

SASB INDEX

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 RSCP by suppliers and manufacturing contractors Gathering of information on raw materials before purchase and evaluating information using the Safety Data Sheet Screening Process, certification as Eco-Passport or STANDARD 100 by OEKO-TEX®, and third-party laboratory testing Classification 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 Restricted Substances Code of Practice (RSCP) on our website and in our 2022 ESG Report: Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances Code of Practice 2022 ESG Report > Environment > Our Approach > p. 13</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 to consumer product safety requirements.</p> <p>Our Company-operated 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 Restricted Substances Code of Practice (RSCP). The RSCP describes how we handle banned and restricted substances in countries where we operate and sell our products, including for compliance with CPSIA requirements, REACH (SVHC list), and applicable legislation. As per our RSCP we encourage our suppliers and manufacturing contractors to align with green chemistry principles. 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 Restricted Substances Code of Practice (RSCP) on our website and in our 2022 ESG Report: Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances Code of Practice See 2022 ESG Report > Environment > Our Approach > p. 13</p>						
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier ¹ facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements ²	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-operated facilities are assessed for wastewater compliance. In addition, our Tier 1 facilities in the Americas sew and cut parts that are processed in our own textile facilities (Tier 2) where we measure wastewater parameters. Additionally, our third-party auditing process ensures that we are in compliance with relevant regulatory requirements related to wastewater discharge permits and/or contractual agreements.</p> <table border="1"> <thead> <tr> <th>Environmental impacts in the supply chain</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Percentage of Tier 1 supplier facilities in compliance 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>Not applicable as we have a vertically integrated business model</td> </tr> </tbody> </table>	Environmental impacts in the supply chain	2022	Percentage of Tier 1 supplier facilities in compliance 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	Not applicable as we have a vertically integrated business model
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	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	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>						

¹Tier 1 suppliers are defined as Gildan's third-party manufacturing contractors where there is a commercial arrangement in place.

²Scope of this metric is related to Tier 1 suppliers who produce finished goods for Gildan.

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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, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	<table border="1"> <thead> <tr> <th>Labour conditions in the supply chain</th> <th>2022</th> </tr> </thead> <tbody> <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> </tbody> </table> <p>As of 2021, we have accepted external social compliance certifications such as Worldwide Responsible Accredited Production (WRAP), Sedex Members Ethical Trade Audit (SMETA), and Business Social Compliance Initiative (BSCI) for our third-party contractors in Asia and selected facilities in the Americas, reducing audit duplication.</p> <table border="1"> <thead> <tr> <th>Percentage of total audits conducted by a third-party auditor</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Percentage of total audits of supplier facilities that were performed by an independent third-party auditor</td> <td>86%*</td> </tr> </tbody> </table> <p><i>*The remaining 14% 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 2022 ESG Report and the Code of Conduct: 2022 ESG Report > Governance > Ethics and Integrity Standards > Suppliers and Contractors Standards > p. 47 Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct</p> <p>Gildan's Code of Conduct and Social & Sustainable Compliance Guidebook guides our labour audit process: Website > Responsibility > Resources > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p>Audit methodologies and criteria Facilities producing for Gildan will be audited to monitor the working conditions in 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, preventing 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 our Monitoring Guidelines, which 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 time frame: six months. • Moderate non-conformity: Negative impact on workers' rights and safety (non-critical). Remediation time frame: 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 time frame: immediately. <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct</p>	Labour conditions in the supply chain	2022	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	2022	Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	86%*
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			<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 will require improvement within a set timeframe, and a black rating (corresponds to a zero-tolerance issue which is detailed on p. 7 of our Guidebook) will result in termination of the contract once open orders are completed.</p> <table border="1" data-bbox="747 493 2575 1377"> <thead> <tr> <th></th> <th data-bbox="889 500 1446 532">Case #1 (own facility): work contracts</th> <th data-bbox="1446 500 2010 532">Case #2 (own facility): environment / chemical safety</th> <th data-bbox="2010 500 2575 532">Case #1 (contractor facility): compensation</th> </tr> </thead> <tbody> <tr> <td data-bbox="747 532 889 915">Context</td> <td data-bbox="889 532 1446 915">Our Social Compliance Program ensures that all Company-operated and contractor facilities comply with our Code of Conduct, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA).</td> <td data-bbox="1446 532 2010 915">Our Social Compliance Program ensures that all Company-operated and contractor facilities comply with our Code of Conduct, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). 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If a third-party contractor or our operated 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 Orange rating, resulting from a 2022 internal audit in our own facilities in Nicaragua.</td> <td data-bbox="1446 915 2010 1377">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. 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			<p>Case</p> <p>An important step in the auditing process is conducting documentation review. Examples of some of the documents reviewed in this case included the following: employee contracts, disciplinary notices, pay-slips, payment of employee benefits, permits, and all required legal licenses and certifications. While conducting the documentation review, our Social Compliance team identified the following:</p> <ul style="list-style-type: none"> Employee contract language was too complicated to understand, which could lead to misunderstanding or misinterpretation. The contract also included language such as “the employee is obligated to” instead of “the employee is committed to,” which could potentially be misinterpreted as forced labour. Finally, the contract did not specify whether the amount of money would be compensated on a daily, weekly, or monthly basis. 	<p>An important step in the auditing process is conducting a thorough facility walkthrough. The main purpose of this is to identify any present or potential non-compliances related to the facility’s day-to-day operations, as well as to guarantee worker safety and well-being. During the facility walkthrough, the Social Compliance team identified the following:</p> <ul style="list-style-type: none"> The colour service / dye weighting room was in poor conditions: disorganized, unclean and in need of housekeeping. Lack of warning / security signs. <p>As a result of these findings, a sustainable action plan for the facility was implemented. This plan included conducting a root cause analysis to identify additional measures to mitigate potential incidents in the future.</p>	<p>Worker interviews are an integral part of the Gildan audit process because they provide an opportunity to validate the information and findings revealed through management interviews, facility inspections, and documentation review. During the review of payroll in one of our contractor facilities in Asia, our auditor identified that the factory did not follow a new regulation announced by local government two months prior to the visit. The new regulation involved increasing employees’ minimum wage by 12.5%, which was verified through worker interviews. The auditor selected a sample of employees, introduced the purpose of the interview, informed workers of the confidential nature of the interview, verified workers’ information, covered the aspects of the working conditions outlined in the Gildan audit tool, and paid particular attention to the area of concern. Regarding the auditor’s question about minimum wage, all the sampled workers were not aware that the government had increased the minimum wage standard.</p>
			<p>Root cause analysis</p> <p>Although minor non-compliances do not require a root cause analysis, Social Compliance and Human Resources departments determined that there was an inadequate review of documentation by leadership, leading to work contracts being easily misinterpreted.</p>	<p>Our Social Compliance and Health & Safety departments worked collaboratively to understand the cause of this problem and concluded that the primary root cause was inadequate planning and organization. In addition, the root causes were due to a lack of leadership and poor supervision.</p>	<p>Gildan’s Social Compliance and the third-party contractor’s Human Resources departments worked collaboratively to understand the cause of this problem and concluded that the facility delayed the increase of the minimum wage to its workers.</p>
			<p>Remediation plan</p> <p>Gildan is committed to maintaining a fair and healthy workplace environment. Therefore, these were the actions taken to complete the facility’s remediation plan:</p> <ul style="list-style-type: none"> A complete review of employees’ contracts to ensure there is no complicated wording or phrases and avoid misunderstandings regarding workers’ commitments with the Company. Clearly define the rate of compensation so it can be easily understood by the employee. 	<p>Gildan is committed to maintaining a safe and healthy workplace. Therefore, these were the actions taken to complete the facility’s remediation plan:</p> <ul style="list-style-type: none"> A thorough cleaning and organization of the colour service / dye weighting room was completed. All the missing warning / security signs were placed in the required areas. The Health & Safety department made a commitment to undertake routine inspections to guarantee that these areas would always be kept clean and in order. 	<p>To remediate this action, the third-party contractor and the Social Compliance department worked collaboratively to conduct the following actions:</p> <ol style="list-style-type: none"> The contractor immediately paid all the adjustments to workers in compliance with updated minimum wages. The contractor posted the notification on the bulletin board regarding the increased minimum wage and announced the new minimum wage standard to all workers during the following weekly meeting. The contractor’s Human Resources department prepared a timeline to closely follow the latest updates on laws and regulations from local government. The contractor’s Human Resources department created a manageable training system to timely notify all workers of the updates regarding their compensation and benefits.

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				Case #1 (own facility): work contracts	Case #2 (own facility): environment / chemical safety	Case #1 (contractor facility): compensation
			Follow-up	To monitor this non-compliance 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. Amongst the practices to be completed by the facility is to ensure that all work contracts, documentation, and policies utilize clear and understandable wording to mitigate any risk of confusion or misinterpretation.	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. Amongst the practices to be completed by the facility is to ensure that all areas, especially those where chemicals are handled, are kept clean, and that all require warning and security signs are kept in a visible location.	Our Social Compliance department will keep monitoring this matter to ensure third-party contractors continuously implement sustainable improvements as required by Gildan's Social Compliance Program and statutory law.
			Lessons learned	Our Social Compliance and Human Resources departments worked collaboratively with facility management to identify sustainable solutions to this issue. The facility learned the importance of ensuring that all documentation implements language that is easy to follow and understand in order to reduce any potential misunderstandings and assumptions from the interested parties.	Our Social Compliance and Health & Safety departments worked collaboratively with facility management to identify sustainable solutions to this issue. The facility learned that to keep a healthy work environment for workers, it must ensure that work areas are organized and clean, and warning / danger signs are in place.	Through constant communication and capacity-building, the Social Compliance team supported the third-party contractor to ensure workers' Compensation and Benefits are well managed at the facility, including, but not limited to, guaranteeing workers a minimum wage, ensuring a timely review of laws and regulations, and implementing a manageable training system for employees regarding their compensation and benefits.
			<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 well-being. 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., trainings, 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 remediations, 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 Company-operated and third-party 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 its overall performance and remain in compliance with our Code of Conduct.</p>			

TOPIC	METRIC	SASB CODE	DATA RESPONSE													
	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	<table border="1" data-bbox="747 167 2198 266"> <thead> <tr> <th data-bbox="747 167 1690 207">Labour conditions in the supply chain</th> <th data-bbox="1690 167 2198 207">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="747 207 1690 266">Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits</td> <td data-bbox="1690 207 2198 266">6% (24 major non-compliances in our contractor facilities)</td> </tr> </tbody> </table> <p data-bbox="747 277 2564 326">*Zero tolerance issues are those that meet criteria related to non-compliances on matters related to child labour, health & safety, subcontracting, forced labour & human trafficking, and harassment. Additional details on the non-compliance criteria can be found in our Social & Sustainable Compliance Guidebook.</p> <p data-bbox="747 342 1776 363">Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook > p. 7</p> <p data-bbox="747 370 1642 391">See also: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > 2022 Performance > p. 25</p> <p data-bbox="747 407 1024 428">Audit methodologies and criteria</p> <p data-bbox="747 444 2529 493">CG-AA-430b.1 (on p. 112) 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, which outline the steps that our internal auditors use to conduct their audits.</p> <p data-bbox="747 500 1731 521">Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p data-bbox="747 537 2583 586">Efforts to increase supply chain transparency: Gildan's Social & Sustainable Compliance Guidebook outlines our approach with respect to increasing supply chain transparency and to building capacity among our suppliers to improve labour conditions.</p> <p data-bbox="747 592 2556 641">In 2022, we began the Planning Phase with an external expert to conduct a review of our Code of Conduct, Social & Sustainable Compliance Guidebook, and our Audit Rating System. The purpose of this review is to ensure our practices throughout our supply chain are aligned with the latest due diligence requirements and trends. In 2023, we will continue to review and implement the recommendations provided by external experts.</p> <p data-bbox="747 647 1731 669">Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p data-bbox="747 675 1553 696">Website > Responsibility > Respect for Transparency > Modern Slavery Act Transparency Statement</p> <p data-bbox="747 712 1932 734">Efforts to build capacity with suppliers: Our efforts to build capacity with suppliers are detailed in the following sections of our 2022 ESG Report.</p> <p data-bbox="747 740 1467 761">2022 ESG Report > Governance > Ethics and Integrity Standards > Our Approach > p. 46</p> <p data-bbox="747 768 1507 789">2022 ESG Report > Social > Human Rights and Ethical Labour Practices > Living Wage > p. 26</p> <p data-bbox="747 795 1650 816">2022 ESG Report > Governance > Ethics and Integrity Standards > Suppliers and Contractors Standards > p. 47</p> <p data-bbox="747 833 1311 854">Supply chain non-conformances categorized by geographic region.</p> <table border="1" data-bbox="747 865 1362 976"> <thead> <tr> <th data-bbox="747 865 948 906">Region*</th> <th data-bbox="948 865 1158 906">Contractors</th> <th data-bbox="1158 865 1362 906">Gildan-operated</th> </tr> </thead> <tbody> <tr> <td data-bbox="747 906 948 938">Americas</td> <td data-bbox="948 906 1158 938">209</td> <td data-bbox="1158 906 1362 938">156</td> </tr> <tr> <td data-bbox="747 938 948 971">Asia</td> <td data-bbox="948 938 1158 971">213</td> <td data-bbox="1158 938 1362 971">19</td> </tr> </tbody> </table> <p data-bbox="747 992 1220 1013">*Gildan did not work with contractors from Africa in 2022.</p>	Labour conditions in the supply chain	2022	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	6% (24 major non-compliances in our contractor facilities)	Region*	Contractors	Gildan-operated	Americas	209	156	Asia	213	19
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TOPIC	METRIC	SASB CODE	DATA RESPONSE
	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"> 1. Fire safety: Health & Safety is a salient human rights risk for Gildan. Specifically, in 2022, we identified fire safety as a labour risk in our supply chain. In our own facilities there is an increased exposure to potential risk if safety drills are not conducted to prepare us in case of a real emergency. For example, during our regular routine audits, we identified expired fire permits and blocked fire exits in some of our Company-operated facilities. During some contractor facility tours, we identified that fire drills had not been conducted and that there was limited access to fire extinguishers. 2. Excessive working hours: Working hours is a salient human rights risk for Gildan. Through audits in our own facilities, we identified that in some cases, in the regular work week, workers are not taking their respective rest day. In addition, in our contractor facilities, we identified that in some cases there was a lack of an automatic time-in-time-out record system. <p>We have identified the following potential environmental risks in our supply chain:</p> <ol style="list-style-type: none"> 1. Operating with expired licenses: At Gildan, we have many operations that require regulatory permits and/or licenses, but during our audits we identified that some were reported as expired. This is due to general delays in the renewal of some environmental licenses caused by a government backlog in Honduras following a change in administration. This situation does not represent a risk for the Company as we can demonstrate that we have made the renewal submission in a timely manner. <p>The following actions have been implemented to reduce labour, health and safety, and environmental risks:</p> <p>Managing labour risks:</p> <ol style="list-style-type: none"> 1. Maintain a strong and robust Social Compliance Program 2. Provide 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 chain 3. Implement ongoing audits at our Company-operated facilities and throughout our supply chain 4. Perform periodic audits to ensure compliance with local regulations and Gildan's policies and procedures 5. 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 <p>Managing health & safety risks:</p> <p>Gildan utilizes several tools to identify hazards and assess risk including the following assessments:</p> <ol style="list-style-type: none"> 1. Job safety analysis 2. Quantitative risk assessments 3. Equipment risk assessments 4. Use of personal protective equipment 5. Electrical hazards 6. Confined space 7. New chemical requests 8. Contractor management 9. Safe work permit 10. Hot work permit <p>Managing environmental risks: Our Social & Sustainable Compliance Guidebook describes policies and procedures in place, including details on our audit process, which 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-operated 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 the 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, comprised of business professionals with a wide variety of skills, are responsible for developing and executing 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 the risks to our Company, including those related to:</p> <ol style="list-style-type: none"> 1. Operations 2. Finances 3. Compliance 4. Strategy 5. Social, political, climate, and environmental factors and other risks

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			<p>Stakeholder engagement: See our Stakeholder Engagement Policy and our 2022 ESG Report for more details on our approach regarding Stakeholder Engagement: Website > Responsibility > Respect for Transparency > Codes and Policies > Stakeholder Engagement Policy 2022 ESG Report > Governance > Stakeholder Engagement > p. 50</p> <p>Ethical Labour practices: More information regarding our ethical labour practices is contained in our 2022 ESG Report: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > Modern Slavery > p. 27</p>																				
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	<p>Social risks associated with sourcing raw materials:</p> <ul style="list-style-type: none"> • <i>Child labour</i> is a general human rights risk in the manufacturing industry, specifically in cotton farms (Tier 4). At Gildan, our vertically integrated business model allows us to better monitor our supply chain. However, we recognize that tracking our cotton farms to identify potential child labour indicators is a challenge. • <i>Forced labour</i> is a general human rights risk in the manufacturing industry throughout the supply chain. At Gildan, our vertically integrated business model allows us to better monitor and track our supply chain. However, we recognize that tracking our Company-operated and contractor facilities to identify potential forced labour indicators is a challenge. 																				
	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 represents our percentage of raw materials in 2022 that were third-party certified.</p> <table border="1"> <thead> <tr> <th>Raw materials with third-party certification</th> <th>Percentage certified by third-party (2022)</th> <th>Percentage certified by third-party (2021)</th> <th>Name of external environmental / sustainable certification</th> </tr> </thead> <tbody> <tr> <td>Yarn (sourced from third-parties)</td> <td>39%</td> <td>20%</td> <td>STANDARD 100 by OEKO-TEX®, Organic Cotton Standard</td> </tr> <tr> <td>Recycled polyester and alternative fibre yarns³</td> <td>1.6%</td> <td>N/A*</td> <td>STANDARD 100 by OEKO-TEX®, Recycled Claim Standard (RCS), Global Recycled Standard (GRS)</td> </tr> <tr> <td>Sustainable Cotton⁴</td> <td>21.7%</td> <td>7.3%**</td> <td>Verified U.S.-grown cotton (USCTP), Better Cotton</td> </tr> <tr> <td>REPREVE®</td> <td><1%</td> <td><1%</td> <td>REPREVE®</td> </tr> </tbody> </table> <p><i>*In 2021 we reported on trims and have updated this to reflect our overall goals related to recycled polyester or alternative fibre yarns. In 2022, we reported on recycled polyester.</i></p> <p><i>**The values reported in 2021 and 2022 includes verified U.S.-grown cotton (USCTP) and Better Cotton (formerly BCI).</i></p> <p>For a full description of our sustainable materials see 2022 ESG Report > Environment > Circularity > pp. 18-19</p>	Raw materials with third-party certification	Percentage certified by third-party (2022)	Percentage certified by third-party (2021)	Name of external environmental / sustainable certification	Yarn (sourced from third-parties)	39%	20%	STANDARD 100 by OEKO-TEX®, Organic Cotton Standard	Recycled polyester and alternative fibre yarns ³	1.6%	N/A*	STANDARD 100 by OEKO-TEX®, Recycled Claim Standard (RCS), Global Recycled Standard (GRS)	Sustainable Cotton ⁴	21.7%	7.3%**	Verified U.S.-grown cotton (USCTP), Better Cotton	REPREVE®	<1%	<1%	REPREVE®
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Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	CG-AA000.A	Tier 1 suppliers: finished goods contractors (43 suppliers), yarns and raw materials, and logistics (258 suppliers).																				

³ Please refer to 2022 Basis of Reporting document for definition and calculation methodology related to recycled polyester or alternative fibre yarns.

⁴ Please refer to 2022 Basis of Reporting document for definition and calculation methodology related to sustainable cotton.