conditions in the supply chain	2021	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	8% (22 major non-compliances and one zero-tolerance* in our contractor facilities)
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	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits (con'd)	CG-AA-430b.2 (con'd)	<p>Efforts to build capacity with suppliers: Our efforts to build capacity with suppliers are detailed in the following sections of our 2021 ESG Report:</p> <p>2021 ESG Report > Governance > Ethics and Integrity Standards > Our Approach > p.52</p> <p>2021 ESG Report > Social > Human Rights and Ethical Labour Practices > Living Wage > p.31</p> <p>2021 ESG Report > Governance > Ethics and Integrity Standards > Suppliers and Contractors Standards > p.53</p> <p>Supply chain non-conformances categorized by geographic region</p> <table><tr><th>Region</th><th>Contractors</th><th>Company-owned</th></tr><tr><td>Americas</td><td>146</td><td>102</td></tr><tr><td>Asia</td><td>126</td><td>0</td></tr><tr><td>Africa</td><td>4</td><td>0</td></tr></table>	Region	Contractors	Company-owned	Americas	146	102	Asia	126	0	Africa	4	0
Region	Contractors	Company-owned													
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	Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	<p>We have identified the following potential labour risks in our supply chain:</p> <ol style="list-style-type: none">Risks related to expired safety documents and lack of emergency preparedness: Across our facilities, we are exposed to potential risk by not regularly updating our documentation and/or conducting safety drills to ensure we are prepared in case of a real emergency. We conduct audits on a regular basis to ensure we identify and mitigate risks on a timely basis. For example, during our regular routine audits of our facilities we identified a case of operating with an expired safety plan and documents, and this issue was addressed by the site.Risks related to human rights and excessive working hours: We understand that organizations that promote and defend workers' interests (such as the right to freedom of association) are important in reducing risks related to human rights and working long hours. We also ensure that we audit our facilities for their management of excessive work hours among our own and our contractors' employees, to ensure compliance with local regulations and Gildan's policies and procedures. <p>We have identified the following potential environmental risks in our supply chain:</p> <ol style="list-style-type: none">Risks associated with operating with expired licenses: At Gildan, we have many operations that require regulatory permits and/or licenses and have in place systems like routine audits of our facilities and our third-party contractors to ensure compliance with local laws and regulations to minimize these risks.Risks related to ineffective waste segregation: In our operations we many processes that generate waste. As such we have implemented systems to ensure there is proper segregation and disposal of hazardous waste to minimize environmental impacts. <p>The following actions have been implemented to reduce labour, health and safety, and environmental risks:</p> <p><u>Managing labour risks:</u></p> <ol style="list-style-type: none">Maintain a strong and robust Social Compliance ProgramProvide clear and concise labour practice guidelines and requirements for our contractors that must be followed or adhered to in order to remain part of our supply chainImplement ongoing audits at our Company-owned facilities and throughout our supply chainPerform periodic audits to ensure compliance <p><u>Managing health and safety risks:</u></p> <p>Gildan utilizes several tools to identify hazards and assess risk, including the following assessments:</p> <ol style="list-style-type: none">Job safety analysisQuantitative risk assessmentsEquipment risk assessmentsUse of personal protective equipmentElectrical hazardsConfined spaceNew chemical requestsContractor managementSafe work permitHot work permit												

TOPIC	METRIC	SASB CODE	DATA RESPONSE														
	Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain (con'd)	CG-AA-430b.3 (con'd)	<p>Managing environmental risks:</p> <p>Our Social & Sustainable Compliance Guidebook describes in-place policies and procedures, including details on our audit process, that we expect all our suppliers to adhere to and put in place to mitigate risks related to social and environmental compliance matters. To allow us greater oversight in managing risks and hazards associated with chemical products, Gildan's Company-owned chemical facility is fully staffed with chemical engineers and industry specialists.</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p>These processes are supported by our EHS team in each facility. Training is made available to associates who are tasked with completing these processes.</p> <p>The results of qualitative and quantitative risk assessments are utilized to identify improvement opportunities by focusing on the higher risks within each operation. Plans are established at least annually to address such risk.</p> <p>Our Board of Directors oversees risk management, and Gildan's management team is charged with managing risk on an ongoing basis. A dedicated team comprising business professionals with a wide variety of skills is responsible for developing and executing against the Company's risk management strategies. Our overarching risk management framework includes specific processes and policies that allow for the continuous review and assessment of risks to our Company, including those related to:</p> <ol style="list-style-type: none">1. Operations2. Finances3. Compliance4. Strategy5. Social, political, climate, and environmental factors and other risks <p>Stakeholder engagement: See our Stakeholder Engagement Policy and our 2021 ESG Report for more details on our approach to stakeholder engagement: Website > Responsibility > Respect for Transparency > Codes and Policies > Stakeholder Engagement Policy</p> <p>2021 ESG Report > Governance > Stakeholder Engagement > p.57</p> <p>Ethical labour practices: More information regarding our ethical labour practices is contained in our 2021 ESG Report: 2021 ESG Report > Social > Child and Forced Labour > pp.33-34</p>														
Raw materials sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	Environmental and social risks (including risks associated with sourcing raw materials) are described in SASB CG-AA-430b.3 above, on p.75														
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.2	<p>We source more than 90% of our cotton from the United States. The following table presents the percentage of raw materials in 2021 that were third-party certified.</p> <table><tr><th>Raw materials with third-party certification</th><th>Percentage certified by third-party</th><th>Name of external environmental/sustainable certification</th></tr><tr><td>Yarn (sourced from third-parties)</td><td>20%</td><td>STANDARD 100 by OEKO-TEX®</td></tr><tr><td>Trims</td><td>90%</td><td>STANDARD 100 by OEKO-TEX®</td></tr><tr><td>Cotton</td><td>7%</td><td>Better Cotton Initiative</td></tr><tr><td>REPREVE®</td><td><1%</td><td>REPREVE®</td></tr></table> <p>For a full description of our sustainable materials see 2021 ESG Report > Environment > Path to a Circular Economy > p.22</p>	Raw materials with third-party certification	Percentage certified by third-party	Name of external environmental/sustainable certification	Yarn (sourced from third-parties)	20%	STANDARD 100 by OEKO-TEX®	Trims	90%	STANDARD 100 by OEKO-TEX®	Cotton	7%	Better Cotton Initiative	REPREVE®	<1%
Raw materials with third-party certification	Percentage certified by third-party	Name of external environmental/sustainable certification															
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Trims	90%	STANDARD 100 by OEKO-TEX®															
Cotton	7%	Better Cotton Initiative															
REPREVE®	<1%	REPREVE®															
Activity metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	CG-AA000.A	<p>Number of Tier 1 suppliers (finished goods contractors): 46</p> <p>Number of Tier 2 suppliers (yarns, raw materials, and logistics): 188</p> <p>Number of Tier 3 suppliers: Not applicable</p>														