

ESG REPORT 2023

Update to page 95 on March 10, 2025.





TABLE OF CONTENTS

INTRODUCTION

- ▶ ABOUT THIS REPORT
- ▶ LEADERSHIP MESSAGES
- ▶ ABOUT GILDAN
- ▶ 2023 FINANCIAL HIGHLIGHTS
- ▶ HOW WE OPERATE
- ▶ GILDAN'S SUSTAINABLE GROWTH STRATEGY
- ▶ ENVIRONMENT, SOCIAL, AND GOVERNANCE
- ▶ 2023 RECOGNITIONS AND HIGHLIGHTS

ENVIRONMENT

- ▶ CLIMATE CHANGE AND ENERGY USE
- ▶ WATER MANAGEMENT
- ▶ CIRCULARITY
- ▶ BIODIVERSITY AND AFFORESTATION

SOCIAL

- ▶ HUMAN RIGHTS AND ETHICAL LABOUR PRACTICES
- ▶ LIVING WAGE
- ▶ MODERN SLAVERY
- ▶ RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
- ▶ EMPLOYEE WELL-BEING
- ▶ LEARNING AND DEVELOPMENT
- ▶ DIVERSITY, EQUITY, AND INCLUSION
- ▶ GLOBAL HEALTH AND SAFETY
- ▶ COMMUNITY ENGAGEMENT

GOVERNANCE

- ▶ CORPORATE GOVERNANCE
- ▶ ETHICS AND INTEGRITY STANDARDS
- ▶ ESG GOVERNANCE
- ▶ STAKEHOLDER ENGAGEMENT
- ▶ RISK MANAGEMENT
- ▶ DATA PRIVACY AND CYBERSECURITY
- ▶ PUBLIC POLICY AND ADVOCACY
- ▶ REFLECTIONS ON A 20-YEAR SUSTAINABILITY JOURNEY

CAUTION REGARDING FORWARD-LOOKING STATEMENTS

THIRD-PARTY LIMITED ASSURANCE STATEMENT

- ▶ KPMG LLP'S INDEPENDENT PRACTITIONERS' LIMITED ASSURANCE REPORT
- ▶ LBG'S ASSURANCE STATEMENT

APPENDICES

- ▶ 2023 BASIS OF REPORTING
- ▶ 2023 ESG DATA TABLES
- ▶ SASB INDEX
- ▶ GRI INDEX

ABOUT THIS REPORT

Our Environmental, Social, and Governance (ESG) Report outlines how we are delivering against our vision of Making Apparel Better®. It provides detailed information about our policies, management approach, and performance. This Report marks our 20th year of sustainability reporting and is part of Gildan's ongoing engagement with our stakeholders, including our communities, customers, employees, investors, shareholders, suppliers, and regulators.

The terms “we,” “us,” “our,” and “Gildan” as used in this Report refer collectively to Gildan Activewear Inc. and its subsidiaries unless indicated otherwise.


The reporting period is from January 1st, 2023, through December 31st, 2023, unless otherwise indicated. All information is current as of December 31st, 2023, unless otherwise indicated. We report only on assets that we operate, unless otherwise indicated, and provide year-over-year trends where possible. All dollar figures reported are in U.S. dollars.

The Report has been prepared with reference to the requirements of the Global Reporting Initiatives (GRI) Universal Standards and is aligned with the Sustainability Accounting Standards Board (SASB)¹ standards. We note that ESG standards and disclosures are constantly evolving, and we continually monitor and review these changes and aim to evolve our reporting accordingly. We also report in alignment with the relevant United Nations (UN) Sustainable Development Goals (SDGs), where we believe we have the greatest impact. The use of these frameworks helps us align with industry standards and effectively communicate our ESG efforts in a streamlined manner.

Data provided in this Report pertains to Gildan-owned and operated vertically integrated, large-scale manufacturing

facilities which are primarily located in Central America, the Caribbean, the United States, and Bangladesh. Where material, we also report on ancillary properties, such as offices, distribution centres, third-party finished product contractors,² and raw material suppliers. To overcome the challenge of synthesizing data from numerous jurisdictions, some of which have different reporting requirements, methods, and standards, we have consolidated information where possible. In other areas, information is presented separately or for a single jurisdiction.³

As part of Gildan's commitment to continue enhancing our disclosure controls and improve our reporting methodology, we engaged a third party to conduct limited assurance on select environmental and social performance indicators. Assured indicators are identified with the symbol  throughout this Report. Refer to [KPMG LLP's Independent Practitioners' Limited Assurance Report](#) for selected environmental and social performance indicators.

Community investment figures for the 2023 fiscal year were independently verified by LBG Canada (formally the London Benchmarking Group) using the LBG model, a recognized global standard for managing, measuring, and reporting community investment. Verified indicators are identified with the symbol  throughout the Report. Refer to [LBG's Independent Verification Statement](#) for select community investment indicators.

This Report and appendices are available in English and French on our [website](#).

We value and welcome feedback from all stakeholders. Please send comments or questions about this Report to: cc@gildan.com

¹ As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards. We started aligning to the new 2023-12 Standard, Sustainable Industry Classification System® (SICS®) Under Stewardship of the International Sustainability Standards Board CG-AA.

² In 2023, finished product contractors included all of Gildan's third-party sewing contractors, as well as all third-party sock suppliers. These suppliers are classified as Tier 1, representing entities with whom we maintain direct business relationships.

³ Any adjustment required as a result of a reporting enhancement, divestment, or acquisition is noted throughout the Report in relevant sections.



MESSAGE FROM THE PRESIDENT AND CEO



Glenn Chamandy
PRESIDENT AND CEO

I am pleased to introduce Gildan's 20th annual ESG Report, highlighting our continued progress with our Next Generation ESG strategy and targets. This report underscores our dedication to sustainability reporting and reinforces the trust we have built with our external stakeholders over the past two decades.

At Gildan, ESG is one of three key components of our overall strategic business plan, the Gildan Sustainable Growth (GSG) strategy, which defines the roadmap towards value creation for our stakeholders. ESG has always been, and will continue to be, fundamental to our strategy. Over the years, it has been foundational to unlocking innovative solutions and our ability to meet changing customer and consumer needs; attracting and retaining an engaged, experienced, and highly skilled workforce; maintaining the trust and support of the communities in which we operate; and effectively anticipating and responding to evolving societal expectations and regulations.

Through our Next Generation ESG strategy, Gildan has set ambitious targets important to our Company and stakeholders. I continue to be inspired by our teams' commitment to sustainability and efforts to make a meaningful impact towards these targets in every community in which we operate. Through their efforts, Gildan is finding innovative ways to address customer demands for more sustainable apparel, while also reducing waste, increasing energy efficiency, and protecting the environment. Our teams across the world are also coming together to celebrate the diversity that makes us who we are – whether for International Women's Day, Black History Month, or Hispanic Heritage Month.

As I look back at 2023, I am extremely proud of the organization's progress and hard work.

2023 PROGRESS

As climate change continues to impact the communities in which we operate, we remain committed to achieving our goal of reducing our absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 30% by 2030.⁴ In 2023, we added a goal to reduce our Scope 3 GHG emissions by 13.5% by 2030,⁵ and we were pleased to see that our 2030 near-term Scope 1, 2, and 3 GHG emissions targets were validated by the Science Based Targets initiative (SBTI) in June 2023.

In addition to increasing energy efficiency, we continue to reduce our reliance on fossil fuels. Just one example is our biomass boilers helping us power our textile operations in Honduras and the Dominican Republic. Additionally, in Bangladesh, we are investing in solar energy as yet another initiative to advance our ESG strategy.

Gildan's commitment to reducing its environmental impact also includes the sourcing of more sustainable raw materials. In 2023, 35.7% of our cotton supply came from suppliers certified by the U.S. Cotton Trust Protocol (USCTP) and Better Cotton, up from 21.7% in 2022. Similarly, we increased our consumption of recycled polyester, including in our leading 18000 Heavy Blend Fleece Collection where we doubled the amount of recycled polyester used from 9.5% to 19% out of a total garment blend of 50%. Altogether, the number of Gildan styles incorporating recycled polyester fibre or yarns across our brands grew from 65 to 150 styles, representing a 130% increase over 2022.

Within our extended value chain, we continue to support recycling efforts. We launched a partnership between our GOLDTOE® brand and TerraCycle – a company that

focuses on finding innovative and creative ways to recycle hard-to-recycle materials. During the partnership's first full year, 4.79 metric tonnes (MT) of socks were collected for recycling.

Furthermore, people continue to power our efforts at Gildan, and we remain committed to creating a safe and welcoming workplace where all can advance and thrive. Following two years of implementation, Gildan's three sewing facilities in the Dominican Republic achieved ISO 45001 certification. This achievement is the first step of many towards reaching the Company's goal of obtaining the ISO 45001 certification for all Company-operated facilities by 2028. Our investments in employee safety also resulted in our lowest number of work-related incidents (WRI) in 13 years.

We also continue to make noteworthy progress towards gender parity, achieving 34.3% female representation at the collective group of director level and above during 2023, up from 30.3% in 2022. In addition, 85% of hourly employees who participated in our first Global Engagement and Inclusion Survey for Hourly Employees reported that they believe Gildan is an inclusive place to work. Finally, I am pleased to highlight that we earned the UN's Gold Gender Equality Seal at our operations in the Dominican Republic in 2023.

Consequently, these strong achievements led us to earn various third-party recognitions. In 2023, Gildan was included on the Dow Jones Sustainability™ (DJSI) North America Index, marking its 11th consecutive year of inclusion on the DJSI. We were also honored as one of the "World's 100 Most Sustainable Corporations" and "Canada's Best 50 Corporate Citizens" by Corporate Knights. We were recognized for our environmental efforts in 2023 with a CDP Climate Change

score of A-, as well as receiving the award for Sustainability-linked loan of the year – Americas, as part of Environmental Finance's 2023 Bond Awards. At a local level, Gildan received the Socially Responsible Company Seal, for the 16th consecutive year, awarded by the Honduran Foundation for Corporate Social Responsibility (FUNDAHRSE). This recognition reflects our Company's commitment to ESG practices across our operations in Honduras.

MOVING FORWARD TOGETHER

As our Company celebrates its 40th anniversary this year, I'm excited about the future as we leverage our strengths and look to enhance value for all stakeholders. Remaining faithful to our fundamental commitment to operating responsibly, I firmly believe that ESG plays a pivotal role in driving our growth and our ability to deliver long-term value. As such, I am proud of this report which encapsulates our dedication to ESG principles. Reflecting on our progress and recognizing that sustainability is not a goal but a journey, we are committed to continue to innovate and evolve, ensuring that ESG remains central to our strategy as we work to build a more sustainable and equitable future for generations to come. I look forward to working towards these goals alongside our experienced and talented newly-reconstituted Board.

Glenn Chamandy,
President and CEO

⁴ Compared to 2018 base year.

⁵ Compared to 2019 base year.

MESSAGE FROM THE SVP, TAXATION, SUSTAINABILITY, AND GOVERNMENTAL AFFAIRS AND THE VP, GLOBAL SOCIAL COMPLIANCE AND ENVIRONMENTAL AFFAIRS



2024 marks 20 years since Gildan first began public reporting on ESG and 10 years since our first materiality assessment.

From the very beginning, ESG has been fundamental to Gildan's business strategy. We recognized early on that running an operating model with a mindset focused on both environmental and social impacts was something that would be a differentiator for us not only in terms of our overall offering to our customers but also for our employees, investors, and the communities in which we operate. Today, more and more, we are witnessing that customers want to partner with responsible manufacturers, which is something that has been fundamental to Gildan's strategy for over 20 years now. Indeed, Gildan was founded on the belief that owning our facilities and controlling every step in the manufacturing process was the best way to make great apparel.

Over the years, we have evolved our capabilities to track and measure our results with more rigor to optimize performance. Our experience has taught us something incredibly important: ESG drives business value in the form of reduced risks, attracting talent, increased efficiency, and cost savings – identifying more value creation opportunities to come as our approach continues to mature. Along the way we also aligned our commitments with the UN Sustainable Development Goals (SDGs), actively contributing to the global efforts to support the achievement of these goals.

In 2012, we set our first environmental targets, further illustrating to stakeholders our serious commitment to ESG. We were measuring, managing, and investing in our performance. Most recently, we worked to understand our footprint and measure and evaluate our impact. This culminated in the announcement of our Next Generation ESG strategy and 2030 targets in 2022. They marked a significant step forward in our journey with measurable, time-bound goals for not

only environmental areas but also social and governance. To date, we are very pleased with our performance against these targets and the meaningful impact we have made across all pillars of our program. Underlying our strategy and goals, we put in place new systems and processes for collecting ESG data with more rigorous controls that help improve data integrity.

WHERE WE ARE TODAY

While we are incredibly proud of our progress over the past two decades, we recognize there isn't a finish line when it comes to ESG but rather a continuous path forward. And the reality is that the work ahead will require even greater effort, perseverance, and commitment. Rather than quick wins, we are focused on long-term change and impact. To get there, we are working together with our suppliers, partners, and other stakeholders.

Additionally, we are breaking down geographic silos, with experts from our Central American and Caribbean operations working side-by-side with our colleagues in Bangladesh to share and implement best practices to optimize water use and generate lower-carbon energy (see [page 18](#)).

We are also working with our extended value chain. This includes engaging suppliers to first understand, and then, over the next few years, work to reduce our Scope 3 GHG emissions (see [page 16](#)), as well as with partners such as TerraCycle to reduce waste at the end of our products' lifecycle (see [page 21](#)).

Addressing social challenges is no less complex. One of the most pressing is gender parity – not only within our workforce but in society at large. We recognize that change won't happen overnight and are excited to be working with like-minded partners such as the *Iniciativa de Paridad de Género Honduras* (Honduras Gender Parity Initiative), the International Labour Organization, and World Vision to increase women's participation in the labour force, reduce the gender wage gap, and promote the participation of women in leadership positions in our organization and throughout the communities in which we operate.

WHERE WE ARE GOING

As in other areas, advances in technology offer enormous opportunities to drive greater value from ESG than ever before – from 3D modeling that decreases waste by reducing samples, to technologies that empower us to trace the source of raw materials deep into the supply chain. Within our workforce, we are already using apps and digital tools to improve communications and engagement. This includes additional ways for employees to share grievances and concerns with management so that we can take appropriate action more quickly.

We are also exploring how we can use new data and digital technologies to access ESG metrics in real-time to better inform and accelerate decision making across the organization. These advances will allow us to ask better questions and access deeper insights into stakeholder expectations and emerging regulations, enabling us to adapt and evolve. We are also building the capabilities to better measure data and performance within our supply chain, which will be vital to enhancing social and environmental performance across our supply chain.

Ultimately, of course, what matters most is what we do with this data; how we use it to improve and to identify solutions that move us closer to achieving our targets. Built on Gildan's strong legacy in ESG, we believe our Next Generation ESG strategy puts us on a clear path as we execute on our Gildan Sustainable Growth strategy. We look forward to continuing the journey together.

Peter Iliopoulos,
Senior Vice-President, Taxation, Sustainability, and
Governmental Affairs

Claudia Sandoval,
Vice-President, Global Social Compliance and
Environmental Affairs

AT A GLANCE

HEADQUARTERS

MONTREAL, CANADA

YEAR FOUNDED

1984

GLOBAL EMPLOYEES

~43,000

COUNTRIES WITH OPERATIONS

12

NUMBER OF BRANDS

18

NET SALES IN 2023

\$3.196 BILLION

SALES DERIVED FROM PRODUCTS WE MANUFACTURE

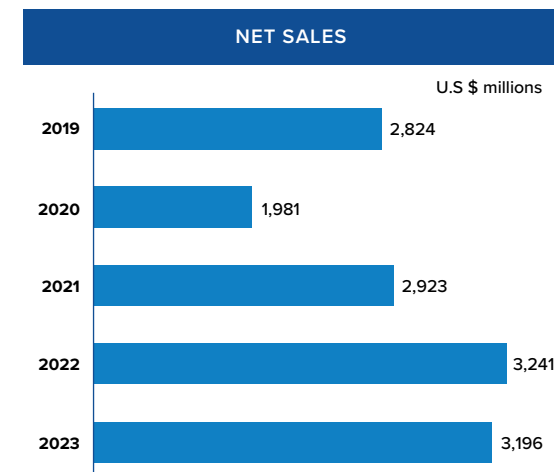
~90%

ABOUT GILDAN

Gildan is a leading manufacturer of everyday basic apparel. The Company's product offering includes activewear, underwear, and socks sold to a broad range of customers, including wholesale distributors, screen printers, or embellishers, as well as to retailers that sell to consumers through their physical stores and/or e-commerce platforms and to global lifestyle brand companies. The Company markets its products in North America, Europe, Asia Pacific, and Latin America, under a diversified portfolio of Company-owned brands including Gildan®, American Apparel®, Comfort Colors®, Gildan® Hammer™ GOLDTOE®, and Peds®.

Gildan owns and operates vertically integrated, large-scale manufacturing facilities primarily located in Central America, the Caribbean, the United States, and Bangladesh. Gildan operates with a strong commitment to industry-leading labour, environmental, and governance practices throughout its supply chain in accordance with its comprehensive ESG strategy embedded in the Company's long-term business strategy. More information about the Company and its ESG practices and initiatives can be found at www.gildaninc.com.

2023 FINANCIAL HIGHLIGHTS



HOW WE OPERATE

Far beyond simply making high-quality products, our vision is to harness our vertically integrated manufacturing model, along with the expertise and expansive scale we have cultivated, to positively impact how apparel is made.

From spinning our own yarn to assembling the final garments and distributing our products, our vertically integrated business model gives us unparalleled oversight of our operations. This helps us integrate innovative and sustainable solutions across our entire value chain and prioritize ESG across our operations.

OUR OPERATIONS

Our textile, sewing, and sock manufacturing operations take place across several geographic hubs, the largest of which is our Central American hub with operations in Honduras and Nicaragua, as well as our Caribbean and Bangladesh hubs. Our yarn-spinning operations are in the United States, where the consolidation and continued modernization of our facilities have allowed us to internalize most of our yarn requirements.

In 2023, we continued the construction of our large vertically integrated textile and sewing complex in Bangladesh, the SDS International manufacturing facility.⁶ In the third quarter of fiscal 2023, Gildan made the decision to close its San Miguel sewing facility located in Choloma, Honduras. This decision was driven by prevailing market conditions, global competition, and the imperative to optimize and diversify our operations. In the fourth quarter, we closed one of two yarn-spinning plants located in Salisbury, North Carolina, USA, consolidating this capacity into the Mocksville facility, also situated in North Carolina. This move is part of our ongoing efforts to optimize ring spun yarn production and ensure an efficient, competitive manufacturing platform. We provided financial and other assistance to affected workers including termination benefits, as well as opportunities to apply for job openings at our other facilities.

For more information on how we operate, consult our [2023 Annual Report to Shareholders and Management Discussion and Analysis](#) or the [Vertical Integration page](#) on our website. For more information about our factories and third-party contractors, visit the [Our Factories page](#) on our website.

⁶ In previous ESG reports, this was referred to as the Kohinoor project while the facility was under construction.

OUR CORE VALUES

Our core values instill a sense of ownership, pride, and accountability in our daily operations, which drive our growth and success in a manner that benefits our people, our communities, our environment, and our shareholders collectively.



We believe in our people



We act like entrepreneurs



We operate responsibly

THE POWER OF VERTICAL INTEGRATION

STRONG OVERSIGHT

of our supply chain leading to better governance and more control over our operations

ENHANCED EFFICIENCY

by applying highly standardized and cost-effective processes across our operations

REDUCED DISRUPTION

in our supply chain through direct control and ownership of the production cycle

STRATEGY

GILDAN'S SUSTAINABLE GROWTH STRATEGY

Our GSG strategy is focused on driving organic top-and bottom-line growth through three pillars – capacity expansion, innovation, and ESG. We believe that by leveraging our competitive advantage as a low-cost, vertically integrated manufacturer and successfully executing on well-defined capacity expansion plans, delivering value-driven and innovative products, and leading ESG practices, we will be well positioned to drive strong revenue growth, profitability, and effective asset utilization, all of which are expected to allow us to deliver compelling shareholder value creation.

THE THREE PILLARS OF OUR GSG STRATEGY ARE:

1. **Capacity-driven growth:** By leveraging our strong competitive advantage as a low-cost, vertically integrated manufacturer, we will execute on well-defined plans that aim to expand our global production capacity
2. **Innovation:** Through leadership in innovation, we seek to deliver high-quality, value-driven products, increase speed-to-market and operational efficiencies, and reduce our environmental footprint
3. **Environmental, Social, and Governance:** Further increasing our ESG focus across our operations will help enhance our value proposition to our stakeholders

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

We place a high priority on operating responsibly, ethically, and transparently. Approximately 20 years ago, we began to implement initiatives focused on the most material ESG-related issues to our Company. These initiatives covered ESG issues such as supply chain standards and labour practices, environmental policy, management systems, corporate governance, and risk management. While our ESG strategy has evolved, the key policies implemented during this time continue to be fundamental to our operations. ESG is core to Gildan's long-term business strategy and a key element of our success. As a vertically integrated manufacturer in the apparel industry, producing the vast majority of the products we sell in Gildan-owned and/or -operated facilities, we have the advantage of exercising direct control on how we operate and in driving our ESG practices consistently across our operations.

NEXT GENERATION ESG STRATEGY

Delivering on our Next Generation ESG strategy⁷ is key to successfully executing on all three pillars of our GSG strategy and positioning the Company for long-term revenue growth, sustained profitability, and effective asset utilization. Our ESG strategy helps us identify emerging trends, understand, and plan for risks, and pinpoint opportunities. It serves as a key component in driving the Company's Sustainable Growth strategy.

We completed our most recent third-party materiality assessment in 2021 (see our [2021 ESG report](#), page 12) to determine areas of key concern to our stakeholders that could have the greatest impact on our business.

It also informed our Next Generation ESG strategy, which commits us to making meaningful advancements in key ESG areas by 2030. Announced in 2022, our Next Generation ESG strategy includes 10 targets focused on five pillars: Climate, Energy and Water, Circularity, Human Capital Management, Long-Term Value Creation, and Transparency and Disclosure. This strategy ensures strategic alignment and governance over ESG aspects across the organization.



CLIMATE, ENERGY, AND WATER

- Climate change and energy
- Water



CIRCULARITY

- Sustainable raw materials
- Operational waste management
- Sustainable supply chain



HUMAN CAPITAL MANAGEMENT

- Human rights and ethical labour
- Health and safety
- Diversity, equity, and inclusion



LONG-TERM VALUE CREATION

- Community investment
- Economic empowerment



TRANSPARENCY AND DISCLOSURE

- ESG transparency and disclosure
- ESG marketing and communications

⁷ With respect to delivering our Next Generation ESG strategy, please refer to the "Caution Regarding Forward Looking Statements" on [page 65](#).

AREAS OF FOCUS⁸



CLIMATE, ENERGY, AND WATER

Gildan has set a goal of reducing absolute Scope 1 and Scope 2 GHG emissions by 30% by 2030, from a 2018 base year.⁹ Gildan has also set a goal of reducing absolute Scope 3 GHG emissions by 13.5% by 2030 from a 2019 base year. In 2023, our 2030 near-term targets were validated by SBTi. Gildan is also addressing water-related risks and has committed to a 20% reduction (compared to a 2018 base year) in water intensity (defined as reduction in water withdrawal per kilogram produced) by 2030, a goal we expect to meet by further investing in water efficiency and implementing water reduction and reuse systems in our operations.



CIRCULARITY

Gildan's commitment to reducing our environmental impact includes the transparent sourcing of more sustainable raw materials and enhancing our sustainable waste management initiatives. We aim to source 100% sustainable cotton by 2025 through initiatives¹⁰ like the U.S. Cotton Trust Protocol (USCTP) and Better Cotton (formally BCI) (see [page 20](#) for more information). We also are committed to using 30% recycled polyester or alternative fibre yarns by 2027.¹¹ Additionally, we plan to achieve zero manufacturing waste to landfill¹² by 2027, and to use 75% recycled and sustainable packaging and trim materials by 2027¹³ (see [page 23](#) for more information).



HUMAN CAPITAL MANAGEMENT

Gildan will continue to ensure human rights are respected in our supply chain and that our workers are treated with dignity. Further, the Company will push health and safety performance to new standards by working to improve employee safety and reduce workplace risks across all operations. To achieve this, Gildan has set a goal to attain ISO 45001 certification at all Company-operated facilities by 2028. In consideration of Diversity, Equity, and Inclusion (DEI), in early 2022, Gildan announced our goal to reach gender parity across the organization. We have attained gender parity¹⁴ across our global workforce and aim to achieve gender parity at the collective group representing director-level and above by 2027.



LONG-TERM VALUE CREATION

Gildan is committed to playing a meaningful role in the economic development of the communities where we operate. The Company intends to incrementally increase allocation of capital towards purposeful and value-driven community projects, with the goal of making a 1% contribution of our pre-tax earnings by 2026. In parallel, the Company will engage one of its most important stakeholders – its people – continuing to facilitate and encourage employee volunteerism at all levels.



TRANSPARENCY AND DISCLOSURE

Gildan will hold itself accountable in reaching its ESG targets and transparently sharing its ESG journey with stakeholders. To that end, Gildan commits to further enhancing its ESG disclosures across all focus areas, thereby allowing stakeholders to make better-informed ESG-based decisions and helping to ensure a high degree of trust and understanding of our business. As part of this commitment, in 2022, we enhanced our reporting efforts including publishing our first stand-alone Climate Change Disclosure Report structured in accordance with the Task Force on Climate-related Financial Disclosure (TCFD) framework, highlighting how we assess, prepare, and integrate climate-related matters into our business processes. In 2023, we focused on ensuring that our strategy remained relevant in the face of evolving climate disclosure frameworks and regulations. We also finalized our plan for a pilot project to better understand climate-related risks and opportunities (see [page 17](#)).

⁸ For more information on these targets and metrics, including related risks and assumptions, please refer to "[Caution regarding forward-looking statements](#)".

⁹ As per SBTi, the target boundary includes land-related emissions and removals from bioenergy feedstocks.

¹⁰ Defined as third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes. In-scope third-party verified programs include verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton.

¹¹ We utilize standards such as (but not limited to) the Global Recycle Standard (GRS) and the Recycled Claim Standard (RCS) to provide relevant sustainability certifications in support of our raw material sourcing goals.

¹² Zero manufacturing waste to landfill is defined as diverting manufacturing waste from landfill via a variety of methods including reuse, recycling, and for biomass.












¹³ Sustainable packaging and trim materials are defined as Stock Keeping Units (SKUs) of packaging and trims specific to apparel (which include carton, polyester, paper, and cotton-poly trims) included on active bills of material related to products available for purchase containing recycled materials or have a relevant sustainability certification.

¹⁴ Gildan uses the International Labour Organization's (ILO) definition of parity, which is 40 to 60% of either gender.

PROGRESS AGAINST OUR NEXT GENERATION ESG TARGETS

The table below provides an overview of our 2023 progress towards our ESG targets.

Data metrics from previous reporting may have been revised due to acquisitions/divestments, improved data collection, and other factors in alignment with Gildan's recalculation policies. See Basis of Reporting section on [page 72](#) for details.

PILLAR	GOAL ¹⁵	STATUS	2023 PROGRESS	SDG
ENVIRONMENT				
Climate, Energy, and Water	Reduce Scope 1 and Scope 2 GHG emissions by 30% (compared to a 2018 base year) ¹⁶ and reduce Scope 3 emissions by 13.5% (compared to a 2019 base year) by 2030	●	Reduced our absolute Scope 1 and Scope 2 (market-based) GHG emissions to 525,068 tCO ₂ e <input checked="" type="checkbox"/> , which is a 30.3% <input checked="" type="checkbox"/> reduction from our 2018 base year representing 753,356 tCO ₂ e Our Scope 3 emissions fell from 2,530,884 tCO ₂ e in our 2019 base year to 2,187,084 tCO ₂ e <input checked="" type="checkbox"/> in 2023, which represents a 13.6% <input checked="" type="checkbox"/> reduction See pages 16-17 for additional information	 
	Reduce water intensity by 20% by 2030 (compared to a 2018 base year)	●	Reduced water intensity at our operated manufacturing facilities from 0.08302 m ³ /kg in 2018 (base year) to 0.06732 m ³ /kg <input checked="" type="checkbox"/> representing a 18.9% <input checked="" type="checkbox"/> reduction per kilogram produced See page 18 for additional information	
Circularity	Source 100% sustainable cotton by 2025	●	Increased the percentage of sustainable cotton ¹⁷ we sourced from to 21.7% in 2022 to 35.7% <input checked="" type="checkbox"/> See page 20 for additional information	 
	Zero manufacturing waste to landfill by 2027	●	Reduced our manufacturing waste to landfill from 2,415 MT in 2022 to 945 MT <input checked="" type="checkbox"/> See page 22 for additional information	
	Source 30% recycled polyester or alternative fibre yarns by 2027	●	Increased the percentage of recycled polyester or alternative fibre yarns from 1.6% in 2022 to 9.2% <input checked="" type="checkbox"/> See page 20 for additional information	
	75% recycled and sustainable packaging and trims by 2027	●	Significantly increased our total SKUs of packaging and trims specific to apparel (which include carton, polyester, paper, and cotton-poly trims) containing recycled materials and/or that have relevant sustainability certifications from 14.2% in 2022 to 46.6% ¹⁸ <input checked="" type="checkbox"/> See page 23 for additional information	
SOCIAL				
Human Capital Management	Achieve gender parity for the collective group of employees representing director-level and above positions by 2027	●	The percentage of women holding director-level and above positions increased from 30.3% in 2022 to 34.3% <input checked="" type="checkbox"/> See page 42 for additional information	
	Attain ISO 45001 certification across all Gildan-operated facilities by 2028	●	Three of our facilities achieved ISO 45001 certification See page 48 for additional information	
Long-term Value Creation	Gradually increase spending to allocate 1% of pre-tax earnings towards community investment initiatives by 2026	●	Donated \$1.9 M <input checked="" type="checkbox"/> in cash and in-kind donations, plus management costs, representing 0.4% of pre-tax earnings ¹⁹ See page 49 for additional information	
GOVERNANCE				
Transparency and Disclosure	Fully align with the TCFD by 2025	●	In 2023, the Task Force on Climate-related Financial Disclosures (TCFD) was disbanded and transitioned to the International Financial Reporting Standards (IFRS) Foundation under the International Sustainability Standards Board (ISSB). In 2024, we will consider adjusting or updating our target in light of the evolving regulatory landscape and global sustainability standards.	

¹⁵ For more information on these targets and metrics, including related risks and assumptions, please refer to "[Caution regarding forward-looking statements](#)".

¹⁶ As per SBTi, the target boundary includes land-related emissions and removals from bioenergy feedstocks.

¹⁷ Sustainable cotton provided through third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes. Sustainable cotton from third-party verified programs includes, for example, verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton.

¹⁸ Percentage of total sustainable packaging and trims divided by total SKUs is calculated monthly. An average of the monthly percentage is calculated for the purposes of reporting (12-month weighted average).

¹⁹ Based on adjusted net earnings of \$452.6 M, (Gildan's 2023 Report to Shareholders, February 21st, 2024, page 11).

We have taken a proactive approach to integrating ESG across our business, demonstrating our commitment to sustainability and responsible corporate practices. As evidence of this commitment, three of our targets are directly linked to both the Company's Sustainability Linked Loan and executive compensation:

- **Climate Change:** Our goal is to reduce Gildan's Scope 1 and Scope 2 GHG emissions by 30% by 2030, compared to a 2018 base year
- **Circularity:** By 2027, we aim to ensure that 75% of Gildan's packaging and trims specific to apparel SKUs will contain recycled or sustainable materials, reflecting our dedication to circularity and resource efficiency
- **Diversity, Equity, and Inclusion:** We are committed to achieving gender parity for the collective group of employees representing director-level and above positions by 2027, underscoring our focus on fostering a diverse, equitable, and inclusive workplace

These targets not only signify our proactive stance on ESG but also demonstrate our alignment with sustainable financing mechanisms showcasing our commitment to fostering positive change within our organization and beyond.



2023 RECOGNITIONS

- Included on the Dow Jones Sustainability Index (DJSI) for the 11th consecutive year and the Sustainability Yearbook 2024 by S&P Global for the 12th consecutive year
- Named one of the “World’s 100 Most Sustainable Corporations” and “Canada’s Best 50 Corporate Citizens” by Corporate Knights
- Achieved a CDP Climate Change score of A-, and included in CDP’s Leadership Band in 2024 for our 2023 climate change disclosures – marking the fourth time that Gildan has achieved this recognition
- Received the award for Sustainability-linked loan of the year – Americas, as part of Environmental Finance’s 2023 Bond Awards
- Recognized by the Honduran Foundation for Corporate Social Responsibility (FUNDAHRSE) with its FUNDAHRSE Seal 2023 award for our commitment to ESG



ENVIRONMENT

The planet is facing an uncharted future that requires action from the public and private sectors. Risks from climate change and biodiversity loss are particularly acute for our sector, our supply chain, and many of the communities in which we operate. At Gildan, we are doing our part by working to reduce our GHG emissions, minimize waste, optimize resources, and reduce our overall impact on the planet.

SECTIONS

- ▶ CLIMATE CHANGE AND ENERGY
- ▶ WATER MANAGEMENT
- ▶ CIRCULARITY
- ▶ BIODIVERSITY AND AFFORESTATION

ENVIRONMENT

OUR APPROACH

Our [Global Environment and Energy \(GE&E\) Policy](#), [Restricted Substances Code of Practice \(RSCP\)](#), and Environmental Management System (EMS) govern our environmental stewardship across our operations.

Our GE&E Policy describes and reinforces the behaviours that help ensure the Company will meet or exceed local laws, as well as our own internal standards. Our EMS is based on ISO 14001, an international environmental management standard that guides our procedures for water conservation and management, wastewater discharge, energy consumption, chemical handling and storage, raw materials, waste generation, biodiversity protection, and emissions and spill control.

Gildan's President, Manufacturing, oversees the Company's environmental performance; the Vice-President, Global Social Compliance and Environmental Affairs, (who reports to the Senior Vice-President Taxation, Sustainability, and Governmental Affairs) is responsible for maintaining the Company's EMS. To help ensure Gildan's manufacturing facilities align with our GE&E Policy, all facility leaders and environmental, health, and safety (EHS) employees have environmental targets included in their annual performance plans. In addition, Gildan's Board of Directors ties a portion of our executive short-term incentive program to the advancements of ESG targets, including our environmental targets.

As part of our EMS, each Gildan-operated facility is required to set objectives that align with the Company's overall goals. We regularly conduct environmental audits at our facilities to verify compliance and evaluate the effectiveness of these objectives. The frequency of these audits depends on the manufacturing activities performed at a facility and their potential impact on the environment and our operations. Most of our facilities are audited at least once per year. We audit facilities with a lower environmental risk at least every two years (e.g., offices, distribution centres, regional workshops, Biotop, and biological reactor facilities).

All our suppliers and contractors must adopt sound environmental management practices under our GE&E Policy. We screen 100% of suppliers that provide goods and services over a certain financial threshold through a questionnaire that includes environmental criteria. If a vendor does not complete the questionnaire, or if there are zero-tolerance findings, we do not work with the vendor. Once onboard, we require all finished product contractors and key raw material suppliers to formally acknowledge our policies, codes, and EMS practices, and agree to comply with them throughout the term of their relationship with us. Our finished product contractors and certain key suppliers must also follow our [Social & Sustainable Compliance Guidebook](#), which includes our environmental standards and practices. We audit finished product contractors against the environmental and social standards in the Guidebook as part of our monitoring program (see [page 58](#)).

In 2023, 16 out of 20 eligible Gildan-operated facilities completed Cascale's (formerly known as Sustainable Apparel Coalition)²⁰ Higg Index Facility Environmental Module (FEM), representing an increase of 45% compared to the previous year. Ten Gildan-operated cut and sew facilities completed the module, representing 77% of our cut and sew volume, while six Gildan-operated textile facilities completed the module, representing 100% of the textile facilities operated by Gildan. In addition, 24 of our 46 finished product contractor facilities completed the module, 17 of which were third-party verified by bodies authorized by Cascale.

Additionally, we continue to invest in systems and technologies to closely measure, monitor, and optimize the sustainability of our operations. Our yearly capital expenditure in this area helps us improve and achieve compliance with current environmental standards and demonstrates our commitment to the environment and to the health and safety of our employees.

"In using a common tool such as the Higg FEM, we are able to measure environmental performance across our value chain in a standardized fashion. In 2024, our aim is that 100% of Gildan-operated facilities complete the module. We are particularly pleased to see that our finished product contractors are also adopting the methodology."

Rossana Gonzalez, Environment Director

²⁰ The Sustainable Apparel Coalition was rebranded to Cascale in early 2024.

2023 HIGHLIGHTS

- 16 out of the 20 eligible Gildan-operated facilities completed Cascale's Higg FEM – 45% more than in 2022, as well as 52% of finished product contractor facilities
- Reduced our absolute Scope 1 and Scope 2 (market-based) GHG emissions from 753,356 tCO₂e in 2018 base year to 525,068 tCO₂e ✓ in 2023
- Reduced water withdrawal per kilogram produced from our operations from 0.08302 m³/kg in 2018 (base year) to 0.06732 m³/kg ✓ – a reduction of 18.9% ✓ from our 2018 base year
- Reduced our emissions intensity ratio from 0.00284 in 2018 to 0.00205, representing a reduction of 27.8%
- Sourced 35.7% ✓ of our cotton from verified U.S.-grown cotton through USCTP and non-U.S. cotton through Better Cotton
- Increased the number of styles incorporating recycled yarns into the fleece of our 18000 family of styles by 130%
- The 12-month weighted average of packaging and trims SKUs specific to apparel containing recycled materials and/or with a relevant sustainability certification was 46.6% ✓, up from 14.2% in 2022
- Reduced manufacturing waste sent to landfill to 945 MT ✓ representing a 65% reduction compared to our 2021 base year



2023 ENVIRONMENTAL AUDITS

In 2023, 20 internal environmental audits were performed at our facilities, and 134 instances of non-conformities were found: three were classified as major, 56 as moderate, and 75 as minor. We also identified 74 opportunities for improvement.

Gildan defines a major non-conformity incident as one that violates environmental law, causes a major environmental impact, or has a high risk of causing a major environmental impact or a significant breach of our internal standards as defined in our EMS. While none of the major non-conformities related to a violation of environmental law, all three major non-conformities identified were considered to have a high risk of causing an environmental impact. These were related to waste management guidelines that were not properly implemented. As of the first quarter of 2024, we remediated one of them. We expect to resolve the remaining two, which were identified in the fourth quarter of 2023, by the end of 2024.

Other non-conformities (moderate and minor) were due to not following internal guidelines and operational control procedures (primarily in chemical and waste management) and failing to ensure proper chemical and waste storage. We have resolved 54% of these non-conformities and will continue to work to resolve the remaining 46% in 2024.

As of the first quarter of 2024, we had also resolved 100% of non-conformities identified in 2022.

When we find instances of non-conformities or improvement opportunities, we work closely with the facility to identify the main reasons for the issue and establish a plan to bring the facility into compliance in a timely fashion. For example, we updated our solid waste management guidelines and implemented a training program on waste management with factory staff globally. We continue to visit facilities regularly to help ensure that corrective action plans are properly implemented.



CLIMATE CHANGE AND ENERGY

The apparel sector is already experiencing the consequences of climate change including supply chain disruptions due to changing climate patterns and extreme weather events. Strategies addressing climate-related risks and ensuring business continuity are necessary, now more than ever.

OUR APPROACH

Our President and Chief Executive Officer has ultimate accountability for climate-related issues, including the Company's climate strategy and targets. Both the full Board of Directors and the Board's Corporate Governance and Social Responsibility Committee receive updates on climate-related matters at each of their quarterly meetings; the Audit and Finance Committee receive highlights of key developments, issues, and risks in these areas, as required.

Our Senior Vice-President, Taxation, Sustainability, and Governmental Affairs, and our Vice-President, Global Social Compliance and Environmental Affairs, have day-to-day responsibility for climate-related matters. They are supported by a senior-level cross-functional working group focused on meeting our climate, energy, and water goals. Climate-related opportunities and risks are also considered through our corporate enterprise risk management process on an annual basis.

We are working to reduce our energy use through efficiency projects. In 2023, we focused on fuel and energy efficiency initiatives and the installation of solar panels at our Bangladesh facilities.

In addition, we are addressing water-related risks linked to climate change by further investing in water efficiency and water reuse and/or recycling systems. This includes water efficiency projects in Central America, which helped reduce our energy use. We are also standardizing the use of more efficient soaping agents, which help ensure our products are dyed in accordance with customer specifications and meet fastness standards that resist colour fading over time. Using more efficient soaping agents reduces the amount of energy and water needed to remove excess dyes after colouring our apparel products.



REDUCING FOSSIL FUELS THROUGH BIOMASS BOILERS

Our facilities in Honduras and the Dominican Republic need fuel for boilers to generate steam used in our dyeing, dryers, and other processes. Biomass is sourced from private third-party suppliers and it provides a major portion of the thermal energy to produce steam for our operations in both the Dominican Republic and Honduras.

Natural gas is not available in Honduras and renewable energy technologies available in the country – such as solar energy – would not provide enough energy to support our 24/7 operations. In addition, while liquified natural gas (LNG) is available in the Dominican Republic, it is not cost efficient. As an alternative, we use biomass fuel.

For over a decade, we have operated a biomass steam generation system in both the Dominican Republic and Honduras. This has contributed to the reduction of energy costs associated with our textile production. A significant majority of our total steam needs for the entire Rio Nance manufacturing site in Honduras are supported by a centralized steam generation location. Together, these biomass boilers help to reduce our use of fossil fuels. When fossil fuels are burned for energy, carbon that was sequestered millions of years ago is released into the atmosphere. By contrast, biomass fuel is derived from recently living organisms that have absorbed carbon dioxide from the atmosphere through photosynthesis. As such, the carbon that is released through the burning of biomass can be reabsorbed into the carbon cycle.

Through third-party suppliers, we purchase waste and residues from the local African palm oil industry, as well as waste by-products and residues from other local industries, such as dust and shavings from sawmills and sugarcane bagasse, to help meet our fuel needs for steam production. This reduces our use of fossil fuels and diverts these materials from landfill.

- 95% of the biomass used to fuel our boilers is sourced locally and is considered either a residual or a by-product of other local industries
- Approximately 80% of the residues we use as biofuel come from the African palm industry
- In 2023, approximately 4.6% of our total waste generated – including waste cardboard, wood pallets, and textile materials – was used to fuel our biomass-powered steam equipment in Honduras and the Dominican Republic, replacing the use of fossil fuels

Our biomass third-party suppliers are subject to annual verification through our supplier due diligence program. Once a year, an independent third-party conducts air quality monitoring at our biomass facilities.

TAKING A BALANCED APPROACH TO ENERGY IN BANGLADESH

To ensure we have a continuous supply of energy at our two facilities in Bangladesh, we rely on natural gas-fuelled generators to compensate for the low supply of electrical power lines in the country. Over the past five years, the cost of natural gas in Bangladesh has increased, while availability has decreased. Unlike in Honduras and the Dominican Republic, biomass fuel is not a viable option in Bangladesh. As a result, we are taking a multi-pronged approach to lower our overall GHG emissions and address our energy needs there.

We plan to capture 80% of the exhaust heat produced by our generators and divert it to a boiler to produce steam required in our manufacturing processes. By recovering the exhaust heat that would otherwise be released into the atmosphere, we expect to reduce our consumption of natural gas by up to 5% annually. In 2023, we invested \$1.2 million in this initiative. Now that the installation is complete, we are awaiting connection to the national natural gas supply to make the project fully operational.

In addition, we are investing approximately \$3.5 million in solar energy across both facilities, with an expected payback period of five years. When we complete the installation in 2024 in SDS International, our new facility in the country, we expect solar panels to supply 7 megawatts (MW) of power. We expect a further 1 MW of power to be supplied to our existing facility, G.A.B. Limited, once installation is complete. We estimate that, based on a full year of operation in Bangladesh, our solar installations will reduce CO₂ emissions at our existing facility by approximately 5% and at our new facility by approximately 10%.

“We spent many years researching different options – from energy and fuel efficiency to the use of renewables. We also looked at developing homegrown engineering innovations to understand how we can mitigate energy risks and fluctuations as well as reduce the environmental footprint of our manufacturing operations. As we carefully balance solar, gas, and steam generation, I look forward to seeing the benefits and learnings of these initiatives in 2024 and beyond.”

Nello Masciarelli, Energy Director

2023 ENERGY AND GHG EMISSIONS

Goal: In alignment with SBTi, reduce Scope 1 and Scope 2 GHG emissions by 30% (compared to a 2018 base year) and Scope 3 emissions by 13.5% (compared to a 2019 base year) by 2030

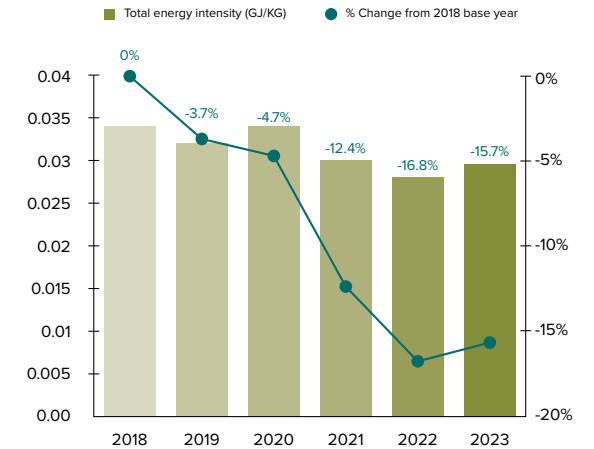
In June 2023, Gildan received confirmation that the SBTi had validated our Scope 1 and Scope 2 GHG emissions target, as well as our Scope 3 GHG emissions target. The validation of our Scope 1 and Scope 2 GHG emissions target confirms our ambition to align with a well-below 2°C trajectory.

SCOPE 1 AND SCOPE 2 GHG EMISSIONS

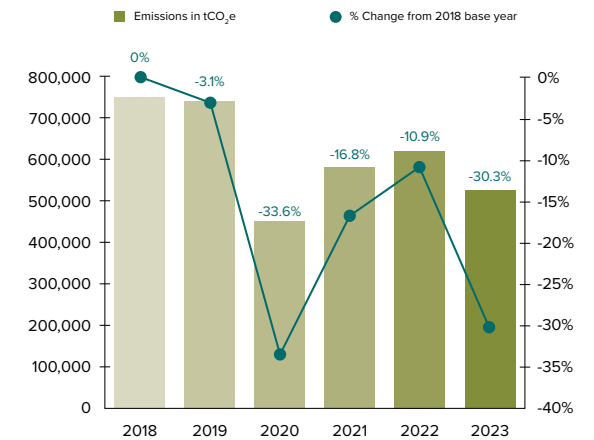
The majority of our energy consumption occurs at our textile facilities. In 2023, approximately 47% of the energy we used came from electricity while the other 53% came from direct sources of which the majority was from biomass. Our total energy consumption for 2023 was 7,575,584 GJ of which 34.5% was renewable and/or alternative energy.

In 2023, we continued to look for opportunities to enhance operational efficiency and reduce energy at these facilities. This included working to optimize air compressors, examining system pressure optimization, and increasing the use of waste heat in our heat recovery systems for use in our new exhaust gas boilers. These types of initiatives allowed us to maintain our energy intensity levels, with a 15.7% reduction from our 2018 base year. This demonstrates that we are operating efficiently and reducing our Scope 1 and Scope 2 GHG emissions intensity.

TOTAL ENERGY INTENSITY AND PERCENTAGE CHANGE FROM 2018 BASE YEAR







EMISSIONS IN tCO₂e AND PROGRESS OVER 2018 BASE YEAR (%)



CLIMATE-RELATED RISKS AND OPPORTUNITIES

In 2022, Gildan made significant strides in aligning with TCFD recommendations. We conducted thorough analyses of risks and opportunities, prioritizing them accordingly. In 2023, we focused on ensuring that our strategy remained relevant in the face of evolving climate disclosure frameworks and regulations. We also finalized our plan for a pilot project to better understand climate-related risks and opportunities. In the pilot, we plan to use a tool that merges climate science with financial modeling, which we believe will strengthen our approach to estimating future climate impacts – both risks and opportunities. Our longer-term goal is to use the tool to assist us in the costing of climate-related risks and opportunities and informing the efficient allocation of capital. We expect to complete the pilot in 2024.

Our total Scope 1 GHG emissions fell from 120,838 tCO₂e in 2022 to 102,244 tCO₂e  in 2023, representing a 15.3% decrease. Our total Scope 2 GHG emissions (market-based) fell from 550,406 tCO₂e in 2022 to 422,824 tCO₂e  in 2023, representing a 23.2% decrease. In absolute terms, this equals total Scope 1 and Scope 2 (market-based) GHG emissions of 525,068 tCO₂e , which represents a 22% reduction from 2022 (671,244 tCO₂e), and a 30.3%  reduction in absolute Scope 1 and Scope 2 GHG emissions from our 2018 base year.

Factors influencing our reduction in emissions include lower production volumes compared to 2022, as well as the closure of a sewing facility, and a yarn spinning facility in the USA. We also completed the closure of a yarn spinning operation in the USA, initially announced in 2022. This led to a reduction in electricity consumption of 13.4% compared with 2022.

As part of our decarbonization efforts, we purchased a Renewable Energy Certificate, representing 45,000 MWh of electricity generated from renewable sources. The redemption statement relates to electricity consumption in Honduras representing 48,852 tCO₂e, which represents 8.5% of the total emissions for 2023. We also benefited from lower grid emissions factors in Honduras, which fell by 15.4% between 2022 and 2023.

We understand that returning to previous levels of production as well as scaling up production at our new facility in Bangladesh – SDS International – will have an impact on our Scope 1 and 2 GHG emissions moving forward.

SCOPE 3 GHG EMISSIONS



In 2023, we continued to map our Scope 3 GHG emissions through our Supply Chain Engagement program. As part of this three-year program, we:

- Invited 117 suppliers, based on significance or materiality, covering 80% of our total 2022 spend
- Conducted a supplier maturity screening for all 117 suppliers against survey data from 2023 and publicly available data from SBTi and CDP
- Hosted several webinars and other engagement activities with our suppliers to help them understand best practices in measuring their Scope 1 and Scope 2 GHG emissions

Our Scope 3 GHG emissions fell from 3,001,554 tCO₂e in 2022 to 2,187,084 tCO₂e  in 2023. The largest contributors to our Scope 3 GHG emissions in 2023 were Category 1: Purchased goods and services, representing 76.4% of our

total Scope 3 GHG emissions; Category 3: Fuel and energy, representing 7.6%, and Category 4: Upstream transportation and distribution, accounting for 5.7%.



- Category 1: Purchased goods and services saw a 27% emissions reduction compared to 2022. These reductions were within the subcategories of cotton and polyester (20%), sourced fabric (66%), and dyes and chemicals (60%). This decrease is primarily attributable to lower production volumes at our manufacturing sites, which reduced the purchase of raw materials, and the closure of some manufacturing sites, which impacted the consumption of materials.
- Category 3: Fuel and energy-related emissions decreased by 17% compared to 2022. The key factors contributing to this reduction were lower manufacturing volumes and a 23% emissions reduction in the subcategory of transmission and distribution losses.
- Category 4: Upstream transportation and distribution saw a significant emissions reduction of 43% compared to 2022. Emissions related to rail and ocean transportation were the major contributors to this decrease, reducing by 91% and 46% respectively. These reductions were due to more competitive market rates for transportation and updated CEDA Emission Factors²¹ that directly impacted current calculations.

Our total reported Scope 3 GHG emissions fell from 2,530,884 tCO₂e in 2019 to 2,187,084 tCO₂e  in 2023 representing a 13.6%  decrease from our 2019 base year. This decrease is mainly attributed to a 17% emissions reduction in Category 1: Purchased goods and services, specifically in the subcategory of sourced yarns. Additionally, there were reductions in purchased dyes and chemicals and sourced fabrics. The key factors influencing emissions reductions include a 7% reduction in production volume compared to the base year and the closure of some manufacturing sites.

While our reported Scope 3 GHG emissions currently show a reduction, it is important to note that this decrease is based on estimations derived from spend and volumes, which could change next year.

2023 PERFORMANCE

- Received validation from the SBTi on our Scope 1, 2, and 3 GHG emission targets

- Reduced total Scope 1 and Scope 2 (market-based) GHG emissions from 671,244 tCO₂e in 2022 to 525,068 tCO₂e  in 2023 – a 22% reduction
- Reduced Scope 3 GHG emissions from 3,001,554 tCO₂e in 2022 to 2,187,084 tCO₂e  in 2023 – a 27% reduction
- Implemented a new corporate policy on environmental data gathering and validation
- Continued our Scope 3 GHG emissions supply chain engagement program
- Analyzed new dyeing technologies to further reduce our energy and water use; validated new dyeing equipment for textile production
- Continued implementation of an energy management information system (EMIS) in Bangladesh; participated in vendor selection for an EMIS in the Dominican Republic
- Continued implementing operational efficiency projects across all manufacturing facilities including a start-up heat recovery system in the Dominican Republic and LED lighting, HVAC systems, and compressed air and process upgrades in Honduras
- Finished installing exhaust gas boilers and began installing solar panels at our facilities in Bangladesh

LOOKING AHEAD

In 2024, we plan to:

- Complete and activate the solar installations in our two Bangladesh facilities
- Activate an exhaust heat capture initiative in our two Bangladesh powerhouses
- Optimize biomass boilers and reduce the use of bunker fuel in Honduras and the Dominican Republic by continuing to investigate new sources of biomass feedstock
- Continue to optimise, invest in, and engineer solutions to drive energy and fuel efficiency across our manufacturing locations
- Continue to promote the participation of our suppliers in reporting and setting decarbonization objectives, ensuring that less mature suppliers receive support through our educational webinars to better manage their GHG emissions

²¹ Including a 21% reduction for ocean transportation-related emissions, 23% reduction for railroad transportation-related emissions, and 28% reduction for truck transportation-related emissions.

WATER MANAGEMENT

We continue to seek innovative ways to minimize our water consumption and help ensure that the water we use is properly treated and returned to the environment.

OUR APPROACH

Each year, we use the Aqueduct Water Risk Atlas – a tool for assessing water-related risks created by the World Resources Institute (WRI), an international environmental non-governmental organization – to identify whether there are any water-related issues in the areas where Gildan has water-intensive operations, such as textile manufacturing, garment dyeing, and hosiery manufacturing.

We operate five facilities in Honduras that conduct water-intensive activities and are in a low-water stress region, where the ratio of water demand to supply is less than 10%. Our textile facility in the Dominican Republic is in a low-medium water stress region, where the ratio of demand to supply is between 10-20%. Our two facilities in Bangladesh are in an extremely high-water stress region, where the ratio of demand to supply is above 80%.

Country	Activity ²²	Baseline water stress
Bangladesh	Textile	Extremely High (>80%)
Dominican Republic	Textile	Low-Medium (10-20%)
Honduras	Textile	Low (<10%)

We do not withdraw water from any water bodies recognized as particularly sensitive or listed under the Ramsar Convention, an intergovernmental treaty that provides a framework for national action and international cooperation for wetland conservation. The majority of our water withdrawal – 94% in 2023 – comes from groundwater, with the remaining 6% coming from municipal water sources.

Our water treatment efforts are guided by our internal wastewater treatment manual. All textile and hosiery facilities follow the Zero Discharge Hazardous Chemicals (ZDHC) Wastewater Program. Twice a year, a ZDHC-authorized laboratory tests

wastewater from all Gildan-operated textile and hosiery facilities in Bangladesh, the Dominican Republic, and Honduras following strict guidelines. In addition, an independent third-party assesses wastewater regularly from all Gildan-operated textile and hosiery facilities in Bangladesh, the Dominican Republic, and Honduras for compliance with local regulations and Gildan standards.

We actively share best practices among our facilities. For example, we applied best practices for water management developed over the past decade at our Honduran facilities at our newest facility in Bangladesh, which began production in 2023. Technical experts from our team in Honduras traveled to both our new and existing facilities in Bangladesh to transfer knowledge related to dyeing process optimization, process parameter control, and equipment calibration to the local teams.

To learn more about how we manage and treat wastewater from our operations through our Biotop natural lagoon systems in the Dominican Republic and Honduras, see [page 24](#).

Goal: Reduce water intensity by 20% by 2030 (compared to a 2018 base year)

In 2023, our textile and hosiery facilities represented 89% of our total water withdrawal, with the majority consumed during the dyeing process. We invest in water optimization projects across our operations and in water recycling projects in Honduras, the Dominican Republic, and Bangladesh (where we operate our wet processes). We are also standardizing our soaping agents to reduce water use. Additionally, some of our Comfort Colors® products are dyed with Pigment Pure®, a clean pigment dye that reduces processing time, energy use, and water consumption in the dyeing of apparel.²³ We also continue to use treated water to irrigate green areas around our operations in Honduras.

²² Textile and hosiery facilities represent our most important water withdrawal.
²³ Compared with the reactive dyeing process.

2023 PERFORMANCE

- Continued long-term downward water intensity trend, with water withdrawal per kilogram produced from our operations decreasing from 0.08302 m³/kg in 2018 (base year) to 0.06732 m³/kg, resulting in a reduction of 18.9% from base year
- Reduced water consumption from all areas (967 ML) by 9% from 2022
- Reduced water withdrawal per kilogram produced by 21% from 2022 at our G.A.B. Limited facility in Bangladesh by applying best practices from our Honduran facilities
- Achieved 100% reporting to the ZDHC wastewater program among our textile and hosiery facilities
- At our garment dyeing facility in Honduras, introduced a method to reuse water in our dyeing process rather than sending to our wastewater treatment process where it would be discharged. Through March 2024, we have invested approximately \$900,000 in this project – 78% of the expected investment required. We anticipate that the process will be operational in 2024, helping us reuse 25% our total wastewater.
- At our hosiery plant in Honduras, piloted the reuse of process water from the scouring cycle in a sample machine and reused it for the first rinse cycle of the next batch. We estimate that if rolled out across the facility, we can save up to 36,000 m³ of water per year.

LOOKING AHEAD

In 2024, we plan to:

- Use EcoProcess in 100% of our production facilities in Honduras, the Dominican Republic, and Bangladesh
- Start scaling up the reuse of process water in both our textile and hosiery dyeing process
- Commence the use of recycled water in garment dyeing

REDUCING WATER USE THROUGH PROCESS IMPROVEMENTS

In 2023, we continued to seek ways to reduce water consumption in the textile dyeing process across our textile dyeing facilities. EcoProcess is a smart treatment process, which results in reduced water and energy consumption – particularly due to its ability to reduce process temperature – while significantly reducing our steam consumption.

We initiated the process in June 2023 in Honduras. By the end of 2023, 47% of our total production in Honduras used EcoProcess. We initiated the process in November in the Dominican Republic with 18% of total production volume using it by the end of the year. We estimate that we have saved 3,600 kWh of electricity during this period, as well as approximately 9,023 tonnes of steam (an estimated saving of 22% versus our regular process) and 113,000 m³ of water across our facilities in Honduras and the Dominican Republic. We are now incorporating the process at our newest facility in Bangladesh.

CIRCULARITY

By embedding circularity into our product development and manufacturing operations, we tackle environmental concerns and foster innovation throughout our teams and processes. This approach supports economic opportunities and establishes long-term sustainable business practices within our vertically integrated manufacturing model. We believe that this drives long-term value for our stakeholders – customers, suppliers, communities, the environment, and our people.

OUR APPROACH

Our journey to further develop and incorporate circularity into our processes across the Company reflects our commitment to sustainability. From the Board of Directors and executive management team across all levels of the organization, we have established a comprehensive process and structure to implement circularity, with a clear roadmap and goals.

Both the Board and the Board's Corporate Governance and Social Responsibility Committee receive updates on circularity achievements and challenges at each quarterly meeting. Our Senior Vice-President, Supply Chain (Sales, Manufacturing, and Distribution), and our Vice-President, Merchandising, Design, and Product Development, co-chair the circularity working group – a senior-level cross-functional group focused on meeting our circularity goals. In addition, monthly meetings bring together approximately 30 individuals from a variety of departments and geographies with role-specific objectives related to circularity.



Q&A WITH ISRAEL DAVID SALINAS

Senior Vice-President of Supply Chain (Sales, Marketing, and Distribution)

With over 20 years at Gildan, Israel has led many of the Company's efforts to innovate and develop creative solutions and new ways within our manufacturing operations to do more with less. Here, Israel talks about the Company's circularity aspirations.

Q: Gildan made circularity a stand-alone element in its Next Generation ESG strategy with four key goals. How did the Company establish these goals and how are we working to achieve them?

A: First and foremost, it was a team effort. The enthusiasm, focus, and insight everyone provided was crucial to building our roadmap. This required representatives from across the business – from our Yarn and Commodities teams to Sewing, Manufacturing, and Distribution. Each team has a part to play in the design, development, and distribution of our products and each decision we make in one part of the process has an impact on another. So, it was essential that we came together to create an ambitious but realistic vision that we could implement in our day-to-day functions. It was also important that each leader made this vision and goals part of their personal and team's objectives, instilling a sense of empowerment and excitement. This encapsulates the culture at Gildan, where challenges prompt collective collaboration, brainstorming, and proactive solution implementation.

Q: What is critical to a successful circularity strategy?

A: First, as the saying goes, what gets measured gets managed – which is fundamental. To set our goals, we first had to understand where we were before we could determine where we were going. Second, we must make sure our people have the resources to make this happen and invest in tools and initiatives – such as information technology (IT) solutions that can help us trace our fibres more effectively, or isotopic testing so we can track where our fibres are sourced from – to reach our targets.

And third, we need to collaborate with partners and suppliers to find innovative solutions to get us, as a Company and as an industry, to where we need to be. For example, recycled polyester is a short-term solution. We need an alternative fibre that will be biodegradable and at a cost point that will make sense.

Recognising the significance of value and sustainability to our consumers, we will continue to assess new and emerging technologies that align with their needs while driving positive impact. Working in close collaboration with our suppliers across our diverse sourcing base, we will continue to invest in innovative ideas and solutions to help ensure that our sustainability goals and our stakeholders' goals are achieved.

Q: What are your priorities moving forward?

A: We need to make progress on hosiery. We have piloted some ideas but there is still work to do on sourcing sustainable materials that will provide us with the quality we need at an affordable price. We also need to fully integrate shipping waste into our scope. And, of course, we need to continue working on our Scope 3 GHG emissions target, which was validated by SBTi in 2023. We are in the process of defining our roadmap – we know what we need to achieve, we now need to identify the how. See [page 17](#) for more information on how we are working with suppliers to address our Scope 3 emissions. We also must keep challenging ourselves on what the best sustainable material for our products is going forward. Given the rapidly evolving landscape, what new or emerging sustainable fibre technologies should we be considering? We have made progress, but a lot of innovation is yet to come.

BEGINNING WITH DESIGN


As we strive to build our products more responsibly and maximize efficiency, our design and development teams continue to invest in and expand the integration of 3D design and modeling tools. These advanced tools allow the teams to virtually review products on digital avatars with exceptional detail and make immediate pattern adjustments and, in many cases, replace the need to make a physical sample. Additionally, 3D design and modeling help the teams make quicker design decisions, collaborate more efficiently, reach faster approvals, and improve our ability to meet both customer and market demands.

As the world becomes more digital, we are well positioned to leverage the evolution of new tools and continue to modernize our development processes. While we are building our 3D modeling and digital design capabilities, we are also working to monitor, track, and understand the potential scope of their impact on our broader ESG goals. By reducing our reliance on physical samples and traditional development processes, we aim to reduce our raw material, resource consumption, and our overall volume of textile waste in development.

In 2023, we created 300 digital samples with 3D modeling, eliminating the need for 1,236 physical samples and reducing consumption of raw materials, energy, and water. We will continue to formalize our approach to monitoring the use of 3D modeling and develop key performance indicators (KPIs) to measure our progress.

COTTON

Goal: Source 100% sustainable cotton by 2025

Cotton represents approximately 80% of our total fibre input. We recognize that ensuring long-term resiliency depends on environmental factors such as sufficient rainfall and healthy soils. To protect this resource, we are increasing the amount of sustainable cotton we source and working to ensure we have third-party verification in place – through programs such as the USCTP and Better Cotton. In 2023, 35.7%  of our cotton supply came from suppliers certified by USCTP and Better Cotton, up from 21.7% in 2022.

U.S. Cotton Trust Protocol

In addition to Gildan's purchase of verified U.S.-grown cotton through the USCTP, we demonstrate our commitment to the sustainable production of cotton in the U.S. through our participation on the USCTP Board of Directors.


“Serving on the USCTP Board of Directors gives me the opportunity to directly participate in setting the new standard in sustainably grown cotton with low environmental and social risks, using the most responsible techniques. In just five years, 23% of the cotton acres in the United States are now enrolled in the Trust Protocol, representing 975 growers. By virtue of Gildan's involvement with the Cotton Board Producer Tours,²⁴ I have had the opportunity to speak with approximately 300 cotton growers per year and promote the advantages of becoming a USCTP grower member. I am happy to do so because I strongly support the mission of the Trust Protocol and the benefits it can bring to all stakeholders across the entire cotton value chain.”

Mike Quinn, Vice-President, Cotton Operations, and USCTP Board Member

POLYESTER

Goal: Source 30% recycled polyester or alternative fibre yarns by 2027

In 2023, we made considerable progress towards our 2027 goal. Our efforts included identifying suppliers of recycled polyester and alternative fibre yarns, and testing the use of materials to ensure they meet our rigorous quality standards.

As a first step, we have incorporated recycled yarns into the fleece of our 18000 family of styles. All recycled polyester raw materials from yarn or fibre suppliers are certified by the Textile Exchange to its Global Recycled Standard (GRS). In 2023, we increased our consumption of recycled polyester to 9.2% . Additionally, in Q4 2023, we achieved an exit rate of approximately 14.2% with respect to polyester or alternative fibre yarns.

FIBRE INNOVATION

In 2023, we began large-scale trials in our yarn-spinning facilities using new technologies and alternate fibres – including modified polyester technologies and regenerated cellulose – to either replace or displace virgin polyester in certain large volume products.

We are also transitioning to an improved yarn technology in our 18000 Heavy Blend Fleece Collection to make it softer and give it a more durable, pill-resistant surface. In 2023, we increased the amount of recycled polyester used in this collection from 9.5% to 19% out of a total garment blend of 50%.

In 2023, we continued our efforts to recover textile waste generated in our own operations and recycle it into new yarn. Collaborating with external partners, we used 23,600 lbs of scrap cotton material to develop a prototype recycled fibre that our U.S. yarn facilities will spin into a Gildan yarn. We will continue to test this yarn in 2024.

“Our goal is to create better value through innovation and increased accessibility to sustainable apparel while manufacturing our garments responsibly.”

Kevin Freeman, Vice-President, Merchandising, Design, and Product Development, and Co-chair circularity working group

REPREVE® CHAMPIONS OF SUSTAINABILITY

In 2023, Gildan received the REPREVE® Champions of Sustainability award once more, presented by Unifi Inc., one of the world's innovators in recycled and synthetic yarns. This award recognizes Gildan as one of 90 global brands, textile, and retail partners that have committed to, and taken steps towards, fostering a more sustainable world.

Since the beginning of our partnership with REPREVE®, and with the help of REPREVE®'s innovative performance fibres that incorporate recycled plastic, we have helped divert 73,252,662 million plastic bottles from oceans and landfills.

REPREVE® yarns are used in the production of a variety of consumer products, including socks produced for our GOLDTOE® and Peds® brands.

²⁴The Cotton Board Producer Tour Program gives cotton producers the opportunity to witness cotton research and development firsthand at Cotton Incorporated's world headquarters, and to see cotton being processed and manufactured into a commercial product at a local textile mill, conducted at a Gildan yarn-spinning facility.

GILDAN AND TERRACYCLE – A WINNING PARTNERSHIP

In 2023, Gildan, through its GOLDTOE® brand, launched a free recycling program in partnership with TerraCycle, an international recycling leader. The program offers people a free and convenient way at 6,235 locations in the U.S. to donate their used socks to be recycled into various types of other products. In return, people who donate are rewarded with points they can use to support non-profits, schools, or charitable organizations of their choice.

GOLDTOE®'s partnership has been one of TerraCycle's most successful recent launches, increasing their consumer sign-ups and recycling collections. To raise awareness among consumers, we added the TerraCycle logo on all GOLDTOE® packaging and communicated the program on our social media channels. In 2023, these efforts generated over 300 million impressions. In its first year, the program collected 4.79 MT of socks (representing 105,541 socks).

STANDARD 100 BY OEKO-TEX®

Gildan®, American Apparel®, Comfort Colors®, Gildan® Hammer™, GOLDTOE®, and Peds® products are certified by the internationally recognized STANDARD 100 by OEKO-TEX®. This standard allows manufacturers and consumers to objectively assess the presence of harmful substances in textiles and apparel products based on approximately 100 human and ecological performance-related test parameters. Achieving the STANDARD 100 by OEKO-TEX® requires meeting strict standards, including demonstrating the absence of restricted chemicals through an annual independent validation by an accredited laboratory.

In 2023, 100% of Gildan-manufactured products were certified under the STANDARD 100 by OEKO-TEX®. Over 90% of Gildan's total net sales in 2023 were from products certified under the STANDARD 100 by OEKO-TEX®.

2023 PERFORMANCE

- Achieved 35.7% sustainable cotton through third-party verified programs like Better Cotton, and verified U.S.-grown cotton through the USCTP
- Used 9.2% recycled polyester or alternative fibre yarns, with a year-end exit rate of 14.2%
- 95% of our recycled polyester raw material was GRS-certified
- Achieved Recycled Claim Standard (RCS) certification by the Textile Exchange in three plants within our internal manufacturing supply chain
- Increased the number of styles incorporating recycled polyester fibre or yarns across our brands from 65 to 150 styles, representing a 130% increase over 2022

LOOKING AHEAD

In 2024, we plan to:

- Continue to increase our supply of verified U.S.-grown cotton through USCTP and non-U.S. cotton through Better Cotton
- Continue to integrate higher percentages of recycled polyester
- Develop further recycled polyester yarn options in Bangladesh that can be applied to additional brands or styles
- Expand our yarn and fabric trials for sustainable alternatives and/or modified fibres, such as manmade cellulosic fibres and modified polyester technologies, and evaluate readiness to scale
- Continue to explore and assess other alternate fibres and/or new technologies with new suppliers

PRODUCT SAFETY AND CHEMICAL COMPLIANCE

We regularly evaluate and restrict the use of potentially harmful chemicals in our apparel. This includes developing action plans to replace ingredients of concern with alternatives that are safer for people and the environment.

Our Health and Safety team oversees chemical safety while our Environment team oversees chemical compliance as part of our EMS. Our Restricted Substances Code of Practice (RSCP) sets stringent standards and guidelines that our suppliers of raw materials and third-party manufacturing contractors are required to fulfill to help ensure that no hazardous substances are used in the manufacturing of Gildan products at any point in the supply chain.

We require our suppliers to submit data and conduct targeted testing for restricted substances in their materials on a risk-prioritized basis. If we identify a violation to our RSCP, we apply a corrective action plan for our third-party suppliers, which can include penalties up to termination of the agreement. We continuously review, update, and align our RSCP with industry leading standards; it covers all regulated and targeted substances in the textile industry and their potential impact on human health and the environment.

Thanks to our vertical integration, we formulate most of the dyes used in our dyeing operations in-house; this allows us to better select raw materials and gives us a deep understanding of the chemicals we use. We have incorporated innovative features into our products – such as quick-drying and anti-odour properties – while at the same time reducing our chemical footprint.

WASTE MANAGEMENT

Waste management is an integral part of our path to a circular economy. Our GE&E Policy and our EMS includes policies and procedures for waste classification, acceptable measures for handling specific waste, site-specific information, and documentation and reporting processes covering non-hazardous, hazardous, biomedical, and special (e.g., electronic waste and glass) waste.²⁵

Year	Total waste generated (MT)	Manufacturing waste generated (MT)
2023	85,071	80,382
2022	80,001	77,328

During 2023, we continued to reinforce our waste management practices, improving circularity opportunities within our manufacturing sites, promoting more recycling practices, and identifying reuse opportunities. In 2023, we introduced a new metric: Total waste recycled and reused. Including this measurement of waste reused allows us to quantify initiatives implemented at the site level. In this first year, we tracked and reported waste reused at four facilities. Our total waste recycled and reused in 2023 was 74,879 MT. In 2024, we will continue to uplift our tracking practices to improve the data collection and reporting process, and work towards increasing the number of sites reporting on waste reused.

Year	Total waste recycled and reused (MT)	Manufacturing waste recycled (MT)	Total waste disposed (MT)	Manufacturing waste sent to landfill (MT)
2023	74,879	71,331	10,192	945
2022	68,089	66,073	11,261	2,415

Our total waste sent to disposal in 2023 was 10,192 MT, which represents 12% of our total waste generated. A total of 3,958 MT of waste, consisting mainly of wood and paper fibre, was incinerated with energy recovery at our biomass facilities to power our steam equipment in Honduras and the Dominican Republic. The remainder of the waste disposed and sent to landfill was mainly composed of domestic waste from our offices, cafeterias, distribution centres, and unrecyclable manufacturing waste.

Goal: Zero manufacturing waste sent to landfill by 2027

In 2023, our total manufacturing waste recycled was 71,331 MT, representing 89% of our total manufacturing waste generated (80,382 MT), compared to 85% in 2022. Of the total waste generated, waste from manufacturing that was sent to landfill represented 945 MT, a significant reduction from last year.

2023 results were achieved largely due to a waste mapping process conducted in 2022. The waste mapping exercise identified waste flow and segregation practices from across our manufacturing facilities, and established which waste streams were being sent to landfill. The waste mapping exercise helped us to identify best practices for waste management, which were added to our Standard Operating Procedures. We were also able to identify skills and capacity gaps in certain facilities, as well as identifying the top three contributors to our total landfill waste. As a result of all our findings, committees were established across Honduras and Nicaragua to develop action plans to improve our management of waste across the region, including waste classification, segregation, and measurement, as well as generating new recycling opportunities and waste management suppliers.

2023 PERFORMANCE

- Reduced manufacturing waste sent to landfill by 61% from 2022
- Used approximately 4.6% of our total waste generated – including waste cardboard, wood pallets, and textile materials – as fuel in our biomass-powered steam equipment in Honduras and the Dominican Republic, helping to replace the use of fossil fuels and make up for the shortfall in locally available biomass

LOOKING AHEAD

In 2024, we plan to:

- Begin the collection and reporting of environmental metrics from our new integrated manufacturing facilities in Bangladesh – SDS International – and train 100% of our employees there on our waste management guidelines
- Continue waste mapping exercise in Central America and Bangladesh and begin similar exercises across our distribution centres to identify their main waste generation streams

²⁵ Correction to previous ESG reports: There was an error regarding the recycling rate of textile scraps in our prior reports. Contrary to previous statements, most of our textile scraps from cutting and sewing are recycled, but not at a 100% rate.

WASTE MANAGEMENT IN ACTION

Across our global operations, our Nicaraguan facilities have the highest rates of waste sent to landfill. In 2023, we changed our scrap collection suppliers to those who could transform more waste types, which significantly reduced the amount of manufacturing waste sent to landfill. We also installed suction machines on sewing machines to prevent waste thread and fabric from falling on the floor so that it can be properly sorted.

At our San Marcos and Rivas II facilities, one of the reasons we were sending recyclable waste to landfill was because it was being sorted and stored outside where it was exposed to rain. As a solution, we purchased tents to prevent the waste from becoming wet or soiled. This measure increased the amount of waste we were able to send for recycling. At our Annic II facility, we developed a waste management training campaign for employees.

Due to these efforts, our three Nicaraguan facilities reduced their combined waste sent to landfill by 53% in 2023 compared to the previous year.

“Sustainability improvements do not always require high levels of investment. When everybody feels involved, engaged, and empowered, it is easy to find simple solutions to complex problems and deliver fantastic results.”

Diana Florentino, Manager, Fabric Innovation

SHIPPING AND PACKAGING

We are investing in research, development, and collaborations to reduce the volume and/or weight of packaging, while still delivering quality product to our customers. This includes:

- Increasing reusable packaging and packaging incorporating recycled material
- Increasing the amount of certified and/or verified recyclable packaging and seeking other alternative options
- Phasing out single-use plastic packaging over time

The majority of Gildan’s packaging consists of cartons used to ship products to our global network of distributors. We continually work with suppliers to reduce packaging volume and to return materials and containers for reuse and repurposing. Additionally, we use pallets to transport yarns which, when empty, are returned to our yarn operations for reuse – approximately 25 containers of empty pallets per week. We have also reconfigured our shipping boxes of jersey-style fleece and removed plastic bag packaging to enable us to pack more garments per box and more garments per container.


We are also reducing the amount of plastic stretch film used to wrap and protect our products from damage during delivery. We are accomplishing this by installing sensors in our wrapper machines, which detect the size of packaging and optimize the amount of wrap used, resulting in an 8% reduction in the volume of plastic used in our packaging per year. To further reduce the volume of plastic used, we pre-stretch the film before use.

Of our total packaging weight across the Company in 2023:

- 75% of our paper fibre packaging contained recycled material, 431 MT of which was Forest Stewardship Council (FSC)-certified
- Our plastic packaging contained 12% recycled material

SUSTAINABLE PACKAGING AND TRIMS

Goal: Use 75% recycled and sustainable packaging and trim materials by 2027


In 2023, we made progress developing and transitioning to sustainable trims for commodities such as labels (68%), zippers (25%), cords (28%), and bags (35%) specific to apparel SKUs. At the end of 2023, the 12-month weighted average of packaging and trims SKUs specific to apparel containing recycled materials and/or with a relevant sustainability certification was 46.6% .

“During 2023, following engagement with suppliers in 2022, we focused on developing and transitioning labels, polybags, zippers, and cords to sustainable materials. Initially, we faced slight delays while waiting for vendors to obtain third-party sustainability certification (such as RSC or GCS certification). Once the audits had been completed, certification was in place, and our suppliers confirmed they had sufficient raw materials to meet our demands, we were able to quickly transition labels as well as start transitioning other commodities.

We are very proud of the relationships we have built with our suppliers over the years, and their flexibility, willingness, and engagement, which has enabled us to achieve our goals together.”

*Roberto Landa Siordia
Manager, Product Development*

2023 PERFORMANCE

- The 12-month weighted average of packaging and trims SKUs specific to apparel containing recycled materials and/or with a relevant sustainability certification was 46.6% .
- For internally manufactured hosiery, continued to transition to FSC-certified paper for retail packaging, FSC-combined certified cardboard for shipping cartons, and swift tacks made of a minimum 30% post-consumer recycled nylon
- Procured over 750,000 paper hooks made of 70% recycled paper for use with select sock styles
- Created two types of hooks to replace plastic hooks for hosiery produced at our sourced contractors

LOOKING AHEAD

In 2024, we plan to:

- Continue to transition labels, zippers, and cords across our products to sustainable materials
- Continue to develop other sustainable commodities such as stickers, elastic, fusing, joker labels, and buttons
- Build upon work to reduce packaging volume for jersey-style fleece garments, aiming to remove further plastic bags used in the packaging of other product lines
- Continue the transition to sustainable packaging and trims in Gildan hosiery manufacturing, specifically for plastic inner bags and paper bands, stickers, and fasteners

BIODIVERSITY AND AFFORESTATION

We are committed to protecting biodiversity and promoting afforestation in the areas where we operate.

OUR APPROACH

Our approach to biodiversity protection and afforestation is governed by our Management of Biodiversity and Land Use Guidelines, our GE&E Policy, and our EMS. As part of our EMS, Gildan carries out an environmental impact assessment at each facility before starting operations. This analysis allows us to understand potential risks to wildlife and ecosystems in locations where we operate and takes steps to prevent or address any adverse impacts. Everywhere we operate, Gildan follows all local, national, and international biodiversity laws and regulations.

We do not operate in protected or restored habitats or lands adjacent to protected natural areas. However, in Honduras and the Dominican Republic, we operate facilities in rural areas of more than 10 hectares. At these facilities, we conduct a biotic assessment at least every two years to understand whether there are any locally threatened or endangered species included in the International Union for Conservation of Nature (IUCN) Red List, migratory species, or native species impacted by our operations and the local natural environment in general.

Gildan's operations do not have any significant biodiversity impact that would require the execution of special conservation or protection measures additional to the fauna and flora monitoring conducted continuously in the natural areas of our Biotop wastewater treatment lagoon systems (see sidebar to the right). Through our regular monitoring procedures, the Biotop at our Rio Nance site in Honduras and our Dortex facility in the Dominican Republic have become areas that attract both migratory and local fauna.

As we maintain existing and develop new sites and facilities, we follow EMS practices to protect biodiversity. We seek to promote green spaces wherever and whenever possible, including investing in green zones, wooded areas, forestry, and strategic sustainability alliances with local communities.

To learn how we protect environmental resources through our community investment activities, see [page 51](#).



NATURE-BASED SOLUTION TO TREAT WASTEWATER AND PROTECT BIODIVERSITY

One way we aim to increase our positive impact (no net loss) on wildlife is through our Biotop wastewater treatment lagoon systems in the Dominican Republic and Honduras.

The Biotop is a biological system where we use wetlands to manage and treat wastewater from our operations. Through the system, effluent water from our manufacturing facilities is first pretreated to improve its quality, then is released into a series of lagoons. Within the lagoons, the natural functions of the wetland vegetation, soils, and microbes further treat the water before it is discharged into local waterways. We continuously monitor the quality of the water before it is discharged from our facilities to help ensure it meets regulatory requirements, as well as standards included in our ZDHC wastewater program (see [page 18](#)). We also work to protect forest areas near the Biotop so that the system does not affect the young forest that extends around its periphery.

In early 2023, we conducted biodiversity assessments in Honduras and the Dominican Republic. The results of our assessment of our Biotop in Honduras found 7% more species than in

our 2022 assessment – including six new bird species – as well as 24% more individuals within certain species. All species identified in the 2023 study were recorded as Least Concern on the IUCN Red List, with no threatened species or species requiring a conservation plan identified. In addition, the assessment found that the vegetation around and between the lagoons had fully recovered from the impact of the 2020 hurricane-induced flooding.

The 2023 assessment of our Biotop in the Dominican Republic included a significantly larger area than in past observations. This resulted in the identification of 55% more species than in our 2022 assessment. In addition to numerous examples of reptiles, amphibia, and invertebrates, 3,195 birds were observed.

Moving forward, we plan to continue to maintain optimal operation of our Biotop wastewater treatment lagoons in accordance with our internal wastewater treatment manual. We plan to also maintain healthy and diverse vegetation – including gallery forests – across our operational sites where we have Biotop areas to support a variety of flora and fauna.

2023 HONDURAS BIOTOP ASSESSMENT

- 37** species of birds
- 5** species of reptiles
- 1** species of invertebrate
- 2** species of mammals

2023 DOMINICAN REPUBLIC BIOTOP ASSESSMENT

- 60** species of birds
- 5** species of amphibia
- 8** species of reptiles



SUPPORTING CONSERVATION OF CRITICAL WATER BASINS

DOMINICAN REPUBLIC

From ridges to reefs, mountains to mangroves, the Dominican Republic is one of the most ecologically diverse areas in the world. We are working with local partners to help restore and preserve some of the country's highest-priority waterways and protected areas. Our support includes financial aid as well as employee volunteerism.

Gildan is also part of a multisectoral public-private coalition for the conservation of the Higüamo river basin and other protected areas in the San Pedro province. The river basin is an important source of water to local communities. Gildan serves on the coalition's board of directors, which oversees water quality monitoring, reforestation, coastal cleaning, and environmental education in schools and communities. The project aims to protect and sustainably use the watershed's forest cover and reforest 2,000 hectares, especially with mangroves. In 2023, efforts were dedicated to the maintenance of all these previously planted vegetation, ensuring its continued health and growth.

2023 also marked year two of our three-year \$40,000 partnership with the Santo Domingo Water Fund (FASD) to support the conservation of the Ozama River Basin. The river, which flows into the Caribbean Sea, is one of the largest in the country and one of the most polluted. Through our support and efforts by Gildan volunteers, the project seeks to increase forest cover and promote better agricultural practices along the densely inhabited basin. Efforts include establishing an agroforestry system based on shaded cocoa and reforestation activities.

In the past two years, the project has supported the replanting of 4,400 cocoa plants.

Additionally, Gildan is a member of ECORED, a business association that works to drive sustainability and social responsibility. As part of our participation in the Red List Rescue Mission program, together with the National Botanical Garden and Ministry of the Environment, Gildan sponsors the conservation of Drago, an endemic species in danger of extinction. In 2023, we supported the planting of Caobanilla, Cola, and Mangrove plants. In addition, 780 Drago tree plants were planted by students from schools sponsored by Gildan in Bella Vista, in proximity to our Dortex textile plant.

Gildan also works with the Institute of Environmental Law to support the Eco-School Program. Through this collaboration, Gildan supports students across 12 schools in an International Environmental Awareness initiative. The program is comprised of educational talks on solid waste management and reforestation, as well as the types and importance of endemic species. It also includes reforestation activities.

HONDURAS

In 2023, Gildan joined the Alliance for the Water Security of San Pedro Sula, which seeks to conserve water and support the integrated management of water basins within the Merendón Reserve Zone. The Merendón watershed supplies 80% of the water used by the city of San Pedro Sula. For more examples of our activity in Honduras, please see our Community Engagement section on [page 51](#).

EMPLOYEE VOLUNTEERS JOIN HANDS TO HELP PROTECT NATURE

In Nicaragua, we have created a nursery within a forested area at our Rivas plant, where Gildan employees volunteer to plant and care for native forest saplings. In 2023, more than 100 employees from our San Marcos and Annic facilities logged 1,149 volunteering hours to produce Mahogany, Mandagual, Teak, and Melina plants. In addition, 326 employees from all four of our facilities in the country volunteered in community reforestation efforts, with Nicaraguan employees planting a total of 6,500 trees in 2023.

For more information on how we are working with local partners to support biodiversity, see [page 51](#).

2023 PERFORMANCE

- Conducted biodiversity assessments of our Dominican Republic and Honduras Biotop lagoons
- Planted 1,600 trees in the Dominican Republic and 6,500 near our facilities in Nicaragua
- Through the Eco-Schools program in the Dominican Republic, 5,683 students were trained on waste management, reforestation, and conservation of endemic species, with the collaboration of 446 teachers. Additionally, 4,550 trees and vegetables were planted in community gardens

LOOKING AHEAD

In 2024, we plan to:

- Review and update our biodiversity strategy and prepare to conduct a Company-wide assessment of our biodiversity dependencies, impacts, risks, and opportunities as applicable
- Maintain cleaning of rainwater drainage channels to avoid dragging sediments and solid waste and provide habitats for the different flora and fauna species around our Biotop lagoons in the Dominican Republic and Honduras
- Continue to support reforestation areas in the communities in which we operate
- Conduct biodiversity assessments of the Dominican Republic and Honduras Biotop lagoons



SOCIAL

In some countries where we operate, we are one of the largest private-sector employers. As such, we understand that our success is tied to the local community. We support the vitality of these locations through job creation, ethical practices, and community investments that drive resilience, development, health, and well-being.

SECTIONS

- ▶ HUMAN RIGHTS AND ETHICAL LABOUR PRACTICES
- ▶ LIVING WAGE
- ▶ MODERN SLAVERY
- ▶ RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
- ▶ EMPLOYEE WELL-BEING
- ▶ LEARNING AND DEVELOPMENT
- ▶ DIVERSITY, EQUITY, AND INCLUSION
- ▶ GLOBAL HEALTH AND SAFETY
- ▶ COMMUNITY ENGAGEMENT

SOCIAL

OUR APPROACH

Our success rests on our ability to hire, develop, and retain employees with a variety of backgrounds and expertise. This is why we have integrated our Human Capital Management targets into our long-term business strategy. We are committed to treating our people with respect and dignity in all that we do. We invest in programs to help our workforce develop and build rewarding, sustaining careers in a work environment that values diversity, equity, and inclusion (DEI). We also ensure that as a responsible employer, we contribute to the communities where we operate.

POLICIES AND ACCOUNTABILITIES

Our commitments to promoting ethical labour practices and safe working conditions are embodied in our codes and global policies, including those below.

- [Code of Conduct](#)
- [Code of Ethics](#)
- [Social and Sustainable Compliance Guidebook](#)
- [Global Human Rights Policy](#)
- [Global Health and Safety Policy](#)
- [Our Approach to Wages](#)
- [Global Community Engagement Policy](#)
- [Modern Slavery Act Transparency Statement](#)
- [Global Diversity, Equity, and Inclusion Policy](#)
- [Global Anti-Harassment, Anti-Discrimination, and Anti-Violence Policy](#)
- [Global Responsible Production and Sourcing Policy](#)
- [Global Whistleblowing Policy for Employees and External Stakeholders](#)
- [Stakeholder Engagement Policy](#)
- [Global Anti-Corruption Policy and Compliance Program](#)
- Global Talent Acquisition Policy (Internal Document)
- Compensation and Benefits Policy (Internal Document)

The following table describes roles and accountabilities with respect to how we manage our social issues across the organization.

Position	Accountability
President and Chief Executive Officer	Issues related to social topics (including human rights, ethical labour practices, people, and culture) and ensuring a positive impact in the communities where we have operations
President, Manufacturing and Executive Vice-President, Chief Human Resources Officer and Legal Affairs	Ensuring that effective policies and programs are in place for effective risk management and oversight of social topics
Chief Financial and Administrative Officer	Corporate controls and public reporting related to ESG
Senior Vice-President, Taxation, Sustainability, and Governmental Affairs and Vice-President, Global Social Compliance and Environmental Affairs	ESG and policies related to our global Social Compliance program and human rights standards
Vice-President, Supply Chain	Ensuring that suppliers meet human rights standards
Vice-President, Human Resources, Manufacturing	Oversight of the implementation of our global health and safety management system





HUMAN RIGHTS AND ETHICAL LABOUR PRACTICES

We are committed to protecting the rights of, and enforcing the fair and ethical treatment of, all people who manufacture Gildan's products worldwide.

OUR APPROACH

We embed human rights in all our policies, governance, and management systems, and we expect our contractors (and their suppliers) to do the same. Our commitments to promoting ethical labour practices and safe working conditions are embodied in our codes and global policies: [Code of Conduct](#), [Code of Ethics](#), [Global Human Rights Policy](#), [Global Responsible Production and Sourcing Policy](#), [Global Health and Safety Policy](#), [Our Approach to Wages](#), and the guidelines set forth in our [Social and Sustainable Compliance Guidebook](#).

Our Code of Conduct aligns with internationally recognized standards, such as International Labour Organization (ILO) conventions, and encompasses principles set forth by the Fair Labor Association (FLA) and the Worldwide Responsible Accredited Production (WRAP). We review our codes, policies, and statements periodically to help ensure they are up-to-date and adhere to local laws and international standards.

Through our actions and policies, we work to uphold and respect human rights as established in the United Nations International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), as well as the United Nations Guiding Principles on Business and Human Rights.

We conduct mandatory human rights training annually for all employees as part of our Code of Conduct training, and we encourage our employees to report any suspected violations through our confidential grievance mechanisms. In 2023, 100% of new employees in all Gildan locations received training on Gildan's Code of Conduct as part of their onboarding process. In addition, 94% of employees in all Gildan locations received their annual Code of Conduct refresher training. Human Resources teams coordinate across our facilities to ensure that employees who were not able to receive the training, complete it accordingly.

As a condition of doing business with us, all contractors must comply with our Code of Conduct, which requires the implementation of management systems to help ensure they adhere to each human rights principle in our Code of Conduct. Our Social and Sustainable Compliance Guidebook helps our contractors meet our standards and improve their compliance with and/or application of all laws, conventions, standards, and codes that protect workers' rights. In total, 100% of our finished product contractors completed their annual Code of Conduct refresher training in 2023.

Gildan is committed to remediation, where legitimate concerns are identified, including concerns relating to adverse human rights impacts. In the event remediation is required, Gildan's Social Compliance team works with local facility managers to provide recommendations on addressing potential human rights violations, make changes where necessary, and implement sustainable remediation solutions that are available for review and verification. All Gildan-operated facilities provide details and evidence of their remediations to the Social Compliance team within a prescribed timeframe, and remediations are subject to verification through follow-up audits. Remediation processes may include in-depth investigations to confirm the non-compliance, interviews with affected stakeholders, documentation review (e.g., trainings, policies, and procedures) and root cause analysis. A Corrective Action Plan (CAP) is required for all non-compliances identified in an audit process. A CAP usually will include photos of corrective actions, training attendance list, and evidence of review of a policy or internal procedure. Systematic follow-ups are conducted to verify progress made towards resolving the issues and to help the facility improve its overall performance and remain in compliance with our Code of Conduct.

We engage and cooperate with affected stakeholders and/or their representatives in remediation efforts through legitimate processes (including judicial and non-judicial mechanisms, as appropriate). Gildan also commits to not obstructing access to other remedies or other state-based judicial or non-judicial mechanisms. We expect our business partners to be committed to the same standards.

Additionally, our Social Compliance team guides and supports contractors in the effective implementation of labour compliance management systems, policies, and procedures. They also work with the contractors' human resources teams to help ensure that contractor facilities align with Gildan's Code of Conduct in terms of labour, human rights, and health and safety practices.

HUMAN RIGHTS DUE DILIGENCE PROCESS

Our human rights due diligence process involves monitoring human rights-related risks, as defined in the Organisation for Economic Co-operation and Development's (OECD) due diligence guidance for responsible supply chains in the garment and footwear sector. It covers Gildan-operated manufacturing locations and those of our manufacturing contractors.²⁶ We recognize that due diligence is an ongoing exercise and that risks may change over time as our operations and operating context evolve.

At Gildan, the main purpose of human rights due diligence is to prevent and act upon potential and actual adverse human rights impacts on workers in our facilities and those of our finished product contractors. Our due diligence process combines a compliance- and risk-based approach involving the following steps:

1. Identify general industry risks, as well as those specific to our Company
2. Assess and evaluate each human rights risk to determine materiality
3. Mitigate and remediate human rights risks and impacts in our facilities and our supply chain by working collaboratively with stakeholders to implement programs and initiatives
4. Monitor and communicate by verifying and validating progress and efficiency
5. Embrace continuous improvement by learning from our past and current experiences to better assess and make changes to our human rights practices, which, in turn, will create a positive impact for our workers

²⁶ We also conduct a general due diligence process at Gildan sales, distribution, and corporate offices.

The following table describes salient human rights risks and responses:

Human Rights Risk	Human Rights Risk Response
<p>Freedom of association and collective bargaining</p>	<p>Gildan recognizes and respects the right of employees to freedom of association and collective bargaining. We engage in a constructive and open dialogue process with union representatives, as well as with all employees through our established grievance mechanisms, and monitor this engagement through our Social Compliance program. Our finished product contractors, as part of their obligation to comply with Gildan’s Code of Conduct, are also required to respect freedom of association and collective bargaining</p>
<p>Health and safety</p>	<p>Gildan takes all necessary measures to provide employees with safe and healthy workplaces and seeks to ensure that our finished product contractors do the same. This includes the adoption of policies and procedures to prevent accidents and illnesses arising from, or occurring while, working at Company-operated or contractor facilities. Gildan performs periodic reviews of our health and safety protocols to ensure that we remain at the forefront of industry trends and best practices. In times of crisis, the Company may adopt additional policies and procedures as needed to best protect the health and safety of our employees. Additionally, senior leaders across all business units track safety related KPIs on a weekly basis, meet and report on safety incidents, and share lessons learned. Progress against health and safety KPIs is reviewed and reported to the Board on a quarterly basis to ensure that risks are managed and there is mitigation in place</p>
<p>Women’s rights</p>	<p>As established in the Convention on the Elimination of Discrimination Against Women, Gildan recognizes the importance of protecting women’s rights. We strive to break down gender-based barriers in the workplace by helping women develop leadership and other career skills</p>
<p>Harassment and/or abuse</p>	<p>Gildan is committed to maintaining a work environment free from harassment and intimidation – a commitment embodied in our Global Anti-Harassment Policy and Code of Conduct. The Company does not tolerate harassment and/or abuse in our operations or in our supply chain. Gildan will take immediate action against any employee or finished product contractor who violates this Policy</p>
<p>Modern slavery</p>	<p>Gildan is committed to protecting and upholding the human rights of Gildan employees, the employees of our third-party contractors and suppliers, and members of our local communities. Modern slavery in all its forms (including child labour, forced labour, prison labour, bonded and indentured labour, as well as human trafficking) are zero-tolerance issues for Gildan. Gildan will take immediate action against any employee, third-party contractor, or supplier who violates this Policy</p>
<p>Working hours</p>	<p>Gildan’s Code of Conduct, based on various ILO conventions,²⁷ places strict limits on the working hours of Gildan employees and those of our third-party contractors. No employees of Gildan-operated or contractor facilities are permitted to work more than a total of 60 hours per week, or the regular and overtime hours permitted by the laws of the country where the employee works, whichever is less</p>

²⁷ Includes ILO conventions 1: Hours of Work (Industry) and 30: Hours of Work (Commerce and Offices).



SOCIAL COMPLIANCE PROGRAM

Gildan's Social Compliance program is designed to ensure that our Company-operated facilities, as well as those of our contractors, comply with our Code of Conduct, local and international laws, and best practice industry codes to which we adhere. This includes those of SEDEX Members Ethical Trade Audit (SMETA), FLA, Better Work, and WRAP (see [page 59](#) for more detail on these organizations). We also enroll our own facilities in the Social & Labor Convergence Program (SLCP)²⁸ and encourage our suppliers to do so as well. Participation in the SLCP enables facilities to identify gaps and improve practices related to human rights, labour, and health and safety. By accepting SLCP audits, we also help contractors avoid audit fatigue.

As part of our [Global Responsible Production and Sourcing Policy](#), we ensure our suppliers are aware of our workplace standards. Suppliers are required to sign a legally binding vendor agreement prior to starting work with us. The details of the agreement outline all terms and conditions required, which include full alignment with our policies, procedures, and guidance related to human rights such as our [Code of Conduct](#), [Code of Ethics](#) and [Social and Sustainable Compliance Guidebook](#).

Gildan has no tolerance for any modern slavery issues related to child labour, unsafe working conditions, unauthorized subcontracting, forced labour, human trafficking, and workplace violence and/or harassment. If any of these issues are identified in our supply chain, we reserve the right to terminate

the contract with any defaulting supplier.

If such a non-compliance occurs in Gildan-operated facility, Gildan will take immediate action to mitigate, address, and resolve the matter within the shortest possible timeframe. If such non-compliance is not promptly and satisfactorily remediated, with assurance of non-recurrence, Gildan will consider taking further action, including, disciplinary actions up to the termination of the working contract of the workers involve in the issue. In the event remediation is required, Gildan's Social Compliance team will work with local facility leaders to provide recommendations on addressing potential human rights violations, make changes where necessary, and implement remediation solutions that are available for review and verification.

Facilities that produce for Gildan are regularly inspected and audited through our Social Compliance program. All non-compliance, including breaches of our human rights policies and codes, are recorded and tracked. More information on our Social Compliance monitoring program is contained in our Social and Sustainable Compliance Guidebook. See Ethics and Integrity Standards on [page 55](#) for more information.

2023 PERFORMANCE

Fifty-eight social compliance audits were performed in 2023 by Gildan and/or third-party auditors contracted by Gildan. Sixteen of these audits were performed at Gildan-operated facilities and 42 were performed at our finished product contractor facilities. In addition, 35 social compliance audits were undertaken by our customers or other social compliance certifiers such as WRAP, SMETA, or SLCP at Gildan-operated facilities. Five of our facilities in Honduras and seven contractor facilities in Asia were verified through SLCP – four more than last year.

During the 58 social compliance program audits, 324 findings were identified: 99 in our facilities and 225 in our contractor facilities. Of these, 131 were related to our salient human rights risks – 40 in our facilities and 91 in our contractor facilities. Findings were mainly related to health and safety, but also working hours, compensation, forced labour, harassment and abuse, discrimination, and other human resource-related matters. Seven percent of all non-compliances found were major, 43% were moderate, and 50% were minor. Of the seven major non-compliances found in our own operations, all were related to health and safety (fire safety, chemical safety, and facility cleanliness). Seventeen out of the 22 major non-compliances have been closed. The major non-compliances that are pending resolution are related to Social Security issues in Haiti, the payroll system in a contractor facility, and structural repairs at a Gildan-operated warehouse.

When violations are found, Gildan's Social Compliance team assess the proposed corrective action plans for Gildan-operated facilities and finished product contractors and determines whether the plans are acceptable. In 2023, Gildan reviewed and accepted 100% of proposed corrective action plans for the audits conducted by Gildan and/or third-party auditors, with follow-up and support procedures in place to ensure implementation was complete and effective.

For information related to progress on our social compliance audits, please refer to our 2023 ESG Data Tables on [pages 94-96](#).

LOOKING AHEAD

In 2024, we plan to:

- Update our Code of Conduct, Social and Sustainable Compliance Guidebook, and our audit rating system
- Revise our Global Human Rights Policy to ensure it is aligned with the latest human rights due diligence standards, including a focus on human rights risk identification

²⁸ SLCP is a multi-stakeholder initiative that has developed and implemented a Converged Assessment Framework. SLCP helps users free-up resources currently spent on auditing so that they can be reinvested in improving working conditions. This collaborative effort is facilitated by Cascale and supported by leading organizations and companies.



LIVING WAGE

We are committed to paying our employees a living wage for a regular work week that covers basic needs and provides some level of discretionary income.

OUR APPROACH

Gildan-operated and finished product contractor facilities must have, at a minimum, written policies and procedures that uphold and respect Gildan's Code of Conduct, human rights standards, and local labour laws with regards to compensation.

We meet or exceed local requirements with respect to total compensation globally. This compensation includes legally established salaries, as well as cash and in-kind benefits. We inform our employees globally of their right to participate in unions and in most of our facilities, workers have elected to participate in unions and local committees to help ensure that collective bargaining agreements – where clauses related to wage increases are discussed as critical elements during the negotiations – meet local needs.

Every year, we conduct wage revisions to ensure employees' compensation is in line with local laws and aligned with market salary rates. In Gildan-operated and finished product contractor facilities we also conduct periodic reviews of our internal Compensation and Benefits Policy to help ensure it aligns with national and international laws and stakeholder requirements.

In addition to conducting social compliance audits, we regularly review and analyze information gathered from workers' suggestion boxes and other grievance mechanisms to identify potential compensation risks. In our contractor facilities, we maintain an ongoing dialogue and work collaboratively with contractors to prevent and mitigate violations related to compensation. We also continuously monitor sourcing and procurement policies with our sourcing teams and suppliers.

Gildan uses the FLA wage data collection tool to collect wage information in our manufacturing facilities and at five selected contractors in Asia and the Americas. This tool automatically calculates the average net wage for workers across different occupations by adding basic wage, cash benefits, and in-kind benefits, minus legal deductions. The calculation separates overtime pay from regular wages, as well as incentive and leave pay, to avoid skewing the overall compensation figures. The tool enables Gildan to see a factory's net wage mapped

to a wage ladder and compare it against existing living wage benchmarks and local wages.

Our [Approach to Wages](#) provides more details on our holistic approach with respect to a living wage.

2023 PERFORMANCE

- Continued to strengthen relationships with civil society organizations, unions, and governments to improve the wages and living conditions of workers. This included annual wage revisions, where appropriate, to meet local laws and market standards
- As part of collective bargaining negotiations at five facilities in Honduras, increased wages and provided additional benefits for our workers that exceeded legal requirements
- Internal audits found zero instances of non-compliance related to compensation in Gildan-operated facilities. In our contractor facilities, there were five instances related to compensation and benefits – down from 20 in 2022 – and all have been resolved
- Established a global living wage multi-disciplinary committee to monitor and track wage practices at Gildan-operated manufacturing facilities. It will also address areas of opportunity identified by a fair wage assessment conducted by the Fair Wage Network in five Gildan-operated facilities in Bangladesh, the Dominican Republic, Honduras, and Nicaragua in 2023. These include:
 - › Raising worker awareness of how to interpret their payslip and on their respective collective bargaining agreement
 - › Increase the integration and use of wage indicators
- Fair Wage Network recognized our facility in Bangladesh with its Fair Wage Label, a certification awarded for quality in wage-setting practices and human resource practices

- Through virtual refresher training on our Code of Conduct and our Social and Sustainable Compliance Guidebook, reinforced our compensation standards to our finished product contractors worldwide. Focus areas included economic instability, inflation, and minimum wage increases

LOOKING AHEAD

In 2024, we plan to:

- Continue using the FLA wage data collection tool in Gildan-operated and selected contractor facilities
- Through our global living wage multi-disciplinary committee:
 - › Review our definition of a living wage, incorporating more details around basic needs and dependants
 - › Improve internal communication and education around wages
 - › Strengthen our in-kind benefits program
- Work with [Wise Responder](#) to conduct a pilot assessment in a Gildan-operated facility to help reinforce and strengthen our living wage strategy. Wise Responder's Poverty Zero Index provides licensed users with standardized metrics and comparable measures across countries

FOCUSING ON COMPENSATION PRACTICES IN OUR SUPPLY CHAIN

Through our social compliance audits in our finished product contractor facilities, we verify compliance of the Compensation Principle in our Code of Conduct, as well as all applicable national laws, regulations, and procedures concerning the payment of workers. We also cover topics such as equal pay for equal work and implementation of non-discriminatory compensation practices.

We expect our contractors to pay workers at least the legal minimum wage or the prevailing industry wage, whichever is higher, for regular working hours (not including overtime). Compensation for all voluntary overtime work is at the premium rate required by country law or by the local industry benchmark.

Through social compliance audits, we ensure that all wages – both regular and overtime – are paid within legally required time limits, that all workers are compensated for all hours worked, and that workers are provided with a pay statement for each payment cycle.

MODERN SLAVERY

Gildan has no tolerance for modern slavery in all its forms (including child labour, bonded labour, prison labour, human trafficking, etc.) anywhere in our operations or supply chain.

OUR APPROACH

Our [Statement on Modern Slavery and Human Trafficking](#) affirms our commitment and details our approach to identifying and eradicating modern slavery in all its forms from our supply chain and operations. Gildan owns and operates large scale, vertically integrated manufacturing facilities, primarily located in Central America, the Caribbean, the United States, and Bangladesh. They are strategically located to efficiently support our diverse and global customer base. Gildan's vertically integrated manufacturing model allows us to have direct control over the vast majority of our supply processes from yarn-spinning to finished product manufacturing. For more information on where Gildan-operated facilities and selected finished product contractors are located, visit [Our Factories](#) page on the Company's corporate website.

Gildan is a long-time member of the FLA and was the first vertically integrated apparel manufacturer to have its Social Compliance program accredited by the FLA in 2007. In 2019, Gildan's Social Compliance program was reaccredited after the Company demonstrated it employed fair labour practices and policies in its global supply chains and operations. To maintain accreditation, we are subject to periodic audits by the FLA to ensure that we have implemented systems and procedures to uphold FLA's standards in our supply chain.

Through our policies and monitoring activities, we work to uphold migrant worker rights as established under the United Nations' International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. Gildan is a signatory to the Industry Commitment to Responsible Recruitment (ICRR), developed by the American Apparel & Footwear Association (AAFA) and the FLA to address potential forced labour risks for migrant workers in the global supply chain.

In 2023, the AAFA and the FLA re-launched and enhanced the ICRR, requiring signatories to ensure that workers do not have to pay for their job; receive a timely refund of any fees and costs paid to obtain or maintain their job; retain control of their travel documents and have full freedom of movement; and are informed of the basic terms of their employment prior to being re-located to their new place of employment in a language they understand. We are committed to upholding these requirements, which are aligned with our own rigorous standards.

Gildan employs vigilant monitoring procedures related to both child and forced labour in our own and finished product contractor facilities, including:

- Conducting periodic reviews of our policies and procedures related to both forced and child labour to help ensure they align with national laws, international standards, and stakeholder requirements
- Conducting ongoing reviews of recruitment practices to identify and screen out job applicants who are under the legal minimum age, or the minimum age of hire specified in our Code of Conduct
- Requiring facilities to agree to periodic compliance audits (see page 6 of our [Social and Sustainable Compliance Guidebook](#))
- Reviewing and analyzing information from grievance mechanisms
- Conducting annual refresher training on our Code of Conduct to reinforce our commitment to preventing child and forced labour

ADDRESSING CHILD AND FORCED LABOUR IN OUR SUPPLY CHAIN

Child labour is a general human rights risk in the manufacturing industry, specifically in cotton production. We do not source any yarn or cotton-containing finished goods from countries that prevent a thorough due diligence of the origin of the raw materials.

Since 2022, we have enhanced our practices to further prevent the supply of inputs made with forced labour and child labour from high-risk areas to prevent raw material from being sourced from vendors that are identified as high risk in terms of forced labour and other human rights violations. When sourcing cotton from outside the United States, Gildan performs additional risk-based due diligence with supply chain tracing. In addition, Gildan engaged an independent third-party to map and vet our Asian yarn vendors' supply chains to ensure they were not sourcing cotton from prohibited or high-risk sources.

Following thorough vetting of yarn spinners and confirming their compliance with Gildan's Code of Ethics and Code of Conduct, we adopted a list of nominated vendors from which Gildan's finished goods suppliers can source cotton and cotton-blended yarns. Gildan will continue to perform vetting on an on-going basis to integrate new Asian vendors of cotton-containing yarns, and to update vendor compliance reviews annually.

As an additional vetting measure, Gildan has initiated random isotopic sample testing on goods sourced from Asia and is monitoring supply chain traceability trends. We aim to ensure our suppliers are not directly or indirectly sourcing products from areas identified as high-risk in forced labour or other human rights violations.

While Gildan does not employ migrant workers, in the event that a Gildan or finished product contractor does, we provide specific guidelines on migrant workers:

- Where migrant workers from another country are employed, the employer shall be responsible for inbound airfare and/or other transportation costs. A copy of the labour contract is to be provided to each worker prior to departure from their hometown to the country of work.
- Related inbound transportation costs are not required to be paid for migrant workers who are already in the country with valid working documents.

We also require our finished product contractors to sign our Responsible Recruitment Commitment Policy on an annual basis. For more information on our guidelines related to Migrant Workers, see page 13 of our [Social and Sustainable Compliance Guidebook](#).



2023 PERFORMANCE

- Incurred no significant risks of incidents of child labour, or young workers exposed to hazardous work in our finished product contractor facilities
- We had zero forced labour findings in our own facilities. We had two findings in our finished product contractor facilities related to the processing of overtime hours. Both have been remediated
- Worked with a finished product contractor facility in El Salvador to remediate a non-compliance finding identified in 2022 related to involuntary overtime hours to meet production targets. As part of the process, the contractor reviewed our policies relating to forced labour and the contractor's own internal document that clearly states that overtime hours are voluntary. It also provided refresher training to their workers on the Policy
- Provided refresher training on our Responsible Sourcing Practices to employees involved in sourcing and management at our finished product contractor facilities in Asia and the Americas. Training covered our Code of Conduct, Social and Sustainable Compliance Guidebook, audit rating system, zero-tolerance issues, wages, due diligence processes, and the impact that purchasing and production practices have on workplace conditions and workers' well-being
- We had zero social or economic fines or sanctions under the ILO 169 Convention on Indigenous and Tribal Peoples
- Conducted individual capacity-building sessions with 23 out of 25 suppliers in Bangladesh, reviewing our due diligence requirements with a focus on labour and human rights topics
- 100% of our finished product contractors reported that they have not employed migrant workers in their operations through our annual migrant worker survey
- Completed the review of our pre-audit/self-assessment questionnaire, updating questions on human rights in alignment with the latest international requirements and standards

LOOKING AHEAD

In 2024, we plan to:

- Continue to request our finished product contractor facilities complete the migrant worker survey annually
- Continue to roll out capacity-building sessions and social compliance audits in Bangladesh to strengthen supply chain traceability and improve human rights and workers' well-being
- Publish our first report in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act

PREVENTING HARASSMENT AND ABUSE

Harassment and/or abuse is a salient human rights risk for Gildan, and an issue for which we have zero-tolerance.

To prevent employee harassment and abuse, we conduct regular training for workers and management, and maintain ongoing communication with facility managers. We also uphold strong disciplinary rules and procedures to make sure all employees are treated with respect and dignity.

We conduct periodic reviews of our Global Anti-Harassment, Anti-Discrimination, and Anti-Violence Policy to confirm that it aligns with national and international laws and stakeholder requirements. We also regularly review and analyze information gathered from workers' suggestion boxes and other grievance mechanisms.

In 2023, there were zero incidents of harassment or abuse at Gildan-operated facilities reported through official mechanisms; however, there was one incident in a finished product contractor facility. Employees expressed during the audit interview process that they received verbal retaliation if they took too much time on medical visits. They also expressed that they no longer felt comfortable asking for permission to visit medical services because some of the supervisors would deny permission due to the daily production goal not being reached.

The facility committed to work on a corrective action plan that included a refresher training on harassment and abuse, provided to all factory workers including supervisors. The facility posted the procedure to request an appointment to receive medical attention on their bulletin boards, and clearly explained the procedure to all workers to avoid confusion. Supervisors were also trained in the procedure, and the human resources department emphasized that permissions to workers must be granted according to the internal protocol in place. Our Social Compliance team is monitoring the situation.

For additional information on our approach related to harassment and abuse, see our [Global Anti-Harassment, Anti-Discrimination, and Anti-Violence Policy](#), as well as the Harassment and Abuse section of Gildan's Social and Sustainable Compliance Guidebook.



RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We are committed to upholding freedom of association and the right to organize and bargain collectively, which we consider to be a fundamental human right of our workers and those of our suppliers. This right provides workers with a framework to engage with management on wages, benefits, and decent working conditions.

At the end of 2023, approximately 52% of our employees globally were covered by a collective bargaining agreement established between unions and corresponding facilities. For more information on our approach to wages, see [page 31](#).

OUR APPROACH

One of Gildan's salient human rights risks is freedom of association and collective bargaining. According to several international organizations including the ILO, the OECD, and the FLA, as well as the U.S. Department of State's Country Reports on Human Rights Practices, there is a considerable degree of risk for workers to organize and bargain collectively in most of the countries where Gildan-operated facilities are located, as well as in some of our sourcing countries. Some of the risk factors include poor socio-economic conditions, weak law enforcement, and lengthy and expensive judicial processes.

As a result, we have in place a due diligence process and a risk-based audit approach to monitor freedom of association and collective bargaining in our own and finished product contractor facilities. Our approach to workers' rights is based on the belief that engagement should be mutually beneficial and transparent, as well as focused on finding common ground and creative solutions, with outcomes that should lead to value for both the Company and its stakeholders.

Gildan respects employees' rights to form or join any organization or association of their choosing, including unions, and to engage in collective bargaining with us. We have a no-tolerance policy regarding intimidation or attacks on union representatives or individuals considered human rights defenders. Our [Social and Sustainable Compliance Guidebook](#) outlines how our contractors must also respect these rights.

REMEMBERING OUR COLLEAGUES

In 2023, a senseless act of violence took place at a billiard hall in Choloma, Honduras, that resulted in the murder of 13 individuals including five Gildan employees – Delmer Garcia, Lester Almendarez, Osman Toro, José Rufino Ortiz, and Xiomara Cocas, President of the union SITRAGSAM. Gildan condemned this violent act and responded to this tragic event by providing financial support and assistance for the families of those murdered, holding three days of mourning at our San Miguel facility, and making emotional and grievance support services available to our workforce. Gildan remains highly committed to our positive relationships and engagement with our workers and their unions in Honduras, and to continue being a supportive member of the communities in which we operate.

Our Executive Vice-President, Chief Human Resources Officer and Legal Affairs, and our President, Manufacturing, have accountabilities related to ensuring that the rights of unions are upheld. In addition, our Vice-President, Human Resources within Manufacturing, has day-to-day responsibilities related to union matters.

Worker management committees and/or roundtables, which exist at most of our facilities, allow employees to share their opinions and contribute to the management of various workplace issues, including health and wellness, workplace safety, and environmental stewardship. Additionally, workers' suggestion boxes are situated on production floors and in cafeterias of all our manufacturing facilities in Honduras, Nicaragua, the Dominican Republic, and Bangladesh. See [Ethics and Integrity Standards](#) for more ways our employees can raise concerns or suggestions and how we respond to them.

INDUSTRY ENGAGEMENT WITH UNION LEADERS IN HONDURAS

We also engage with union representatives through our membership in organizations such as The Americas Group (AG) – a multi-stakeholder forum composed of international brands and manufacturers and labour rights organizations working together to promote and support socially responsible apparel and footwear industries and decent work in the Americas.

As a member of the Honduras Working Group, Gildan participated in a meeting in 2023 with the Red de Sindicatos de la Maquila (The Network of Unions of the Honduran Maquila) to listen and share ideas regarding the challenges workers face in the region, as well as the current economic and political context.

2023 PERFORMANCE

- Completed collective bargaining negotiations at five facilities in Honduras, resulting in wage increases and additional benefits for our workers that exceeded legal requirements
- Experienced no violations of freedom of association in Gildan-operated facilities and one violation in a contractor facility in Haiti, where 64 workers were dismissed following a work stoppage. The facility's management was not able to substantiate how the dismissed workers were chosen. As a result, we worked with the contractor to remediate the issue, and the workers were reinstated with wages back paid. We also helped the contractor by encouraging them to have open and transparent communication with workers
- Expanded freedom of association and collective bargaining workshops to include supervisors in Honduras
- Continued to provide both in-person and virtual refresher training on freedom of association and collective bargaining agreements through our annual Code of Conduct training at Gildan-operated and finished product contractor facilities globally
- Launched the Open Worker Line (OWL) grievance mechanism at 17 Gildan-operated facilities in Bangladesh, the Dominican Republic, Honduras, and Nicaragua to allow workers to anonymously submit feedback to Human Resources via chat or phone. As of December 2023, nearly 5,000 employees had downloaded the app. Facility management also uses the app to share general facility announcements and health and safety tips with workers
- Conducted awareness sessions on grievance mechanisms with employees and contractors in the Dominican Republic, Honduras, and Nicaragua to ensure they are aware of the tools in place to report and escalate grievances and informed of Gildan's response procedures
- Trained our Human Resources team in Bangladesh on the importance of worker grievance mechanisms and effective communication
- Completed Phase I of the Better Work²⁹ program in Bangladesh. This included training sessions, factory assessments, and developing remediation plans

²⁹ Gildan is a Buyer Partner of Better Work, a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC) that brings together governments, employers, workers, and international buyers to improve compliance with labour standards and promote competitiveness in global supply chains.

LOOKING AHEAD

In 2024, we plan to:

- Continue to provide both in-person and virtual refresher training to employees on freedom of association and collective bargaining agreements through our annual Code of Conduct training globally
- Conduct a freedom of association and collective bargaining agreement training for our plant managers and vice-presidents in Honduras and Nicaragua
- Continue pending collective bargaining negotiations at one facility in Nicaragua
- Continue to work and collaborate with our contractor facilities in Haiti to strengthen freedom of association and collective bargaining

GRIEVANCE MECHANISMS IN ACTION

Through our digital grievance mechanism, the dyestuff weighers at one of our facilities stated that they did not have appropriate personal protective equipment (PPE) and trainings related to chemical handling.

The facility's Health, Safety, and Environment department and plant management worked together to provide the employees with the appropriate PPE and training, as well as placed an automatized mixer to minimize employee chemical contact.

We are committed to ensuring a healthy and safe environment for all employees and work to ensure that our employees feel comfortable communicating their concerns with management. For more information regarding our grievance mechanisms, see [page 56](#).



EMPLOYEE WELL-BEING

Our employees are fundamental to our success, and we are committed to providing them with a safe and healthy work environment in which they can thrive and develop themselves. In addition to paying fair wages, Gildan provides resources and benefits that enable a high-performance culture. Investing in the well-being of our employees means a more engaged, dedicated, and stable workforce, and it reinforces Gildan as an employer of choice in the regions where we operate.

2023 HIGHLIGHTS

- Implemented a new voluntary investment fund for employees in Bangladesh
- 100% of our employees based in Australia are now certified in mental health first aid training
- More than 4,800 employees participated in prostate cancer awareness events in the Dominican Republic

MEDICAL BENEFITS

We offer a wide range of medical benefits with variations based on geography and local statutory requirements. All eligible employees worldwide can participate in our employee benefits programs, which include medical, dental, and vision care plans, and wellness programs.

At our corporate head office in Canada, permanent salaried employees have access to an online health and wellness platform built to deliver high-quality, multidisciplinary virtual care. Service providers available through the app include healthcare professionals, mental health specialists, and legal and financial specialists. Other Gildan locations offer benefits on a country-by-country basis. For example, in Australia and some locations in the United States, Gildan subsidizes gym memberships and other wellness-related programs. In Barbados, we provide classes such as fitness classes, boxing, and yoga.

Supporting employee health at our manufacturing facilities

Outside the United States, many of our manufacturing facilities operate in areas without convenient access to high-quality health services. To help, we bring healthcare to our employees. We operate fully equipped medical clinics at our manufacturing facilities in Bangladesh, the Dominican Republic, Honduras, and Nicaragua. Employees can visit the clinics for medical appointments, preventative services, screenings, and vaccinations at no cost. This supports employee health, helps us reduce lost work time, and allows employees to get care on-site when they need it, without the need to travel to external providers.

ADDRESSING LOCAL HEALTH NEEDS

We hold special health events at our facilities to reflect local needs and health concerns, as well as activities based on employee feedback. Here are some examples from 2023.

BANGLADESH	HONDURAS	UNITED STATES	DOMINICAN REPUBLIC	BARBADOS	AUSTRALIA
<ul style="list-style-type: none"> • More than 6,500 employees attended information sessions on World AIDS Day where we provided information on prevention and treatment • More than 3,500 women employees joined cervical cancer awareness activities • Held a gastro-intestinal health initiative offering free anti-parasitic medicines to employees and information on how to prevent diarrhea and dysentery – a significant cause of lost work and school time in Bangladesh 	<ul style="list-style-type: none"> • Held a Mega Health Fair for employees and their families where medical specialists in a variety of fields carried out screening and shared information. In 2023, 244 Gildan volunteers supported the event, including Veronica Vaquedano, Legal Counsel, Honduras <p>“Being a part of the Mega Health Fair was an experience that I loved,” said Vaquedano. “Being able to provide support and care to my co-workers and their families reaffirmed our community spirit at Gildan.”</p>	<ul style="list-style-type: none"> • Offered first aid and CPR training in English and, for the first time, in Spanish – important skills for our employees in both their work and personal lives • More than 75 female employees received free on-site mammograms through a mobile clinic at our North Carolina yarn facility • At our Charleston office, we hosted a UV/skin care awareness event 	<ul style="list-style-type: none"> • Involved all employees – male and female – in our annual Pink Movement Breast Cancer Prevention campaign. In addition to events and communications, we hosted breast cancer screenings at our on-site medical clinic for 174 female employees • More than 4,800 employees participated in prostate cancer awareness events, including 150 male employees who received screening at our on-site medical clinic during National Prostate Awareness month 	<ul style="list-style-type: none"> • Provided breast cancer screening services for our female employees through an on-site mobile unit 	<ul style="list-style-type: none"> • 100% of employees are now certified in mental health first aid training • Introduced two paid mental health days per employee per year for well-being activities, self-care, and family events

ENTIRE GILDAN AUSTRALIA STAFF BECOMES CERTIFIED IN MENTAL HEALTH FIRST AID

David Hillen, Gildan Sales Director in Australia, had an experience in his career which drove him to improve his understanding, and later become an advocate, for mental health in the workplace. He found himself in a position where he wanted to support a colleague who was dealing with mental health challenges.

Following this experience, Hillen sought out formal training and took a mental health first aid course. He went on to offer mental health workplace training to his leadership team, giving them the skills to identify early signs of mental health issues of people on their teams.

In 2023, he became a mental health licensed instructor, allowing him to provide training to the entire Gildan team in Australia.

“It only takes one person to be there or listen and make a huge difference. Now, all Gildan employees in Australia are trained to do the same thing if needed. Not only does this allow for timely intervention and support, but it can also help individuals better manage their own mental health and stress.”

David Hillen, Sales Director, SMD

FOCUSING ON EMPLOYEE MENTAL HEALTH

We provide resources and support to help employees manage stress, anxiety, and overall mental health. This includes free, confidential mental health services and stress management support through our Employee Assistance program to employees and their families in Barbados, Canada, the Dominican Republic, Honduras, Nicaragua, and the United States. In addition, some of Gildan’s facilities are equipped with wellness rooms where workers can take time off to relax and de-stress. We also offer private, weekly in-person sessions with a psychologist at several of our manufacturing facilities.

HELPING EMPLOYEES BALANCE WORK AND LIFE RESPONSIBILITIES

We recognize that balancing life and work is not always easy. That’s why we support our employees in a variety of ways.

At some locations, based on employee roles and responsibilities, we offer hybrid work schedules allowing employees to work remotely.

At our Honduras Rio Nance manufacturing complex and at one of our facilities in Nicaragua, we offer the convenience of general stores where employees can purchase non-perishable food and other household products at discounted prices.

In addition, at most of our manufacturing facilities we provide free transportation to and from work. Buses contracted by Gildan pick-up and drop off employees at various locations in their communities. This provides a convenient and safe method of transportation for our employees and reduces the number of cars on the road and their related GHG emissions.

SUPPORT FOR PARENTS AND CAREGIVERS

We also provide programs for parents and caregivers. This includes paid maternity, and, in some countries, paternity leave aligned with national regulations and standards in countries where we operate. For more information, see our ESG Data Tables on [page 101](#).

In addition, our on-site medical staff at our manufacturing facilities offers support for first-time mothers, providing pre- and post-natal care, as well as free maternity workshops. Topics include exercise techniques to facilitate birth, preparing the home for a new baby, caring for a newborn, and breastfeeding guidance. Our facilities in Honduras, Nicaragua, Barbados, the Dominican Republic, Bangladesh, and some of our U.S. locations also offer private spaces for nursing mothers.

Through our Saving Our Family program in Honduras, Gildan organizes need-based virtual discussions, talks, and consultations on topics like stress control, psychological management, work-life balance, mindfulness, and finance and family budgeting. We are examining options to introduce the program in Nicaragua as well.



At many of our facilities we host an annual Gildan Family Day, an opportunity for employees to bring their family members to our facilities and/or offices and participate in fun and educational activities.

FINANCIAL WELLNESS

We offer competitive compensation programs to support the financial health of our employees, which are described in further detail on [page 31](#).

In addition to wages and salaries, Gildan's short-term compensation includes paid time off and bonuses where applicable. The Company also offers a long-term incentive plan that includes stock options, performance share units, and restricted share units for certain employment categories.

Gildan also supports workers' financial health through employee cooperatives – independent legal entities similar to credit unions – that encourage employees to grow their savings and offer loans at lower interest rates. Employee cooperatives are available to all our employees in Honduras, Nicaragua, and the Dominican Republic. External auditors and professional advisors from our Finance and Human Resources departments help ensure that the cooperatives are properly managed and operate in compliance with local regulations.

Gildan offers defined contribution retirement plans to eligible employees in certain locations, and the Company matches all, or a portion of, an employee's contributions, up to a fixed percentage of the employee's salary. Retirement benefits are also provided to employees through defined contribution plans administered by governments in select countries where we operate.

See our 2023 ESG Data Tables on [pages 96-97](#) for metrics related to our employee benefits.

2023 PERFORMANCE

- Introduced new healthcare spending account of \$300 CAD per employee per year in Canada to support medical expenses not reimbursed through our health benefits plan
- Expanded mental health benefits to include the services of psychotherapists, social workers, and psychologists in Canada
- Expanded our Teledoc program to include 24-hour mental health services at no cost in the United States
- Partnered with our retirement plan broker to offer on-site financial counseling and retirement planning in the United States
- Continued our financial literacy program with World Vision in Bangladesh, which seeks to provide financial education and awareness to couples. By the end of 2023, 1,041 people including both women and men had participated in training sessions, with a further 560 participants expected to complete the program in 2024

LOOKING AHEAD

In 2024, we plan to:

- Continue to focus on employee health and wellness, including mental and financial health, through new activities, awareness events, and training sessions globally
- In Bangladesh, implement a mental health program for all employees and a pre- and post-natal care program for new mothers



In July 2023, we implemented a new voluntary investment fund for employees in Bangladesh. Established by both the Company and our employees, it will serve as a potential retirement fund, and we match up to 7% of the monthly contribution. If an employee leaves after two years of service, they can retain both their contribution and Gildan's contribution. As of December 2023, 75% of employees at our G.A.B. Limited facility and 19% of our employees at our SDS International facility have signed up to the fund, with more expected once they have reached the required one year of service.

LEARNING AND DEVELOPMENT

At Gildan, we support and encourage the continued development and training of our employees to help them reach their full potential.

2023 HIGHLIGHTS

- 2,536,791 training hours provided to employees worldwide
- Launched ASPIRE, an advanced four-month program for middle management leaders
- Used engagement survey results to launch a new training program to enhance trust, engagement, and accountability between employees and managers, completed by 290 employees

OUR APPROACH

Through our global learning strategy, we invest in programs that expand and enhance our employees' technical, professional, and interpersonal skills. Our strategy is based on our competency framework, which includes our five core competencies: Adaptability & Resilience, Initiative & Entrepreneurship, Teamwork & Inclusion, Communication, and Work Management. We also have a formalized succession planning process for key positions to help ensure business and leadership continuity.

All networked employees have access to Gildan Academy, our one-stop-shop learning and development system aligned with our competency framework. Course offerings include leadership and technical development programs, courses on health and safety and cybersecurity, and DEI-specific content on topics such as unconscious bias, maintaining a multi-generational workforce, and cultural sensitivity. In addition, employees receive a monthly Gildan Academy newsletter with information and recommendations on training opportunities.

Our learning and development approach is driven by our people. Through open feedback mechanisms such as surveys, we gather employee suggestions and strive to reflect them in our programs and processes. This helps to ensure ongoing improvement and that we meet employee needs.

LEADERSHIP PROGRAMS

For the fifth consecutive year, Gildan organized Leading the Gildan Way, a 10-month global leadership program. It equips front-line managers with skills to effectively lead and inspire teams in a way that supports Gildan's core values and [Code of Conduct](#). The program includes online learning through the Gildan Academy, in-person and virtual sessions, and co-development activities with peers. In April 2023, the fourth cohort of first-line managers completed the program. In June 2023, we launched the fifth cohort, welcoming 92 participants who will complete the training in mid 2024. To date, more than 600 employees from eight countries have graduated from the program of which nearly half (48%) were women. The program has been positively received, with participants reporting a 90% satisfaction rate post completion.

In Central America, we continued the Gildan Genuine Training Leadership Certification program. It trains supervisors on topics such as productivity, communication, coaching, feedback, conflict resolution, and decision-making. We also hosted our School of Leadership, designed to help ensure that management-level positions such as supervisors, chiefs, and newly promoted leaders understand Gildan's leadership expectations and reinforce our strong culture across the organization. This five-module training program includes topics such as Gildan's manufacturing leader essentials, human resources policies, productivity, and continuous improvement. In 2023, 73 employees in Honduras completed the program and five in Nicaragua.

In 2023, we launched ASPIRE, an advanced four-month program for middle management leaders. The first 20-participant cohort strengthened their skills in driving change, innovation, crisis management, and inclusive leadership. Each individual also participated in a leadership assessment, which included 360-degree feedback and one-on-one coaching.



The latest Women in Leadership cohort participated in a two-day event at our headquarters in Canada, which included panel discussions, a networking event with senior leaders and a Board member, development activities, and coaching sessions. The event was well received, earning an overall satisfaction rate of 87% from participants.

WOMEN IN LEADERSHIP PROGRAM: IGNITE YOUR IMPACT

Gildan's Women in Leadership program – Ignite Your Impact – brings together a diverse group of approximately 20 women at the manager-level and above for monthly hands-on training, development assignments, and networking opportunities with Gildan executives and Board members. Participants are selected based on their job performance, leadership potential, motivation, communication skills, and high probability of retention.

Since the launch of this six-month program in 2021, 60 women from six countries have participated. In total, 45% have been promoted or offered lateral moves into new positions to further propel their development at Gildan after completing the program.

In 2023, we implemented interactive activities for past program cohorts to help maintain engagement, promoting networking between the cohorts, and create a community where women in leadership can share experiences, common interests, and challenges.

“This program [Women in Leadership] had a significant impact on my personal and professional growth. I felt empowered through greater knowledge and encouragement to build my brand, improve my networking skills, and advance my leadership skills.”

Retta Murphy
Manager, Customer Routing – Forecasting

To learn more about development programs for women at Gildan, see [page 43](#).

BOLSTERING TRUST AND ACCOUNTABILITY

In response to Gildan's 2021 Engagement and Inclusion Survey for networked employees, we piloted a new training opportunity in 2023 to enhance trust, engagement, and accountability between employees and managers. More than 290 employees from across our global locations participated in sessions, offered in both English and Spanish. We will continue to offer this training in 2024.

“Anyone in the organization could benefit from this [training]. We often talk about empowerment, trust, and accountability; this training will equip you with tools to put these concepts in practice and explain clearly how these critical skills work in relation to each other.”

Jean François Bergeron
Director, Brand Marketing



TECHNICAL TRAINING

In Nicaragua and the Dominican Republic, we offer a nine-month Mechanic School program that provides participants with theoretical and practical training relevant to Gildan production teams. This program is targeted for operators interested in growth within a technical career path. There have been more than 210 participants since 2015 in Nicaragua, with a further 12 participants selected in 2023. More than 20 participants have completed the program since 2021 in the Dominican Republic.

During 2023, nine women from Gildan's Dominican Republic operations participated in a seven-month program called "Mi Casita." This female-focused program helps build skills to become a mechanic, electrician, and other technical roles.

In Honduras, employees can participate in a Six Sigma Academy to strengthen their abilities to use data to solve problems, improve processes, and reduce waste. This Academy started in 2019 and offers White, Green, and Black-belt level certification. Since the program started, we have certified 79 employees, including nine who started in 2023 and are on their way to becoming Black belt certified.

PERFORMANCE MANAGEMENT

At Gildan, performance management is an ongoing communication process between managers and employees that promotes transparent and open dialogue.

For direct employees (e.g., operators in our production facilities), the performance appraisal process is based on the competencies and technical skills required by their position. Individual and team performance is assessed against pre-set targets in areas ranging from production efficiency to quality and safety. We believe this is the optimum assessment method for such roles, as it helps clarify performance expectations, align priorities and objectives, identify training needs, increase employee engagement, and ultimately increase individual and organizational performance.

For salaried employees, our performance management process links individual objectives with organizational goals and focuses on development opportunities, including a peer-to-peer feedback option. The process is aligned with our competency framework, which transparently outlines what success looks like at every level.

At any point in the year, employees can easily update and modify their development plans. To help ensure they are on track, managers conduct a mid-year review with employees to discuss and realign goals or expectations as needed. The final step involves a year-end review and assessment. The performance evaluation also considers objectives for individual performance-related compensation.

Our 2023 ESG Data Tables provide metrics related to employee training and development (see [pages 96-97](#)).

2023 PERFORMANCE

- Implemented a technical mechanic training as part of "Mi Casita" for female employees in the Dominican Republic
- Completed our fourth cohort from the Leading the Gildan Way program with 103 graduates from nine countries, and launched our fifth cohort
- Launched our senior management learning program ASPIRE

LOOKING AHEAD

In 2024, we plan to:

- Develop further performance and career management programming based on the results and feedback from our 2023 Global Engagement and Inclusion Survey
- Pilot a global mentoring program with senior leaders and graduates of our leadership programs
- Formalize an internal coaching community for leaders
- Launch a "My Leadership Journey" learning curriculum for networked employees
- Review and update Leading the Gildan Way to ensure relevancy for skills needed to succeed as a manager in 2024 and beyond

DIVERSITY, EQUITY, AND INCLUSION

At Gildan, we believe that embracing diversity and a range of perspectives drives innovation and growth. From our offices to our factories, we strive to create an equitable and inclusive company culture where people can bring their authentic selves to work and feel a sense of belonging.

2023 HIGHLIGHTS

- Achieved 34.3% female representation at the collective group representing director-level and above, up from 30.3% in 2022
- 85% of hourly employees³⁰ who participated in our first Global Engagement and Inclusion Survey for Hourly Employees believe Gildan is an inclusive place to work
- 79% of our networked employees who participated in our second bi-annual Global Engagement and Inclusion Survey believe Gildan is an inclusive place to work

OUR APPROACH

As a global company with offices, operations, and employees across multiple regions worldwide, diversity, equity, and inclusion (DEI) is core to our strategy. Gildan is committed to fostering a workplace where everyone feels a strong sense of belonging and has opportunities to grow and thrive.

We embrace the differences that each employee brings to the Company, including gender, gender identity and expression, ethnicity, race, nationality, religion, sexual orientation, socio-economic status, physical ability, age, language, political affiliation, family or marital status, veteran status, experience, education, and perspective. This diversity helps inspire new ideas and solutions to challenges we face.

Our Executive Vice-President, Chief Human Resources Officer and Legal Affairs has strategic oversight and responsibility for DEI. Our approach is guided by our [DEI Policy](#) and our [Global Anti-Harassment, Anti-Discrimination, & Anti-Violence Policy](#). Additionally, principles of fair treatment and diversity, as well as compliance with the standards of the ILO and the FLA, are embedded in our [Code of Conduct](#) and [Code of Ethics](#). The Compensation and Human Resources Committee of our Board of Directors oversees our DEI activities and receives quarterly reports from management.

OUR DEI STRATEGY

PRINCIPLES	OBJECTIVES
<p>Accountability: The ownership and acceptance of responsibility for equitable and inclusive behaviours across all levels of the organization</p> <p>Transparency: Ensuring that information regarding DEI is shared truthfully within and outside the organization</p> <p>Data-driven decisions: The collection and analysis of DEI metrics in order to generate genuine insights and drive decision-making</p> <p>Objectivity: Actions and decisions are guided by equitable and impartial processes that are free of bias or favoritism</p>	<p>Formalize DEI: Apply a strategic approach to increase diverse representation and equity throughout the Company</p> <ul style="list-style-type: none"> • Build an inclusive environment through the application of policies related to DEI, and monitor compliance through procedure audits <p>Cultivate a DEI culture: Create and strive to improve our inclusive culture to promote a sense of belonging among all employees</p> <ul style="list-style-type: none"> • Undertake tangible actions to build capacities and awareness throughout the workforce on DEI topics, as well as learning and communications initiatives <p>Share the journey and celebrate: Ensure transparency, visibility, and accountability throughout Gildan's DEI process</p> <ul style="list-style-type: none"> • Set targets and measure progress towards DEI goals, and participate in external reporting and benchmarking initiatives

³⁰ The response rate was 92% for hourly employees, and 82% for networked employees.



WELCOMING IMMIGRANTS AND REFUGEES TO GILDAN

Our Mocksville yarn facility in North Carolina needed to hire workers to meet demand, but the tight labour market was challenging. In 2022, our team connected with a variety of local agencies and non-profit organizations supporting refugees and recent immigrants to the area.

We invited interested candidates to Gildan's facility to fill out job applications, participate in an interview, and tour the facility. Applicants came from Afghanistan, Burundi, Congo, Egypt, Ethiopia, Guyana, Iran, Lebanon, Morocco, Pakistan, Rwanda, Sudan, Syria, and Uganda after leaving their home countries due to challenging conditions in the hope of building their lives in a new place.

Leading up to the new workers' arrival, Gildan provided sensitivity training to employees to help build cultural understanding. We also lent a hand to support new employees' transition to their new country. This included helping many to secure housing, providing transportation assistance and access to English language courses, and partnering with local banks to improve access to financial services.

At the end of 2023, a total of 176 of our Mocksville employees have been hired through this initiative.

"Within a short span of time, what began as a recruitment strategy grew into an initiative that strengthens our workforce locally," says Jim Powers, Director, Human Resources. "More importantly, it allows us to meaningfully support and guide this group of individuals as they settle into their new lives in the U.S."

"I enjoy working at Gildan with all the different types of people. The benefits are great, and the transportation helped me when I didn't have a car. I am thankful Gildan gave me the opportunity to rebuild my life."

Mocksville employee

INCREASING DIVERSE REPRESENTATION

We recruit employees who can bring a range of lived experiences and skill sets to our teams. For all leadership positions, we require a diverse candidate slate for both new hires and when identifying internal candidates through our succession planning process. We also provide training for our recruiters to help ensure inclusive hiring practices.

We work to cast a wide net for talent. We hire from technical schools, colleges, and universities with quality and diversity across the student body, as well as offer summer internships. Other strategic initiatives include conducting comprehensive DEI training across the organization and sponsorship programs for high-potential candidates and diverse talent.

ACHIEVING GENDER PARITY

Goal: Achieve gender parity for the collective group of employees representing director-level and above positions by 2027

In early 2022, we set a goal of achieving gender parity³¹ at the collective group representing director-level and above by 2027. As of the end of 2023, we reached 34.3% gender parity, up from 30.3% in 2022. We are working to achieve our 2027 goal through targeted talent acquisition, talent management, training and development, and retention strategies. Leadership reviews our progress regularly through a live global demographic analytical dashboard.

EMPLOYEES BY GENDER AND REGION				
Region	2023			
	Permanent employees		Temporary employees	
	Male	Female	Male	Female
Asia (%)	9.3	6.7	0.9	2.7
Caribbean (%)	6.4	5.6	7.2	4.5
Central America (%)	37.1	28.3	55.9	25.2
North America (%)	3.9	2.7	1.8	1.8
Total (%) *	56.7	43.3	65.8	34.2

FEMALE REPRESENTATION – PERMANENT EMPLOYEES	2023	2022
Total workforce (%)	43	45
All management levels: junior, middle, senior (%)	39	39
Collective group representing director-level and above (%)	34.3 <input checked="" type="checkbox"/>	30.3
STEM-related positions (%)*	20	20

* For Gildan, this metric includes Engineering and Information Technology positions only. We will seek to enhance our reporting related to this metric over the coming years.

³¹ Gildan uses the International Labour Organization's (ILO) definition of parity which is 40 to 60% of either gender.

SUPPORTING GROWTH AND DEVELOPMENT

We support the advancement of women in our workforce through various programs, including our Women in Leadership program – Ignite Your Impact and our “Mi Casita” program in the Dominican Republic, which trains women to become mechanics. For more information about the programs, see [page 40](#).

We launched and expanded several programs in 2023 including:

- The ILO’s Malkia –Women Managers Rise Up: Skilling for Success program. In 2023, 39 front-line managers from Honduras, Nicaragua, the Dominican Republic, and the United States participated in this self-paced program to build managerial skills and confidence. Through the five-week program, participants explore concepts such as gender bias through interactive learning opportunities, coaching, and access to a library of resources
- EMPODERA, an empowerment and education program developed jointly by World Vision and Gildan to help our female employees reach their full potential. With a \$460,000 commitment from Gildan, the two-year program will reach 4,100 women in our sewing facilities in Honduras, Nicaragua, and the Dominican Republic with education around topics including finance, gender, and entrepreneurship

We strive to continuously improve our practices through benchmarking and certification. For example, in 2023, we earned the UN’s Gold Gender Equality Seal at our operations in the Dominican Republic following two years of collaboration with the Ministry of Women Affairs.

BUILDING A CULTURE OF INCLUSION

Gildan strives to create a culture that brings the power of DEI to life, where employees from different backgrounds and countries can come together and showcase their strengths and contributions to the Company. We do this through internal communications, training, and special events.

Inclusion Insights, our internal online communications series, raises awareness and provides tips on a variety of DEI topics. Developed in coordination with a different Gildan partner each quarter, in 2023, Inclusion Insights explored topics such as inclusive hiring practices, diversity in homogenous countries, men’s mental health, and food as a cultural bridge. In addition, many of our sites celebrate cultural events including Black History Month, Pride Month, Hispanic Heritage Month, International Women’s Day, and International Men’s Day.



CELEBRATING INTERNATIONAL WOMEN’S DAY

Each year, we come together globally for International Women’s Day. In 2023, Gildan employees celebrated the theme “Embracing Equity” through panel discussions on topics such as gender stereotypes, male allyship, and staying active and healthy. We also recognized inspiring women employees through internal communications channels.



Hispanic Heritage Month was celebrated across our North American locations in September and October. Celebrations ranged from gift basket raffles filled with items from Hispanic-owned businesses, to catered lunches with culturally significant dishes. We also took the opportunity to highlight some of our employees and their perspectives on what makes them proud of their heritage.

DEI TRAINING AND EDUCATION

In 2023, we introduced Inspiring Respect: DEI at Gildan, a two-part training program that seeks to raise awareness of Gildan's DEI policy and explores topics such as unconscious bias and microaggressions. Available in English, Spanish, and French, the training is offered to all Gildan employees. Among our networked employees, 92% completed the training – including 99% of our leaders – in 2023. We plan to complete in-person training of our hourly employees in 2024.

“Our biggest bias is believing we have no biases.”

Jose Manuel Echeverri, Vice-President, Human Resources, Manufacturing, after completing Gildan's Inspiring Respect training workshop

We also piloted Masculinities, a program with World Vision Honduras that challenges gender paradigms and male stereotypes in society and the workplace. In 2023, 19 employees participated in five in-person sessions, exploring:

- Ideas and attitudes about masculinity in relation to socialized norms
- Power dynamics in relationships
- Effective communications and conflict resolution
- Healthy relationships with oneself and others

2023 PERFORMANCE

- Achieved 34.3% female representation at the collective group representing director-level and above, up from 30.3% in 2022
- Continued to maintain gender parity levels within our global workforce, which is made up of 43% women and 57% men
- Gender breakdown of permanent employees for each geographical region (North America, Central America, the Caribbean, and Asia) ranged within the 40–60% parity range, with no outliers
- Expanded the ILO's Malkia leadership development program
- Earned the UN's Gold Gender Equality Seal in the Dominican Republic
- Certified at the Bronze level by the Women in Governance Parity Certification program in Canada
- Held our first National Truth and Reconciliation Day event
- Trained nine women in our “Mi Casita” program
- Recognized by Children Believe for our commitment in Nicaragua to youth employment and gender equality

LOOKING AHEAD

In 2024, we plan to:

- Implement Inspiring Respect: DEI at Gildan as a mandatory training for all new employees and complete training for our hourly employees
- Continue to implement EMPODERA in Honduras, Nicaragua, and the Dominican Republic
- Continue expanding the Malkia program to make learning and supporting resources as widely available and accessible to Gildan employees as possible
- Introduce a dedicated DEI online mailbox for employees to send questions and suggestions

MARKING CANADA'S INDIGENOUS HISTORY

To honor National Truth and Reconciliation Day in Canada, and to contribute to building awareness and dismantling biases surrounding First Nations and Indigenous Peoples, Gildan's Head Office offered a learning session with a presentation from Yann Allard-Tremblay, a member of the Wendat-Huron Nation and a professor of political science and Indigenous studies from McGill University, Montreal.



GLOBAL HEALTH AND SAFETY

At Gildan, we view health and safety through the lens of prevention and zero harm, for both our employees and the employees of our contractors. By providing a safe and healthy work environment, we support a higher quality of life for workers, conducive to a productive work environment. This also helps us minimize the cost of worker compensation and medical claims that could result from workplace-related health problems or injuries.

2023 HIGHLIGHTS

- Updated Global Health and Safety Policy, which was approved by senior executives
- Achieved first certification related to ISO 45001, occupational health and safety management systems at three sewing facilities in the Dominican Republic
- Reduced Lost-time Injury Rate (LTIR) for employees (cases per 200,000 hours worked) from 0.13 in 2020 to 0.10
- Reduced employee severity rate from 4.01 in 2020 to 2.17
- Achieved our lowest number of work-related incidents (WRI) in 13 years

OUR APPROACH

Goal: Attain ISO 45001 certification at all Company-operated facilities by 2028

Our goal is for each of our Company-operated facilities to achieve certification by 2028 compliant with ISO 45001: 2018 standards for occupational health and safety management systems. By implementing this management system and obtaining the certification across our operations, we aim to enhance and build on our efforts to reduce occupational injuries and diseases and improve and protect general physical and mental health.

Gildan's Global Executive Health and Safety Steering Committee, comprised of senior management and chaired by our Executive Vice-President, Chief Human Resources Officer and Legal Affairs, oversees Gildan's Health and Safety program. Our Global Health and Safety Technical Committee, comprised of regional health and safety managers and directors, participates by elevating relevant safety initiatives from the shop floor to management for global understanding and response.

As part of our efforts to attain ISO 45001 certification, we revised our Global Health and Safety Policy in 2023 to align with our vision to foster a zero-harm culture. Our efforts are guided by our Policy, which applies to and is shared with our operations worldwide. It includes our commitment to:

- Providing a safe and healthy work environment that aids in preventing work-related injuries and illnesses
- Reducing safety hazards and risks through innovative processes and technologies and the use of safe raw materials and supplies
- Ensuring compliance with applicable occupational health and safety laws and other requirements in countries where we operate
- Educating and motivating our employees, contractors, and suppliers to work safely and responsibly
- Fostering openness, consultation, and participation of our employees, their representatives, and other stakeholders in occupational health and safety matters
- Evaluating our Health and Safety management system and actively seeking opportunities to continuously improve our performance

Facility managers are responsible for implementing local health and safety management programs through our global Occupational Health and Safety (OHS) management system. Annual incentives for facility managers are based, in part, on progress against key health and safety objectives. The OHS portion makes up 10% to 25% of eligible incentives, depending on the region and business unit.

Worker participation and consultation are foundational pieces of our OHS management system. We have established joint management-worker health and safety committees at all our manufacturing facilities, and at most of our administrative offices and distribution centres. These committees meet regularly to review safety performance, risk assessments, and opportunities for reducing risk. Committee members are actively involved in facility inspections, incident investigations, and identification of potential solutions.

90% of our facilities have active safety committees and improvement teams comprised of line-level employees who continually strive to improve working conditions. 97% of our employees are represented in these committees and teams.



PRIORITIZING ZERO HARM AND WORK-RELATED INJURY PREVENTION

Gildan strives to proactively identify hazards and control risks through Job Hazard/Safety Analysis (JHA/JSA) and Failure Mode Effects Analysis (FMEA). We apply these tools by observing facility areas and specific job tasks within a job assignment. From our observations and employee participation, we identify potential risks and assess the risk level present. We engage workers through safety committees and volunteerism to seek remedies to reduce the risks associated with each task.

While JHAs, JSAs, and FMEAs provide us with tools to find, measure, and reduce risk, we use every opportunity to improve. If an incident occurs, we investigate and determine root causes and corrective actions. These findings are then shared through:

- One-on-one discussions with employees in the immediate area of risk and their manager and/or safety representatives
- Discussions with others within the department close to the risk
- Communications through pre-shift safety meetings and message boards across each manufacturing facility
- Weekly reviews with global senior management and with manufacturing health and safety leaders
- Monthly reviews within the Global Health and Safety Technical Committee and with plant managers, Human Resources managers, and safety representatives

We classify incidents by category (i.e., event/exposure, body part affected, type of injury, department, job, and shift) and review them regularly to identify potential trends and opportunities to reduce risk. We also analyze data to determine which operations and roles are at a higher risk of exposure to musculoskeletal disorders, and develop methods, training, and tools to reduce that risk. For example, employees working in sewing are at a higher risk of ergonomic hazards due to the repetitive nature of the work. To reduce this risk, shift managers in our sewing facilities regularly lead specialized stretching exercise routines. More information about our focus on ergonomics, can be found on our corporate [website](#).

ENSURING A SAFE WORKPLACE

Gildan's open-door environment encourages employees to speak up about real or suspected misconduct or hazardous situations, and to stop work when they are concerned about a potential injury or illness that could harm them or one of their co-workers.

All employees are encouraged to report concerns and any incidents in-person to their manager without fear of reprisal. Recognizing that this may be uncomfortable to some, we offer additional mechanisms for reporting concerns. Employees can:

- Report concerns to their manager's supervisor, a member of the facility management team, Human Resources, or a safety representative
- File an observation anonymously, either electronically or through paper, to an observation station
- Report concerns anonymously through our grievance mechanisms, including our Ethics and Compliance Hotline³² as outlined in our Whistleblowing Policy for Employees and External Stakeholders (see [page 7](#))

Gildan's Global Whistleblowing Policy for Employees and External Stakeholders prohibits reprisals against employees or external stakeholders who come forward with safety-related concerns. We communicate the policy to all employees and post it in our facilities for all to view.

We recognize individual employees for reporting work-related hazards and offering solutions through programs. Examples include our Formula for Change program in Honduras and Your Ideas, Great Results program within our yarn-spinning operations in the United States. The latter program collects ideas from employees and recognizes them with their picture and a description of their input on our plant message boards. In 2023, we also started recognition programs in the Dominican Republic to encourage employees to identify improvement opportunities and at our U.S. distribution centres as part of our Near Miss Safety program.

The following are examples of improvements that resulted from employee input in 2023:

- The installation of speedbumps in the employee parking lots
- The replacement of worn or loose equipment
- The creation of an employee-led hand safety team
- The creation of an employee-led slips, trips and falls awareness team



³² [EthicsPoint – Gildan Activewear Inc.](#)

HEALTH AND SAFETY PROGRAMS AND TRAINING

We conduct health and safety orientation and onboarding for all new employees, which gives them an understanding of general work-related policies and hazards. New employees are also provided job-specific training covering standard operating procedures, hazards, and operational controls. Additionally, we conduct ongoing health and safety training for employees at all levels, at all Company-operated facilities, including monthly classroom training on defined topics relevant to individual jobs, sites, and countries of operation. We also:

- Provide video training through our Gildan Academy platform
- Conduct pre-shift safety meetings to cover topics as they arise
- Host an annual Safety Week awareness campaign and annual Safety Leadership Summit

We perform an annual training needs assessment or gap analysis to determine our training requirements. We consider all known internal and external exposures associated with our industry, review first aid and injury logs, and consult with our people through safety committees and observations to determine health and safety training needs or requirements. In 2023, training initiatives covered areas such as ISO 45001-related topics, hazard awareness, emergency preparedness, high-risk tasks, safety leadership and safety training and certification for contractors.

To strengthen and enhance our safety culture, we are rolling out visible felt leadership (VFL) training. This approach is based on the concept of leadership that is *visible* to every employee and is *felt* by them to be genuine. In 2023, we held VFL training for 64 senior leaders and people managers in our Honduras manufacturing facilities. We plan to roll this initiative out to leaders in Nicaragua, the Dominican Republic, and Bangladesh in 2024.

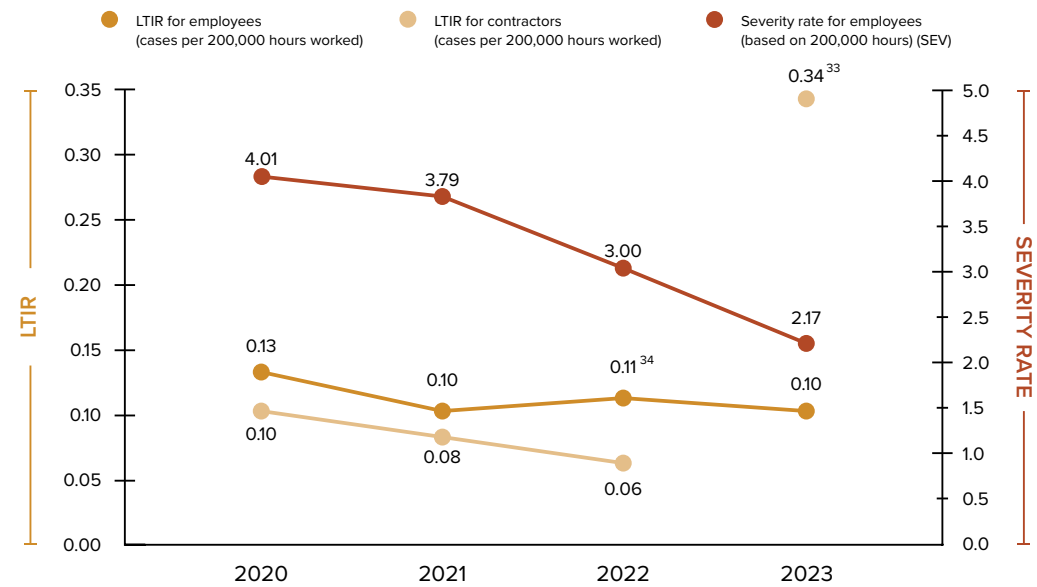
GLOBAL SAFETY SCORECARD

The Company consolidates data from Gildan-operated facilities into a Global Health and Safety scorecard. The scorecard data are categorized by first aid, work-related injuries, lost-time accidents, serious injuries and fatalities (SIF), musculoskeletal disorders, lost workdays, working hours, and injury severity rates. The scorecard is shared and discussed between senior leadership weekly as well as reported to the Board's Compensation and Human Resources Committee quarterly.

In 2023, we experienced the same number of SIFs across the Company as in 2022 – one. We are proud to report that we reduced our WRI consistently across our global manufacturing operations over the past four years and that our 2023 WRI was our lowest in 13 years. While hours worked by our employees decreased by approximately 12% due to factory closures, we attribute our WRI results to a greater focus on prevention, implementing additional controls and training, identifying root causes of incidents, SIFs, and potential SIFs, as well as greater collaboration between teams.

Over the past three years, we have reduced the severity rate across our workforce by 45.9% from 4.01 in 2020 to 2.17 in 2023. Additionally, we have reduced our LTIR by 23% for employees. The reduction in both the severity and number of lost time incidents over the past three years is largely attributable to successfully integrating our Health and Safety management system across the Company and at five contractor facilities in Bangladesh.³³

GLOBAL WORK-RELATED SAFETY TRENDS 2020-2023



³³ Due to instability in Haiti in 2023, some of our contractor facilities were closed for extended periods of time and the general situation made the validation of health and safety data challenging. For 2023, we are reporting on five of our largest building contractors involved in the construction of our new Bangladesh facility. Due to this being the first year of reporting on Bangladesh contractors, this is baseline data.

³⁴ In 2021, we acquired yarn-spinning facilities in the United States (Frontier Yarns); in 2022, we worked to integrate and align these facilities to Gildan's health and safety management systems. This was a factor in the slight increase in LTIR in 2022. As these new facilities integrate Gildan's processes and adopt our health and safety culture, we expect to see a decrease in LTIR over the coming years.



LEADING THE WAY

After two years of implementation, in October 2023, Gildan's three sewing facilities in the Dominican Republic achieved the ISO 45001 certification. This achievement is the first step of many towards reaching the Company's goal of obtaining the ISO 45001 certification for all Company-operated facilities by 2028. We will apply lessons learned to our certification efforts at our other facilities in Central America and in Bangladesh.

"We understand the deep responsibility we hold in protecting and fostering the physical and mental well-being of our employees. Receiving the ISO 45001 certification demonstrates our commitment and the efforts of our teams in these facilities."

*Edward Rua Santana
Manager, Regional Health and Safety*

"We recognize that a focus on safety is a focus on people. The key to continuing a successful ISO 45001 certification journey relies on showing ownership and commitment through all levels of the organization, understanding that our top leaders are not only our sponsors, but also key players."

*Claudia Barahona,
Manager, Health and Safety Management System*

2023 PERFORMANCE

- Reduced employee severity rate from 4.01 in 2020 to 2.17
- Reduced LTIR for employees from 0.13 in 2020 to 0.10
- Received ISO 45001 certification at our San Pedro de Macoris, Las Americas, and San Isidro sewing facilities in the Dominican Republic (see sidebar); facilities in other regions are continuing the implementation of system and operational requirements to achieve this certification
- Created a Near Miss and Hazard Alerts Policy and began to introduce the Safety Pyramid to focus on the identification of unsafe conditions and behaviours
- Continued to implement global processes to report and collect fire incident data to determine root causes and define corrective actions to reduce occurrence. At our Rio Nance site in Honduras, we created a fire prevention safety committee led by our Vice-President, Textile Operations. As a result of these actions, fire incidents were reduced by 22%
- Implemented hierarchical controls within our manufacturing operations to mitigate risk, including the implementation of JSAs for non-routine activities
- At our U.S. yarn-spinning facilities:
 - › Implemented the Actively Caring Employee team program to identify solutions to reduce hand injuries and slips, trips, and falls. This program allows employees to use multiple avenues to not only voice safety concerns but take an active role in being part of the solution. The team meets monthly in each of our yarn facilities to review submissions and create real-time sustainable solutions
 - › Increased percentage of employee participation in safety activities to 20% of plant workforce
 - › Documented review of JSA with each employee within all legacy Gildan facilities

- In our Charleston distribution centre, we launched iWarehouse, a Powered Industrial Vehicle (PIV) monitoring system. The system only allows access to PIVs to trained personnel who have been approved by local management. The system also automatically shuts down PIVs in the event of a collision
- Evaluated current safety practices of Gildan-operated and rented transportation services and identified improvement opportunities; for example, conducted safe driving program for contracted drivers in Honduras
- Developed training programs and communications to promote safe practices for employees outside of work; for example, in Honduras, provided safe driving reminders for employees driving motorcycles

LOOKING AHEAD

In 2024, we plan to:

- Continue the ISO 45001 implementation plan in all our manufacturing facilities and achieve the certification of our textile factory in the Dominican Republic and one of our sewing factories in Nicaragua
- Implement our Near Miss and Hazard Alert Policy and begin reporting near misses globally
- Continue to communicate applicable risks to employees and update applicable safety controls in standard operating procedures
- Document annual review of JSA with each employee at our yarn facilities acquired in 2021
- Establish standardized leading indicators in our manufacturing operations
- Launch phase one of a new three-part global ergonomic program that will reflect new Global Ergonomic Guidelines
- Implement tools to digitalize health and safety processes and reporting into one global system
- Expand the PIV monitoring system in all U.S.-based distribution centres

SUPPORTING THE SAFETY OF CONTRACT WORKERS

We take contractor safety as seriously as we do the safety of Gildan employees. Contractors go through the same rigorous training when working on Gildan sites and are required to comply with all our health and safety policies.

In 2023, more than 1,200 contracted employees helped substantially complete the building of our newest – and largest – facility in Bangladesh. Many of the contractors' workers were involved in high-risk work such as working at heights, hot work, and electrical work. Each underwent safety training and certification before performing any activity on the site. Following zero contractor accidents during the construction of our new site in Bangladesh in 2022, we experienced one SIF in 2023, when a contractor suffered a hand injury. Following the incident, we identified the root cause and took steps to prevent recurrence. This included training, implementation of JHA before starting any task, and reinforced supervision. Overall, our LTIR for our Bangladesh contractors was 0.34 in 2023.³⁵

At our Rio Nance site in Honduras, we initiated a similar process in 2023 to train and certify contractors before they begin work on-site. If contractors receive a certain number of safety faults, they are either temporarily or permanently suspended from working at the site.

³⁵ For 2023, we report on five of our largest building contractors involved in the construction of our new Bangladesh facility. Due to this being the first year of reporting on Bangladesh contractors, this is baseline data.

COMMUNITY ENGAGEMENT

OUR COMMUNITIES

Goal: Increase annual contributions to an amount equal to 1% of the Company's pre-tax earnings by 2026

Gildan is committed to the communities where we work. We seek to positively impact socio-economic development through meaningful community programs, win-win partnerships, and employee volunteerism.

2023 HIGHLIGHTS

- Continued to work to achieve our goal to increase annual contributions to an amount equal to 1% of the Company's pre-tax earnings by contributing 0.4% of the Company's pre-tax earnings (totalling more than \$1.9 million 🎯)
- Signed a two-year Memorandum of Understanding with the U.S. Agency for International Development in Honduras through its Building Climate Resilience Activity
- Gildan employees logged 36,126 hours of volunteer time, including 5,500 hours volunteered during work time
- Spent approximately \$1.6 billion on local suppliers

OUR APPROACH

Community engagement is overseen by our Community Investment Committee, chaired by our Vice-President of Global Social Compliance and Environmental Affairs, and guided by our Community Investment Policy and governance framework.

In 2023, we developed new, and expanded our existing, strategic community engagement partnerships to maximize our impact. In collaboration with local Gildan teams, we focused most of our community investment dollars in three core areas:

- Quality education
- Good health and well-being
- Resources protection

Our investments include financial donations, employee volunteering, matched-giving towards pre-determined Gildan causes, and in-kind donations. We manage, track, and report our community investments globally. In 2023, we developed KPIs aligned with our core areas and transitioned from annual to quarterly audits focused on transactions within our community investment portfolio which was led by LBG Canada.

CHARITABLE GIVING (\$M)*	2023	2022	2021
Total community investment ³⁶ (spend/\$)	0.9	0.5	0.5
Total in-kind giving (\$)	0.6	0.5	1.6
Management costs (\$)	0.3 ³⁷		
Total (\$)	1.9 🎯	1.1	2.1
Percentage pre-tax earnings (%)	0.4	0.19	

* Totals may not add due to rounding.

³⁶ Includes cash donations and financial value of volunteering hours during work time.

³⁷ For 2023, we are including management costs of \$309,965 in our calculation methodology.



QUALITY EDUCATION

We aim to promote inclusive and equitable quality education and lifelong learning opportunities for all. We invest in:

- **Skills for work and life:** Includes training in a wide range of skills (emotional, social, and intellectual) that contribute to productive and healthy lives, technical and vocational education, and training
- **Quality of education:** Education programs, women’s education, and capacity-building programs for students, teachers, schools, communities, and families
- **Infrastructure:** Building and upgrading educational infrastructure
- **Scholarships:** Scholarship programs that encourage students to go above and beyond and become positive leaders of tomorrow

Below are select examples of our various partnerships in 2023:

Bangladesh: We continued our partnership with Room to Read, which helps girls in grades 6–12 develop education skills and knowledge to address common gender barriers. We supported life skills sessions for girls and training for secondary school teachers on how to use a gender-responsive approach in their teaching. In addition, we started a school renovation project at the Dendabor Government primary school in the community of Savar, Dhaka. The project included gardening, civil, sanitary, and furniture work and aims to create safe, adequate, and pleasant learning spaces for more than 1,100 students between the ages of 4 and 12. As part of this project, more than 50 employees volunteered to help paint classrooms and plant trees.

“I feel so happy to be part of this volunteering activity. As a team, we enjoyed [our work] a lot and did our task willingly and happily.”

*Bushra Rahman Zarin
Gildan volunteer, Bangladesh*

Dominican Republic: We established a three-year partnership with World Vision Dominican Republic valued at \$150,000 for the implementation of the Resilient and Participatory Schools program. It aims to create more resilient and safe schools through reading clubs that help children develop leadership, participatory, and disaster risk management skills.

Honduras: Together with World Vision Honduras, we successfully concluded Phase III of the Childhood Education and Transformation (CET) program, reaching more than 200,000 children in three municipalities on topics ranging from information and communication technologies (ICTs) and caring for the planet to parenting and emotional well-being. We donated \$175,000 to the program, which helped 195 schools develop plans for green and safe schools and trained 3,154 teachers on ICTs, environmental care, and risk management. In 2023, we signed a two-year agreement valued at \$250,000 to implement Phase IV of the program. As part of this new phase, we will expand the program to the city of Quimistán, introducing new topics related to the care and protection of the environment as well as youth development.

“Gildan is an effective and efficient collaborator because they focus on what is needed. They assess schools and identify their needs, and that is where they focus. We will always be grateful for that.”

*Fernando Toro
Director of Education, Choloma*

Nicaragua: We completed the construction and furnishing of Monte San Juan School in Rivas. The project added two new classrooms and restrooms, as well as updated pre-school rooms, drinking fountains, a school pantry, a water tank, and a fence surrounding the school. Gildan employees proposed the project through the Company’s Part of Your Life program, which invites workers to suggest community investment projects. Gildan’s investment was approximately \$126,000.



Gildan employees volunteered as part of the CET program, offering their time to paint, help with cleanup activities, prepare food packages, and deliver over 100 school kits with backpacks and school supplies to children.

GOOD HEALTH AND WELL-BEING

We believe that promoting health and well-being can strengthen both communities and our business. We invest in programs and activities that:

- Improve access to quality and essential healthcare services
- Improve access to water that has been properly treated, sanitation and hygiene
- Provide and promote community health education
- Promote healthy lifestyles (e.g., healthy eating and nutrition, physical activity, and healthy habits)
- Provide community-based mental health initiatives
- Strengthen community capacity for early warning, reduction, and management of health risks

Below are select examples of our various activities in 2023:

Barbados: Gildan supported the Barbados Cancer Society's Walk for the Cure by donating 11,000 pink t-shirts and printing artwork for the initiative. The event supports local breast screening programs.

Dominican Republic: For the fourth year, we hosted a free three-day event to provide preventative eye care checkups to community members near our Guerra facility. Organized in partnership with the Batey Relief Alliance and the Dominico-Canadian Chamber of Commerce, the event brought together optometrists, professors, and interns from the New England College of Optometry who provided consultations, prescription glasses, sunglasses, drops, and fortified foods to more than 280 people. The event was further supported by volunteers from Gildan who collectively dedicated over 190 hours.

Honduras: We completed the expansion of the Fesitranch Health Center in San Pedro Sula, where over 6,000 people come for medical care every month. Gildan also donated pediatric equipment to the Honduran Pediatric Association – Sula Valley Chapter valued at \$230,000. This donation will help reduce surgical delay at Hospital Mario Catarino Rivas (HMCR), which has over 400 children waitlisted for pediatric surgery due to lack of proper equipment. The HMCR is the national public hospital closest to our manufacturing site in Honduras and serves a population of more than three million people.



RESOURCES PROTECTION

We seek to support and protect the environment around us, both in how we operate and through local partnerships. We invest in programs and activities that:

- Promote sustainable management and efficient use of natural resources
- Support organizations and communities working to improve the reduction, reuse, and recycling of materials
- Promote sustainable forest management, combat desertification, halt and reverse land degradation, and halt biodiversity loss
- Promote community education, awareness, and capacity building to help mitigate, adapt to, and reduce the effects of climate change
- Protect and restore water-related, marine, and coastal ecosystems
- Support research, knowledge development, and solutions for the apparel industry's key environmental challenges

Below are select examples of our various partnerships in 2023:

Honduras: We signed a two-year Memorandum of Understanding with the U.S. Agency for International Development through its Building Climate Resilience Activity. Together, we will focus on water and solid waste management, ecosystem conservation, climate risk prevention, and disaster prevention and response in vulnerable communities where we operate, with a focus on the cities of Choloma, Villanueva, and San Pedro Sula to promote sustainable growth.

Canada: Gildan partnered with McGill University's Desautels Faculty of Management to support their Sustainable Growth Initiative. Over the three-year collaboration, our funding – valued at approximately \$110,000 – will encourage students to find innovative solutions through McGill's new Annual Grand Challenge on Sustainability. The 2023-2024 challenge focused on the social and environmental impact of waste in apparel supply chains and actionable solutions businesses can take. This first challenge will conclude in early 2024.

Nicaragua: We supported Sow to Harvest for a seventh year, expanding our support to the city of Diriamba. We are collaborating with 10 farmers as well as local municipalities, the Ministry of Environment and Natural Resources, and the National Forestry Institute. The program has been implemented in six municipalities and has planted 36,806 forest plants on 17 hectares. Replanting has also been carried out to replace any plants that died due to fire, pests, drought, and other causes.

“As a farmer, I decided to work together with Gildan because it is a company with a very good reputation nationally and internationally. Since they are close to our farm, we saw that the Company has taken an interest in the ecosystem, the environment, and the protection of natural resources, such as water. Reforestation is helping to preserve the water needed by 300,000 people in the town of Carazo and the wildlife.”

Sergio Baltodano, farmer participating in the Sow to Harvest program in San Marcos, Carazo

United States: We teamed up with the South Carolina Aquarium in Charleston, South Carolina, to raise awareness of, and inspire students in, marine conservation through hands-on educational experiences, interactive programs, and workshops. In addition, Gildan employees will have the opportunity to volunteer and support activities at the aquarium, as well as beach clean-ups and projects addressing plastic pollution, sea level rise, and sustainable seafood.

For more information on how we are supporting biodiversity in our local communities, see [page 25](#).



"I am truly excited to have witnessed this incredible tournament and to have had the opportunity to share it with a group of students from the school who cheered and shouted throughout the game. On behalf of all the teachers and students, I want to thank Gildan for organizing this tournament and considering us to be beneficiaries."

César Luque, a teacher at one of two schools that won a \$2,500 prize in Gildan's 7x7 Goals that Transform Lives tournament

GILDAN EMPLOYEES GIVE BACK

In 2023, we launched our employee volunteering program, Respect in Action, encouraging employees to give back to their local communities. In total, employees logged 36,126 hours of volunteer time – more than double the amount in 2022. This included 5,500 hours volunteered during work time.

Below are select examples in 2023:

Australia: Gildan hosted a volunteer day at a local not-for-profit that helps victims of domestic and family violence. Employees helped put together “escape bags” with necessities that a victim of abuse and their children may need when leaving a dangerous or abusive situation.

Dominican Republic: Over 2,000 employees and family members from our four facilities attended the Gildan Glow Run, which raised over \$40,000 to support healthcare for low-income residents in the San Pedro de Macorís region.

Honduras: Gildan hosted the 7x7 Goals that Transform Lives tournament. A total of 124 teams from Gildan’s four facilities in Rio Nance participated in the seven-week soccer tournament, representing 1,860 Gildan employees. Teams were paired with local schools, competing not only for the tournament trophy but to win two \$2,500 prizes to help local schools purchase school equipment and supplies. As teams progressed through the tournament, they advanced their school's cause.

United States: Employees at our yarn facilities volunteered their time and experience to help students prepare for jobs through mock interviews and plant tours. Mock interviews improve confidence by providing students with the opportunity to practice, receive feedback, and improve their communication skills.

ECONOMIC DEVELOPMENT

We contribute to community economic development through direct and indirect employment, investments in building facilities, and purchasing from local suppliers.

We seek to hire and promote employees from the communities in which we operate. In 2023, 84% of our managers globally were from local communities near our facilities.

When it comes to sourcing materials and services required for our operations, we try to source from local suppliers. In 2023, we worked with 2,796 local suppliers across our manufacturing operations and our Head Office in Canada. Sourcing from local suppliers allows us to create value for local businesses, while also reducing transportation costs, GHG emissions from transportation, and lead time. Relationships with local suppliers also improve our supply chain resiliency.

In 2023, Gildan’s total expenditures for materials and services with local suppliers was approximately \$1.6 billion.

HOW WE APPROACH TAXATION

Our operating profits are taxed in each jurisdiction in which we operate, as governed by all applicable fiscal regulations and laws. The Company follows a [Taxation strategy](#) designed to ensure effective risk management and governance in relation to all taxation matters. The approach is closely aligned with the Company’s business strategy and complies with the Company’s [Code of Ethics](#) and [Code of Conduct](#).

Some countries in which we operate offer significantly lower tax rates than others, as a means of encouraging investment in the country and with the objective of creating employment and economic activity. Where we do have a presence in low-tax jurisdictions, we do so for commercial reasons, including local production, manufacturing, and trading activity. We re-invest a significant portion of the cash savings from our low-effective tax rate in our people, ESG initiatives, and infrastructure in under-resourced countries where we operate. Our overall tax rate is consistent with our operating structure and includes the effect of the various tax rates on the earnings of our foreign subsidiaries. Through this approach, we aim to maintain consistency with our business operations while actively contributing to the socio-economic development and sustainability of the regions in which we operate.

2023 PERFORMANCE

- Launched our Community Investment Policy and governance framework with representatives at each Gildan location
- Launched our employee volunteer program
- Developed new, and expanded our existing, community engagement strategic partnerships to maximize our impact

LOOKING FORWARD

In 2024, we plan to:

- Continue to enhance our community investment processes and approach to deliver deeper, more measurable community impact over time
- Continue activities through our global volunteering program aligned with our employee volunteering program guidelines
- Develop new community engagement partnerships and programs in Bangladesh and Haiti



GOVERNANCE

SECTIONS

- ▶ CORPORATE GOVERNANCE
- ▶ ETHICS AND INTEGRITY STANDARDS
- ▶ ESG GOVERNANCE
- ▶ STAKEHOLDER ENGAGEMENT
- ▶ RISK MANAGEMENT
- ▶ DATA PRIVACY AND CYBERSECURITY
- ▶ PUBLIC POLICY AND ADVOCACY
- ▶ REFLECTIONS ON A 20-YEAR SUSTAINABILITY JOURNEY

GOVERNANCE

CORPORATE GOVERNANCE

Our independent Board of Directors helps ensure effective oversight of the Company's management. As of December 31, 2023, 10 out of the 11 Gildan Board members were independent.³⁸ The only non-independent director was Craig Leavitt, who was considered non-independent during his tenure as Interim President and CEO from December 11, 2023, to January 14, 2024.³⁹ As of May 24, 2024, Glenn Chamandy was re-appointed as President and CEO.⁴⁰

Our independent Board members meet on a quarterly basis and hold additional meetings as required. At each of these meetings, independent directors meet without the presence of management. Only independent members sit on the Board's three standing committees: the Audit and Finance Committee (Audit Committee), the Compensation and Human Resources Committee (HR Committee), and the Corporate Governance and Social Responsibility Committee (Governance Committee).

The Board Diversity Policy includes a commitment to achieving at least 30% female representation on the Board by our 2023 annual meeting of shareholders. This commitment is further to the Board's stated objective in 2021 to have at least 30% representation of persons who self-identify as women, visible minorities, Indigenous Peoples (First Nations, Inuit, and Métis), and/or persons with disabilities, as well as to have representation on the Board of at least one racially/ethnically diverse director.

As of December 10, 2023,⁴¹ the Board achieved 36% female representation with a total of four directors out

of the 11 directors who self-identified as women in accordance with the Canadian Employment Equity Act.

The Governance Committee reviews the composition, skills, and diversity of the Board to identify gaps and target specific expertise to enhance the Board's composition and the breadth and depth of expertise. The director skills matrix has been updated to reflect these observations. Please see [page 55](#) in our 2023 Management Information Circular for more information.

In 2023 the Board, through its Governance Committee, also oversaw the implementation of several Board effectiveness enhancements. These included the adoption of amendments to the Corporate Guidelines Principles and enhancement of the Board evaluation questionnaire to further strengthen the Board's annual performance evaluation assessment. The Board also adopted two new policies to enhance the Company's risk governance and remain at the forefront of best practices. The Board adopted a new Clawback Policy and a Related Transactions Policy to formalize its review and governance approach to related party transactions. Other best practices in corporate governance reflected by our Board include:

- Directors may serve on a maximum of four public company boards
- Only independent directors serve on Board committees
- Annual election of directors (no staggered terms)

- Directors elected individually in non-contested elections (no slate voting)
- Board tenure and term limits (15 years of service or age 72, whichever occurs earlier)
- Private sessions of independent directors at all Board and committee meetings
- Proactive engagement and collaboration with shareholders and other stakeholders
- Strong Board education, as well as new director mentoring and onboarding

For more information, including our governance policies, visit our corporate [website](#).

EXECUTIVE COMPENSATION

Our executive compensation program is designed to attract, motivate, and retain high-performing executives, as well as encourage, and reward superior performance, and align executives' interests with those of our shareholders.

Since 2022, a portion of the executive short-term incentive program is tied to the advancements of ESG targets to create greater alignment between executive compensation and shareholder interest. Gildan's ESG goals represent 25% of their strategic performance assessment.⁴¹ Further information on executive compensation can be found in our [2023 Management Information Circular](#).

BOARD OF DIRECTORS ⁴¹

Average Age

64

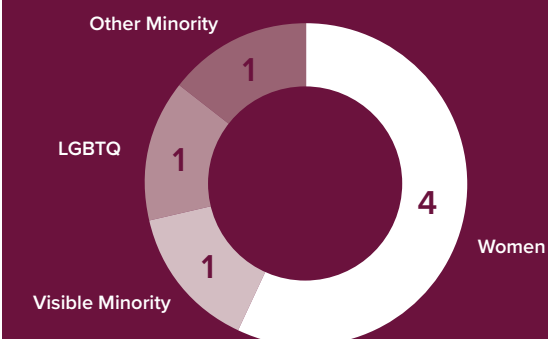
Average Tenure

7.7
YEARS

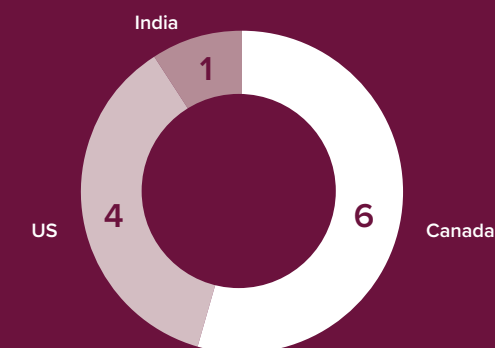
Quality and Experienced

100%

DIVERSITY



GEOGRAPHIC LOCATION



³⁸ Data relating to the Board of Directors represents January 1, 2023, to December 10, 2023.

³⁹ [Gildan Activewear Announces Leadership Changes – Vince Tyra Appointed as President and CEO; Glenn Chamandy Leaving | Gildan \(gildancorp.com\)](#).

⁴⁰ [Glenn Chamandy Appointed as President and CEO and Michael Kneeland to serve as Chair of the Board of Directors](#).

⁴¹ Data relating to the Board of Directors represents January 1, 2023, to December 10, 2023.

ETHICS AND INTEGRITY STANDARDS

OUR APPROACH

Our Compliance Steering Committee oversees our approach to ethics and compliance. This executive-level Committee operates under the leadership of our President and Chief Executive Officer and oversees the Company's global compliance programs in numerous areas, including ethics, environment, labour and human rights, fraud, bribery, and health and safety. The Committee is accountable to the Board of Directors and reports quarterly on important compliance matters to the Governance Committee of the Board.

Five committees within Gildan report to the Compliance Steering Committee:

- Ethics and Fraud Compliance
- Financial and Securities Law
- Operational Compliance
- Tax Compliance
- Information Security

In 2023, we created two sub-committees to support the Compliance Steering Committee framework: a Product Safety sub-committee under the Operational Compliance Committee and a Data Privacy sub-committee under the Information Security Committee.

The Compliance Steering Committee, in turn, reports to the Governance Committee of the Board of Directors. The Audit Committee is also notified by our Internal Audit department if there is a complaint that relates to accounting, internal controls, audit matters, or if fraudulent conduct is involved. In such instances, the Audit Committee determines how the case will be handled.

Our Ethics and Compliance program is administered under the Vice-President, General Counsel and Corporate Secretary.

More information can be found on our corporate [website](#).

CODES AND POLICIES GOVERNING ETHICAL BEHAVIOUR AND ACCEPTABLE BUSINESS PRACTICES

[Code of Ethics](#): Addresses matters such as conflicts of interest, corruption, integrity, confidentiality of corporate records and information, protection and use of corporate assets, labour relations, human rights, health and safety, insider trading, legal compliance, and the reporting of unethical or illegal behaviour.

[Global Anti-Corruption Policy and Compliance Program](#): Outlines our policy against bribery and all other forms of prohibited payments, including facilitation payments. Anti-Corruption Compliance Officers from each of our geographic sites report any instances of solicitations for prohibited payments or non-compliance with our Policy to the Compliance Steering Committee.

[Code of Conduct](#): Aligns with internationally recognized standards such as the ILO and the FLA. It comprises 12 principles that state our positions on fundamental labour rights and business practices.

[Social and Sustainable Compliance Guidebook](#): Provides guidance for our facilities, as well as finished product contractors, to meet Gildan's compliance standards and adhere to laws, principles, conventions, standards, and codes.

[Human Rights Policy](#): Outlines our public commitment to upholding and respecting human rights across our organization and our supply chain.

The policies mentioned above are available on our corporate website in Bengali, Chinese, English, French, Japanese, and Spanish.

All employees participate in our Code of Conduct training program, as well as compliance awareness training. In addition, certain employees in supervisory positions or in non-supervisory positions with job functions that require an especially high standard of compliance must complete an annual certification process. All new employees are asked to read, acknowledge, and certify that they will comply with our Code when they join Gildan.

SUPPLIER AND CONTRACTOR STANDARDS

Our relationships with our contractors are governed by our [Global Responsible Production and Sourcing Policy](#). Gildan requires all finished product contractors and key raw material suppliers to uphold and respect Gildan's ethical, social, and environmental standards as a condition of doing business with us. Our contracts include clauses where suppliers must formally acknowledge our standards and agree to comply with them throughout the term of their relationship with us. They also must sign a legally binding vendor agreement, which outlines our expectations, including:

- Compliance with Gildan's Code of Conduct, as well as applicable laws
- Compliance with ethical principles that are outlined in Gildan's Code of Ethics including but not limited to bribery, anti-corruption, and anti-fraud
- Assessments and remediation
- Other assessments suppliers may be subject to, such as FLA assessments
- Additional policies on unauthorized subcontracting, counterfeiting, and others
- Establishment of grievance mechanisms within their facilities

Prior to sourcing from a new vendor, Gildan conducts due diligence for each of the vendor's facilities that will be supplying Gildan with materials, products, or services. This includes a review of its history, including its reputation, any past instances of non-compliance with laws and regulations, workplace policies and standards, quality control, and cost efficiency, all of which inform Gildan's sourcing decision-making process.

For workplace policies and standards, we require a profile and self-assessment from every new facility, and then conduct an audit of the facility. Following the audit, the facility receives a colour rating ranging from green to black based on the number and severity of the findings against Gildan's Code of Conduct and the benchmarks outlined in our Social and Sustainable Compliance Guidebook. If a finished product contractor or Gildan-operated facility receives a green or yellow rating, it is approved for production. If a finished product contractor or Gildan-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 within a set timeframe. A black rating will result in termination of the contract once open orders are completed.

Gildan also conducts audits of existing finished product contractors. In the event of non-compliance, our Social Compliance team will work with the contractor to develop a management action plan, which ensures appropriate mitigation is put in place to prevent recurrence. Progress on each action plan is tracked through our Corporate Social Responsibility data platform. If a contractor is not able to demonstrate improvements within a prescribed timeframe, we may reserve the right to terminate our relationship with them.

For more information on our audit rating system, please refer to page 8-10 of our [Social and Sustainable Compliance Guidebook](#). For more information on how we audit our suppliers' social and environmental compliance and performance results, see [page 94-96](#).

In 2023, 100% of employees who were asked to complete the annual compliance certification completed it.

REPORTING VIOLATIONS AND GRIEVANCES

Access to effective remedy is a core component of the UN Guiding Principles on Business and Human Rights (UNGPs). These UNGPs provide the guidelines for states and companies to prevent, address, and remedy human rights abuses committed in business operations.

Gildan's [Global Whistleblowing Policy for Employees and External Stakeholders](#) details our procedures for, and response to, complaints and concerns about improper practices or questionable acts by Gildan or its employees, officers, Board members, consultants, contractors, agents, or suppliers. The policy provides our employees and external stakeholders with communication channels that allow them to raise concerns in confidence, and anonymously if desired, without fear of reprisal or retaliation.

Employees can report concerns to their supervisor, department head, local Human Resources department, or Legal department. Employees can also report concerns to the:

- Chair of the Board of Directors
- Chair of the Compliance Committee
- Chair of the Audit and Finance Committee
- [Ethics and Compliance Hotline](#), a confidential, 24/7 service managed by an independent third-party provider. Local and, where available, toll-free hotline numbers are posted in each office and plant location and published on the Gildan corporate website. The service is available in the local languages of each country in which we operate

In addition to the Ethics and Compliance Hotline, workers at most of our manufacturing facilities can report concerns, grievances, or complaints through our digital grievance mechanism, the Open Worker Line (OWL) app. OWL allows a closer engagement between workers and management. Workers can submit feedback anonymously, as well as any supporting evidence, via their smartphone. Human Resources receive notifications immediately, at which point the issue submitted by the employee is analyzed and assessed for its level of severity, remediated, and closed. Our Social Compliance team monitors the grievance platform to ensure that Human Resources responds to employees in a clear manner within appropriate timeframes, and ensures affected stakeholders receive appropriate support.

Other mechanisms available to employees include suggestion boxes in our facilities that allow employees to submit anonymous suggestions and/or grievances, and roundtables that allow employees to share their opinions and contribute to the management of workplace issues.

We present quarterly reports on hotline calls to the Ethics and Fraud Compliance Committee, which communicates any significant issues to the Compliance Steering Committee, followed by the Audit Committee and the Governance Committee.

External stakeholders can report concerns through:

- The Chair of the Ethics and Fraud Compliance Committee at EthicsAndFraud@gildan.com
- The independent Chair of the Board at BoardChair@gildan.com
- The independent Chair of the Audit and Finance Committee of the Board at AuditChair@gildan.com for concerns related to accounting, internal accounting controls, or auditing practices
- [Ethics and Compliance Hotline](#)

COMMUNICATION METHODS AVAILABLE TO EMPLOYEES BY COUNTRY	
Australia	Ethics and Compliance Hotline, ethics email
Bangladesh	Ethics and Compliance Hotline, ethics email, suggestion box, roundtable, digital application
Barbados	Ethics and Compliance Hotline, ethics email
Canada	Ethics and Compliance Hotline, ethics email
China/Singapore	Ethics and Compliance Hotline, ethics email
Dominican Republic	Ethics and Compliance Hotline, ethics email, suggestion box, roundtable, digital application
Honduras	Ethics and Compliance Hotline, ethics email, suggestion box, roundtable, digital application
Nicaragua	Ethics and Compliance Hotline, ethics email, suggestion box, roundtable, digital application
United States	Ethics and Compliance Hotline, ethics email, suggestion box, roundtable

In 2023, we received 3,110 suggestions, concerns, complaints and/or grievances via local means, 98% of which (3,040) were resolved by the end of the year, with 70 outstanding.

We received 37 calls to the Ethics and Compliance Hotline. 100% of the calls were investigated and resolved by the end of the year, with communication back to the whistleblower.



REMEDIATION PROCESS

Gildan investigates and remediates all complaints or concerns made in good faith within a reasonable timeframe.

In cases where suggestions are directed to our Ethics and Compliance Hotline, they may be reclassified as as grievances once they have been reviewed. In these instances, we take the steps outlined in our Global Whistleblowing Policy for Employees and External Stakeholders, as follows:

1. **Review:** After a suggestion is submitted, it is vetted to determine whether it is a grievance and to identify the nature or severity of its cause
2. **Investigate:** If the suggestion is determined to be a grievance, it is then directed to Human Resources to investigate
3. **Plan:** An action plan, response, or approach is developed for remediation, with agreement from all parties
4. **Implement:** Grievance remediation efforts are implemented, often within a predefined time period, and the case is monitored, logged, and archived

2023 PERFORMANCE

- 100% of employees who were asked to complete the annual compliance certification completed it
- 94% of employees in all Gildan manufacturing locations received their annual Code of Conduct refresher training⁴²
- 100% of our finished product contractors in Asia and the Americas completed their annual Code of Conduct refresher training
- We began the review of our Code of Conduct, Social and Sustainable Compliance Guidebook, and our audit rating system to ensure alignment with the latest due diligence requirements
- Launched the OWL at 17 of our facilities in Bangladesh, the Dominican Republic, Honduras, and Nicaragua to allow workers to anonymously submit feedback to Human Resources through the app. As of December 2023, nearly 5,000 employees had downloaded the app
- Provided grievance mechanisms awareness sessions to employees at our facilities in Honduras, Nicaragua, and the Dominican Republic to raise awareness of tools to report grievances, escalation mechanisms, and Gildan's response procedures
- Held grievance mechanisms training for Human Resources in Bangladesh

LOOKING AHEAD

In 2024, we plan to:

- Continue to deploy OWL in our U.S. yarn facilities, our new facility in Bangladesh, in two additional facilities in the Dominican Republic, one in Honduras, and one in Nicaragua

⁴² We coordinate with our facilities to ensure that employees who were not able to receive the training complete it accordingly.

ESG GOVERNANCE

Our Board of Directors oversees the progress of our Next Generation ESG strategy and targets. The Governance Committee is responsible for overseeing our ESG policies and practices, including those relating to the environment, labour and human rights, health and safety, community engagement, stakeholder relations, and other ESG topics.

The Board receives a comprehensive report on ESG matters at each quarterly meeting that highlights key developments, issues, and risks. The Senior Vice-President Taxation, Sustainability, and Governmental Affairs and the Vice-President, Global Social Compliance and Environmental Affairs also report on ESG performance metrics to the Governance Committee on a quarterly basis. In 2023, we provided continuing education to our Board on several ESG-related topics and, in early 2024, on data privacy.

Our ESG Steering Committee is co-chaired by our Chief Executive Officer and the Executive Vice-President, Chief Financial and Administrative Officer, and comprised of executive and senior management. It is tasked with developing and overseeing the execution and monitoring of our Next Generation ESG strategy. Five working groups are chaired by senior leaders and made up of cross-functional representatives who support ESG strategy development and implementation. The ESG Steering Committee meets on a quarterly basis. ESG is integrated into the Company's overall financial and operating performance review, contextualizing its significance within our overall business framework.

At a corporate and operational level, the Centre of Excellence (COE) for ESG is led by our Senior Vice-President, Taxation, Sustainability, and Governmental Affairs, and our Vice-President, Global Social Compliance and Environmental Affairs, both of whom provide strategic guidance related to ESG across the Company. In addition to ESG governance, the COE serves as a facilitator and integrator of ESG across the Company.



STAKEHOLDER ENGAGEMENT

We proactively engage and collaborate with a broad range of stakeholders to inform, discuss, listen, and learn. This includes investors, employees and unions, customers, non-governmental organizations, trade associations, local communities, academia, governments, and suppliers. We take this feedback and integrate it into how we do business. [Our Global Stakeholder Engagement Policy](#) outlines how we manage stakeholder engagement.

Gildan recognizes that active stakeholder engagement contributes to our own growth and also to the broader industry's progress. Below are examples of select stakeholder engagement activities in 2023.

Our Senior Vice-President, Sustainability, Taxation, and Governmental Affairs was a panelist at the 2023 Better Cotton Conference. He addressed topics including the measurement and reduction of GHG emissions in the cotton supply chain and corresponding challenges and barriers to effective action; recommendations for how industry stakeholders can collectively and meaningfully make progress in the reduction of GHG emissions across the cotton sector; and the need for support from governments to support innovation and/or emerging low-carbon technologies through tax credits and/or other incentives.

Our Director, Global Sustainability engaged in two meetings with the 14 members of the International Sustainability Standards Board (ISSB) to deliberate on financial disclosures pertaining to climate change. These meetings occurred just before the ISSB finalized their S1 and S2 standards. Topics addressed included the challenges associated with timely data acquisition and accurate reporting – particularly concerning Scope 3 GHG emission disclosures. While investors and other stakeholders seek comparability across different companies, we explained that this is challenging due to variations in reporting methodologies. Furthermore, nuances in data collection methodologies can significantly influence results.

Additionally, Gildan continued to participate in an investor-led engagement facilitated by Sustainalytics aimed at providing investors with deeper insights into how apparel companies address modern slavery risks within their supply chains. In addition to sharing the Company's modern slavery mitigation practices, we solicited feedback from Sustainalytics on other industry practices and emerging trends that could potentially enhance our approach.

In 2023, we also continued to engage with the following organisations on social and environmental matters which are highlighted as per the table below:

ORGANIZATION	AREA OF FOCUS	RELATIONSHIP
Better Cotton	Environment and social	Better Cotton is a not-for-profit, multi-stakeholder governance group that promotes better standards in cotton farming and practices across 21 countries. This program aims to help cotton communities survive and thrive, while protecting and restoring the environment. We are retail members of the initiative
Better Work	Labour rights	Gildan is a Buyer Partner of Better Work , a partnership between the ILO and the International Finance Corporation (IFC) that brings together governments, employers, workers, and international buyers to improve compliance with labour standards and promote competitiveness in global supply chains Better Work and Buyer Partners engage strategically with both the Better Work Programme and with related stakeholders to drive change within the industry. Buyer Partners commit to the principles of Better Work, including promoting the implementation of decent work, transparency, collaboration, and accountability. Buyer Partners also actively work to engage their supply chains in participating countries. Through the Better Work Buyers' Forums, at the national and international levels, Buyer Partners can come together to discuss challenges to compliance with labour standards and help identify innovative solutions
Fair Labor Association (FLA)	Labour rights	The mission of the FLA is to combine the efforts of business, civil society organizations, colleges and universities to promote and protect workers' rights and to improve working conditions globally, through adherence to international standards. Companies that join the FLA commit to upholding the FLA Workplace Code of Conduct (which is based on ILO standards) and to establishing internal systems for monitoring workplace conditions and maintaining code standards throughout their supply chains Gildan has been an FLA member since 2003 and was the first vertically integrated apparel manufacturer to have its Social Compliance program accredited by the FLA in 2007. In 2019, Gildan's Social Compliance program was reaccredited by the FLA. As a member, we are subject to periodic audits by the FLA to ensure that we have implemented systems and procedures to uphold FLA standards in our supply chain
US Cotton Trust Protocol (USCTP)	Environment	The USCTP was designed to set a new standard in more sustainably grown cotton, ensuring it contributes to the protection and preservation of the planet, using the most sustainable and responsible techniques. Gildan has been a member since 2021. In addition to being a Brand and Retail member of the USCTP, our Vice-President, Cotton Operations, became a member of its Board of Directors in 2023
Supplier Ethical Data Exchange (SEDEX)	Social compliance	Gildan is a member of SEDEX, which provides member companies with a secure web-based platform to store and share SEDEX Members Ethical Trade Audit reports. Being a member of SEDEX allows us to benchmark our social compliance monitoring tools and transparently share results with key stakeholders
Cascale ⁴³	Environmental and labour	Cascale, formerly known as the Sustainable Apparel Coalition, is an industry-wide group of leading apparel and footwear brands, retailers, manufacturers, non-governmental organizations, academic experts, and government organizations working to reduce the environmental and social impacts of apparel, footwear, and textile products around the world. Cascale provides the apparel industry with tools and platforms to create a common sustainability standard. Gildan has been a member of the organization since 2013
Sustainable Brands	ESG governance	Gildan is a member of Sustainable Brands, an organization that brings together sustainability professionals to drive thought leadership and responsible practices across organizations
Worldwide Responsible Accredited Production (WRAP)	Social compliance	WRAP is an independent, objective, not-for-profit team of global social compliance experts dedicated to promoting safe, lawful, humane, and ethical manufacturing around the world through certification and education, primarily focusing on certifying workplaces in its 12 principles. These principles are based on generally accepted international workplace standards, local laws, and workplace regulations, and include the spirit or language of relevant conventions of the ILO, the UN Guiding Principles on Business and Human Rights, and the OECD's Guidelines for Multinational Enterprises. All our sewing facilities and our G.A.B Limited facility in Bangladesh are WRAP-certified

⁴³ Formerly known as Sustainable Apparel Coalition.

RISK MANAGEMENT

We believe a good business strategy should include sound risk management practices, as well as the vision to see the opportunities within those risks. By understanding the most critical risks faced by our business, including those related to ESG, we can proactively put in place systems to mitigate them while concurrently pursuing any opportunities they present. In this way, we seek to foster a Company-wide culture of risk and opportunity awareness.

Our Board of Directors oversees risk based on our risk governance framework, which lays out specific policies and processes for the continuous assessment of risks to our business. These include risks related to operations, finances, compliance, strategy, and the environment, as well as political, social, and human rights risks.

Gildan's management team is responsible for managing risk on an ongoing basis. Our Senior Vice-President, Taxation, Sustainability, and Governmental Affairs is the highest-ranking person charged with overseeing the Enterprise Risk Management (ERM) function within the Company. This role provides risk management oversight, including that of the various mechanisms that assist in monitoring and reporting risks to the Board of Directors. Each operating unit, function, or department is responsible for actively managing and monitoring its respective risks throughout the year.

Our ERM team conducts an annual assessment of strategic and operating risks to the Company. This exercise includes interviews with a variety of relevant stakeholders across all areas of the organization, studying public information and risk analyses conducted by external entities, as well as leveraging experience and risk monitoring conducted on a constant basis. The results are compiled into a registry that we use to develop and track mitigation strategies and key risk indicators. The results of this process are communicated annually to the Company's senior executive management team and Board of Directors and are considered in the formulation of the Company's business strategy.

The Board of Directors receives an annual update of the key strategic and operational risks that may impact the delivery of the Company's strategic plan as well as an annual update on the Company's ERM and business continuity planning programs. For acquisitions and greenfield projects, the ERM team performs a risk-adjusted analysis of any investment proposed to the Board of Directors. It also performs a post-appraisal assessment of acquisitions and greenfield projects and reviews the results with the Board of Directors. As part of the annual assessment and interviews with all relevant stakeholders, we review the following: identifying strategic and operational risk; developing warning mechanisms (key risk indicators); mitigation strategies; identifying value at stake; business continuity planning; vendor risk and contingency planning; and IT and cybersecurity risks.

Additionally, various functions across the business have risk management accountabilities relating to identifying and mitigating risk. For example, our IT department conducts annual cybersecurity risk mitigation exercises that include awareness outreach, ransomware training, phishing tests, and external vulnerability scans. Another example includes our Social Compliance department who conduct social compliance audits for our Company-operated facilities and/or finished good contractors.

Our Internal Audit department, which reports directly to the Audit and Finance Committee of the Board of Directors, provides independent assurance that Gildan's risk management, governance, and internal controls are effective, including those relating to our ESG practices. In 2023, Gildan separated the Company's ERM function from our Internal Audit team to ensure there was independence between the two functions.

For information on the risks we have identified and the actions we are taking to mitigate them, see our [2023 Report to Shareholders](#) and [2022 Climate Change Disclosure Report](#).



ESG-RELATED EMERGING RISKS

Through our annual assessment of strategic and operating risks to the Company, we identified the following emerging ESG risks in 2023. We are working to develop and track mitigation strategies and key risk indicators for each.

	CLIMATE, ENERGY, AND WATER	HUMAN CAPITAL MANAGEMENT
Emerging risk	Water and land resource competition	Global mental health trends affecting our employees
Potential impact	<p>As an apparel manufacturer, our Company's success depends upon the availability of water – from the production of the cotton we purchase, to the textile dyeing process.</p> <p>Water security concerns are being reported across all regions of the world, with agriculture consuming approximately 70% of the Earth's freshwater. As the world's population continues to rise, agricultural output must grow as well to feed an increased population. This may mean that land under non-food crops, such as cotton, is required to produce food. It will also impact fresh-water usage, further compounding water security issues and pricing. In addition, increased agricultural production is likely to impact water health and biodiversity through intensive farming practices leading to pollution of water sources and eutrophication.</p> <p>The cost of industrial water is expected to continue to rise, with many countries using pricing structures to curb industrial demand. We currently do not pay for most of the water we consume. In the future, should governments tax manufacturers for water use, or use other mechanisms to control industrial water usage, this could impact our cost structure and potentially constrain our supply. In addition, a significant proportion of water usage across the cradle-to-gate life cycle of an average cotton garment is within the raw material growing phase of the cycle. A rise in industrial water costs could potentially increase the cost of our raw materials – both in areas where cotton is grown under irrigation as well as those areas which may need to irrigate crops to supplement rainfall. Both scenarios, without mitigation, could render us less competitive.</p> <p>From the perspective of the potential conversion of non-food crops to food-crops, our Company may require a more focused approach upon the use of circular materials in our products.</p>	<p>The enduring impact of the pandemic upon the provision of healthcare across the world is widely documented. The global labour shortage has resulted in greater demands placed upon those already in the workplace, leading to higher rates of stress, job dissatisfaction and burnout. In addition, widespread inflation has placed more individuals and their families under financial pressure and concerns than at any other point over the past decade. These impacts, amongst others, have facilitated a general decline in global mental health. From the perspective of a company or employer, mental health issues can account for significant losses in productivity related to general productivity loss, lower levels of engagement, presenteeism or absenteeism, increased medical and insurance expenses, as well as high rates of turnover in an increasingly tight job market.</p> <p>The economic burden of mental illness in Canada is estimated to be approximately \$51 billion each year, with \$6.3 billion resulting from lost productivity.⁴⁴ Unresolved depression and other mental health issues result in an estimated \$210 billion USD impact upon the U.S economy.⁴⁵ According to the UN Department of Economic and Social Affairs, mental health problems are among the 10 leading causes of disability in both developed and developing countries. In particular, depression is ranked third in the global burden of disease and is projected to rank first in 2030.⁴⁶</p> <p>Generationally, the segment of society most impacted by a decline in mental health are those between 18-24 years of age, which represents those coming into the workforce for the first time and the future of the global workforce. In 2023, approximately 50% of Gildan's workforce is aged below 30 years old, compared with 53% and 60% in 2022 and 2023.</p> <p>With approximately 43,000 employees worldwide, Gildan's success is contingent upon the health, well-being, and engagement of our people. Many of these employees are in countries with lower or declining mental health scores, coupled with insufficient mental health care provision to meet demand. If our employees' collective mental health declines in line with global macro trends, the productivity of our business may be negatively impacted.</p>
Mitigating actions	<p>We have set a public target of reducing our water intensity by 20% by 2030 (compared to a 2018 baseline). We are investing in water conservation practices within our textile facilities. Learn more on page 18.</p> <p>Our goal is to source 100% sustainable cotton by 2025. Most of our cotton purchases are in the United States, specifically in regions of low-water stress, where two-thirds of the total cotton crop relies on natural rainfall and irrigation is used when rainfall is insufficient. Additionally, cotton is a water-efficient crop. Learn more on pages 113-114.</p> <p>For more information on our approach to circular raw materials, including our goal related to the sourcing of alternative fibre yarns, see pages 19-21.</p>	<p>In 2023, Gildan focused particular attention on employee well-being activities related to supporting employees' mental health.</p> <p>Learn more on pages 36-37.</p>

⁴⁴ <https://www.camh.ca/-/media/files/workplace-mental-health/workplacentalhealth-a-review-and-recommendations-pdf>

⁴⁵ [The Impacts of Poor Mental Health in Business | Berkeley Exec Ed](#)

⁴⁶ [Mental Health and Development | United Nations Enable](#)

SUPPLIER RESILIENCY

As part of Gildan's business continuity management processes, we conduct biennial exercises to identify critical suppliers across the supply chain. Based on our latest assessment, the Company has redundancy for most of our critical suppliers, and where missing, we have requested that these suppliers develop continuity plans and recovery strategies. This exercise will be conducted again in 2024.

2023 PERFORMANCE

- Completed Gartner's risk maturity assessment as part of our ERM process and strategy. Compared to our peers, we rated above average or average across all selected categories. The assessment also identified opportunities to further strengthen our risk management process

LOOKING AHEAD

In 2024, we plan to:

- Continue to implement actions to further strengthen our risk management process
- Assess the resiliency of our most critical suppliers to ensure they have business continuity plans in place in the event of a disruption caused by, but not limited to, a natural catastrophe, cybersecurity incident, geo-political event, or any other disruption

DATA PRIVACY AND CYBERSECURITY

We take a risk-based approach to information security and privacy, seeking to detect and investigate all incidents and prevent occurrence or recurrence. Our Information Security Policy, Data Privacy Policy, and Information Assets Protection Policy govern our cybersecurity procedures.

The Company's Information Security Steering Committee (ISSC) oversees information security and develops and approves related policies. Chaired by our Chief Information Officer and co-chaired by our Global Information Security Director, the ISSC is a cross-functional group that includes our Chief Financial and Administrative Officer, General Counsel, Senior Vice-President, Taxation, Sustainability, and Governmental Affairs, and other senior leaders from the Company's IT, Legal Affairs, Physical Security, Risk Management, Internal Audit, and Human Resources departments.

Furthermore, to ensure compliance with applicable privacy laws and regulations, and to monitor and mitigate risks associated with data privacy breaches, the ISSC oversees data privacy through the Data Privacy sub-committee. Established in 2023 and led by our Data Privacy Officer, the Data Privacy sub-committee is comprised of a cross-functional group including representatives of the different functions involved with privacy matters across the organization.

Both committees meet quarterly and on an ad hoc basis, and report major developments to the Company's Compliance Steering Committee, which, in turn, provides quarterly updates to the Board of Director's Corporate Governance and Social Responsibility Committee. In addition, the Chief Information Officer provides quarterly information security reports to the Board's Audit Committee, and a full report on IT and cybersecurity strategies to the full Board each year.

Gildan leverages ISO 27001 and the National Institute of Standards and Technology (NIST) framework to efficiently manage information security risk and align our information security policies with industry best practices. We also collaborate with external partners and government agencies to ensure our information systems and management team remain up to date. Underscoring our commitment to meeting international standards for information security, we initiated efforts to secure ISO 27001 certification in 2024.

In 2023, we engaged an independent third-party to conduct a cyberattack simulation and engaged another firm to complete a comprehensive cybersecurity maturity assessment. Complementing these assessments, we introduced new security technology allowing us to segment our network more quickly and effectively and better isolate and safeguard systems in the event of a cybersecurity incident. We also took steps to further strengthen cybersecurity preparedness and resilience of our manufacturing systems. These efforts reflect our continuous commitment to maintaining robust and responsible cybersecurity measures throughout the Company.

All Gildan administrative and office employees receive mandatory annual online training on information protection and cybersecurity. Training includes guidance on how to protect the Company from cybersecurity threats and report security incidents. We provide ongoing awareness and conduct phishing exercises several times a year. Certain groups that work with sensitive information (such as our Finance and Human Resources teams) receive additional training. Employees are regularly reminded to report suspicious activity or loss of sensitive information to our IT and Legal departments.

DATA PRIVACY

Where appropriate, necessary, and in connection with our business, we collect and use certain confidential and personal information regarding employees, customers, business partners, vendors, and other third parties. Gildan's Data Privacy Policy outlines the requirements for the privacy and protection of personally identifiable information under Gildan's control and guides our efforts to protect this information. It applies to and guides the activities of all Gildan employees, agents, service providers, and consultants involved in the processing of personally identifiable information. We conduct internal audits of compliance with our Data Privacy Policy as part of our rotational audit plan. We also work with third-party auditors to audit our compliance.

2023 PERFORMANCE

- Received zero founded complaints regarding breaches of customer privacy and experienced zero material cyber breaches
- There have been no material data security or privacy issues over the past five years
- Established a Data Privacy sub-committee reporting to our ISSC
- Rolled-out an updated and mandatory online cybersecurity awareness training to all Gildan administrative offices that trains our employees on our cybersecurity policies and highlights current and emerging risk areas
- Updated our phishing exercises for employees as well as the frequency of these exercises
- Conducted a gap assessment of our cybersecurity controls and continued to put in place processes to achieve ISO 27001 certification at our Montreal office
- Reviewed our use of artificial intelligence (AI) to ensure we are not introducing bias into our processes, updated our technology usage policy to reflect AI best practices, and provided guidance to Gildan employees on AI usage

LOOKING AHEAD

In 2024, we plan to:

- Provide dedicated data privacy training education session to Gildan's Board of Directors
- Continue to review our cyber controls and processes against the latest ISO 27001 requirements
- Expand the use of new network segmentation technology to our distribution backend systems, helping us better isolate and safeguard them from cyber threats
- Pilot enterprise AI technology and further update our policies and security awareness training to ensure it is used responsibly
- Conduct a ransomware crisis management tabletop exercise

PUBLIC POLICY AND ADVOCACY

We aim to participate constructively and responsibly in the public policy process and provide clarifying analysis and information about the issues affecting our business. Our Company's advocacy priorities are presented regularly to the members of our executive management team and as necessary to the Corporate Governance Committee.

Our Senior Vice-President, Taxation, Sustainability, and Governmental Affairs is accountable for the Company's advocacy activities, with assistance from a range of private firms specializing in government affairs advocacy.

We engage in public policy discussions primarily around trade issues by communicating information to government officials and policymakers in Canada, the United States, and all other significant jurisdictions where we have operations. We also work with industry and trade associations that represent the apparel industry and business community including, but not limited to, the:

- National Cotton Council (NCC)
- National Council of Textile Organizations (NCTO)
- Canadian Apparel Federation (CAF)
- Honduras Manufacturers Association (AHM)

At a local level, around our significant areas of manufacturing operation such as Honduras, we take every opportunity to engage with the highest levels of government on ESG issues such as economic development, human rights, and climate change – both in the name of Gildan and by virtue of our membership in industry associations such as the AHM and the Choloma Chamber of Commerce.

Notable examples from 2023 include our continued engagement on climate change mitigation strategies in the Sula Valley, Honduras. In conjunction with other industry counterparts, we seek to exchange and collaborate with policymakers to drive long-term solutions to prevent flooding that will benefit all stakeholders in the area. We also engage with policymakers on the topic of energy – including the development of low-carbon energy provisions and suggestions to support companies in reducing emissions.

We have a process in place to ensure our lobbying efforts are aligned with the Paris Agreement and we review the climate positions, if any, taken by the various trade associations of which we are members and assess accordingly for alignment with our position.

2023 PERFORMANCE

In 2023, our Vice-President, Global Social Compliance and Environmental Affairs was invited to join the Leadership Group of the *Iniciativa de Paridad de Género Honduras* (Honduras Gender Parity Initiative) on behalf of Gildan.

Established by the World Economic Forum and the Inter-American Development Bank, Gender Parity Initiatives are high-level public-private partnerships that seek to increase women's participation in the labour force, reduce the gender wage gap, and promote the participation of women in leadership positions across Latin America. The Honduran Gender Parity Initiative agreement, signed in January 2023, is led by a working group of public sector representatives – including the Honduran Ministry for Women and the Ministry for Promotion and Investment, and three public institutions – as well as a select group of five private companies – including Gildan – recognized for their commitment and action on gender issues. Together, they help design and implement initiatives to close gender inequalities in the labour market. In addition to its general mandate, Gildan will support the following deliverables of the Initiative's action plan: a best-practice toolkit for the promotion of women to leadership positions, an awareness campaign on women in leadership, a workplace harassment prevention toolkit, and awareness-raising campaigns for the prevention of gender-based violence in the workplace.

LOOKING AHEAD

In 2024, we plan to:

- Consult with local governments on relevant ESG matters
- Increase awareness of government officials in key jurisdictions in which we operate of our Next Generation ESG strategy and targets
- Continue our engagement with policymakers on post-hurricane infrastructure development and climate change mitigation strategies



Claudia Sandoval, Gildan Vice-President, Global Social Compliance and Environmental Affairs (front row, far left) attends launch of *Iniciativa de Paridad de Género Honduras*.

REFLECTING ON A 20-YEAR SUSTAINABILITY JOURNEY



Claudia Sandoval

VICE-PRESIDENT, GLOBAL SOCIAL COMPLIANCE AND ENVIRONMENTAL AFFAIRS

Gildan embarked on its ESG journey two decades ago, marked by the publication of our first non-financial report in 2004. Coincidentally, this was also the year when Claudia Sandoval, now Vice-President of Global Social Compliance and Environmental Affairs, joined the Company. Claudia shares her experience and delves into Gildan's ESG journey, exploring the factors that have influenced it and the valuable insights she has gained along the way.

HOW HAS ESG EVOLVED AT GILDAN IN THE PAST TWO DECADES?

When I first joined, ESG wasn't even referred to as ESG; it was known as CSR, and I was part of a small team dedicated to it. Over the years, our approach has matured significantly (learn more about our ESG Journey [here](#)). In 2022, we introduced our Next Generation ESG strategy and 2030 targets. This strategy and the work behind it are now driven by almost every department across the organization and it is a key component of Gildan's overall business strategy. We've also integrated ESG into our formal performance management cycles. This level of integration and the journey behind it is truly remarkable.

WHAT ROLE HAS STAKEHOLDER ENGAGEMENT PLAYED IN THIS EVOLUTION?

Our stakeholders and their feedback have played a significant role in how we see, integrate, and report on ESG.

A great example of that, on the labour relations front, occurred in the early 2000s. Back in 2004 and 2005, NGOs such as the Maquila Solidarity Network and the Workers' Rights Consortium, began reaching out to us about freedom of association and worker rights. We met with them, and listened to their perspectives and insights. These early conversations played a pivotal role in shaping our policies and procedures concerning human rights, which continue to guide us today. Over the years, we have continued to nurture and expand our relationships with NGOs and labour stakeholders. I believe these initial years of engagement were crucial in demonstrating to management the value of open communication and collaboration.

Another great example is community investment. By actively engaging with the communities surrounding our operations, we've gained valuable insights into how we can contribute to their long-term prosperity. This has enabled us to channel our efforts into specific areas such as education and natural resource preservation (for further details, refer to [page 50-51](#)). I firmly believe involving community members in designing and developing local programs tailored to their need's leads to more impactful outcomes.

OVER THESE TWO DECADES AT GILDAN HAVE YOU WITNESSED ANY KEY MOMENTS THAT HAVE SHAPED THE COMPANY'S ESG JOURNEY?

Two events stand out.

The first is the devastating earthquake that struck Haiti in 2010, just 25 kilometres from Port-au-Prince, claiming the lives of roughly 300,000 people. At the time, we were already working with third-party contractors in the region who sewed fabric produced at our textile facility in the Dominican Republic. To support these operations, we maintained an administrative office in Port-au-Prince with 40 employees. I remember receiving a phone call at home informing me about the event and that our employees couldn't be reached. Thankfully, we later received the news that they were all safe and accounted for.

A few weeks later, I flew over Port-au-Prince and witnessed the devastation firsthand, including the destruction of a facility belonging to one of our contractors. The sight was heartbreaking. Gildan employees worldwide expressed a strong desire to assist and support affected families and communities. This led to the establishment of the Gildan's Haiti Relief and Reconstruction Fund. We made it a priority to listen to the specific needs of the communities on the ground, allowing their voices to guide our support efforts. This approach continues to inform our response to natural disasters in the regions where we operate today, ensuring that our assistance is tailored to address the most pressing needs of those affected.

Another significant event was the tragic Rana Plaza building collapse in 2013 in Bangladesh, which claimed the lives of over 1,000 workers (primarily women) and left many more injured. While none of our workers or suppliers were involved in this incident, it was a stark reminder of the critical importance of worker safety. At the time of the collapse, we had recently opened our first facility in Dhaka. Before commencing operations, we conducted a thorough structural assessment of the building, followed by a \$1 million modernization investment project focused on building improvements and fire safety measures to meet our stringent standards. Our primary objective was to ensure a safe working environment for our employees, and this commitment to worker safety remains paramount across all our operations today.

WHAT VALUABLE LESSONS DID YOU LEARN ALONG THE WAY?

I've realized that addressing challenges doesn't always involve a straightforward solution. I often remind our teams of the importance of being flexible in problem-solving and that, in some cases, we have to explore alternative paths or adjust our strategies along the way. We may initially pursue one approach only to discover a more effective solution elsewhere, and it's crucial to stay open-minded in these situations. I also encourage people to adopt a forward-thinking mindset. It's easy to get caught up in day-to-day tasks, but we cannot lose sight of the future. Balancing short-term decisions with long-term considerations is essential for sustainable growth and success.

ESG IS AN ONGOING JOURNEY. WHAT ARE SOME AREAS YOU'RE FOCUSED ON AS YOU LOOK AHEAD?

We must improve communications with our workers and stakeholders on critical issues like climate change, resource protection (including water and biodiversity), and what it means for them. Climate change will continue to be an issue impacting all of us – take for instance, increasing heat levels where we operate and its effect on health and safety. This is a very real risk that we have identified, and we are putting in place strategies to adapt how we work around that.

We may also see increasing social deterioration in some of our communities, and we need to be prepared for how this will impact us and our workers. By fostering open communication and collaboration, we can effectively address these challenges and work towards a sustainable future.

LOOKING AHEAD, WHAT IS YOUR MESSAGE?

My message is one of hope. When I speak with children and young people in the communities we serve, I see so much potential for the future. I encourage them to harness this potential to uplift their communities and persevere when faced with adversity. I firmly believe that every individual has the power to make a difference, no matter how small their contribution may seem, and it's up to each of us to act to create a better future for us all.



CAUTION REGARDING FORWARD-LOOKING STATEMENTS

Certain statements included in this Environmental, Social, and Governance (ESG) Report constitute “forward-looking statements” within the meaning of the U.S. Private Securities Litigation Reform Act of 1995 and Canadian securities legislation and regulations and are subject to important risks, uncertainties, and assumptions. This forward-looking information includes, amongst others, information with respect to our objectives and the strategies to achieve these objectives, including statements related to the Gildan’s Sustainable Growth (GSG) strategy and Next Generation ESG strategy and ESG goals and targets as well as information with respect to our beliefs, plans, expectations, anticipations, estimates, and intentions. Forward-looking statements may be identified by conditional or forward-looking terminology such as “may,” “target,” “goal,” “will,” “expect,” “intend,” “estimate,” “project,” “assume,” “anticipate,” “plan,” “foresee,” “believe,” or “continue,” or the negatives of these terms or variations thereof or similar terminology.

There can be no assurance that the expectations represented by our forward-looking statements will prove to be correct. Forward-looking statements contained in this ESG Report are intended to inform readers about management’s assessment of Gildan’s future ESG plans and operations and may not be appropriate for other purposes. These statements are inherently uncertain and the results or events predicted in such forward-looking statements may differ materially from actual results or events. Forward-looking statements are subject to significant risks and uncertainties, including those related to climate, political, social, financial, geopolitical and economic impacts in our operational countries and in the markets we serve. This encompasses disruptions to manufacturing and distribution activities due to such factors as operational issues, disruptions in transportation logistic functions, labour disruptions, political or social instability, weather-related events, natural disasters, epidemics and pandemics, such as the COVID-19 pandemic, and other unforeseen adverse events. Forward-looking statements are also subject to significant risks and uncertainties related to negative publicity as a result of actual, alleged or perceived violations of human rights, labour and environmental laws or international labour standards, or unethical labour or other practices by Gildan or one of its third-party contractors, as well as those other risks described under the “Risks and uncertainties” section of our most recent 2023 Annual Report to Shareholders Management’s Discussion and Analysis (MD&A) and under the “Caution regarding forward-looking statements” section of our MD&A for the quarter ended March 31, 2024. Furthermore, Gildan’s projected capital expenditures, including those resulting from its Sustainable Growth Strategy, and the potential benefits anticipated from these initiatives, are outlined in our 2023 Annual Report to Shareholders. Additionally, we expound upon our ESG objectives and their anticipated benefits, encompassing goals related to climate, energy, water, circularity, human capital management, long-term value creation, and transparency and disclosure.

Many of the standards and metrics utilized in compiling this report, along with the underlying data informing such metrics, are subject to ongoing development. They are established on expectations and assumptions deemed reasonable at the time of preparation, yet should not be interpreted as guarantees. These standards, metrics, expectations and assumptions have not undergone third-party verification and their disclosure may fluctuate due to revisions or updates in framework requirements, data availability, alterations in our business landscape, governmental policy shifts, or other factors, some of which may lie beyond our direct control.

Beyond the assumptions and other factors explicitly referenced in relation to forward-looking statements, several elements could substantially diverge our actual results from those envisioned in any forward-looking statement. These factors include socio-demographic and economic trends; energy pricing dynamics and the availability of renewable or clean energy sources and the implementation of anticipated grid improvements in the countries in which the Company operates; technological advancements and the Company’s ability to access and implement all technologies, processes, and methods necessary to achieve its targets, commitments, and goals; the combined actions and efforts of governments, industry, and other stakeholders and actors; the Company’s ability to leverage its supply chain and vertically integrated business model and to source sustainable raw materials; climate-related conditions including weather events, legislative and regulatory modifications; our capacity to collect and validate environmental impact data; successful implementation of diverse initiatives across the company within anticipated timeframes our ability to anticipate, identify, or react to changes in consumer preferences and trends; adherence of various third parties to our policies, procedures, and legal requirements, as well as sufficient collaboration by such third parties, including the Company’s partners and suppliers, in reducing their own GHG emissions, as well as unforeseen events or circumstances. The precise nature of future binding or non-binding legislation, regulation, standards, and accords cannot be predicted with any degree of certainty nor can their financial, operational, or other impact. It’s worth noting that these factors do not necessarily encompass all the significant elements that could lead to material disparities between our actual results and those expressed in our forward-looking statements. Further, the information identified in this report does not include the impacts of any new corporate initiatives, business acquisitions or technologies that would materially increase the Company’s anticipated levels of GHG emissions, or ability to achieve its other ESG targets.

Furthermore, assumptions and risk factors relating to GHG emissions reduction and supplier engagement targets are integral to our ESG strategy. Achieving these targets relies on several key assumptions, including the successful acquisition of a significant amount of high-quality credible carbon credits and/or renewable

energy certificates (RECs) to offset or reduce our GHG emissions. Ensuring the permanence of additionalities, the successful implementation of various corporate initiatives to reduce emissions, and adherence to science-based targets are critical for achieving our goals. Challenges such as the availability, cost and reversibility of carbon credits and RECs, as well as changes in legislation or public perception, may impact our efforts.

Changes to international standards or methodologies for GHG emission calculations may also impact our ability to meet GHG reduction targets. Specifically, adjustments to science-based targets following events like business acquisitions or to align with evolving standards could present additional challenges. Furthermore, achieving our targets related to supplier engagement requires collaboration and adherence to science-based targets by our suppliers. Failure to secure engagement or significant changes in spend allocation by our suppliers could hinder our efforts, particularly concerning scope 3 GHG emissions where our influence is limited.

We direct your attention to the Company’s filings with the Canadian securities regulatory authorities and the U.S. Securities and Exchange Commission, as well as the risks delineated in the “Financial risk management,” “Critical accounting estimates and judgments,” and “Risks and uncertainties” sections of our most recent Annual Report to Shareholders’ MD&A. These filings provide a comprehensive discussion of the risks, assumptions, and uncertainties that may result in Gildan’s actual results and experiences significantly differing from anticipated results.

Readers are advised to exercise caution in relying excessively on forward-looking statements. Unless otherwise stated, forward-looking statements contained in this report are made as of June 17, 2024 and we do not undertake any obligation to update publicly or to revise any forward-looking statements, whether as a result of new information, future events, or otherwise unless required by applicable legislation or regulation. The forward-looking statements contained in this report are expressly qualified by this cautionary statement.

This report also addresses certain matters that may bear significance; however, readers should not interpret significance as necessarily reaching the threshold of materiality stipulated for compliance with U.S. federal securities laws, even if the terms “material” or “materiality” are used within this report. Given the uncertainties inherent in making disclosures, and the inherent difficulty in determining materiality well in advance, readers should recognize the challenges in assessing whether we will meet our plans, targets, or goals in advance, considering the uncertain estimates, assumptions, and timelines presented herein.

A yellow-headed blackbird is perched on a reed in a field. The bird has a bright yellow head and neck, a black face, and a black body. The reeds are tall and thin, with golden-brown seed heads. The background is a soft, out-of-focus landscape.

THIRD-PARTY LIMITED ASSURANCE STATEMENTS

SECTIONS

- ▶ KPMG LLP'S INDEPENDENT PRACTITIONERS' LIMITED ASSURANCE REPORT
- ▶ LBG'S ASSURANCE STATEMENT

KPMG LLP INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT

To the Board of Directors and Management of Gildan Activewear Inc. ('the Entity'),

We have undertaken a limited assurance engagement on certain quantitative performance information of the Entity, included in the 2023 ESG Report (the "Report"), for the year ended December 31st, 2023.

The scope of our limited assurance engagement, as agreed with management, comprises the following performance metrics (collectively, the 'subject matter information') and criteria:



SUBJECT MATTER INFORMATION	UNITS	CRITERIA
Total Scope 1 GHG emissions	102,244 tCO ₂ e	The World Resources Institute/ World Business Council for Sustainable Development GHG Protocol: A Corporate Accounting and Reporting Standard ('GHG Protocol')
Total Scope 2 market-based GHG emissions	422,824 tCO ₂ e	The GHG Protocol and the GHG Protocol Scope 2 Guidance
Total Scope 1 & 2 absolute market-based emissions	525,068 tCO ₂ e	Internally developed criteria
Total Scope 1 & 2 (market-based) GHG emissions % reduction from 2018 baseline	30.3%	Internally developed criteria
Total Scope 2 location-based GHG emissions	299,081 tCO ₂ e	The GHG Protocol and the GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard)
Energy consumption	7,575,584 GJ	Internally developed criteria
Total Scope 3 GHG emissions	2,187,084 tCO ₂ e	The GHG Protocol and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Supplement to the GHG Protocol Corporate Accounting and Reporting Standard)
Scope 3 % reduction from 2019 baseline	13.6%	Internally developed criteria
Water intensity	0.06732 m ³ of water withdrawn per kg produced	Internally developed criteria
Water intensity % reduction from 2018 baseline	18.9%	Internally developed criteria
Total manufacturing waste sent to landfill	945 m tonnes	Internally developed criteria
Total waste recycled and reused	74,879 m tonnes	Internally developed criteria
Total waste disposed	10,192 m tonnes	Internally developed criteria
Percentage of sustainable cotton sourced	35.7%	Internally developed criteria
Percentage of recycled polyester or alternative fibres and/or yarns sourced	9.2%	Internally developed criteria
Percentage of recycled or sustainable packaging and trim materials used	46.6%	Internally developed criteria
Percentage of women composing the collective employee group of director level and above	34.3%	Internally developed criteria
Number of work-related fatalities for employees	0 fatalities	Internally developed criteria
Number of work-related fatalities for dedicated contractors (five major contractors for Bangladesh development project)	0 fatalities	Internally developed criteria
Lost-time injury frequency rate for employees (per 200,000 hours)	0.10 per 200,000 hours	Internally developed criteria
Lost-time frequency rate for contractors (five major contractors for Bangladesh development project) (per 200,000 hours)	0.34 per 200,000 hours	Internally developed criteria

The subject matter information is denoted with the symbol **■** within the Report.

Other than as described in the table on [page 67](#), we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

There are no mandatory requirements for the preparation, publication, or review of ESG performance information. As such, the Entity has applied the GHG Protocol and relevant supplements in relation to GHG emissions, and internally developed criteria for the remaining subject matter information. The criteria are further described in the Basis of Reporting on [page 73](#) of the Report (the “applicable criteria”).

Management’s Responsibility

Management is responsible for the preparation and presentation of the subject matter information in accordance with the applicable criteria.

Management is also responsible for such internal control as management determines necessary to enable the preparation and presentation of the subject matter information that is free from material misstatement, whether due to fraud or error. This responsibility includes determining the Entity’s objectives in respect of ESG performance and reporting, including the identification of stakeholders and material issues, and selecting or developing appropriate criteria.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the subject matter information based on evidence we have obtained. We conducted our limited assurance engagement in accordance with Canadian Standards on Assurance Engagements (CSAE) 3000, *Attestation Engagements Other than Audits or Reviews of Historical Financial Information* and CSAE 3410, *Assurance Engagements on Greenhouse Gas Statements*. These standards require that we plan and perform our engagement to obtain limited assurance about whether the subject matter information is free from material misstatement.

A limited assurance engagement involves assessing the suitability of the criteria used by the Entity in preparing the subject

matter information in the circumstances of the engagement, assessing the risks of material misstatement, whether due to fraud or error, and responding to the assessed risks as necessary in the circumstances.

We exercised professional judgment and maintained professional skepticism throughout the engagement. Our procedures were designed and performed to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. In carrying out our engagement, we:

- Evaluated the suitability of the Entity’s use of the criteria, as the basis for preparing the subject matter information in the circumstances;
- Through inquiries, obtained an understanding of the Entity’s processes for determining the material issues for the Entity’s key stakeholder groups;
- Inquired of relevant staff at the corporate and facility level to understand the data collection and reporting processes for the subject matter information;
- Where relevant, performed walkthroughs of data collection and reporting processes for the subject matter information;
- Compared a sample of the reported data for the subject matter information to underlying data sources;
- Performed analytical procedures and made inquiries of management to obtain explanations for any significant year-over-year changes;
- Inquired of management regarding key assumptions and, where relevant, the re-performance of calculations on a sample basis;
- Completed an in-person site visit to the Entity’s Honduras manufacturing facility, including a site walkthrough of data collection and reporting processes, interviews with senior management and relevant staff, and site tours; and,
- Reviewed the presentation of the subject matter information in the Report to determine whether it is consistent with our overall knowledge of, and experience with, the ESG performance of the Entity.

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our Independence and Quality Management

We have complied with the relevant rules of professional conduct/code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

The firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements* which, requires the firm to design, implement, and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Significant Inherent Limitations

Historical non-financial information, such as that contained in the Report, is subject to more inherent limitations than historical financial information, given the qualitative characteristics of the underlying subject matter and methods used for determining this information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques, which can result in materially different measurements and can impact comparability. The nature and methods used to determine such information, as described in the applicable criteria, may change over time. It is important to read the Entity’s reporting methodology disclosed in the Basis of Reporting section on [page 72](#) of the Report.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the procedures performed and evidence obtained, no matters have come to our attention to cause us to believe that the Entity’s subject matter information for the year ended December 31st, 2023, is not prepared, in all material respects, in accordance with the applicable criteria.

Our conclusion on the subject matter information does not extend to any other information, reports, or documents that accompany, are presented with, or contain the subject matter information and our assurance report.

Restriction on Use

Our report is intended solely for use by Gildan Activewear Inc. for the purpose(s) set out in our engagement agreement. Our report may not be suitable for any other purpose and is not intended for use or reliance by any third parties. While KPMG LLP acknowledges that disclosure of our report may be made, in full, by the Gildan Activewear Inc. in the 2023 ESG Report, KPMG LLP does not assume or accept any responsibility or liability to any third party in connection with the disclosure of our report.



Chartered Professional Accountants

June 17, 2024

Vancouver, Canada

LBG ASSURANCE STATEMENT



Friday, January 26th, 2024




To the Stakeholders of GILDAN,

GILDAN Community Investment Report for 2023 (the Report) has been prepared by the management of GILDAN, who retains responsibility for its overall content.

Our responsibility is to carry out a detailed audit of the transactions within GILDAN’s community investment portfolio, to assess whether the value of what is generally agreed to constitute corporate community investment across Canada has been fairly and adequately reported.

This engagement has been performed in accordance with the LBG Canada valuation principles, as agreed upon and evolved by the corporate community since 2005.

The following evaluation criteria have been used:

-  Adherence to the overarching investment principles and detail of the 67 decisions agreed upon by the Canadian network of corporate investors in the community.
-  Alignment to principles outlining the form of what constitutes corporate community investment (cash, in-kind, time volunteered, program management costs) and how the value of each investment is to be assessed, including the value of stakeholder contributions to community programming.
-  Alignment to the principles in order to report on the value of what is eligible to be reported as community investment, versus what is ineligible to report as such. This also includes activities that may be considered partially eligible.

Methodology

We undertook the following:

1. A line-by-line audit of the community investment portfolio to confirm the overall eligibility of transactions presented for audit as 'community investment'. This audit is governed by the LBG Canada Valuation Principles, as voted upon by the LBG Canada community.
2. Each audit includes a first and second review of each transaction, and a detailed list highlighting the eligibility of each transaction. If a transaction is deemed to be ineligible or partially eligible, it will include a complete explanation as to the reasoning behind this assessment.
3. Research on the charitable, non-profit, social enterprise, and social purpose status of each organization, when not immediately obvious from the information provided.
4. Research on the project undertaken by the charitable, non-profit, social enterprise, and social purpose status, when not immediately obvious from the information provided.
5. Discussion with the company of findings under the headings: 100% eligible, partially eligible, ineligible, community sponsorship, tickets & tables, and questions for review.
6. The full detail and summarized result of the LBG Canada audit is presented for reference in reporting, for ongoing reference, and integration into other financial audit and performance verification processes.
7. Once the full audit cycle is complete, each company accesses peer comparisons to inform key aspects of strategy.

Limitations of Our Review

The scope of our work was limited to the information provided by GILDAN, two detailed reviews of each transaction, research to close any information gaps, and discussion to clarify with company representatives. The LBG Canada audit does not include whether the community partner received funds, nor whether funds were used for their intended purpose.

Conclusions

Our work confirms that the total value of \$ 1,886,107 USD reported as community investment during the fiscal year 2023 by GILDAN upholds the LBG Canada valuation principles as agreed upon by the LBG Canada community.

Breakdown of Community Investment in USD:

Cash	\$ 902,140
In-Kind	\$ 630,929
Employee Volunteer Time	\$ 43,973
Program Management Cost	\$ 309,065



Our Independence

We are independent of the Retail Sector, in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements. Our role is to uphold the valuation principles across all companies seeking third-party verification of the reported value of annual community investment.

The LBG Model is the recognized global standard for managing, measuring, and reporting community investment; it helps companies ensure credibility and accountability in their disclosure of the value of community investment.

A handwritten signature in black ink that reads 'Stephanie Robertson'.

Stephanie Robertson
Lead Auditor, LBG Canada,
CEO, SIMPACT Strategy Group
Toronto, January 2024

**Currency in American dollars

APPENDICES

SECTIONS

- ▶ 2023 BASIS OF REPORTING
- ▶ 2023 ESG DATA TABLES
- ▶ SASB INDEX
- ▶ GRI INDEX

TABLE OF CONTENTS

INTRODUCTION, REPORTING CRITERIA, AND SCOPE FOR 2023	P. 72
ENVIRONMENTAL AND SOCIAL KEY PERFORMANCE INDICATORS	P. 73
EVALUATION CRITERIA	P. 73

BASIS OF REPORTING

1. INTRODUCTION

This document provides information about the definitions and underlying processes applied for the collection and reporting of selected Environmental, Social, and Governance (ESG) key performance indicators (KPIs) subject to limited assurance as disclosed in Gildan's 2023 ESG Report and the Gildan 2023 ESG Performance document.

Please see [Gildan's 2023 ESG Report](#) for KPMG LLP's Independent Practitioners' Limited Assurance Report. The associated [2023 ESG Data Tables](#) contain further details related to the KPIs. This document should be read in conjunction with our [2023 ESG Report](#) and our [2023 ESG Data Tables](#).

SCOPE AND BOUNDARIES OF ESG KPIS

Information provided in this document pertains to Gildan-operated sites in North America, Central America, the Caribbean, and Bangladesh.¹ Information about our third-party finished product contractors² and raw material suppliers has also been included when it is material and available. Unless our new facility in Bangladesh – SDS International – is explicitly referenced, the metrics assured do not include data associated with its construction. Any specific inclusions, exclusions, or restatements regarding the scope and/or boundary for each KPI are described in further detail under Section 3 Evaluation Criteria.

All material operating sites are included in the scope of our reporting. Certain administrative offices do not report on environmental (e.g., energy, greenhouse gas (GHG) emissions, water) or health and safety data given the immateriality of their contribution to the relevant KPIs. We also exclude data and information from our investment and holding companies from our reporting. Data exclusions or additions are noted throughout the report.

REPORTING PERIOD

Gildan's 2023 ESG Report contains data on performance and activities for the reporting year from January 1st to December 31st, 2023, as well as significant achievements that occurred in 2024 prior to the publication of our 2023 ESG report.

2023 OPERATIONAL UPDATE

In 2023, we added our distribution centre in Australia to our reporting. In addition, we increased the capacity of our textile facility in Bangladesh, GAB Limited, which, as a result, increased our consumption of some resources. We also announced and completed the closure of our San Miguel sewing facility in Choloma, Honduras, and our Salisbury 1, North Carolina, USA, yarn-spinning operations. We also completed the closure of our Cedartown, North Carolina, United States, yarn-spinning operation, initially announced in 2022. We report data on performance and activities from these sites up to their closure dates, consistent with our policies.

DATA PROCESSES AND CONTROLS

Metrics described in our 2023 ESG Report and 2023 ESG Data Tables are applicable to the sector in which we operate and are primarily based on the Global Reporting Initiative (GRI) Universal Standards. Metric-specific guidance is referenced, where appropriate, in Section 3.

REPORTING OF ESG KPIS

All ESG metrics in the report represent the latest available data at the time of reporting, unless referenced otherwise. Some totals may reflect rounding up or down of subtotals. We may change our approach on how we report our ESG data in future reports without prior announcement. We may also change the reporting of specific ESG data and their interpretation as we continue to enhance our disclosures in future years. We will provide relevant explanations in future Basis of Reporting documents if changes are material.

¹ Applies to our facilities where we have operational control, (i.e., where Gildan directly controls and directs the day-to-day management and operation of the entity).

² In 2023, finished product contractors included all Gildan's third-party sewing contractors, as well as all third-party sock suppliers. These suppliers are classified as Tier 1, representing entities with whom we maintain direct business relationships.

2. ENVIRONMENTAL AND SOCIAL KPIS

Details about the definitions, calculation methodology, and restatements for the ESG KPIs listed below are included under Section 3 Evaluation Criteria of this document.

KEY PERFORMANCE INDICATORS	
ENVIRONMENTAL INDICATORS	
I.	Total Scope 1 GHG emissions (tCO ₂ e)
II.	Total Scope 2 GHG emissions (tCO ₂ e) (location-based)
III.	Total Scope 2 GHG emissions (tCO ₂ e) (market-based)
IV.	Total Scope 1 and 2 GHG emissions (market-based) (tCO ₂ e)
V.	Percentage change in total Scope 1 and 2 (market-based) emissions, compared to 2018 base year
VI.	Energy consumption (GJ)
VII.	Scope 3 GHG emissions (tCO ₂ e)
VIII.	Percentage change in Scope 3 GHG emissions (%) compared to 2019 base year
IX.	Water intensity (m ³ /kg produced)
X.	Percentage change in water intensity (%), compared to 2018 base year
XI.	Sustainable cotton sourced (%)
XII.	Recycled polyester or alternative fibre and/or yarns sourced (%)
XIII.	Total manufacturing waste sent to landfill (MT)
XIV.	Total waste recycled and reused (MT)
XV.	Total waste disposed (MT)
XVI.	Recycled and sustainable packaging and trim material used (related to apparel SKUs) (%)
SOCIAL INDICATORS	
XVII.	Women composing the collective employee group of director-level and above (%)
XVIII.	Number of work-related fatalities – Employees (#)
XIX.	Number of work-related fatalities – Contractors (five major contractors of SDS International, Bangladesh) (#)
XX.	Lost time injury rate (LTIR) for employees (cases per 200,000 hours worked)
XXI.	Lost time injury rate (LTIR) for contractors (five major contractors for construction of SDS International, Bangladesh) (cases per 200,000 hours worked)

3. EVALUATION CRITERIA

ENVIRONMENTAL METRICS

Environmental data including (but not limited to): energy consumption; Scope 1, 2, and 3 GHG emissions, water, and waste, is reported monthly using an environmental database system. Data is entered and reviewed at the site level before our internal environmental specialists conduct a final verification. Annually, we retain a third-party to review our environmental data as an additional control measure.

SCOPE 1, SCOPE 2, AND SCOPE 3 GHG EMISSIONS

Gildan’s GHG emissions reporting follows the World Resources Institute’s (WRI) Greenhouse Gas (GHG) Protocol: A Corporate Accounting and Reporting Standard (Revised edition), GHG Protocol Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Global warming potentials for a 100-year time horizon (GWP100) for CH₄ and N₂O were sourced from the IPCC Fifth Assessment Report. In calculating GHG emissions, Gildan uses the operational control approach, as defined by the GHG Protocol. GHG emission factors are presented in CO₂e and include the combination of CO₂e, CH₄, and N₂O. We exclude GHG emissions from PFCs and SF₆ gases from our GHG inventory as they are immaterial.

BASE YEAR REVISIONS (GHG EMISSIONS)

In the event of changes that significantly impact our GHG emissions, Gildan has developed a base year recalculation policy. As per this policy, a recalculation of our base year, and subsequent years, must be carried out if the changes result in a 5% or greater variation from our reported base year metric. This may be triggered by significant structural changes including major acquisitions, major divestments and mergers, changes in methodology, discovery of errors, or the improvement in activity data or emission factors (EF). In 2023, our base year recalculation policy was not triggered and, thus, we did not make any base year restatements.

1. TOTAL SCOPE 1 GHG EMISSIONS (tCO₂e)

Definition

Gildan reports Scope 1 GHG emissions generated from direct emission sources from operations such as stationary fuel combustion, mobile combustion, and fugitive emissions.

Units

Metric tons of CO₂ equivalent (tCO₂e)

Method

Scope 1 GHG emissions are calculated based on activity data (e.g., quantity of consumed fuels, operational data from work management systems, invoices, etc.) and emission factors (based on fuel source) from the U.S. Environmental Protection Agency (EPA) GHG Emission Factors Hub (see Scope 1 GHG emission factors in Table 1 to the right).

TABLE 1. SCOPE 1 GHG EMISSION FACTORS SOURCES

FUEL SOURCE	2023 EMISSION FACTOR	SOURCE OF EMISSION FACTORS
Diesel	10,243 kg CO ₂ e /gallon	2023 EF: EPA Center for Climate Change Leadership, GHG Emission Factors Hub, February 2024
Diesel Mobile	10,405 kg CO ₂ e /gallon	2023 EFs: The Climate Registry – 2023 Gen. Reporting Protocol – USA Transport
Natural Gas	53.115 kg CO ₂ e /MMBtu	2023 EF: EPA Center for Climate Change Leadership, GHG Emission Factors Hub, February 2024
Propane	5.727 kg CO ₂ e /gallon	2023 EF: EPA Center for Climate Change Leadership, GHG Emission Factors Hub, February 2024
LPG – Stationary	5.68 kg CO ₂ e /gallon	2023 EFs: EPA Center for Climate Change Leadership, GHG Emission Factors Hub, February 2024
LPG – Mobile	5.851 kg CO ₂ e /gallon	2023 EFs: The Climate Registry – 2023 Gen. Reporting Protocol – USA Transport
Biomass – Non-biogenic	1.1556 kg CO ₂ e /MMBtu	2023 EF: EPA Climate Leadership Table 1 – Stationary Combustion – Wood and Wood Residuals, February 2024
Biomass – Biogenic	93.8 kg CO ₂ e /MMBtu	2023 EF: EPA Climate Leadership Table 1 – Stationary Combustion – Wood and Wood Residuals, February 2024
Bunker (Fuel Oil #6)	11,306 kg CO ₂ e /gallon	2023 EF: EPA Center for Climate Change Leadership, GHG Emission Factors Hub, February 2024
Compressed Natural Gas (CNG)	0.05444 kg CO ₂ e /ft ³	2023 EF: EPA Center for Climate Change Leadership, GHG Emission Factors Hub, February 2024

Restatements

No restatements were required for 2023.

2. TOTAL SCOPE 2 GHG EMISSIONS (tCO₂e) (LOCATION-BASED)

Definition

Gildan reports location-based Scope 2 GHG emissions by using average energy generation GHG emission factors for defined geographic locations, including local, subnational, or national boundaries.

Units

Metric tons of CO₂ equivalent (tCO₂e)

Method

Scope 2 GHG emissions-related data are reported based on relevant activity data (i.e., quantity of purchased and consumed electricity). The reported electricity is multiplied by the applicable GHG emission factors – region-specific for our U.S. facilities or country-specific for other facilities. National grid GHG emission factors are mainly sourced from the annual International Energy Agency (IEA) GHG emission factors publications noted below and U.S. EPA eGRID factors for U.S. facilities.

TABLE 2. SCOPE 2 LOCATION-BASED GHG EMISSION FACTORS SOURCES BY COUNTRY

LOCATION	SOURCE OF EMISSION FACTOR
United States	2023 EF: U.S. EPA eGRID 2023 (with 2021 data) 2018 EF: U.S. EPA eGRID 2018 (with 2016 data)
Australia, Bangladesh, Barbados, China, Dominican Republic, Honduras, Nicaragua	2023 EF: IEA 2023 – Year 2021 2018 EF: IEA 2019 – Year 2017

Restatements

No restatements were required for 2023.

3. TOTAL SCOPE 2 GHG EMISSIONS (tCO₂e) (MARKET-BASED)

Definition

Gildan reports market-based Scope 2 GHG emissions using quantity of purchased and consumed electricity based on the residual mix factor for U.S. facilities or supplier-specific emission factors in the Dominican Republic and Honduras.

Units

Metric tons of CO₂e (tCO₂e)

Method

Scope 2 GHG emissions-related data is reported based on relevant activity data (i.e., quantity of purchased and consumed electricity). The reported electricity is multiplied by the residual mix factor for U.S. facilities and by the applicable supplier-specific emission factor for the Dortex facility in the Dominican Republic and the Rio Nance facility in Honduras.

Scope 2 GHG emissions from our remaining facilities in Honduras and other countries are calculated using the country-level emission factors, as per the location-based method described in Table 2 for emission factors.

As part of our decarbonization strategy, we purchased a Renewable Energy Certificate in 2022, representing 45,000 MWh of electricity generated from renewable sources. The redemption statement relates to electricity consumption in Honduras representing 48,852 tCO₂e, which represents 8.5% of the total emissions for 2023 (the year it was applied).

Table 3 describes market-based GHG emission factors by country.

TABLE 3. SCOPE 2 MARKET-BASED EMISSION FACTORS SOURCES BY COUNTRY

COUNTRY	SOURCE OF EMISSION FACTORS
United States	2023 EF: U.S. Residual Mix (Green-e Energy Emissions Rates) 2023 Green-e Residual Mix (2021 certified sales) 2018 EF: U.S. EPA eGRID 2018 (with 2016 data)
Honduras (Rio Nance)	2023 EF: Private Contractor EF 2022 2018 EF: Private Contractor EF 2018
Dominican Republic (Dortex)	2023 EF: Private Contractor EF 2023 2018 EF: IEA 2019 – Year 2017
Australia, Bangladesh, Barbados, China, Honduras, Nicaragua	2023 EF: IEA 2023 – Year 2021 2018 EF: IEA 2019 – Year 2017

Restatements

No restatements were required for 2023.

4. TOTAL SCOPE 1 & SCOPE 2 GHG EMISSIONS (tCO₂e) (MARKET-BASED)

Definition

The total GHG emissions generated from direct emission sources from operations (Scope 1) and the GHG emissions associated with electricity purchased and consumed under Gildan's operational control (Scope 2, market-based).

Units

Metric tons of CO₂ equivalent (tCO₂e)

Method

The addition of total Scope 1 and total Scope 2 (market-based) GHG emissions.

5. PERCENTAGE CHANGE IN TOTAL SCOPE 1 & SCOPE 2 (MARKET-BASED) GHG EMISSIONS, COMPARED TO A 2018 BASE YEAR

Definition

The percentage variation for total Scope 1 and total Scope 2 (market-based) GHG emissions indicates the relative change from the base year (2018) to the current reporting year (2023).

Units

Percentage (%)

Method

The percentage is calculated from the base year, where "x" is the % variance and equals $[\text{new}(2023) - \text{base year}(2018)] / \text{base year}(2018)$.

Restatements

No restatements were required for 2023.

6. ENERGY CONSUMPTION

Definition

The total direct and indirect energy consumption, including the portion of biomass energy as applicable.

Direct energy/stationary sources include all fuels consumed by the facility (boilers, generators, or any other fixed source) used in production, service areas, and administrative offices. This also includes the fuels consumed by cafeterias, where applicable. We include the following types of fuels used in stationary combustion in our inventory:

- Diesel
- Bunker
- Propane/LPG
- Natural gas (NG/CNG)
- Biomass

Direct energy/mobile sources include all fuels consumed by mobile sources that are Company-operated (forklifts, heavy and light trucks, vehicles, etc.) used in production, service

Method

Gildan reports relevant activity data (i.e., quantity of purchased and consumed electricity) multiplied by the conversion factors and heating values applicable, resulting in energy consumption metric in GJ. Table 4 below describes fuel sources included, the calculation method, and the source data to report this metric.

TABLE 4. TOTAL ENERGY CONSUMPTION BREAKDOWN

METRIC	FUEL SOURCES INCLUDED	CALCULATION METHOD	SOURCE DATA
Direct energy/stationary sources (GJ)	Diesel, Bunker, LPG, Propane, Natural gas, Biomass	The sum of all energy consumption for stationary sources	<ul style="list-style-type: none"> • Daily metre reading sheets (consumption) on site (own measurement) • Utility bills
Direct energy/mobile sources (GJ)	LPG, Propane, Diesel, CNG	The sum of all energy consumption for mobile sources	<ul style="list-style-type: none"> • Monthly report received from biomass plants in Rio Nance and Dortex
Indirect energy/electricity (GJ)	Grid electricity, Electricity private sector, Renewable electricity	The sum of all energy consumption for indirect energy sources	<ul style="list-style-type: none"> • Utility bills • Daily metre reading sheets (consumption) on site (own measurement)

Restatements

No restatements were required for 2023.

areas, and administrative offices. We include the following types of fuels used in mobile sources in our inventory:

- Propane/LPG
- Diesel
- Natural Gas (NG/CNG)

Indirect energy/electricity includes data on the consumption of electrical energy used from external public or private sources for production, service areas, and administrative offices. The following includes sources of electrical energy:

- Grid electricity
- Electricity private sector
- Renewable electricity

Units

Gigajoules (GJ)

7. SCOPE 3 GHG EMISSIONS (tCO₂e)

Definition

Gildan reports Scope 3 GHG emissions that are indirect (not included in Scope 2) occurring in the value chain and reports on nine of the 15 Scope 3 categories.

Units

Metric tons of CO₂e (tCO₂e)

Method

Gildan has performed an internal evaluation to determine material categories to our total GHG emissions inventory. The following Scope 3 categories were excluded from our reporting:

TABLE 5. SCOPE 3 GHG EMISSIONS EXCLUDED CATEGORIES

EXCLUDED CATEGORY	REASON FOR EXCLUSION
Category 8: Upstream leased assets	In 2023, we did not have leased assets. In addition, leased assets would be outside our operational control
Category 10: Processing of sold products	Processing of sold products is not relevant to our business model. (Gildan does not sell products that require further processing, transformation, or inclusion in another product before use)
Category 11: Use of sold products	The Science Based Targets initiative (SBTi) Apparel and Footwear Sector Guidance does not require inclusion of Category 11 inventories and targets. This category is removed given that reduction activities (i.e., consumer washing behaviours) are outside of Gildan's control, and other policies to reduce this category could result in scope shifting (i.e., decreased durability)
Category 13: Downstream leased assets	In 2023 we did not lease any assets to third parties
Category 14: Franchises	Gildan has no franchised operations
Category 15: Investments	Gildan is not in the financial services industry and has no investments as defined by the Scope 3 standard
Other (upstream)	Gildan has no other relevant upstream emissions
Other (downstream)	Gildan has no other relevant downstream emissions

The sections below provide insight into the calculations, assumptions, and considerations for each of the quantified categories.

As per the Corporate Value Chain Accounting and Reporting Standard, Gildan used a combination of data sources to approximate emissions, including:

- Supplier-specific method: Uses supplier-specific cradle-to-gate GHG emissions data for materials (data and emission factors)
- Hybrid method: Uses some supplier-specific data and some secondary data (average data or spend) to fill gaps or approximate averages for emission factors
- Average data method: Estimates GHG emissions based on weight or units purchased and average GHG emission factor
- Spend-based method: Uses economic value of goods/services and multiplies by an average GHG emission factor

Category 1: Purchased goods and services

Category 1 is the most significant category within our Scope 3 GHG emissions. Our reporting includes raw materials (such as cotton and polyester); sourced fabrics, goods, and yarns; dyes and chemicals; and third-party spinners, trims, and others. We applied the average data method to calculate emissions from raw materials, sourced fabrics, sourced yarns, and third-party spinners. We applied the spend-based approach to calculate the remaining categories such as dyes, chemicals, sourced goods, and trims. GHG emission factors used varied for each subcategory; the average data method mainly sourced GHG emission factors from the Eco Invent v3.9.1 database using the Life Cycle Impact Assessment (EF3.0) (LCIA); the spend-based method sourced GHG emission factors from the 2023 Comprehensive Environmental Data Archive (CEDA).

Assumptions and considerations:

1. For the polyester yarn process, we added GHG emission factors for polyester fibre and extrusion GHG emission factors because polyester threads are made through extrusion, and we did not find any specific GHG emission factor for the product or activity. Furthermore, for the extrusion GHG emission factor, we applied the most conservative factor available.
2. No GHG emission factor was available for polyester fabric. Therefore, we applied the GHG emission factor for weaving synthetic fibre.

- For Rayon, Spandex, Acrylic, and Lycra yarn emissions, we applied the nylon 6 GHG emission factor as no GHG emission factor was available for these textiles and nylon is the most conservative with similar manufacturing processes.
- We treated all polyester types the same due to the lack of GHG emission factors, except for recycled polyester, which has a lower GHG emission factor.

Category 2: Capital goods

Gildan reports all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by the reporting company in the reporting year. We apply our financial accounting procedures to determine whether to account for a purchased product as a capital good.

We applied the spend-based approach using 2023 CEDA GHG emission factors for capital goods such as building, leasehold, material and equipment, computer, office furniture and fixtures, software, etc.

Assumptions and considerations:

- We considered leasehold investments under CEDA's warehousing and storage categories given the majority of investment into racks and redesigns or adjustments to warehouse buildings.
- We excluded land purchases from calculations.
- We applied specific emission factors as machinery and equipment and split expenses into three categories: manufacturing sites, distribution centres, and administrative offices. We used the CEDA category that best suited the type of machinery and equipment used. We categorized sewing facilities under industrial machinery, distribution centres under equipment related to material handling, and administrative buildings under general purpose machinery.

Category 3: Fuel and energy-related activities

Gildan reports on emissions related to the production of fuels and energy purchased and consumed in the reporting year that are not included in Scope 1 or Scope 2.

We used actual consumption data to calculate Scope 1 and Scope 2 GHG emissions and included: transmission and distribution losses, well-to-tank (related to fuels), and well-to-tank (related to electricity). To calculate emissions, we used the percentage of transmission and distribution losses from

the World Bank and GHG emission factors from IEA (2020 to 2022); Emissions & Generation Resource Integrated Database (eGRID) 2023 (with 2021 data); and the UK Department for Environment, Food & Rural Affairs (DEFRA) (2023 and 2021).

Category 4: Upstream transportation and distribution

Gildan reports upstream transportation (e.g., air, ocean, rail, and road, which includes fuel surcharges) applying the spend-based method and using GHG emission factors from the 2023 CEDA methodology.

Category 5: Waste generated in operations

Gildan reports using data actuals for non-hazardous waste; hazardous waste; and wastewater in accordance with their method of disposal (offsite treatment, recycling, incineration on-site and offsite, landfilling, etc.). We source the GHG emission factors for each waste from DEFRA and EPA for the 2023 reporting year as applicable and consider the nature of the waste and disposal method.

Category 6: Business travel

Gildan reports this metric using a hybrid method leveraging distance-based methodology (as per the GHG Protocol) using activity data (distance travelled and number of hotel nights). Where activity data was not available, we used financial data to provide a complete estimate for these GHG emissions.

Assumptions and considerations:

- For flights, we used the distance-based method considering DEFRA GHG emissions factors for flights when mileage was available.
- For hotel stays, we calculated emissions through DEFRA GHG emission factors for the country and the number of nights spent. For countries that had no GHG emission factor, we used the global average.
- Air travel activity data was available from Bangladesh, the Dominican Republic, Canada, Honduras, and Nicaragua; for Barbados and the majority of U.S. sites we relied on financial data.
- For taxi/car rental activity data, we relied on financial data, available for Barbados, Canada, and the United States only.
- For calculations relying on financial data, we sourced GHG emission factors from CEDA for the 2023 reporting year.

Category 7: Employee commuting

Gildan reports this metric using a hybrid approach, including actual data for sites that have the distances or fuel consumption available. We source average commuting statistics with GHG emission factors from DEFRA for the 2023 reporting year.

Assumptions and considerations:

- For the purpose of calculating employee commuting, we only include employees at manufacturing sites.
- For the portion of data where third-party transportation information was available, we used a passenger-kilometer approach. The following assumptions were considered: (i) buses are utilized in full capacity, (ii) average working days/year were considered.

Third-party transportation for employees for the following countries was considered in our calculations: Bangladesh, the Dominican Republic, Honduras, and Nicaragua. For all other employees, we applied a general approach using average statistics for communities in Latin America and the Caribbean.³

Category 9: Downstream transportation and distribution

Gildan reports GHG emissions related with the transportation of goods from Gildan to our clients where the client pays for the transportation. We also consider the SBTi and include an estimation of GHG emissions relating to Gildan's products occupying our customers' stores and warehouses and Frontier Yarn's products (sold to customers outside of Gildan). We determine GHG emissions using a hybrid approach, combining the spend-based approach using CEDA for the 2023 reporting year, along with activity data and our in-house calculation procedures for allocated emissions. GHG emission sources represent five subcategories, including: air transportation, ocean transportation, road transportation, rail transportation, and allocated emissions, plus fuel surcharges.

We used GHG emission factors for all transportation modes based on CEDA for the 2023 reporting year. We based allocated emissions on sales volumes and a variety of assumptions such as pallet size, product turnover rate, shelf-time, electricity consumption intensity per the Commercial Buildings Energy Consumption Survey, and emission factors from the EPA.

Assumptions and considerations:

- Allocated GHG emissions from energy consumption associated with Gildan products refers to GHG emissions from Gildan's products occupying space at our customers' stores and warehouses.
- Gildan estimated downstream transportation spend and modes based on their upstream transportation spend and modes.

Category 12: End of life of sold products

Gildan reports GHG emissions related with end of life of sold products using calculations based on 2023 actuals of total products sold in kilograms⁴ (portion sold to customers outside of Gildan). We used the methodology for allocation provided by the Common Objective website⁵ and GHG emission factors based on the DEFRA for the 2023 reporting year.

Assumptions and considerations:

Gildan assumes that re-use is considered an end-of-life treatment. The portion of sold products that are re-used refers to the emissions associated with sorting, processing, and transportation to new users of second-hand clothing. An associated material use DEFRA emission factor was applied.

Restatements

No restatements were required for 2023.

8. PERCENTAGE CHANGE IN SCOPE 3 GHG EMISSIONS, COMPARED TO A 2019 BASE YEAR

Definition

The percentage variation for Scope 3 GHG emissions indicating the relative change from the base year (2019) to the current reporting year (2023).

Units

Percentage (%)

Method

The percentage is calculated from the base year, where "x" is the % variance and equals $[(\text{new (2023)} - \text{base year (2019)}) / \text{base year (2019)}]$

Restatements

No restatements were required for 2023.

³ <https://www.nationmaster.com/country-info/stats/Transport/Commute/Distance#2014>

⁴ Frontier Yarns is a subsidiary of Gildan.

⁵ <https://www.commonobjective.co/article/fashion-and-waste-an-uneasy-relationship>

9. WATER INTENSITY (m³ WATER WITHDRAWN PER KG PRODUCED)

Definition

We measure water intensity to understand the level of water efficiency related to our textile and hosiery operations, which are the most water-intensive processes (accounting for 89% of total water withdrawal and/or purchased across the Company). Gildan reports water obtained from groundwater and third-party sources at its sites throughout the year, as well as the kilograms of production measured after the dyeing process from our textiles and hosiery facilities.

Units

Cubic metres (m³) per kilogram (kg) produced

Method

Gildan reports water intensity by dividing the total water withdrawn or purchased in all Gildan-operated sites, including for production and related service activities, by the production (measured in kilograms) generated throughout a determined timeframe.

We measure total kilograms after the dyeing process within our textile and hosiery facilities. We determine water withdrawn by calculating the volume of water withdrawn based on utility invoices or meter readings. We directly extract production data for each textile and hosiery facility from our financial systems.

Restatements

No restatements were required for 2023.

10. PERCENTAGE CHANGE IN WATER INTENSITY (%), COMPARED TO A 2018 BASE YEAR

Definition

The percentage variation related to water intensity (m³ water withdrawn per kg produced) indicating the relative change from the base year (2018) to the current reporting year (2023).

Units

Percentage (%)

Method

The percentage is calculated from the base year, where "x" is the % variance and equals $[\text{new (2023)} - \text{base year (2018)}] / \text{base year (2018)}$.

Restatements

No restatements were required for 2023.

11. SUSTAINABLE COTTON SOURCED (%)

Definition

Gildan reports on the weight of cotton sourced from third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes divided by the total weight of cotton sourced by our U.S. facilities (raw materials) and Bangladesh facilities (externally purchased yarn) and purchased finished goods. Third-party verified programs include verified U.S.-grown cotton (U.S. Cotton Trust Protocol), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton.

Units

Percentage (%)

Methods

The percentage is calculated by the total weight cotton sourced through third-party verified programs (sustainable cotton) divided by the total weight of cotton sourced.

Restatements

No restatements were required in 2023.

12. RECYCLED POLYESTER OR ALTERNATIVE FIBRE YARNS (%)

Definition

Gildan reports on the weight of recycled polyester or alternative fibre yarns (based on relevant certifications) for raw materials received related to Gildan's overall polyester consumption divided by the weight of raw materials including polyester and spun into yarns by Gildan, purchased yarn, yarn spun by third parties, and purchased fabrics and sourced goods.

Recycled or alternative fibre yarn standards include, for example, the Global Recycled Standard (GRS) and the

Recycled Claim Standard (RCS), which provide relevant sustainability certifications in support of our raw material sourcing goals.

Units

Percentage (%)

Methods

The percentage is calculated by the weight of recycled polyester or alternative fibre yarns sourced (based on relevant certifications) divided by the weight of Gildan's overall polyester consumption.

Restatements

No restatements were required in 2023.

13. TOTAL MANUFACTURING WASTE SENT TO LANDFILL

Definition

Total manufacturing waste sent to landfill refers to the weight of manufacturing waste collected from all Gildan-operated manufacturing sites that is sent to landfill.

Exclusions: Domestic waste, waste generated at our distribution centres and administrative/offices, and contractor waste.

Units

Metric tonnes (MT)

Method

This metric includes waste data reported monthly using activity data and estimates based on proxies of weight per item such as bags or containers.

Inclusions: Gildan-operated manufacturing facilities (yarns, textiles, sewing, hosiery, garment dyeing and chemicals, and embellishment).

Exclusions: Domestic waste, waste generated at our distribution centres and administrative offices, and waste generated at third-party contractor sites.

Restatements

No restatements were required for 2023.

14. TOTAL WASTE RECYCLED AND REUSED

Definition

Total waste recycled and reused refers to the weight of waste collected from all Gildan-operated sites that is diverted from landfill disposal through reuse and recycling processes.

Inclusions: Hazardous and non-hazardous waste collected including scrap, biomass ash, cotton bales, plastic, paper and carton, among others.

Exclusions: Waste directed to landfill or incineration (with or without energy recovery). We exclude waste from contractor-operated sites.

In 2023, we expanded our reporting of waste recycled to include waste reused at four facilities. Reuse programs and processes in place at other facilities are not currently tracked and reported, and we are onboarding these sites on an ongoing basis.

Units

Metric tonnes (MT)

Method

Waste data is reported monthly using activity data and based on proxies of weight per item such as bags or containers.

Inclusions: Hazardous and non-hazardous waste collected including scrap, biomass ash, cotton bales, plastic, paper and carton, among others.

Exclusions: Waste directed to landfill or incinerated (with or without energy recovery) or waste generated from third-party contractor sites.

Restatements

No restatements were required for 2023.

15. TOTAL WASTE DISPOSED

Definition

Total waste disposed refers to the weight of waste collected from all Gildan-operated sites that is directed to disposal, including waste landfilled, incinerated with energy recovery, and incinerated without energy recovery.

Inclusions: Both hazardous and non-hazardous waste collected including domestic waste, paper and carton, textile lint, production-related waste, among others.

Units

Metric tonnes (MT)

Method

Waste data were reported monthly using activity data and estimates based on proxies of weight per item such as bags or containers.

Exclusions: Waste from contractor-operated sites.

Restatements

No restatements were required for 2023.

16. RECYCLED AND SUSTAINABLE PACKAGING AND TRIM MATERIALS (%)

Definition

Gildan reports total number of sustainable packaging and trim materials (apparel SKUs) divided by the total number of packaging and trim materials (apparel SKUs) – sustainable and non-sustainable.

Sustainable SKUs specific to apparel are those containing carton, polyester, paper, and poly-cotton trims that are included on active bills of material related to products available for purchase and include 20% to 60% of recycled material and/or are certified by the Forest Stewardship Council or other relevant sustainability certifications.

Units

Percentage (%)

Method

The percentage of total sustainable packaging and trims (apparel SKUs) divided by total packaging and trims (apparel SKUs) is calculated monthly. An average of the monthly percentage is calculated for the purposes of reporting (12-month weighted average).

Restatements

No restatements were required for 2023.

17. WOMEN COMPOSING THE COLLECTIVE GROUP OF DIRECTOR-LEVEL AND ABOVE (%)

Definition

Gildan reports on women in director-level and above positions as the total number of employees who self-identify as women occupying a full-time, permanent director and above position (or equivalent level) working at Gildan or its subsidiaries divided by the total number of employees occupying a full-time, permanent director-level and above position (total director positions) at Gildan and its subsidiaries.

Units

Percentage (%)

Method

This metric was calculated by the number of women classified in the director-level and above positions divided by the total number of employees holding director-level and above positions.

The scope covered employees who self-identify as women who were:

- At a director-level or above position (or equivalent level)
- Permanent and employed full time

This metric was measured against total director positions, which included all employees who were:

- At director-level or above position
- Permanent and employed full time

Restatements

No restatements were required for 2023.

18. WORK FATALITIES – EMPLOYEES

Definition

Gildan reports the number of employee deaths resulting from a work-related injury or an occupational disease.

Unit

The number of deaths resulting from a work-related injury or an occupational disease.

Method

Total number of employee work fatalities in a specific period.

Restatements

No restatements required for 2023.

19. WORK FATALITIES – CONTRACTORS⁶

Definition

Gildan reports the number of contractor deaths resulting from a work-related injury or an occupational disease.

Unit

The number of deaths resulting from a work-related injury or an occupational disease.

Method

Total number of contractor work fatalities in a specific period.

Restatements

No restatements were required for 2023.

20. LOST-TIME-INJURY-RATE FOR EMPLOYEES (LTIR)

Definition

Gildan reports the number of lost-time-injuries (LTI) in relation to the number of hours worked. This indicator helps measure the efficiency of the Company's safety management system. The lost-time-injury-rate (LTIR) is the total number of LTIs recorded in relation to total hours worked.

Unit

The number of lost-time injuries per 200,000 hours worked by employees.

Method

LTIR was calculated by the number of LTIs divided by total hours worked in the accounting period multiplied by 200,000.

We calculate hours worked by multiplying the number of employees, average workdays, and number of days worked

in the month within the specific period. We include overtime (where recorded); we exclude public holidays, maternity and sick leaves, and other authorized absences.

Restatements

Renamed indicator from lost-time-injury-frequency-rate (LTIFR) to LTIR to reflect the calculation.

21. LOST-TIME-INJURY-RATE FOR CONTRACTORS⁶

Definition

The LTIR for contractors is the total number of LTIs recorded for contractors in relation to the total hours worked by contractors. Gildan reports this metric for the five major contractors supporting the construction in 2023 of our SDS International facility in Bangladesh to help highlight LTIs occurring and provide some measurable insights related to the efficiency of our third-party contractors' safety management system.

Unit

LTIR is the number of LTIs per 200,000 hours worked by contractors.

Method

LTIR was calculated by the number of LTIs divided by the total hours worked in the accounting period multiplied by 200,000. This calculation refers only to the five major contractors supporting the construction in 2023 of our SDS International facility in Bangladesh.

Hours worked were calculated by multiplying number of contractors, average workdays, and number of days worked in the month within the specific period, excluding overtime and holidays.

Restatements

Due to the instability in 2023 in Haiti, some of our contractor facilities were closed for extended periods of time and the general situation made the validation of health and safety data challenging. In 2023, we directed our attention towards the five major contractors involved in the construction of SDS International in Bangladesh to gain valuable insights applicable to the overall contractor population involved in the project. By analyzing the performance and practices of these contractors, we identified areas for improvement to benefit other contractors involved in this construction project.

⁶ Five major contractors for Bangladesh only

ESG DATA TABLES

INTRODUCTION

The Environmental, Social, and Governance (ESG) performance data in this document provide a consolidated view of Gildan's non-financial performance. It should be read in conjunction with our 2023 ESG Report and Basis of Reporting, which includes additional details on select performance data in this document.












2023 ESG PERFORMANCE DATA

Our goal is to address the information needs of our stakeholders by providing clear and decision-useful ESG data. Please note:

- ESG data represent the period of January 1 to December 31, 2023, or status as of December 31, 2023, except for data relating to the Board of Directors. Board statistics data (e.g., director tenure, director gender diversity, director age diversity, board structure, and board experience) represent January 1, 2023, to December 10, 2023.
- In the case of performance data relating to public ESG targets, we will report a maximum of current year and prior year comparative years of information, indicating base year data where applicable. In the case of performance data relating to indicators that do not have a public target, we will report a maximum of two years of data.
- ESG data reported in the ESG data tables reflect all assets that we operate, unless otherwise noted. Operational control is defined as the authority to introduce and implement operating policies. Greenhouse gas (GHG) emissions are reported using an operational control approach defined in alignment with the World Resources Institute and the World Business Council for Sustainable Development GHG Protocol.
- A list of our assets can be found in our 2023 Report to Shareholders. Financial data are reported in U.S. dollars.
- Footnotes provide additional context on 2023 data boundaries, definitions, and methodology, where applicable, with further detail provided in the 2023 ESG Report. Data exclusions or additions are noted throughout this document.
- Totals may not add up to 100 due to rounding. The indicators reported in our ESG data tables reflect both external reporting frameworks and the interests of our stakeholders. Where we added new indicators to improve our transparency, it was sometimes not reasonable and/or possible to calculate historical data points. We have noted in the tables when historical data for a directly comparable scope are not available.
- All data relating to workforce numbers are calculated at the end of the reporting year (December 31, 2023).

NEXT GENERATION ESG STRATEGY: TARGET KPIS

The following provides our first-year progress against our Next Generation ESG strategy and targets. A number of ESG Target KPIs underwent independent assurance as indicated in the table below.

ESG TARGET KPI	2023	2022	REFERENCE	SDGS
Reduce Scope 1 and Scope 2 GHG emissions by 30% by 2030 from a 2018 base year and reduce absolute Scope 3 GHG emissions 13.5% by 2030 from a 2019 base year¹				
Absolute total Scope 1 and 2 GHG emissions (market-based) (tCO ₂ e)	525,068 ✓	671,244	DJSI 2.6.7	
Percentage change in absolute Scope 1 and 2 (market-based) GHG emissions (%), compared to 2018 base year	-30.3 ✓	-10.9	DJSI 2.6.7	 
Indirect Scope 3 GHG emissions (tCO ₂ e)	2,187,084 ✓	3,001,554	DJSI 2.2.3, GRI 305-3	
Percentage change in Scope 3 GHG emissions compared to 2019 base year (%)	-13.6 ✓	18.6		
Reduce water intensity by 20% by 2030 (compared to 2018 base year)				
Water intensity (m ³ /kg)	0.06732 ✓	0.06775		
Reduction in water intensity from 2018 base year (%)	-18.9 ✓	-18.4		
Reduce water intensity by 20% by 2030 (compared to 2018 base year)				
Percentage of sustainable cotton sourced (%)	35.7 ✓	21.7		 
Zero manufacturing waste to landfill by 2027				
Total manufacturing waste sent to landfill (MT)	945 ✓	2,415		
Total waste recycled and reused (MT) ²	74,879 ✓	68,089	DJSI 2.4.1	
Source 30% recycled polyester or alternative fibre yarns by 2027				
Percentage of recycled or alternative fibres and/or yarns sourced (%)	9.2 ✓	1.6		
75% recycled and sustainable packaging and trims by 2027				
Percentage of recycled and sustainable packaging trims (%)	46.6 ✓	14.2		
Achieve gender parity for the collective group of employees representing director-level and above positions by 2027				
Percentage of women composing the collective employee group of director-level and above (%)	34.3 ✓	30.3	DJSI 3.1.4, GRI 405-1	
Attain ISO 45001 certification across all Company-owned facilities by 2028				
ISO 45001 certification (%)	8	0		
Gradually increase spending to allocate 1% of pre-tax earnings towards community investment initiatives by 2026				
Community investment allocation compared to pre-tax earnings (%)	0.40 ✖	0.19		
Total cash and in-kind donations (\$M)	1.9 ✖	1.1		

¹ As per SBTi, the target boundary includes land-related emissions and removals from bioenergy feedstocks.

² Gildan began tracking reuse programs in 2023 and integrated this data with the previously reported metric "Total manufacturing waste recycled." Consequently, the combined metric is now categorized under "Total waste recycled and reused."

ENVIRONMENT

METRIC	2023	2022	REFERENCE
EMISSIONS			
Absolute total GHG emissions (Scope 1 and 2 (market-based)) (tCO ₂ e) ¹	525,068 ✓	671,244	DJSI 2.6.7
Percentage change in absolute Scope 1 and 2 (market-based) GHG emissions compared to 2018 base year ¹ (%)	-30.3 ✓	-10.9	DJSI 2.6.7
Indirect Scope 3 GHG emissions (tCO ₂ e)	2,187,084 ✓	3,001,554	DJSI 2.2.3, GRI 305-3
Percentage change in Scope 3 GHG emissions compared to 2019 base year (%)	-13.6 ✓	18.6	Not available
GHG emissions intensity (Scope 1 and 2 (market-based))¹			
GHG emissions intensity ratio for the organization (tCO ₂ e / kg total production)	0.00205	0.00229	GRI 305-4
Organization-specific metric: total production (kg)	255,945,796	292,777,926	GRI 305-4
Percentage emissions intensity variation from 2018 base year (%)	-27.8	-19.3	GRI 305-4
Reduction of GHG emissions			
GHG emission reduction from 2018 to 2022 (tCO ₂ e)	-228,288	-82,112	Not available
Direct Scope 1 GHG emissions			
Gross direct (Scope 1) GHG emissions (tCO ₂ e)	102,244 ✓	120,838	DJSI 2.2.1, GRI 305-1
Biogenic CO ₂ equivalent emissions (tCO ₂ e) ³	230,485	240,670	GRI 305-1
Direct Scope 1 GHG emissions by process			
Distribution centre (tCO ₂ e)	1,017	1,874	GRI 305-1
Hosiery (tCO ₂ e)	5,920	14,281	GRI 305-1
Textile (tCO ₂ e)	57,607	62,731	GRI 305-1
Yarn (tCO ₂ e)	588	1,463	GRI 305-1
Sewing (tCO ₂ e)	4,256	5,507	GRI 305-1
Garment dyeing (tCO ₂ e)	3,376	12,216	GRI 305-1
Integrated manufacturing (textiles and sewing) (tCO ₂ e)	28,241	21,265	GRI 305-1
Other (tCO ₂ e)	1,240	1,502	GRI 305-1

³ Calculation considers biogenic emissions from biomass process.

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
Direct Scope 1 GHG emissions by country			
Australia (tCO ₂ e)	0	Not available	GRI 305-1
Bangladesh (tCO ₂ e)	28,544	21,658	GRI 305-1
Barbados (tCO ₂ e)	36	33	GRI 305-1
Canada (tCO ₂ e)	Not available	Not available	GRI 305-1
China (tCO ₂ e)	Not available	Not available	GRI 305-1
Dominican Republic (tCO ₂ e)	21,239	17,387	GRI 305-1
Honduras (tCO ₂ e)	48,455	75,620	GRI 305-1
Nicaragua (tCO ₂ e)	2,541	3,268	GRI 305-1
United States (tCO ₂ e)	1,428	2,873	GRI 305-1
Direct Scope 1 GHG emissions by source			
Direct emissions – stationary combustion (tCO ₂ e)	93,056	109,330	GRI 305-1
Fugitive emissions from refrigerants (tCO ₂ e)	5,668	7,997	GRI 305-1
Direct emissions – mobile combustion (tCO ₂ e)	3,520	3,511	GRI 305-1
Electricity indirect (Scope 2) GHG emissions			
Gross indirect (Scope 2) GHG emissions (tCO ₂ e) market-based method	422,824 <input checked="" type="checkbox"/>	550,406	DJSI 2.2.2, GRI 305-2
Gross indirect (Scope 2) GHG emissions (tCO ₂ e) location-based method	299,081 <input checked="" type="checkbox"/>	360,222	DJSI 2.2.2, GRI 305-2
Scope 2 emissions by process (market-based method)			
Distribution centre (tCO ₂ e)	6,760	8,428	GRI 305-2
Hosiery (tCO ₂ e)	34,356	49,540	GRI 305-2
Textile (tCO ₂ e)	156,657	217,275	GRI 305-2
Yarn (tCO ₂ e)	187,077	217,607	GRI 305-2
Sewing (tCO ₂ e)	12,527	15,194	GRI 305-2
Garment dyeing (tCO ₂ e)	6,461	16,375	GRI 305-2
Integrated manufacturing (textiles and sewing) (tCO ₂ e)	6,272	5,770	GRI 305-2
Other (tCO ₂ e)	12,715	20,218	GRI 305-2

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
Scope 2 emissions by country (market-based method)			
Australia (tCO ₂ e)	29	Not available	GRI 305-2
Bangladesh (tCO ₂ e)	7,771	7,156	GRI 305-2
Barbados (tCO ₂ e)	816	727	GRI 305-2
Canada (tCO ₂ e)	Not available	Not available	GRI 305-2
China (tCO ₂ e)	6	19	GRI 305-2
Dominican Republic (tCO ₂ e)	21,772	27,389	GRI 305-2
Honduras (tCO ₂ e)	196,953	288,351	GRI 305-2
Nicaragua (tCO ₂ e)	4,564	5,124	GRI 305-2
United States (tCO ₂ e)	190,913	221,641	GRI 305-2
Other indirect (Scope 3) GHG emissions			
Scope 3 emissions (tCO ₂ e)	2,187,084 <input checked="" type="checkbox"/>	3,001,554	DJSI 2.2.3, GRI 305-3
1. Purchased goods and services	1,670,877	2,295,500	DJSI 2.2.3, GRI 305-3
2. Capital goods	40,705	53,070	DJSI 2.2.3, GRI 305-3
3. Fuel and energy-related activities	165,318	199,171	DJSI 2.2.3, GRI 305-3
4. Upstream transportation and distribution	123,866	218,565	DJSI 2.2.3, GRI 305-3
5. Waste generated in operations	11,087	11,760	DJSI 2.2.3, GRI 305-3
6. Business travel	2,957	1,165	DJSI 2.2.3, GRI 305-3
7. Employee commuting	68,732	93,902	DJSI 2.2.3, GRI 305-3
8. Upstream leased assets	Not available	Not available	DJSI 2.2.3, GRI 305-3
9. Downstream transportation and distribution	27,105	28,841	DJSI 2.2.3, GRI 305-3
10. Processing of sold products	Not available	Not available	DJSI 2.2.3, GRI 305-3
11. Use of sold products	Not available	Not available	DJSI 2.2.3, GRI 305-3
12. End of life of sold products	76,437	99,579	DJSI 2.2.3, GRI 305-3
13. Downstream leased assets	Not available	Not available	DJSI 2.2.3, GRI 305-3
14. Franchises	Not available	Not available	DJSI 2.2.3, GRI 305-3
15. Investments	Not available	Not available	DJSI 2.2.3, GRI 305-3

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
Air emissions			
Nitrogen oxide (NOx) (t)	502	349	GRI 305-7
Sulphur dioxide (SO ₂) (t)	386	416	GRI 305-7
ENERGY			
Energy consumption			
Total energy consumed within the organization (GJ)	7,575,584 <input checked="" type="checkbox"/>	8,548,246	GRI 302-1
Total fuel consumption within the organization from non-renewable sources (GJ)	1,458,777	1,773,590	GRI 302-1
Total fuel consumption within the organization from residual by-product incineration with energy recovery (GJ) ⁴	2,592,476	2,707,036	GRI 302-1
Total electricity consumption from non-renewable sources (GJ)	3,505,509	4,050,621	GRI 302-1
Total electricity consumption from renewable sources (GJ) ⁵	18,823	17,000	GRI 302-1
Total non-renewable energy consumption	4,964,286	5,824,211	DJSI 2.3.1
Total renewable and alternative energy consumption	2,611,298	2,724,036	DJSI 2.3.1
Percentage of renewable and alternative energy consumed (%)	34	32	
Energy consumption outside of the organization (GJ)	Not available	Not available	GRI 302-2
Total electricity, heating, cooling, and steam sold (GJ)	0	0	GRI 302-1
Self-generated and consumed steam (GJ)	2,592,476	2,707,036	GRI 302-1
Total cost of energy consumed (\$M)	122	146	
Energy consumption by country			
Australia (GJ)	161	Not available	GRI 302-1
Bangladesh (GJ)	543,344	448,322	GRI 302-1
Barbados (GJ)	5,278	4,760	GRI 302-1
Canada (GJ)	Not available	Not available	GRI 302-1
China (GJ)	34	110	GRI 302-1
Dominican Republic (GJ)	1,058,527	1,047,879	GRI 302-1
Honduras (GJ)	3,501,792	4,178,747	GRI 302-1
Nicaragua (GJ)	94,637	105,040	GRI 302-1
United States (GJ)	2,371,812	2,763,388	GRI 302-1

⁴ To avoid any misleading claims in regards to renewable energy, this title was changed from what was reported 2022. Residual by-products represent different materials incinerated at our biomass facilities and are considered to have less environmental impact than conventional fossil fuels.

⁵ Solar energy purchased in Honduras and Nicaragua.

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
Energy consumption by source			
Electricity (GJ)	3,524,332	4,067,621	GRI 302-1
Propane (GJ)	160,715	223,682	GRI 302-1
Fuel oil (bunker) (GJ)	683,998	755,586	GRI 302-1
Diesel (GJ)	228,515	134,655	GRI 302-1
Natural gas (GJ)	384,197	657,898	GRI 302-1
Biomass (GJ)	2,592,476	2,707,036	GRI 302-1
CNG (GJ)	1,352	1,769	GRI 302-1
Energy consumption by process			
Distribution centre (GJ)	77,396	94,155	GRI 302-1
Hosiery (GJ)	346,317	398,135	GRI 302-1
Textile (GJ)	3,852,453	4,377,445	GRI 302-1
Yarn (GJ)	2,309,144	2,685,859	GRI 302-1
Sewing (GJ)	196,513	238,827	GRI 302-1
Garment dyeing (GJ)	195,215	221,599	GRI 302-1
Integrated manufacturing (textiles and sewing) (GJ)	530,237	433,745	GRI 302-1
Other (GJ)	68,308	98,481	GRI 302-1
Energy intensity			
Absolute direct energy (GJ)	4,051,252	4,480,626	
Absolute indirect energy (GJ)	3,524,332	4,067,621	
Total energy intensity (GJ/kg)	0.0296	0.0292	GRI 302-3
Organization-specific metric: total production from textile and hosiery factories (kg)	255,945,796	292,777,926	
Percentage intensity variation (compared to a 2018 base year) (%)	-15.7	-16.8	

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
Energy intensity by country			
Australia (GJ/kg)	0.0000	Not available	GRI 302-3
Bangladesh (GJ/kg)	0.0021	0.0015	GRI 302-3
Barbados (GJ/kg)	0.0000	0.0000	GRI 302-3
Canada (GJ/kg)	Not available	Not available	GRI 302-3
China (GJ/kg)	0.0000	0.0000	GRI 302-3
Dominican Republic (GJ/kg)	0.0041	0.0036	GRI 302-3
Honduras (GJ/kg)	0.0137	0.0143	GRI 302-3
Nicaragua (GJ/kg)	0.0004	0.0004	GRI 302-3
United States (GJ/kg)	0.0093	0.0094	GRI 302-3
Energy intensity by source			
Electricity (GJ/kg)	0.0138	0.0139	GRI 302-3
Propane (GJ/kg)	0.0006	0.0008	GRI 302-3
Fuel oil (bunker) (GJ/kg)	0.0027	0.0026	GRI 302-3
Diesel (GJ/kg)	0.0009	0.0005	GRI 302-3
Natural gas (GJ/kg)	0.0015	0.0023	GRI 302-3
Biomass (GJ/kg)	0.0101	0.0093	GRI 302-3
CNG (GJ/kg)	0.0000	0.0000	GRI 302-3
Energy intensity by process			
Distribution centre (GJ/kg)	0.0003	0.0003	GRI 302-3
Hosiery (GJ/kg)	0.0014	0.0014	GRI 302-3
Textile (GJ/kg)	0.0151	0.0150	GRI 302-3
Yarn (GJ/kg)	0.0090	0.0092	GRI 302-3
Sewing (GJ/kg)	0.0008	0.0008	GRI 302-3
Garment dyeing (GJ/kg)	0.0008	0.0008	GRI 302-3
Integrated manufacturing (textiles and sewing) (GJ/kg)	0.0021	0.0015	GRI 302-3
Other (GJ/kg)	0.0003	0.0003	GRI 302-3

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
WATER			
Water discharge			
Total water discharge (ML)	16,264	18,772	DJSI 2.5.1, GRI 303-4
Total water discharge to areas with water stress (ML)	1,582	Not available	GRI 303-4
Water discharge by destination			
Surface water (on-site treatment) (ML)	15,371	17,827	GRI 303-4
Third-party destinations (off-site treatment) (ML)	893	944	GRI 303-4
Number of incidents of non-compliance with discharge limits at Gildan-owned facilities	0	0	GRI 303-4
Gildan facilities in compliance with wastewater discharge permits and/or contractual obligations (%)	100	100	
Zero Discharge Hazardous Chemicals (ZDHC) related to wastewater reporting			
Textiles facilities reporting on ZDHC wastewater effluent (%)	100	100	
Water withdrawal by source			
Total water withdrawal (ML)	17,230	19,835	DJSI 2.5.1, GRI 303-3
Total water withdrawal from all areas with water stress (ML)	1,889	0	DJSI 2.5.1, GRI 303-3
Groundwater (ML) (fresh groundwater)	16,243	18,892	DJSI 2.5.1, GRI 303-3
Freshwater (ML)	16,243	18,892	DJSI 2.5.1, GRI 303-3
Other water (ML)	0	0	DJSI 2.5.1, GRI 303-3
Third-party water (ML)	988	943	DJSI 2.5.1, GRI 303-3
Freshwater (ML)	988	943	DJSI 2.5.1, GRI 303-3
Other water (ML)	0	0	DJSI 2.5.1, GRI 303-3
Water withdrawal by process			
Distribution centre (ML)	28	Not available	GRI 303-3
Hosiery (ML)	779	Not available	GRI 303-3
Textile (ML)	12,663	Not available	GRI 303-3
Yarn (ML)	946	Not available	GRI 303-3
Sewing (ML)	281	Not available	GRI 303-3

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
Garment dyeing (ML)	518	Not available	GRI 303-3
Integrated manufacturing (textiles and sewing) (ML)	1,889	Not available	GRI 303-3
Other (ML)	125	Not available	GRI 303-3
Water intensity			
Total water withdrawal (m ³)	17,230,746	19,834,845	
Water intensity (m ³ /kg)	0.06732 <input checked="" type="checkbox"/>	0.06775	
Reduction in water intensity from 2018 base year (%)	-18.9 <input checked="" type="checkbox"/>	-18.4	
Water consumption			
Total water consumption from all areas (ML)	967	1,063	GRI 303-5
Total water consumption from water-stressed areas (ML)	307	0	GRI 303-5
Exposure of suppliers to water risks			
Percentage of purchased cotton originating from water-stressed areas (%)	43	Not available	DJSI 2.5.2
WASTE			
Manufacturing waste sent to landfill (MT)	945 <input checked="" type="checkbox"/>	2,415	
Reduction from base year (2021) (%) (specific to manufacturing waste only)	-65	-10.4	
Total waste recycled and reused (MT) ⁶	74,879 <input checked="" type="checkbox"/>	68,089	DJSI 2.4.1
Share of total waste sent to landfill (%)	6.2	9.7	
Annual total waste generation intensity (kg per kg production)	0.332	0.273	
Total waste generated (MT)	85,071	80,001	GRI 306-3
Category 1: non-hazardous (MT)	84,001	79,240	GRI 306-3
Category 2: hazardous (MT)	1,069	761	GRI 306-3
Manufacturing waste generated (MT)	80,382	77,328	GRI 306-3
Category 3: manufacturing waste – non-hazardous (MT) ⁷	79,356	76,589	GRI 306-3
Category 4: manufacturing waste – hazardous (MT) ⁸	1,027	739	GRI 306-3

⁶ Gildan began tracking reuse programs in 2023 and integrated this data with the previously reported metric "Total manufacturing waste recycled." Consequently, the combined metric is now categorized under "Total waste recycled and reused." Presently, the values for reuse and recycling cannot be separated and reported independently, despite the total sum being accurate. Therefore, the figures under "Recycling" cannot be directly compared to those of the previous year, and the values for "Preparation for reuse" are unavailable for 2023.

⁷ Category 3 is a subcategory of Category 1 (non-hazardous).

⁸ Category 4 is a subcategory of Category 2 (hazardous).

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
Waste diverted from disposal			
Category 1: non-hazardous (MT)	74,755	67,979	GRI 306-4
Category 2: hazardous (MT)	124	110	GRI 306-4
Category 3: manufacturing waste – non-hazardous (MT)	71,209	65,963	GRI 306-4
Category 4: manufacturing waste – hazardous (MT)	122	109	GRI 306-4
Waste directed to disposal			
Category 1: non-hazardous (MT)	9,246	11,261	GRI 306-5
Category 2: hazardous (MT)	946	651	GRI 306-5
Category 3: manufacturing waste – non-hazardous (MT)	8,146	10,626	GRI 306-5
Category 4: manufacturing waste – hazardous (MT)	905	630	GRI 306-5
Waste diverted from disposal, by recovery option⁹			
Category 1: non-hazardous waste – off-site (MT)	74,755	67,979	GRI 306-4
Preparation for reuse (MT)	Not available	Not available	GRI 306-4
Recycling (MT)	74,755	67,979	GRI 306-4
Other recovery operations	0	0	GRI 306-4
Category 2: hazardous waste – off-site (MT)	124	110	GRI 306-4
Preparation for reuse (MT)	Not available	Not available	GRI 306-4
Recycling (MT)	124	110	GRI 306-4
Other recovery operations	0	0	GRI 306-4
Waste directed to disposal, by disposal operation			
Category 1: non-hazardous waste – on-site (MT)	3,958	3,531	GRI 306-5
Incineration (with energy recovery) (MT)	3,958	3,531	GRI 306-5
Incineration (without energy recovery) (MT)	0	0	GRI 306-5
Landfilling (MT)	0	0	GRI 306-5
Other disposal options (MT)	0	0	GRI 306-5

⁹ Gildan began tracking reuse programs in 2023 and integrated this data with the previously reported metric "Total manufacturing waste recycled." Consequently, the combined metric is now categorized under "Total waste recycled and reused." Presently, the values for reuse and recycling cannot be separated and reported independently, despite the total sum being accurate. Therefore, the figures under "Recycling" cannot be directly compared to those of the previous year, and the values for "Preparation for reuse" are unavailable for 2023.

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
Category 1: non-hazardous waste – off-site (MT)	5,288	7,730	GRI 306-5
Incineration (with energy recovery) (MT)	0	0	GRI 306-5
Incineration (without energy recovery) (MT)	4	3	GRI 306-5
Landfilling (MT)	5,284	7,728	GRI 306-5
Other disposal options (MT)	0	0	GRI 306-5
Category 2: hazardous waste – off-site (MT)	946	651	GRI 306-5
Incineration (with energy recovery) (MT)	0	0	GRI 306-5
Incineration (without energy recovery) (MT)	945	651	GRI 306-5
Landfilling (MT)	0.22	0.12	GRI 306-5
Other disposal options (MT)	0	0	GRI 306-5
Pre- and post-production waste			
Quantity of pre-production waste (MT)	41,081	Not available	
Quantity of post-production/pre-consumer waste generated (MT)	106	Not available	
Quantity of textiles destroyed (MT) ¹⁰	758	Not available	
Sale of factory seconds (MT) ¹¹	7,650	6,223	
BIODIVERSITY			
IUCN Red List species and National Conservation List species with habitats in areas affected by operations			
Threatened species identified during Biotop assessments	0	0	GRI 304-4
Honduras (#)	0	0	GRI 304-4
Dominican Republic (#)	0	0	GRI 304-4
Bird species of least concern			
Honduras (#)	37	37 ¹²	GRI 304-4
Dominican Republic (#)	58	58 ¹²	GRI 304-4
Sites used for operational activities (#)	2	2 ¹²	
Biodiversity impact assessments conducted at operational sites (#)	2	2 ¹²	
Sites assessed in proximity to critical biodiversity (#)	0	0 ¹²	
Sites assessed that have a biodiversity management plan (#)	0	0 ¹²	

¹⁰ This total includes post-production/pre-consumer waste generated.

¹¹ 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.

¹² Values reported in the 2022 ESG Report reflect studies conducted in early 2023 and have been repeated in the 2023 column to reflect work conducted in the same year. 2024 assessments will be reported in the 2024 ESG Report next year.

ENVIRONMENT CONT'D

METRIC	2023	2022	REFERENCE
COMPLIANCE			
Environmental violations of legal obligations/regulations (#)	0	0	
Fines/penalties related to the above (\$M)	0	0	
Environmental liability accrued at end of year (\$M)	0	0	
Number of environmental audits performed in Gildan-owned facilities	20	17	
Number of non-compliances found during environmental audits	134	91	
Gildan-owned facilities that have completed the Cascale's Higg Facility Environmental Module (Higg FEM) assessment (#)	16	11	SASB CG-AA-430a.2
Finished product contractors that have completed the HIGG FEM assessment (%)	52	50	SASB CG-AA-430a.2
MATERIALS			
Wood/paper fibre packaging			
Total weight of wood/paper fibre packaging (MT)	29,603	Not available ¹³	DJSI 2.3.6
Total weight of packaging that has recycled or certified content (MT)	22,290	Not available ¹³	DJSI 2.3.6
Percentage of wood/paper fibre packaging that has recycled or certified content (%)	75	Not available ¹³	DJSI 2.3.6
Plastic packaging			
Total weight of plastic packaging (MT)	1,469	Not available ¹³	DJSI 2.3.7
Total weight of plastic packaging that has recycled content (MT)	175	Not available ¹³	DJSI 2.3.7
Percentage of plastic packaging that has recycled or certified content (%)	12	Not available ¹³	DJSI 2.3.7
Fibre input¹⁴			
Cotton	80	80	FTI 5.3.1
Polyester	20	20	FTI 5.3.1
Raw materials with third-party certification (% of total weight)			
Recycled or alternative fibres and/or yarns sourced (%)	9.2 <input checked="" type="checkbox"/>	1.6	
Sustainable cotton sourced (%)	35.7 <input checked="" type="checkbox"/>	21.7	
Percentage net sales from products certified STANDARD 100 by OEKO-TEX® (%)	90.0	80	
REPREVE® (%)	<1	<1	
Sustainable packaging and trims			
Total SKUs of packaging and trims specific to apparel (which include carton, polyester, paper, and cotton-poly trims) containing recycled materials and/or have relevant sustainability certifications (%)	46.6 <input checked="" type="checkbox"/>	14.2	

¹³ We made enhancements to our reporting methodology in 2023 to be more comprehensive and accurate, and as such, historical data is no longer comparable and was not included in this table.

¹⁴ Fibre input includes the weight of cotton and polyester fibres purchased and spun at our spinning facilities, as well as contained in our sourced yarns and sourced products. Other types of synthetic fibres included in purchased yarns or sourced products represent less than 1% of our total fibres consumption and are not included in this metric.

SOCIAL

METRIC	2023	2022	REFERENCE
LOCAL SUPPLIERS			
Total local suppliers by country (#)	2,796	2,858	
Bangladesh (#)	34	264	
Canada (#)	269	251	
Dominican Republic (#)	378	530	
Honduras (#)	647	693	
Nicaragua (#)	312	360	
United States (#)	1156	760	
Local suppliers (global total) (\$M)	1,598	1,322	GRI 204-1
HEALTH AND SAFETY			
Medical benefits			
Medical consultations at on-site clinics globally (#)	232,966	277,806	
Vaccines administered (#)	16,688	23,633	
Cost of medicine, vitamins, and vaccines globally (\$M)	1.4	2.3	
Doctors on staff worldwide (#)	60	74	
Nurses on staff worldwide (#)	92	105	
Safety statistics			
Training hours conducted on occupational health and safety (OHS) policies and procedures (#)	127,765	142,612	
Health and safety audits performed by Gildan (#)	9	14	
Work-related fatalities – employees (#)	0 <input checked="" type="checkbox"/>	0	DJSI 3.5.3, GRI 403-9
Work-related fatalities – 5 major contractors for Bangladesh only (#)	0 <input checked="" type="checkbox"/>	0	DJSI 3.5.3
Number of fatalities as a result of work-related ill health – employees (#)	0	Not available	GRI 403-10
Number of high-consequence work-related injuries (excluding fatalities) (#)	1	Not available	GRI 403-9
Work-related injury rate (TRIR) for employees (based on 200,00 hours)	0.23	0.24	GRI 403-9
Severity rate for employees (based on 200,00 hours) (SEV)	2.17	3.00	

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
Lost-time incident rate (LTIR) for employees (cases per 200,000 hours worked)	0.10 <input checked="" type="checkbox"/>	0.11	DJSI 3.5.4
LTIR for contractors – 5 major contractors in Bangladesh only (cases per 200,000 hours worked)	0.34 <input checked="" type="checkbox"/>	0.06 ¹⁵	DJSI 3.5.5
Data coverage for LTIR – employees (%)	100	100	
Workers covered by OHS			
Facilities with a formal joint management worker health and safety committee (%)	90	90	
Percentage of employees globally represented by formal health and safety committees (%)	97	99	GRI 403-8
Health programs participation			
Facilities with shoulder health program (#)	3	2	
Employees participating in the shoulder health program (#)	728	240	
Bangladesh			
Employees participating in health campaigns (#)	5,700	5,400	
Contractor safety training program coverage (%)	100	100	
Honduras			
Sewing employees participating in the visible felt leadership (VFL) program (#)	64	26	
Management employees participating in the Seven Insights into Safety Leadership program (#)	17	9	
Nicaragua			
Management employees participating in the Seven Insights into Safety Leadership program (#)	43	49	
United States			
Number of employees that participated in safety awareness programs (#)	1,843	2,100	
Number of participation in wellness programs	964	537	
Flu shots, vaccine clinics (#)	85	191	
Mammograms (#)	52	56	
Wellness exams (#)	729	224	
Blood drives (#)	80	66	

¹⁵ Data coverage only related to five dedicated third-party finished product contractors in Haiti. For more information, see [page 47](#).

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
SOCIAL COMPLIANCE AND SUPPLIER STANDARDS			
Due diligence process and supplier screening			
New finished product contractors that went through a due diligence process (#) ¹⁶	2	13	DJSI 1.7.5
New finished product contractors screened using social criteria (%)	100	100	DJSI 1.7.5
New finished product contractors unable to demonstrate adequate levels of compliance with our policies, programs, and/or standards (%)	0	54	
Number of supplier due diligence assessments undertaken (new assessments and renewals) (#)	205	Not available	
Number of potential suppliers with whom we did not do business due to unsatisfactory due diligence assessment (#)	14	Not available	
Number of significant finished product contractors (Tier 1) (#)	21	22	DJSI 1.7.5
Percentage of total manufacturing spend on significant finished product contractors (Tier 1) (%)	15	Not available	DJSI 1.7.5
Social compliance scope			
Total number of finished product contractor facilities covered by our Social Compliance program (#)	46	44	DJSI 1.7.5, SASB CG-AA-000.A
Total number of finished product contractor facilities fully dedicated to Gildan's production (#)	9	Not available	DJSI 1.7.5
Social compliance audits			
Total number of audits at Gildan-operated and finished product contractor facilities (#)	58	76	
Total number of Gildan-operated facilities that were audited (#)	16	Not available	
% of audits at Gildan-operated facilities that were conducted by our Social compliance team	69	Not available	
% of audits at Gildan-operated facilities that were conducted by third-party auditors	31	Not available	
Total number of finished product contractor facilities that were audited (#)	42	Not available	SASB CG-AA-430b.1/ DJSI 1.7.6
% of audits at finished product contractor facilities that we conducted by our Social compliance team	29	Not available	
% of audits at finished product contractor facilities that we conducted by third-party auditors on behalf of Gildan	71	Not available	
Finished product contractor facilities audited at least once during the year (%)	91	73	
Completion of scheduled internal social compliance audits (%)	105	90	
Number of audits which included a trade union representative (#)	0	Not available	FTI 4.2
Number of workers interviewed offsite as part of audits (#)	0	Not available	FTI 4.2
External audits			
Audits conducted at Gildan-operated facilities by external auditors as directed by Fair Labor Association, Better Work, and Worldwide Responsible Accredited Production as well as by customers (#)	35	27	

¹⁶ Finished product contractors include all of Gildan's third-party sewing contractors, as well as all third-party sock suppliers. These suppliers are classified as Tier 1, representing entities with whom we maintain direct business relationships.

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
Non-compliances at Gildan-operated facilities			
Total non-compliances (#)	99	175	
Health and safety (#)	88	112	
Environment (#)	0	Not available	
Document and inspection (#)	4	12	
Grievance procedure (#)	1	5	
Hours of work/Overtime (#)	1	15	
Discrimination (#)	1	0	
Freedom of association and collective bargaining (#)	0	0	
Employment relationship (#)	4	Not available	
Other (#)	0	31	
Non-compliances at finished product contractors facilities			
Total non-compliances (#)	225	422	
Health and safety (#)	149	271	
Environment (#)	8	Not available	
Document and inspection (#)	21	35	
Grievance procedure (#)	1	9	
Hours of work/Overtime (#)	25	33	
Employment relationship (#)	10	23	
Child labour (#)	0 ¹⁷	Not available	
Forced labour (#)	2	Not available	
Freedom of association and collective bargaining (#)	0	Not available	
Harassment or Abuse (#)	1	Not available	
Compensation and benefits (#)	5	20	
Discrimination (#)	2	1	
Subcontracting (#)	0	0	
Other (#)	0	30	

¹⁷ Our own and contractor facilities had zero child labour findings in 2023. However, during 2023, a non-compliance was found at a childcare facility of one of our contractors which related to insufficient milk availability. This incident was catalogued incorrectly as a child labour violation in our 2023 ESG report and data tables. The non-compliance has been remediated. Update: March 10, 2025.

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
Severity of non-compliances			
Non-compliances at Gildan-operated facilities	99	175	
Minor and moderate (#)	92	163	
Major (#)	7	12	
Non-compliances at finished product contractor facilities	225	422	
Minor and moderate (#)	210	398	
Major (#)	15	24	
Priority non-conformance rate for suppliers' labour code of conduct audits (%)	36	55 ¹⁸	SASB CG-AA-430b.2
Number of finished product contractors with non-compliance incidents that were terminated (#)	0	Not available	DJSI 1.7.6
Number of finished product contractors with major non-compliances (#)	8	Not available	DJSI 1.7.6
Corrective action plans (CAPs) and capacity building program			
Number of finished product contractors under a CAP to address non-conformances (minor, moderate and major findings) (#)	42	Not available	DJSI 1.7.6
Number of finished product contractors supported in CAP implementation (#)	42	Not available	DJSI 1.7.6
Corrective action rate for priority non-conformance (major findings) at suppliers facilities (%)	100	100	SASB CG-AA-430b.2
Number of suppliers in capacity building programs (#)	23	Not available	
Collective bargaining agreements and trade unions			
Employees covered under collective bargaining agreements (%)	52	46	DJSI 3.1.7, GRI 2-30
Number of finished product contractors that have independent, democratically elected trade unions (#)	6	Not available	FTI 5.1
WORKFORCE BENEFITS			
In-Kind benefits for employees			
Meals (\$M)	6.4	7.9	
Transportation (\$M)	6.9	7.6	
Investment in worker training			
Total hours of training provided by the organization to employees (#M)	2.54	2.01	
Average spend per full-time employee (FTE) on training and development (\$/FTE)	32	35	DJSI 3.3.1, GRI 404-1
Average hours per FTE of training and development (#)	60	40	DJSI 3.3.1
Technological upskilling for manufacturing employees (# Hours)	51,720	155,677	GRI 404-2

¹⁸ Our 2022 value was updated to reflect a change in our calculation methodology. As per the SASB Apparel, Accessories & Footwear standard, the priority non-conformance rate is calculated as the number of priority non-conformances identified in the supply chain divided by the total number of facilities audited.

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
Performance evaluation			
Total employees who received a performance review during the reporting year (#)	14,466	16,639	GRI 404-3
Human rights worker training			
Code of Conduct (# Hours)	17,676	32,321	GRI 2-24
Code of Ethics (# Hours)	16,752	34,984	GRI 2-24
Grievance mechanisms (# Hours)	18,235	31,258	GRI 2-24
Human development (# Hours)	38,030	43,512	GRI 2-24
Security personnel trained in human rights policies and procedures (# employees / % coverage)	761 / 100	763 / 100	GRI 410-1
Financial benefits			
Total salaries, wages, and short-term benefits (\$M)	583.8	631.6	
WORKFORCE GENDER REPRESENTATION			
Total number of employees (#)	42,552	50,322	GRI 2-7
Total workforce gender representation (% male/ % female)	57 / 43	55 / 45	DJSI 3.1.4, GRI 405-1
United States (only) female employee base (%)	40	39	DJSI 3.1.4, GRI 405-1
Full-time permanent employees all regions (# male / # female)	24,084 / 18,335	27,889 / 22,341	GRI 2-7
Asia (# male / # female)	3,966 / 2,823	3,072 / 2,632	GRI 2-7
Caribbean (# male / # female)	2,735 / 2,358	2,680 / 2,260	GRI 2-7
Central America (# male / # female)	15,751 / 12,023	20,243 / 16,201	GRI 2-7
North America (# male / # female)	1,632 / 1,131	1,894 / 1,248	GRI 2-7
Part-time permanent employees all regions (# male / # female)	20 / 2	21 / 5	GRI 2-7
Asia (# male / # female)	0 / 1	0 / 1	GRI 2-7
Caribbean (# male / # female)	0 / 0	0 / 0	GRI 2-7
Central America (# male / # female)	0 / 0	0 / 0	GRI 2-7
North America (# male / # female)	20 / 1	21 / 4	GRI 2-7
Full-time temporary Employees All Regions (# male / # female)	72 / 34	41 / 51	GRI 2-7
Asia (# male / # female)	1 / 1	1 / 3	GRI 2-7
Caribbean (# male / # female)	8 / 5	5 / 11	GRI 2-7
Central America (# male / # female)	62 / 28	33 / 31	GRI 2-7

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
North America (# male / # female)	1 / 0	2 / 6	GRI 2-7
Part-time temporary Employees All Regions (# male / # female)	1 / 4	2 / 5	GRI 2-7
Asia (# male / # female)	0 / 2	0 / 1	GRI 2-7
Caribbean (# male / # female)	0 / 0	0 / 0	GRI 2-7
Central America (# male / # female)	0 / 0	0 / 0	GRI 2-7
North America (# male / # female)	1 / 2	2 / 4	GRI 2-7
Employee categories			
Managers (#) ¹⁹	667	666	
Management positions (% male / % female) ¹⁹	61 / 39	61 / 39	DJSI 3.1.4, GRI 405-1
Local managers (%)	84	83	
Revenue-generating management positions (e.g., sales) (% male / % female)	68 / 32	68 / 32	DJSI 3.1.4, GRI 405-1
STEM-related positions (% male / % female)	80 / 20	80 / 20	DJSI 3.1.4, GRI 405-1
Engineering workforce (% male / % female)	84 / 16	84 / 16	DJSI 3.1.4, GRI 405-1
Information technology (IT) workforce (% male / % female)	77 / 23	76 / 24	DJSI 3.1.4, GRI 405-1
R&D positions (% male / % female)	60 / 40	56 / 44	DJSI 3.1.4, GRI 405-1
Production and distribution employees (% male / % female)	48 / 52	48 / 52	DJSI 3.1.4, GRI 405-1
Top management positions (max. two levels away from CEO) (% male / % female) ²⁰	71 / 29	77 / 23	DJSI 3.1.4, GRI 405-1
Director-level and above positions (% female)	34.3 <input checked="" type="checkbox"/>	30.3	DJSI 3.1.4, GRI 405-1
Top-level management positions held by women (max. two levels away from CEO) (# females)			
Under 30 (#)	0	0	GRI 405-1
30 – 50 (#)	7	5	GRI 405-1
Over 50 (#)	8	8	GRI 405-1
Junior / First-level management positions held by women (# females)			
Under 30 (#)	8	9	GRI 405-1
30 – 50 (#)	189	198	GRI 405-1
Over 50 (#)	45	41	GRI 405-1

¹⁹ Includes junior, middle and senior management positions.

²⁰ Includes senior vice-presidents and vice-presidents.

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
WORKFORCE BY AGE GROUP			
Global workforce			
Under 30 (%)	50	53	GRI 405-1
30 – 50 (%)	46	44	GRI 405-1
Over 50 (%)	4	4	GRI 405-1
Asia			
Under 30 (%)	47	45	GRI 405-1
30 – 50 (%)	52	53	GRI 405-1
Over 50 (%)	1	1	GRI 405-1
Caribbean			
Under 30 (%)	46	45	GRI 405-1
30 – 50 (%)	50	51	GRI 405-1
Over 50 (%)	4	4	GRI 405-1
Central America			
Under 30 (%)	55	57	GRI 405-1
30 – 50 (%)	44	41	GRI 405-1
Over 50 (%)	2	1	GRI 405-1
North America			
Under 30 (%)	18	20	GRI 405-1
30 – 50 (%)	47	45	GRI 405-1
Over 50 (%)	35	35	GRI 405-1
RACE/ETHNICITY DEMOGRAPHIC			
Total U.S. employees who self-identify as a member of an underrepresented racial or ethnic group (%)	54	54	DJSI 3.1.5, GRI 405-1
Total U.S. female employees who self-identify as a member of an underrepresented racial or ethnic group (%)	22	21	DJSI 3.1.5, GRI 405-1
Asian (%)	5	6	DJSI 3.1.5, GRI 405-1
Black or African American (%)	31	29	DJSI 3.1.5, GRI 405-1
Hispanic or Latino (%)	18	16	DJSI 3.1.5, GRI 405-1
White (%)	44	46	DJSI 3.1.5, GRI 405-1

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
Indigenous or Native (%)	1	0	DJSI 3.1.5, GRI 405-1
Not Specified (%)	2	2	DJSI 3.1.5, GRI 405-1
NEW EMPLOYEE HIRES			
Total number of new employee hires at the global-level (#)	9,851	16,399	DJSI 3.4.1, GRI 401-1
Gender representation of new employee hires (% male / % female)	59 / 41	58 / 42	GRI 401-1
Total new employees hired (% of workforce)	23	33	GRI 401-1
Open positions filled by internal candidates (%)	30	20	DJSI 3.4.1
Asia			
Under 30 (% male / % female)	10 / 5	4 / 4	DJSI 3.4.1
30 – 50 (% male / % female)	5 / 2	2 / 1	DJSI 3.4.1
Over 50 (% male / % female)	0 / 0	0 / 0	DJSI 3.4.1
Total (% male / % female)	15 / 7	6 / 5	DJSI 3.4.1
Caribbean			
Under 30 (% male / % female)	8 / 8	5 / 4	DJSI 3.4.1
30 – 50 (% male / % female)	2 / 3	1 / 2	DJSI 3.4.1
Over 50 (% male / % female)	0 / 0	0 / 0	DJSI 3.4.1
Total (% male / % female)	11 / 11	6 / 6	DJSI 3.4.1
Central America			
Under 30 (% male / % female)	19 / 13	32 / 21	DJSI 3.4.1
30 – 50 (% male / % female)	5 / 4	5 / 4	DJSI 3.4.1
Over 50 (% male / % female)	0 / 0	0 / 0	DJSI 3.4.1
Total (% male / % female)	24 / 17	37 / 25	DJSI 3.4.1
North America			
Under 30 (% male / % female)	4 / 3	4 / 2	DJSI 3.4.1
30 – 50 (% male / % female)	4 / 3	3 / 2	DJSI 3.4.1
Over 50 (% male / % female)	1 / 1	1 / 1	DJSI 3.4.1
Total (% male / % female)	10 / 6	8 / 5	DJSI 3.4.1

SOCIAL CONT'D



METRIC	2023	2022	REFERENCE
PARENTAL LEAVE			
Employees entitled to parental leave (# male / # female)	13,431 / 18,104	14,696 / 22,443	GRI 401-3
Employees who took parental leave (# male / # female)	517 / 1,252	551 / 1,680	GRI 401-3
Average number of paid leave in weeks offered to the primary caregiver for the majority of employees (#) ²¹	15	Not available	DJSI 3.4.4
Parental leave: employee retention rate			
Employees who returned to work in reporting period after parental leave (# male / # female)	512 / 1,093	171 / 312	GRI 401-3
Employees that were due to return to work in the reporting year after parental leave ended (#)	516 / 1,252	Not available	GRI 401-3
Return to work rate (% male / % female)	99 / 87	100 / 98	GRI 401-3
EMPLOYEE ENGAGEMENT			
Percentage of network employees who are consistently engaged (%)	70	Not available	DJSI 3.4.6
Percentage of network employees who responded the survey (%)	82	Not available	DJSI 3.4.6
FEMALE-TO-MALE AVERAGE MONTHLY SALARY RATIO (GLOBAL)			
Executive level – base salary only (%)	0	0	DJSI 3.6.1, GRI 405-2
Executive level – base salary + other cash incentives (%)	0	0	DJSI 3.6.1, GRI 405-2
Management level – base salary only (%)	94	87	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	93	87	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	152	97	DJSI 3.6.1, GRI 405-2
Female-to-male average monthly salary ratio (Bangladesh)			
Management level – base salary only (%)	116	81	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	116	79	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	70	61	DJSI 3.6.1, GRI 405-2
Female-to-male average monthly salary ratio (Dominican Republic)			
Management level – base salary only (%)	83	91	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	82	91	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	123	134	DJSI 3.6.1, GRI 405-2

²¹ For the purpose of this metric, women during pregnancy, or after birth, were considered primary caregivers.

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
Female-to-male average monthly salary ratio (Honduras)			
Management level – base salary only (%)	85	81	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	85	80	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	97	119	DJSI 3.6.1, GRI 405-2
Female-to-male average monthly salary ratio (Nicaragua)			
Management level – base salary only (%)	68	64	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	66	58	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	94	105	DJSI 3.6.1, GRI 405-2
Female-to-male average monthly salary ratio (United States)			
Management level – base salary only (%)	87	84	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	86	81	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	91	88	DJSI 3.6.1, GRI 405-2
EMPLOYEE TURNOVER			
Voluntary turnover rate (%)	21	21	DJSI 3.4.5, GRI 401-1
Total employee turnover rate (%)	41	26	DJSI 3.4.5, GRI 401-1
Global female turnover rate (%)	43	Not available	DJSI 3.4.5, GRI 401-1
Global male turnover rate (%)	40	Not available	DJSI 3.4.5, GRI 401-1
Asia			
Under 30 (%)	19	35	DJSI 3.4.5, GRI 401-1
30 – 50 (%)	12	16	DJSI 3.4.5, GRI 401-1
Over 50 (%)	10	8	DJSI 3.4.5, GRI 401-1
Caribbean			
Under 30 (%)	53	45	DJSI 3.4.5, GRI 401-1
30 – 50 (%)	29	22	DJSI 3.4.5, GRI 401-1
Over 50 (%)	15	0	DJSI 3.4.5, GRI 401-1

SOCIAL CONT'D

METRIC	2023	2022	REFERENCE
Central America			
Under 30 (%)	48	29	DJSI 3.4.5, GRI 401-1
30 – 50 (%)	42	15	DJSI 3.4.5, GRI 401-1
Over 50 (%)	33	6	DJSI 3.4.5, GRI 401-1
North America			
Under 30 (%)	155	138	DJSI 3.4.5, GRI 401-1
30 – 50 (%)	58	50	DJSI 3.4.5, GRI 401-1
Over 50 (%)	39	26	DJSI 3.4.5, GRI 401-1
Employee turnover by management level			
Junior management (%)	16	12	DJSI 3.4.5
Middle management (%)	14	6	DJSI 3.4.5
Senior management (%)	17	2	DJSI 3.4.5
CUSTOMER RELATIONSHIP MANAGEMENT			
Customer satisfaction measurement (scale of 1 to 5)	4.21	4.55	DJSI 3.6.2
Percentage of customers covered (%)	68	71	DJSI 3.6.2
Percentage of total customers using your online services solutions/sales platform (%)	45	83	DJSI 3.6.2
Percentage of revenues generated online (e.g. through direct sales, advertising, etc.) (%)	89	97	DJSI 3.6.2
COMMUNITY INVESTMENT			
Total cash and in-kind donations (\$M)	1.9 	1.1	
Ratio of community investment on pre-tax earnings (%)	0.40 	0.19	
Total volunteering hours (#)	36,126	12,947	

GOVERNANCE

METRIC	2023	2022	REFERENCE
BOARD STATISTICS			
Director tenure			
Less than 5 years (#)	7	6	DJSI 1.2.7
6–10 years (#)	3	3	DJSI 1.2.7
More than 10 years (#)	1	1	DJSI 1.2.7
Tenure (# average)	7.7	8.4	DJSI 1.2.7
Director gender diversity			
Board of Directors (% male / % female)	64 / 36	70 / 30	GRI 405-1, DJSI 1.2.5
Corporate Governance and Social Responsibility Committee (% male / % female)	50 / 50	50 / 50	DJSI 1.2.5
Audit and Finance Committee (% male / % female)	67 / 33	83 / 17	DJSI 1.2.5
Compensation and Human Resources Committee (% male / % female)	50 / 50	67 / 33	DJSI 1.2.5
Executive Officers (% male / % female)	100 / 0	100 / 0	DJSI 1.2.5
Director age diversity			
Board of Directors			
Under 30 (%)	0	0	GRI 405-1
30 – 50 (%)	0	0	GRI 405-1
Over 50 (%)	100	100	GRI 405-1
Corporate Governance and Social Responsibility Committee			
Under 30 (%)	0	0	GRI 405-1
30 – 50 (%)	0	0	GRI 405-1
Over 50 (%)	100	100	GRI 405-1
Audit and Finance Committee			
Under 30 (%)	0	0	GRI 405-1
30 – 50 (%)	0	0	GRI 405-1
Over 50 (%)	100	100	GRI 405-1

GOVERNANCE CONT'D

METRIC	2023	2022	REFERENCE
Compensation and Human Resources Committee			
Under 30 (%)	0	0	GRI 405-1
30 – 50 (%)	0	0	GRI 405-1
Over 50 (%)	100	100	GRI 405-1
Geographical location			
Canada (#)	6	5	
United States (#)	4	4	
India (#)	1	1	
Board structure			
Independent directors (#)	10	9	DJSI 1.2.1
Board effectiveness			
Board meeting attendance (% average)	98	100	DJSI 1.2.6
Minimum of attendance for all members required (%)	75	75	DJSI 1.2.6
Maximum mandates for non-executive/independent directors (#)	3	3	DJSI 1.2.6
Board experience			
Independent or non-executive members with industry experience (e.g., excludes executives) (#)	8	4	DJSI 1.2.8
Ownership			
Shares held by the CEO (shown as a multiple of base salary) (#)	Not available	90.7	DJSI 1.2.11
Average share ownership across other executive committee members (shown as a multiple of base salary)	12	10.4	DJSI 1.2.11
Total government ownership (%)	0	0	DJSI 1.2.11
CEO-to-employee pay ratio²²			
Total annual compensation of the CEO (\$M)	10.2	9.7	DJSI 1.2.15
Mean annual compensation of all employees, excluding the CEO	13,720	12,806	DJSI 1.2.15
Mean employee compensation and the total annual compensation of the CEO (ratio)	746	759	DJSI 1.2.15

²²Data relating to CEO compensation represents January 1, 2023, to December 10, 2023.

GOVERNANCE CONT'D

METRIC	2023	2022	REFERENCE
ETHICS			
Ethics and anti-corruption statistics			
Calls to ethics and compliance hotline (#)	37	28	
Reported breaches of Anti-corruption Policy and Compliance Program and/or the Code of Ethics Policy (#)	0	1	DJSI 1.5.5, GRI 205-3
Employees dismissed or disciplined for breaches of the Anti-corruption Policy and Compliance Program and/or the Code of Ethics Policy (#)	0	0	GRI 205-3
Business partner contracts terminated or not renewed due to violations or breaches of the Anti-corruption Policy and Compliance Program and/or the Code of Ethics Policy (#)	0	5	GRI 205-3
Grievances received by suggestion boxes and/or other local means (#)	3,110	3,229	
Grievances resolved (#)	3,040	3,211	
Grievances outstanding (#)	70	18	
Legal actions			
Legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant (#)	0	0	GRI 206-1
Total number of significant instances of non-compliance with laws and regulations (#)	0	Not available	GRI 2-27
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling (#)	0	Not available	GRI 417-2
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship (#)	0	Not available	GRI 417-3
Cybersecurity and data privacy			
Total number of information security breaches (#)	0	Not available	DJSI 1.9.3
Total number of clients, customers and employees affected by the breaches (#)	0	Not available	DJSI 1.9.3
Cybersecurity complaints received from outside parties and substantiated by the organization (#)	0	0	GRI 418-1
Complaints from regulatory bodies (#)	0	0	GRI 418-1
Substantiated complaints received concerning breaches of customer privacy and losses of customer data (#)	0	0	GRI 418-1
Policy influence			
Lobbying, interest representation, or similar (\$M)	0.10	0.16	DJSI 1.6.1
Total contributions and other spending related to public policy (\$M)	0.62	0.32	DJSI 1.6.1

SASB INDEX

The Sustainable Accounting Standards Board (SASB) develops industry-specific standards to guide the disclosure of financially material sustainability information for investors. Gildan supports efforts to collect accurate Environmental, Social, and Governance (ESG) data for the investment community. 2023 was Gildan's third-consecutive year disclosing to the SASB framework. In 2020, we transitioned our reporting to align with the SASB framework to drive consistency and comparability of sustainability performance data across the Apparel, Accessories & Footwear sector. We will continue to evaluate additional SASB metrics in future disclosures.

The following index provides ESG information for the 2023 calendar year, aligned with the 2023-12 "Consumer Goods Sector – Apparel, Accessories & Footwear" Standard, Sustainable Industry Classification System® (SICS®) under the stewardship of the International Sustainability Standards Board CG-AA.

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"> Acknowledging and agreeing with the Restricted Substances Code of Practice (RSCP) by suppliers and manufacturing contractors Gathering of information on raw materials before purchase and evaluating information using the Safety Data Sheet Screening Process, certifying as Eco-Passport or STANDARD 100 by OEKO-TEX®, and testing by a third-party laboratory Classifying raw materials under one of the following: approved, approved with condition, or rejected <p>We also provide training on the RSCP and chemical management to all our employees, contractors, and suppliers. In 2023, 100% of our key suppliers and finished product contractors acknowledged and agreed to the terms of our RSCP.</p> <p>Due to the fact that Gildan has a vertically integrated operating model, we report on our own manufacturing facilities – from raw material processing (Cascale Tier 3) to material production (Cascale Tier 2) to finished product assembly (Cascale Tier 1).</p> <p>Our processes to manage restricted substances are described in our RSCP on our website and in our 2023 ESG Report: Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances Code of Practice 2023 ESG Report > Environment > Our Approach > page 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 our products comply with all consumer product safety laws and other regulatory requirements as those requirements become effective, providing our clients and customers with all required information, and meeting their individual needs. Consequently, we periodically perform a broad range of product testing at reputable and accredited third-party laboratories to help ensure compliance with 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 RSCP. The RSCP describes how we handle banned and restricted substances in countries where we operate and sell our products, including for compliance with Consumer Product Safety Improvement Act (CPSIA) requirements, REACH (Substance of Very High Concern list), and applicable legislation. As per our RSCP, we encourage our suppliers and finished product contractors to align with green chemistry principles. We also include industry and non-governmental organizations (NGO) practices, standards, and initiatives, and our customers' own restricted substances lists.</p> <p>STANDARD 100 by OEKO-TEX®: 100% of brands manufactured by Gildan, including Gildan®, American Apparel®, Comfort Colors®, Gildan® Hammer™ GOLDTOE®, and Peds®, 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® requires meeting strict standards including the absence of restricted chemicals. It also involves an annual independent validation through an accredited laboratory that tests raw materials and finished products.</p> <p>Our processes to manage restricted substances are described in our RSCP on our website and in our 2023 ESG Report: Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances Code of Practice See 2023 ESG Report > Environment > Our Approach > page 13</p>						
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier 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 with approximately 90% of our total revenues from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain.</p> <p>100% of Gildan-operated facilities are assessed for wastewater compliance. In addition, our finished product manufacturing facilities in the Americas sew and cut parts that are processed in our own textile facilities where we measure wastewater parameters. Additionally, our third-party auditing process ensures that we comply with relevant regulatory requirements related to wastewater discharge permits and/or contractual agreements.</p> <table border="1" data-bbox="822 1297 2526 1461"> <thead> <tr> <th>Environmental impacts in the supply chain</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement</td> <td>We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.</td> </tr> <tr> <td>Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</td> <td>We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.</td> </tr> </tbody> </table>	Environmental impacts in the supply chain	2023	Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement	We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.	Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.
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TOPIC	METRIC	SASB CODE	DATA RESPONSE															
Environmental Impacts in the Supply Chain	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-430b.2	<p>As noted in 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, 77% of our own cut and sew facilities have completed the Higg Facility Environmental Module (FEM), and 100% of our own textile facilities have completed the Higg FEM.</p> <table border="1"> <thead> <tr> <th>Environmental impacts in the supply chain</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Percentage of Tier 1 supplier facilities that have completed the Cascale's Higg FEM assessment¹</td> <td>52 (24 out of 46 Tier 1 finished product contractor facilities)</td> </tr> </tbody> </table> <p>More details on how we manage the environmental performance of our suppliers is contained in our 2023 ESG Report: 2023 ESG Report > Environment > Our Approach > page 13</p>	Environmental impacts in the supply chain	2023	Percentage of Tier 1 supplier facilities that have completed the Cascale's Higg FEM assessment ¹	52 (24 out of 46 Tier 1 finished product contractor facilities)											
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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>Environmental impacts in the supply chain</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct² – Finished product contractors</td> <td>100</td> <td>91</td> </tr> <tr> <td>Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct – Suppliers (including packaging, trim materials, labels, dyes, and chemicals)* – Suppliers</td> <td>0</td> <td>54</td> </tr> </tbody> </table> <p>¹In 2023 we worked with Tier 1 suppliers (labels, dyes and chemicals, packaging, trims) in Bangladesh, the Dominican Republic, Honduras, and Nicaragua to study the results of any social audits conducted in their facilities in the past 12 months with a view to aligning these suppliers with our social compliance program.</p> <p>We accept external social compliance certifications such as Worldwide Responsible Accredited Production (WRAP), SEDEX Members Ethical Trade Audit (SMETA), Better Work, Social & Labor Convergence Program (SLCP), and Business Social Compliance Initiative (BSCI) for our third-party finished product contractors in Asia and selected facilities in the Americas, reducing audit duplicity.</p> <table border="1"> <thead> <tr> <th>Environmental impacts in the supply chain</th> <th>2022</th> <th>2023</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> <td>71**</td> </tr> </tbody> </table> <p>* The remaining 14% of total audits were conducted by an internal corporate representative. **The remaining 29% of total audits were conducted by an internal corporate representative.</p> <p>Other third-party suppliers (indirect) who meet certain risk and financial criteria must complete a pre-audit/self-assessment questionnaire to validate basic environmental, health and safety (EHS) and other labour conditions within their operation.</p> <p>More detail is provided in the 2023 ESG Report and our Code of Conduct: 2023 ESG Report > Governance > Ethics and Integrity Standards > Suppliers and Contractors Standards > page 55 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 Gildan's finished product contractors³ will be audited to monitor the working conditions in compliance with Gildan's Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance 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. In addition, internal auditors use our auditing guidelines as a reference when conducting audits.</p> <p>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 toward 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 Gildan's Code of Conduct, other codes the 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>	Environmental impacts in the supply chain	2022	2023	Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct ² – Finished product contractors	100	91	Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct – Suppliers (including packaging, trim materials, labels, dyes, and chemicals)* – Suppliers	0	54	Environmental impacts in the supply chain	2022	2023	Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	86*	71**
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¹ Gildan uses a selection of third party finished product contractors to sew product and prepare it for sale. Suppliers that do not have wet manufacturing processes are encouraged to use dyed yarns as raw materials, and they use Gildan manufactured textile.

² As a vertically integrated manufacturer, the scope of Tier 1 suppliers covered in the metric includes finished product contractors.

³ For the purposes of reporting, Tier 1 supplier facilities are defined as finished product manufacturing facilities.

TOPIC	METRIC	SASB CODE	DATA RESPONSE																				
			<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 (audits on behalf of Gildan or its customers).</p> <p>Audit results Audit results are categorized from green to black based on the number and severity of findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook (page 6). Green and yellow ratings may be cleared for continued business, orange and red require improvement within a set timeframe, and a black rating corresponds to a zero-tolerance issue (see page 7 of our Guidebook) and results in termination of the contract once open orders are completed.</p> <table border="1" data-bbox="825 548 2521 1369"> <thead> <tr> <th></th> <th data-bbox="825 548 1513 602">Case #1 (own facility): Health and safety</th> <th data-bbox="1513 548 2018 602">Case #2 (contractor facility): Compensation and benefits</th> <th data-bbox="2018 548 2521 602">Case #3 (contractor facility): Hours of work</th> </tr> </thead> <tbody> <tr> <td data-bbox="825 602 1010 695">Context</td> <td colspan="3" data-bbox="1010 602 2521 695">Our Social Compliance program ensures that third-party finished product contractors comply with our Code of Conduct, local and international laws, including applicable International Labour Organization (ILO) conventions, and industry codes from WRAP, SEDEX, and the Fair Labor Association (FLA). As per our Code of Conduct, we expect that our finished product contractors uphold appropriate work standards aligned to our codes and policies. These expectations include finished product contractors' compliance with all legal requirements on wages and fringe benefits. The following is an example of a major non-compliance from an internal audit with an orange rating.</td> </tr> <tr> <td data-bbox="825 695 1010 816">Audit process</td> <td colspan="3" data-bbox="1010 695 2521 816">All non-compliances related to our finished product 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 benchmarks outlined in our Social & Sustainable Compliance Guidebook. 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TOPIC	METRIC	SASB CODE	DATA RESPONSE			
				Case #1 (own facility): Health and safety	Case #2 (contractor facility): Compensation and benefits	Case #3 (contractor facility): Hours of work
			Remediation plan	The facility placed the missing signs in the areas identified and is working to ensure that high-risk areas have appropriate signage in place at all times.	<p>The finished product contractor and the Social Compliance team took the following actions:</p> <ol style="list-style-type: none"> 1. The contractor's Human Resources department immediately calculated all the arrears of July and August 2023 and sent the pay slip to the factory owner for approval. It also organized a meeting with the Finance department to explain the wage increase and other local regulatory updates. Finally, the contractor's Human Resources department created a process to notify all workers in a timely manner about the updates regarding their compensation and benefits. The contractor also created a process to monitor future compensation and benefit changes. 2. In November 2023, the contractor facilitated outstanding payments to their workers. 	<p>The facility:</p> <ul style="list-style-type: none"> • Implemented a procedure in case of technical issues • Enhanced procedures related to attendance records in case of technical issues <p>Communicated procedural changes to employees and supervisors</p>
			Follow-up	<p>Among other practices, the facility was required to review the importance of ensuring danger / warning signs are placed in required areas at all times.</p> <p>A corrective action plan was developed and evidence was provided to Gildan's Social Compliance team to demonstrate that the signage issues had been rectified.</p>	Our Social Compliance team will monitor the corrective action plan to help ensure the contractor follows the appropriate process and makes required updates as needed.	As per the contractor's corrective action plan, the contractor is to re-enforce the use of the enhanced procedure in the event of future technical issues related to the attendance record system.
			Lessons learned	Increased employee awareness regarding having safety signage in place to prevent workplace incidents.	Increased awareness of the need to ensure contractors have a system in place to monitor changes with respect to employee compensation and benefits to maintain compliance with labour regulations.	Increased awareness of the need for contractors to have a secondary process to ensure timely and accurate wages are paid to contractor employees to mitigate risks should technical issues arise.
<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. A remediation process should include:</p> <ul style="list-style-type: none"> • In-depth investigation to confirm the non-compliance • Corrective action plan, which includes: <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 issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities provide details and evidence of their remediations, which are subject to verification through follow-up audits. These can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and demonstrate improvements within a prescribed timeframe.</p> <p>The categories below describe thresholds related to non-conformance and our expectations or contractors related to remedial efforts.</p> <ul style="list-style-type: none"> • Minor non-conformity: low-risk issue where improvement toward 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 Gildan's Code of Conduct, other codes the supplier adheres to, and/or the law, resulting in a severe impact on workers' rights and/or physical safety. Remediation time frame: immediately 						

TOPIC	METRIC	SASB CODE	DATA RESPONSE															
			<p>Corrective action plan In addition to the remediation process, a corrective action plan (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 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. We conduct systematic follow-ups to verify the progress made toward resolving the issues with the objective of helping the facility improve its overall performance and remain in compliance with our Code of Conduct.</p>															
	<p>Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits</p>	<p>CG-AA-430b.2</p>	<table border="1" data-bbox="825 492 2532 623"> <thead> <tr> <th data-bbox="825 492 1688 535">Labour conditions in the supply chain</th> <th data-bbox="1688 492 2112 535">2022</th> <th data-bbox="2112 492 2532 535">2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="825 535 1688 623">Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits</td> <td data-bbox="1688 535 2112 623">55% (24 major non-compliances in our Tier 1 finished product contractor facilities³)</td> <td data-bbox="2112 535 2532 623">36% (15 major non-compliance in our Tier 1 finished product contractor facilities³)</td> </tr> </tbody> </table> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook > page 7 See also: 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > 2023 Performance > page 30</p> <p>Audit methodologies and criteria CG-AA-430b.1 contains information regarding processes on how we evaluate our suppliers. Additionally, our audit methodologies and criteria are described on page 8-10 in our Social & Sustainable Compliance Guidebook. We have internal processes, which outline the steps that our internal auditors should use to conduct their audits.</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook Our Monitoring Guidelines are described in CG-AA-430a.1 as per our Audit Methodologies and Criteria</p> <p>Efforts to increase supply chain transparency: Gildan's Social & Sustainable Compliance Guidebook outlines our approach to increase supply chain transparency and build supplier capacity to improve labour conditions.</p> <p>In 2022, we began updating Gildan's Code of Conduct and Social & Sustainable Compliance Guidebook focusing on forced labour, child labour, grievance mechanisms, and living wages. In 2023, we continued the review process and updates to our policy and processes. In 2024, we plan to complete our updates and implement changes related to our Code of Conduct and Social & Sustainable Compliance Guidebook.</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook Website > Responsibility > Respect for Transparency > Modern Slavery Act Transparency Statement</p> <p>Efforts to build capacity with suppliers: Our efforts to build capacity with suppliers are detailed in the following sections of our 2023 ESG Report. 2023 ESG Report > Governance > Ethics and Integrity Standards > Our Approach > page 55 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > Living Wage > page 31 2023 ESG Report > Governance > Ethics and Integrity Standards > Suppliers and Contractors Standards > page 55</p> <p>Supply chain non-conformances categorized by geographic region</p> <table border="1" data-bbox="825 1227 1835 1344"> <thead> <tr> <th data-bbox="825 1227 997 1271">Region*</th> <th data-bbox="997 1227 1419 1271">Contractors (finished product)</th> <th data-bbox="1419 1227 1835 1271">Gildan-operated</th> </tr> </thead> <tbody> <tr> <td data-bbox="825 1271 997 1307">Americas</td> <td data-bbox="997 1271 1419 1307">86 (across 13 facilities audited)</td> <td data-bbox="1419 1271 1835 1307">95 (across 15 facilities audited)</td> </tr> <tr> <td data-bbox="825 1307 997 1344">Asia</td> <td data-bbox="997 1307 1419 1344">139 (across 33 facilities audited)</td> <td data-bbox="1419 1307 1835 1344">4 (across 1 facility audited)</td> </tr> </tbody> </table> <p><small>*Gildan did not work with contractors from Africa in 2023.</small></p>	Labour conditions in the supply chain	2022	2023	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	55% (24 major non-compliances in our Tier 1 finished product contractor facilities ³)	36% (15 major non-compliance in our Tier 1 finished product contractor facilities ³)	Region*	Contractors (finished product)	Gildan-operated	Americas	86 (across 13 facilities audited)	95 (across 15 facilities audited)	Asia	139 (across 33 facilities audited)	4 (across 1 facility audited)
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TOPIC	METRIC	SASB CODE	DATA RESPONSE
	<p>Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain</p>	<p>CG-AA-430b.3</p>	<p>For more information on our labour risks in our supply chain, please see the Human Rights and Ethical Labour section of this report see pages 28-30</p> <p>Environmental health and safety risks in the supply chain</p> <ol style="list-style-type: none"> <p>1. Fire safety: Health and safety is a salient human rights risk for Gildan. Specifically, in 2023, we identified fire safety was noted as the risk category with the highest number of non-compliances across our supply chain audit results in the last 12 months. Potential risk increases if safety drills are not conducted on a regular basis to prepare for a real emergency. During our routine audits, we identified cases of expired fire permits and partially blocked fire exits. In some of our finished product contractor facilities, fire drills had not been conducted and there was limited access to fire extinguishers.</p> <p>We received corrective action plans from all contractors who had fire safety non-conformances (all minor or moderate) and approved 100% of these action plans.</p> <p>We followed up on all corrective action plans and closed all those where evidence was provided to demonstrate that the non-compliance had been rectified.</p> <p>2. Chemical management: In 2023, we identified two findings in three of our own facilities and 22 minor and moderate findings in our finished product contractor facilities. Examples included 1) the lack of general order and housekeeping in dyestuff weight storage rooms, which could cause a fire or potential injury or accident to workers in the area and 2) the manipulation of a specific chemical, which could cause an unsafe/inadequate working condition.</p> <p>We received corrective action plans from all contractors who had chemical management non-conformances (all minor or moderate) and approved 100% of these action plans.</p> <p>We followed up on all corrective action plans and closed all those where evidence was provided to demonstrate that the non-compliance had been rectified.</p> <p>3. Personal Protective Equipment (PPE): In 2023, we identified 22 minor and moderate findings related to the use of PPE in our finished product contractor facilities. Examples includes the use of inappropriate PPE for the work task, PPE not being used by a contractor's employees in areas where the use PPE was mandatory, and a contractor's employees not being given PPE.</p> <p>We received corrective action plans from all finished product contractors who had PPE non-conformances (all minor or moderate) and approved 100% of these action plans.</p> <p>We followed up on all corrective action plans and closed all those where evidence was provided to demonstrate that the non-compliance had been rectified.</p> <p>The following actions have been implemented to reduce EHS and other labour risks:</p> <p>Managing labour risks:</p> <ol style="list-style-type: none"> Maintain Social Compliance program Provide clear and concise labour practice guidelines and requirements to which our finished product contractors must follow and adhere to remain part of our supply chain Implement ongoing social audits at our Company-operated facilities and throughout our supply chain Perform periodic social audits to help ensure compliance with local regulations and Gildan's policies and procedures Engage with organizations that promote and defend workers' interests (such as the right to freedom of association) <p>Managing health and safety risks:</p> <p>Gildan uses tools to identify hazards and assess risks including the following:</p> <ol style="list-style-type: none"> Job safety analysis Quantitative risk assessments Equipment risk assessments Use of PPE Electrical hazards Confined space New chemical requests Contractor management Safe work permits Hot work permits

TOPIC	METRIC	SASB CODE	DATA RESPONSE												
			<p>Managing environmental risks: Our Social & Sustainable Compliance Guidebook describes how to develop policies and procedures, 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>These processes are supported by our EHS team in each facility. Training is available to employees who are tasked with completing these processes.</p> <p>We use the results of qualitative and quantitative risk assessments to identify improvement opportunities, focusing on higher risks within each operation. We establish plans at least annually to address the risk.</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p>Ethical Labour practices: More information regarding our ethical labour practices is contained in our 2023 ESG Report: 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > Addressing Child and Forced Labour > page 31</p>												
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.3	<p>Cotton represents approximately 80% of our total fibre input. The remaining 20% is represented mainly by polyester, including certified recycled polyester (9.2% <input checked="" type="checkbox"/> in 2023).</p> <table border="1"> <thead> <tr> <th>Priority raw material</th> <th>Environmental or social factors</th> <th>Discussion of business risks or opportunities</th> <th>Management strategy</th> </tr> </thead> <tbody> <tr> <td>Cotton</td> <td>Climate change impacts</td> <td> <p>Extreme weather events resulting from climate change could potentially disrupt the supply and quality of our raw materials and increase our sourcing costs.</p> <p>Cotton yield may be negatively impacted by climate change by approximately 1% to 7% over the next 10 years.</p> <p>In addition, changing climate conditions may impact cotton quality and our ability to deliver and distribute product.</p> </td> <td> <p>To conduct the analysis described in Gildan's 2022 Climate Change Disclosure report, we leveraged data from IPCC's Sixth Assessment report and the latest academic research on cotton at the time to understand future cotton availability and supply. With continued improvements in farming practices, our analysis also showed growth in cotton supply.</p> <p>As identified in our 2022 Climate Change Disclosure report, we source most of our cotton in the United States and, based on the analysis, we expect U.S. cotton production to be more resilient to climate change impacts like heat stress, total rainfall, extreme rainfall, and strong winds compared to other major cotton-producing countries analysed (including Brazil, Pakistan, India, and China).</p> <p>In 2023, we sourced 43% of our cotton from the United States from regions considered to be high risk for water stress,⁴ however none are categorized as extremely high risk. In addition, two-thirds of U.S. cotton production is rain fed. Our U.S. cotton purchases in 2023 were from regions that receive between 41.3 and 54.1 inches of annual precipitation.⁵</p> <p>We will continue to monitor emerging data on changes in the cotton landscape, update our quantitative climate modelling tool as necessary, and adjust our cotton sourcing strategy if required.</p> </td> </tr> <tr> <td>Cotton</td> <td>Regulatory compliance issues associated with the priority raw material</td> <td>We expect to see increased legislation related to supply chain sustainability over the coming years, focusing on supplier due diligence, engagement with suppliers on environmental and social issues, and traceability.</td> <td> <p>As part of our Next Generation ESG strategy, one of our targets includes sourcing 100% sustainable cotton by 2025. This is defined as third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes.</p> <p>In-scope third-party verified programs include verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton. In 2023, we sourced 35.7% <input checked="" type="checkbox"/> of our cotton supply from suppliers certified by U.S. Cotton Trust Protocol (USCTP) or Better Cotton (formerly BCI).</p> <p>More information on our sustainable cotton strategy can be found on page 20 of our 2023 ESG Report.</p> </td> </tr> </tbody> </table>	Priority raw material	Environmental or social factors	Discussion of business risks or opportunities	Management strategy	Cotton	Climate change impacts	<p>Extreme weather events resulting from climate change could potentially disrupt the supply and quality of our raw materials and increase our sourcing costs.</p> <p>Cotton yield may be negatively impacted by climate change by approximately 1% to 7% over the next 10 years.</p> <p>In addition, changing climate conditions may impact cotton quality and our ability to deliver and distribute product.</p>	<p>To conduct the analysis described in Gildan's 2022 Climate Change Disclosure report, we leveraged data from IPCC's Sixth Assessment report and the latest academic research on cotton at the time to understand future cotton availability and supply. 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⁴ World Resources Institute, Aqueduct Water Risk Analysis.

⁵ [Rainiest states in the U.S. 2023 | Statista](#)

TOPIC	METRIC	SASB CODE	DATA RESPONSE			
			Priority raw material	Environmental or social factors	Discussion of business risks or opportunities	Management strategy
			Cotton and Polyester	Price volatility of the priority raw material	<p>Expected fluctuations in crude oil or petroleum prices could affect the cost of petroleum-based and derivative materials used in our business such as polyester fibres. We are exposed to price fluctuations in cotton raw materials due to the high quantities we purchase.</p> <p>We have established a target of sourcing 30% recycled polyester or alternative fibre yarns by 2027, however, post-consumer recycled materials are subject to price fluctuations.</p> <p>This risk is further compounded by enhanced legislation related to single-use plastics reducing the overall availability of post-consumer recycled materials.</p>	<p>To mitigate price fluctuations and help ensure stable supply of raw materials, we engage in long-term contracts leveraging, where available, Gildan's negotiating power. We also identify alternative regions for sourcing polyester (virgin and recycled) to mitigate potential supply chain risks.</p> <p>As of June 2024, we are running pilots focused on utilising textile waste from our manufacturing processes and incorporating the materials back into a prototype recycled fibre to be spun into a Gildan yarn in our U.S. yarn facilities. We are also identifying new ways to incorporate regenerated cellulose into our products, as well as using modified polyester technologies, which could displace virgin polyester in certain large volume products. The results of these pilots will inform our future plans.</p> <p>Further detail on these projects can be found on page 20 of our 2023 ESG Report.</p>
			Cotton and Polyester	Customer demand for products containing the priority raw material	<p>We expect an increase in customer preference toward more sustainably made apparel, which could result in decreased revenues and demand for less-sustainable products.</p>	<p>Over the years Gildan has invested in sustainability. This includes at the raw material sourcing-level through the purchase of raw materials backed by a sustainability certification such as USCTP, Better Cotton and Global Recycled Standard-certified polyester. It also includes throughout our vertically integrated manufacturing operations.</p> <p>As such, we are well positioned in our market to benefit from customer preferences turning toward sustainably made apparel containing sustainably produced and/or recycled raw materials.</p>
			Cotton	Labour and Human Rights Practices	<p>Worldwide, 60% of all child labourers 5 to 17 years of age work in agriculture.⁶</p> <p>The ILO recognises that forced labour – including State-orchestrated forced labour – is prevalent in cotton production in some parts of the world.⁷</p>	<p>In 2023, 35.7% <input checked="" type="checkbox"/> of cotton used in our products was sourced through third-party verified programs such as the USCTP and Better Cotton. When sourcing cotton from outside of the U.S., Gildan performs additional risk-based due diligence with supply chain tracing.</p> <p>Since 2022, Gildan has been enhancing its practices to further prevent the supply of materials made with forced labour and child labour from high-risk areas. Gildan does not source any yarn or cotton-containing finished goods from countries that prevent a thorough due diligence of the origin of the raw materials. In addition, Gildan engaged an independent third-party to map and vet Gildan's Asian yarn vendors' supply chains. This included a thorough vetting of yarn spinners and confirmation of their compliance with Gildan's Code of Conduct. Based on this exercise, Gildan adopted a list of approved nominated vendors from which Gildan's contract finished good suppliers must source cotton and cotton-blended yarns for Gildan materials.</p> <p>Gildan will continue to vet all new Asian vendors of cotton-containing yarns, and to update vendor compliance reviews annually.</p> <p>As an additional vetting measure, Gildan has initiated random isotopic sample testing on goods sourced from Asia and is following supply chain traceability trends. Vetting aims to ensure vendors are not directly or indirectly sourcing products from areas that have been identified as high risk for forced labour or other human rights violations, which often result in import bans in countries where we sell our products.</p>



⁶ [Child labour in agriculture \(IPEC\) \(ilo.org\)](https://www.ilo.org/)

⁷ [Industry-specific Risk Factors • Business & Human Rights Navigator \(unglobalcompact.org\)](https://www.unglobalcompact.org/)

SASB INDEX CONT'D

TOPIC	METRIC	SASB CODE	DATA RESPONSE														
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.4	<table border="1"> <thead> <tr> <th rowspan="2">Priority raw material (name)</th> <th rowspan="2">Amount purchased (metric tonnes)</th> <th colspan="2">Amount certified, by standard</th> </tr> <tr> <th>Certification/standard</th> <th>Amount certified (metric tonnes)</th> </tr> </thead> <tbody> <tr> <td>Cotton</td> <td>239,358</td> <td>Better Cotton or USCTP</td> <td>85,468</td> </tr> <tr> <td>Polyester</td> <td>60,858</td> <td>Global Recycled Standard</td> <td>5,588</td> </tr> </tbody> </table> <p>For a full description of our sustainable materials see 2023 ESG Report > Environment > Circularity > page 20</p>	Priority raw material (name)	Amount purchased (metric tonnes)	Amount certified, by standard		Certification/standard	Amount certified (metric tonnes)	Cotton	239,358	Better Cotton or USCTP	85,468	Polyester	60,858	Global Recycled Standard	5,588
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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 product contractors (n. 46), yarns and raw materials (49 yarn suppliers, nine cotton suppliers, and eight polyester suppliers).														

Statement of Use	Gildan Activewear Inc. has reported the information cited in this GRI content index for the period January 1, 2023, to December 31, 2023, with reference to the GRI Standards.
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 2: General Disclosures 2021		
2-1	Organizational details	<p>Gildan Activewear Inc is a publicly traded company listed on both the New York Stock Exchange (NYSE – GIL) and the Toronto Stock Exchange (TSX – GIL.TO). Our headquarters is in Montreal, Canada.</p> <p>Gildan 2023 ESG report > About Gildan > page 7</p> <p>Information about our entities can also be found in our 2023 Report to Shareholders. See Management's Disclosure and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > page 7</p> <p>See also Material Accounting Policy Information 2023 Report to Shareholders > Material Accounting Policy Information > page 33</p>
2-2	Entities included in the organization's sustainability reporting	<p>Information about our entities can also be found in our 2023 Report to Shareholders. See Management's Disclosure and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > page 7</p> <p>See also Material Accounting Policy Information: 2023 Report to Shareholders > Material Accounting Policy Information > page 33</p> <p>See also our 2023 ESG Report: Gildan 2023 ESG report > About Gildan > page 7</p> <p>The entities included in our sustainability reporting are outlined on our website. See Our Factories: Website > Company > Our Factories</p>
2-3	Reporting period, frequency and contact point	<p>The scope of this report highlights our Company-wide environmental, social, and governance (ESG) performance and goals from January 1, 2023, to December 31, 2023.</p> <p>This ESG report reflects the activities that occurred in the 2023 calendar year.</p> <p>Gildan releases its ESG report annually. The date of publication of the 2023 ESG report was June 17, 2024.</p> <p>The point of contact is: Gildan Activewear Inc. 600 de Maisonneuve Boulevard West, Suite 3300 Montreal, Quebec, H3A 3J2 cc@gildan.com https://gildancorp.com/en/</p>
2-4	Restatements of information	<p>All restatements of information, including rationale for restatements, can be found in our Basis of Reporting: Gildan 2023 ESG Report > Basis of Reporting</p> <p>There were no material restatements of information in 2023.</p>
2-5	External assurance	<p>Information regarding our external assurance process can be found in our 2023 ESG report: See Third Party Limited Assurance Statement: 2023 ESG Report > Third Party Limited Assurance Statement > pages 67-68</p> <p>Selected indicators contained in this report are indicated with a  </p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
2-6	Activities, value chain and other business relationships	<p>Gildan is active in the Textile, Apparel and Luxury Goods sector as defined by the Global Industry Classification Standard (GICS®)</p> <p>Information about our brands, products, and customers can be found in our 2023 Report to Shareholders. See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > Our Business > pages 5-8</p> <p>Information about sales, marketing, and distribution can be found in our 2023 Report to Shareholders See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > Our Business > pages 5-8</p> <p>Our locations of operation and markets served can be found in our 2023 ESG Report: 2023 ESG report > About Gildan > page 7</p> <p>Information about our supply chain including our activities is described in our 2023 Report to Shareholders. See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > Our Operations > pages 6-7</p> <p>Environmental management of our supply chain is described in our 2023 ESG report. See Environment: 2023 ESG Report > Environment > Our Approach > page 13</p> <p>See Economic Development for number of local suppliers and estimated monetary payments. See Economic Development: 2023 ESG Report > Community Engagement > Economic Development > page 52</p> <p>Any changes to the organization and its supply chain have been updated and are reflected in our 2023 Report to Shareholders. See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > Our Operations > pages 5-8</p>
2-7	Employees	<p>Information about employees can be found in our 2023 Report to Shareholders. See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > page 7</p> <p>Information regarding employees, including breakdowns by region and gender, can be found in our 2023 ESG Report. See: 2023 ESG Report > About Gildan > page 7 2023 ESG Report > Employee Wellbeing > pages 36-38 2023 ESG Report > ESG Data Table > Social > Workforce > pages 97-103</p>
2-8	Workers who are not employees	<p>This information as per the GRI is not currently reported.</p> <p>All workforce information can be found in our 2023 ESG Report: See ESG Data Table: 2023 ESG Report > ESG Data Table > pages 97-99</p>
2-9	Governance structure and composition	<p>Our governance structure is described in our 2023 ESG Report. See Corporate Governance: 2023 ESG Report > Governance > Corporate Governance > page 54</p> <p>Further information on our governance structure and composition can be found in our 2023 Management Information Circular. See About the Board: 2023 Management Information Circular > Governance > About the Board > pages 38-56</p> <p>For competencies relevant to the impacts of the organization, see Skills and Development: 2023 Management Information Circular > Skills and Development > pages 53-57</p> <p>Our website also details our governance process. See: Website > Company > Governance</p>
2-10	Nomination and selection of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee of our Board of Directors is responsible for developing, reviewing, and monitoring criteria, as well as establishing procedures for selecting Directors. The Director selection process is detailed in our 2023 Management Information Circular. See: 2023 Management Information Circular > About the Shareholder Meeting > pages 12-15 2023 Management Information Circular > Governance > Recruiting New Directors > page 48</p> <p>Further information regarding Board composition, including Board diversity considerations in Director selection, are described in our 2023 Management Information Circular. See About the Board: 2023 Management Information Circular > Governance > About the Board > pages 38-58</p> <p>Our Board Diversity Policy can be found on our website. See Board Diversity Policy: Website > Company > Governance Policies > Board Diversity Policy</p>
2-11	Chair of the highest governance body	<p>The Chair of the Board of Directors is independent, as detailed in the 2023 Management Information Circular: See About the Nominated Directors: 2023 Management Information Circular > Election of Directors > About the Nominated Directors > pages 16, 37-39</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The role of the highest governance body in setting our purpose, values, and strategy is described in our 2023 ESG Report. See: 2023 ESG Report > Corporate Governance > ESG Governance > page 58</p> <p>Further information regarding the Corporate Governance and Social Responsibility Committee can be found in our 2023 Management Information Circular. See Corporate Governance and Social Responsibility Committee: 2023 Management Information Circular > Year in Review > Corporate Governance and Social Responsibility Committee > page 34</p>
2-13	Delegation of responsibility for managing impacts	<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. 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 > page 1-4</p> <p>The delegating authority of our ESG governance process is described in our 2023 ESG Report. See Corporate Governance: 2023 ESG Report > Governance > ESG Governance > page 58</p> <p>Executive level responsibilities are described in our 2023 ESG Report. See ESG Governance: 2023 ESG Report > Governance > ESG Governance > page 58</p>
2-14	Role of the highest governance body in sustainability reporting	<p>The report is reviewed and approved by the Disclosure Committee and the final report is signed off by the Chief Financial and Administrative Officer, under the purview of the Chief Executive Officer. Determining what to include in this report begins with an understanding of our impacts throughout our value chain, which include our associations with business partners, our work undertaken for clients, and our thought leadership activities.</p> <p>The highest governance body’s role in sustainability reporting is detailed in our Corporate Governance and Social Responsibility Committee Charter. See Mandate: Website > Company > Governance > Corporate Governance and Social Responsibility Committee > pages 1-4</p>
2-15	Conflicts of interest	<p>Our Corporate Governance Guidelines describe our approach to conflicts of interest. See: Website > Company > Corporate Governance Guidelines > pages 4-5</p> <p>Public board memberships of all Directors are disclosed in our 2023 Management Information Circular: See Election of Directors: 2023 Management Information Circular > Election of Directors > page 51</p> <p>Our approach on disclosure of conflicts of interest is also detailed in our 2023 Management Information Circular: See Disclosure of Conflicts of Interest and Related Party Transactions: 2023 Management Information Circular > Director Independence > pages 42-43</p>
2-16	Communication of critical concerns	<p>Our process for communicating critical concerns is described in our 2023 ESG Report. See Reporting Violations and Grievances: 2023 ESG Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > page 56</p> <p>The number and nature of concerns reported can be found in our 2023 ESG Report. See Reporting Violations and Grievances: 2023 ESG Report > Governance > Reporting Violations and Grievances > page 56</p> <p>For more information, including our Whistleblowing Policy for Employees and External Stakeholders, refer to the Company’s Ethics & Compliance page.</p>
2-17	Collective knowledge of the 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 2023 Management Information Circular. See Continuing Education: 2023 Management Information Circular > Continuing Education > pages 56-57</p>
2-18	Evaluation of the performance of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee is responsible for monitoring and evaluating performance. The Committee, which is comprised of 100% independent Directors, monitors the composition and performance of the Board and its committees. For more information, see Corporate Governance and Social Responsibility Committee: 2023 Management Information Circular > Year in Review > Corporate Governance and Social Responsibility Committee > pages 34</p>
2-19	Remuneration policies	<p>Director compensation is described in our 2023 Management Information Circular. See Director Compensation: 2023 Management Information Circular > Director Compensation > pages 57-58</p> <p>Executive compensation is described in our 2023 Management Information Circular. See Executive Compensation: 2023 Management Information Circular > Executive Compensation > pages 59-93</p> <p>Specific detail regarding Executive remuneration related to objectives and performance on ESG topics can also be found in our 2023 ESG Report. See Progress Against Our Next Generation Targets: 2023 ESG Report > Progress Against Next Generation Targets > page 11</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
2-20	Process to determine remuneration	<p>The process for determining compensation is detailed in our 2023 Management Information Circular. See Director Compensation: 2023 Management Information Circular > Director Compensation > pages 57-58</p> <p>The process for determining executive compensation can be found in our 2023 Management Information Circular. See Corporate Governance: 2023 Management Information Circular > Compensation Governance > pages 63-66</p> <p>Details regarding the role of the independent third party can be found in our 2023 Management Information Circular. See Independent Advice: 2023 Management Information Circular > Independent Advice > pages 65-66</p> <p>Details regarding stakeholder engagement can be found in our 2023 Management Information Circular. See Have Your Say on Executive Pay: 2023 Management Information Circular > Have Your Say on Executive Pay > page 14</p>
2-21	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.
2-22	Statement on sustainable development strategy	A statement from a senior decision maker can be found in our 2023 ESG Report. See Leadership Message: 2023 ESG Report > Message from our President and CEO > page 5
2-23	Policy commitments	<p>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.</p> <p>Our policy commitment approvals are detailed in our 2023 ESG Report. See Policies and Accountabilities: 2023 ESG Report > Social > Policies and Accountabilities > page 27</p> <p>Information regarding the communication of our policy commitments can be found in our 2023 ESG Report. See Our Approach: 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > Our Approach > page 28</p> <p>Further details regarding the extent to which our policy commitments apply to our organization and business relationships can be found in our 2023 ESG Report. See Human Rights and Ethical Labour Practices: 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > pages 28-30</p> <p>Our full list of social policies can be found in our 2023 ESG Report. See Human Rights and Ethical Labour Practices: 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > pages 28-30</p>
2-24	Embedding policy commitments	<p>Information regarding the embedding of policy commitments can be found in our 2023 Management Circular. See Year in Review: 2023 Management Information Circular > Year in Review > pages 29-35</p> <p>Processes are further described in the Mandate of the Corporate Governance and Social Responsibility Committee. See Mandate: Website > Company > Governance > Corporate Governance and Social Responsibility Committee</p> <p>Our approach to embedding these commitments is described in our 2023 ESG Report. See Policies and Accountabilities: 2023 ESG Report > Social > Policies and Accountabilities > page 27</p> <p>2023 ESG Report > ESG Data Table > Social Compliance > Human Rights Worker Training > page 97</p>
2-25	Processes to remediate negative impacts	<p>Information regarding the process to remediate negative impacts can be found in our 2023 ESG Report. See Ethics and Integrity Standards: 2023 ESG Report > Governance > Ethics and Integrity Standards > pages 55-57</p> <p>Information regarding the percentage of employees trained on grievance mechanisms can be found in our 2023 ESG Report. See Employee Training on Human Rights: 2023 ESG Report > ESG Data Table > Employee Training on Human Rights > page 97</p> <p>Our Whistleblowing Policy can be found on our website. See Whistleblowing Policy for Employees and External Stakeholders: Website > Responsibility > Respect for Transparency > Codes and Policies > Whistleblowing Policy for Employees and External Stakeholders</p> <p>Further information regarding remediation processes can be found in our Code of Ethics: Website > Responsibility > Respect for Transparency > Code of Ethics</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Mechanisms for advice and concerns about ethics are described in our 2023 ESG Report. See Ethics and Integrity Standards: 2023 ESG Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > page 56</p> <p>Our Whistleblowing Policy can be found on our website. See Whistleblowing Policy for Employees and External Stakeholders: Website > Responsibility > Respect for Transparency > Codes and Policies > Whistleblowing Policy for Employees and External Stakeholders</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
2-27	Compliance with laws and regulations	In 2023, Gildan did not report any non-compliances with laws and regulations in the social and economic area, nor the environmental area.
2-28	Membership associations	Our membership in associations is described in our 2023 ESG Report. See Stakeholder Engagement and Public Policy and Advocacy: 2023 ESG Report > Governance > Stakeholder Engagement > page 59 2023 ESG Report > Governance > Public Policy and Advocacy > page 63
2-29	Approach to stakeholder engagement	Our approach to stakeholder engagement is described in our 2023 ESG Report. See Stakeholder Engagement and Public Policy Advocacy: 2023 ESG Report > Governance > Stakeholder Engagement > page 59 2023 ESG Report > Governance > Public Policy and Advocacy > page 63 Further details can be found in our stakeholder engagement policy. See Stakeholder Engagement Policy: Website > Responsibility > Respect for Transparency > Codes and Policies > Stakeholder Engagement Policy
2-30	Collective bargaining agreements	Approximately 52% of our global employees are covered by a collective bargaining agreement. For a detailed breakdown of employees covered by a collective bargaining agreement, see our ESG Data Table: 2023 ESG Report > ESG Data Table > Collective Bargaining Agreements > page 96 Information regarding provisions for employees not covered by a collective bargaining agreement can be found in our 2023 ESG report. See Right to Freedom of Association and Collective Bargaining: 2023 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > page 34-35
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Our latest materiality assessment was conducted in 2021. For more information regarding the process to determine material topics, please see our 2021 ESG report: 2021 ESG Report > Next Generation ESG Strategy > Materiality Assessment > page 12
3-2	List of material topics	A list of material topics can be found in our 2023 ESG Report. See Areas of Focus: 2023 ESG Report > Next Generation ESG Strategy > Areas of Focus > page 9
3-3	Management of material topics	An overview of our targets related to material issues can be found in our 2023 ESG Report. See Targets and SDG Alignment: 2023 ESG Report > Targets and SDG Alignment > page 10 An explanation of our material topics, including details regarding our impacts, commitments, targets, actions, evaluation, and stakeholder engagement, can be found in the following sections of our 2023 ESG Report: Climate Change and Energy Use: 2023 ESG Report > Environment > Climate Change and Energy Use > page 15 Managing our Water Resources: 2023 ESG Report > Environment > Water Management > page 18 Circularity: 2023 ESG Report > Environment > Circularity > pages 19-23 Human Rights and Ethical Labour: 2023 ESG Report > Social > Human Rights and Ethical Labour > pages 28-30 Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Diversity, Equity and Inclusion: 2023 ESG Report > Social > Diversity, Equity and Inclusion > pages 41-44 Community Engagement: 2023 ESG Report > Social > Community Investment > pages 49-52 TCFD Alignment: Website > Responsibility > Respect for Transparency > ESG Reports > 2022 Climate Disclosure Report

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Our direct economic value generated and distributed can be found in our 2023 Report to Shareholders. See Operating Results: 2023 Report to Shareholders > Operating Results > pages 9-21
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. In 2022, we published our first stand-alone Climate Change Disclosure Report informed by and structured in accordance with the four central pillars of the TCFD recommendations. See: 2022 Climate Change Disclosure Report > pages 15-24 Further information is reflected in our 2023 ESG Report. See Climate Change Risks and Opportunities: 2023 ESG Report > Environment > Climate Change Risks and Opportunities > page 17 We describe the financial implications and other risks and opportunities in our 2023 Report to Shareholders. See Risks and Uncertainties: 2023 Report to Shareholders > Risks and Uncertainties > page 39, 44-45
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 2023 Report to Shareholders. See Material Accounting Policy Information: 2023 Report to Shareholders > Material Accounting Policy Information > page 75
201-4	Financial assistance received from government	All financial assistance received from a government is described in our 2023 Report to Shareholders. See Government Assistance: 2023 Report to Shareholders > Supplementary Information Relating to the Nature of Expenses > Government assistance > page 105
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We are working towards understanding appropriate living wages in our operating countries. We will continue to report on progress in future years. For partial information, See Living Wage: 2023 ESG Report > Social > Living Wage > page 31
202-2	Proportion of senior management hired from the local community	In 2023, 84% (561 out of 667) of all managers at our manufacturing facilities were from the local communities. See Community Engagement: 2023 ESG Report > Social > Community Engagement > page 52 2023 ESG Report > ESG Data Table > Workforce > Employee Categories > page 98
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	This section is not applicable to Gildan and its operations and activities.
203-2	Significant indirect economic impacts	This information is currently unavailable. We are working towards understanding our significant indirect economic impacts over the coming reporting years.
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	In 2023, Gildan's total expenditures for materials and services with local suppliers exceeded \$1.6 billion (2022: \$1.3 billion). Further information can be found in our 2023 ESG Report. See Economic Development: 2023 ESG Report > Social > Economic Development > page 52
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Our 2023 ESG Report describes how our operations are assessed for risks related to corruption. See Ethics and Integrity Standards: 2023 ESG Report > Governance > Ethics and Integrity Standards > pages 55-57 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

GRI INDEX CONT'D

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
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 2023 ESG Report. See Human Rights and Ethical Labour Practices: 2023 ESG Report > Governance > Ethics and Integrity Standards > pages 55-57 2023 ESG Report > ESG Data Table > Social > Employee Training on Human Rights > page 97
205-3	Confirmed incidents of corruption and actions taken	Details on confirmed incidents of corruption and actions taken can be found in our 2023 ESG Report. See Reporting Violations and Grievances: 2023 ESG Report > Governance > Reporting Violations and Grievances > page 56
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2023, no legal actions were taken against Gildan for anti-competitive behaviour or violations of anti-trust or monopoly legislation, and no substantiated complaints were received regarding breaches of customer privacy.
GRI 207: Tax 2019		
207-1	Approach to tax	Our approach to tax is described in our 2023 ESG Report: See: 2023 ESG Report > Social > How We Approach Taxation > page 52 Our Approach to Tax can be found here: Website > Reports and Filings > Supplemental Info (IFRS) > Tax Strategy
207-2	Tax governance, control, and risk management	More information regarding our procedures around tax is contained in our 2023 Report to Shareholders. See Factors or Circumstances that Could Increase our Effective Income Tax Rate: 2023 Report to Shareholders > Risks and Uncertainties > Factors or Circumstances that Could Increase our Effective Income Tax Rate > page 42-44 More information regarding our approaches towards tax is contained in our 2023 ESG Report. 2023 ESG Report > Social > How We Approach Taxation > page 52 Our Tax Strategy can be found here: Website > Investors > Tax Strategy
207-3	Stakeholder engagement and management of concerns related to tax	Our Approach to Tax can be found here: Website > Reports and Filings > Supplemental Info (IFRS) > Tax Strategy
207-4	Country-by-country reporting	Gildan does not publicly report country-by-country tax information. We do provide this information to the Canadian tax authorities as required by Canadian tax law, as well as other applicable jurisdictions in which we operate when required by law. Gildan publicly discloses the percentage of its principal subsidiary jurisdictions and ownerships in its 2023 Annual Information Form. See Incorporate Relationships: Website > Investors > Reports and filings > Reports > 2023 Annual Information Form > Corporate Structure > Incorporate Relationships > page 4 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 1, 2024.
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Information regarding materials used by weight can be found in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-21 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Materials > page 91
301-2	Recycled input materials used	Our use of recycled input materials is described in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-21 Further detail is provided in our Basis of Reporting: 2023 Basis of Reporting > Percentage Recycled Polyester or Alternative Fibre Yarns > page 77 Further information can be found in our ESG Data Table: 2023 ESG Report > 2023 ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > 2023 ESG Data Table > Environment > Materials > page 91

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
301-3	Reclaimed products and their packaging materials	<p>Our use of reclaimed products and their packaging materials input materials is described in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-22</p> <p>Further detail is provided in our Basis of Reporting: 2023 Basis of Reporting > Percentage Recycled and Sustainable Packaging and Trim Material > page 78</p> <p>Further information can be found in our ESG Data Table: 2023 ESG Report > 2023 ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > 2023 ESG Data Table > Environment > Materials > page 91</p>
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	<p>Energy data is collected from each site and uploaded in Gildan's environmental database. Fuels volume/mass is converted automatically to energy units (GJ, kWh, Mmbtu, etc.)</p> <p>Information regarding energy consumption across all Gildan operations can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > 2023 ESG Data Table > Environment > Energy > pages 84-86</p>
302-2	Energy consumption outside of the organization	This metric is not currently tracked.
302-3	Energy intensity	<p>Information regarding energy intensity across all Gildan operations can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Energy > pages 84-86</p>
302-4	Reduction of energy consumption	This metric is currently unavailable.
302-5	Reductions in energy requirements of products and services	This metric is currently unavailable.
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	<p>Information regarding interactions with water as a shared resource can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p> <p>More information can be found in: 2023 ESG Report > Environment > Biodiversity and Afforestation > pages 24-25</p>
303-2	Management of water discharge-related impacts	<p>Information regarding interactions with water as a shared resource can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p>
303-3	Water withdrawal	<p>Information regarding water withdrawal can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Water Intensity > page 77</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > ESG Data Table > Environment > Water > pages 87-88</p>
303-4	Water discharge	<p>Information regarding water discharge can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Water > page 87</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
303-5	Water consumption	<p>Information regarding water consumption can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Water Intensity > page 77</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Water > page 88</p>
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>Gildan does not operate sites owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity value outside protected areas.</p> <p>More information can be found in our 2023 ESG Report. See Biodiversity and Afforestation: 2023 ESG Report > Environment > Biodiversity and Afforestation > pages 24-25</p>
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Information regarding significant impacts on biodiversity can be found in our 2023 ESG Report. See Biodiversity and Afforestation: 2023 ESG Report > Environment > Biodiversity and Afforestation > pages 24-25</p>
304-3	Habitats protected or restored	<p>Information regarding habitats protected or restored can be found in our 2023 ESG Report. See Biodiversity: 2023 ESG Report > Environment > Biodiversity > pages 24-25</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Biodiversity > page 90</p>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Information regarding operational sites, protected areas, and areas of high biodiversity can be found in our 2023 ESG Report. See Biodiversity and Afforestation: 2023 ESG Report > Environment > Biodiversity and Afforestation > pages 24-25</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Biodiversity > page 90</p>
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	<p>Information regarding Scope 1 GHG emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Scope 1 GHG Emissions > page 73</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > ESG Data Table > Environment > Emissions > page 82</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Information regarding Scope 2 GHG emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Scope 2 GHG Emissions > page 74</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > ESG Data Table > Environment > Emissions > pages 82-83</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Information regarding Scope 3 GHG emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Scope 3 GHG Emissions > pages 75-76</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Emissions > page 83</p>

GRI INDEX CONT'D

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
305-4	GHG emissions intensity	<p>Information regarding GHG emissions intensity can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Emissions > page 81</p>
305-5	Reduction of GHG emissions	<p>Information regarding reduction of GHG emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Emissions > page 81</p>
305-6	Emissions of ozone-depleting substances (ODS)	<p>Information regarding fugitive emissions from refrigerants can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Direct Scope 1 GHG emissions by source > page 82</p>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>Information regarding air emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Air emissions > page 84</p>
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	<p>Information regarding waste generation and impacts can be found in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-23</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Environment > Waste > page 77</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Waste > pages 88-89</p>
306-2	Management of significant waste-related impacts	<p>Information regarding management of waste-related impacts can be found in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-23</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Total manufacturing waste sent to landfill > page 77 2023 Basis of Reporting > Total waste recycled and reused > page 77</p>
306-3	Waste generated	<p>Information regarding waste generated can be found in our 2023 ESG Report. See Waste Management: 2023 ESG Report > Environment > Circularity > pages 22-23</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Waste > page 88</p>
306-4	Waste diverted from disposal	<p>Information regarding waste diverted from disposal can be found in our 2023 ESG Report. See Waste Management: 2023 ESG Report > Environment > Circularity > pages 19-22</p> <p>Further detail regarding calculation methodologies used can be found in our Basis of Reporting: 2023 Basis of Reporting > Total manufacturing waste sent to landfill > page 77 2023 Basis of Reporting > Total waste recycled and reused > page 77</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Waste > page 89</p>

GRI INDEX CONT'D

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
306-5	Waste directed to disposal	<p>Information regarding waste directed to disposal can be found in our 2023 ESG Report. See Waste Management: 2023 ESG Report > Environment > Circularity > page 22</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Total manufacturing waste sent to landfill > page 77</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Waste > page 89</p>
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	<p>All our suppliers and contractors must adopt sound environmental management practices under our GE&E Policy. We screen 100% of our suppliers that are over a financial threshold of services provided using environmental criteria.</p> <p>Information regarding screening new suppliers using environmental criteria can be found in our 2023 ESG Report. See Our Approach: 2023 ESG Report > Environment > Our Approach > pages 13-14</p>
308-2	Negative environmental impacts in the supply chain and actions taken	These data are not currently measured.
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	<p>Information regarding new employee hires and employee turnovers can be found in our 2023 ESG Report. See Diversity, Equity, and Inclusion: 2023 ESG Report > Social > Diversity, Equity, and Inclusion > pages 41-44</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > New Employees Hires > page 102</p>
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 2023 ESG Report. See Employee Wellbeing: 2023 ESG Report > Social > Employee Wellbeing > pages 36-38</p> <p>100% of Gildan-operated facilities have payroll departments to ensure that workers are paid regularly, in full, and on time. In addition, our payroll departments provide workers with pay slips detailing their wages, along with their legitimate deductions.</p>
401-3	Parental leave	<p>Information regarding parental leave can be found in our 2023 ESG Report. See Diversity, Equity, and Inclusion: 2023 ESG Report > Social > Diversity, Equity, and Inclusion > pages 41-44</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Parental leave > page 101</p>
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	We do not provide this information as notice periods vary in various markets.
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health and Safety > pages 92-93</p>
403-2	Hazard identification, risk assessment, and incident investigation	Information regarding hazard identification, risk assessment, and incident investigation can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48

GRI INDEX CONT'D

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
403-3	Occupational health services	<p>Information regarding our occupational health services can be found in: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93</p>
403-5	Worker training on occupational health and safety	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93</p>
403-6	Promotion of worker health	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93</p>
403-8	Workers covered by an occupational health and safety management system	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93</p>
403-9	Work-related injuries	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Lost Time Incident Rate for Employees (LTIR) > page 78</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93</p>
403-10	Work-related ill health	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93</p>
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	<p>Information regarding average hours of training per employee can be found in our 2023 ESG Report. See Training and Development: 2023 ESG Report > ESG Data Table > Workforce Benefits > Investment in worker training > page 96</p>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Information regarding employee skills and transition assistance programs can be found in our 2023 ESG Report. See Learning and Development: 2023 ESG Report > Social > Learning and Development > pages 39-40</p>

GRI INDEX CONT'D

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
404-3	Percentage of employees receiving regular performance and career development reviews	Information regarding performance and career development reviews can be found in our 2023 ESG Report. See Training and Development: 2023 ESG Report > ESG Data Table > Social > Workforce Benefits > Performance evaluation > page 97
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Information regarding the diversity of governance bodies and employees can be found in our 2023 ESG Report. See: 2023 ESG Report > ESG Data Table > Social > Diversity > page 99-100 2023 ESG Report > ESG Data Table > Social > Workforce > page 99-100 2023 ESG Report > ESG Data Table > Social > Gender Representation > page 97-98
405-2	Ratio of basic salary and remuneration of women to men	Information regarding the ratio of basic salary and remuneration of women to men can be found in our 2023 ESG Report. See Salary Ratios: 2023 ESG Report > ESG Data Table > Social > Female-to-male average monthly salary ratios > pages 101-102
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Information regarding incidents of discrimination and corrective actions can be found in our 2023 ESG Report. See: 2023 ESG Report > Social > Human Rights and Ethical Labour Standards > Social Compliance > 2023 Performance > page 30 2023 ESG Report > ESG Data Table > Social > Social Compliance Audits > Internal Social Audit Findings – Gildan-Operated Facilities > page 94
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information regarding child labour can be found in our 2023 ESG Report. See Right to Freedom of Association and Collective Bargaining: 2023 ESG Report > Social > Human Rights and Ethical Labour Standards > Social Compliance > Right to Freedom of Association and Collective Bargaining > pages 34-35
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Information regarding child labour can be found in our 2023 ESG Report. See Modern Slavery: 2023 ESG Report > Social > Human Rights and Ethical Labour Standards > Modern Slavery > pages 32-33
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Information regarding forced labour can be found in our 2023 ESG Report. See Modern Slavery: 2023 ESG Report > Social > Human Rights and Ethical Labour Standards > Modern Slavery > pages 32-33
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Information regarding security personnel trained in human rights can be found in our 2023 ESG Report. See Security Personnel Trained in Human Rights Policies and Procedures: 2023 ESG Report > ESG Data Table > Social > Workplace Benefits > Security Personnel Trained in Human Rights Policies and Procedures > page 97
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	These data are currently unavailable.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Information regarding local community engagement and development programs can be in our 2023 ESG Report. See Community Engagement: 2023 ESG Report > Social > Community Engagement > pages 49-52

GRI INDEX CONT'D

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
413-2	Operations with significant actual and potential negative impacts on local communities	These data are currently unavailable. We are looking to expand our visibility in this area in coming years.
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Information regarding new suppliers screened using social criteria can be found in our 2023 ESG Report. See New Suppliers Screened Using Social Criteria: 2023 ESG Report > ESG Data Table > Social Compliance > New Suppliers Screened Using Social Criteria > page 94
414-2	Negative social impacts in the supply chain and actions taken	Information regarding negative impacts in the supply chain and actions taken can be found in our 2023 ESG Report. See Human Rights Compliance Program: 2023 ESG Report > Social > Social Compliance Program > page 30
GRI 415: Public Policy 2016		
415-1	Political contributions	Gildan reported 0 (zero) direct or indirect political contributions in 2023.
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Our Restricted Substances Code of Practice (RSCP) outlines the health and safety impacts related to chemicals in our products. See: Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances List
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	This information is currently unavailable.
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	This information is currently unavailable.
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2023, there were no incidents of non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	In 2023, there were no incidents of non-compliance concerning marketing communications.
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2023, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data.

CONTACT US

We value and welcome feedback from all stakeholders.

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