

2022

ESG REPORT





FORWARD-LOOKING INFORMATION

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 related to the Company's future plans and operations in relation to ESG, as well as the Company's Next Generation ESG strategy and ESG targets. Forward-looking statements can be generally identified by the use of conditional or forward-looking terminology such as "may," "will," "expect," "intend," "estimate," "project," "assume," "anticipate," "plan," "foresee," "believe," or "continue," or the negatives of these terms, variations of them, or similar terminology. There can be no assurance that the expectations represented by our forward-looking statements will prove to be correct. Forward-looking information or statements included in this ESG Report are provided to inform readers about management's assessment of Gildan's future plans and operations in relation to ESG. This information may not be appropriate for other purposes. By their nature, such statements are subject to significant risks, assumptions, and uncertainties, which could cause Gildan's actual results and experience to be materially different from the anticipated results. Amongst others, these risks and uncertainties include those related to climate, political, social, and economic impacts in the countries where we operate, that we sell to, or from which we source production; disruptions to manufacturing and distribution activities due to such factors as operational issues; disruptions in transportation logistic functions; labour shortages; political or social instability; natural disasters and other weather-related events; epidemics and pandemics; impacts specifically related to the COVID-19 pandemic on our business and financial results; negative publicity as a result of actual, alleged, or perceived

violations of human rights, labour and environmental laws, international labour standards, or unethical labour practices; and other unforeseen adverse events. We refer you to the Company's filings with the Canadian securities' regulatory authorities and the U.S. Securities and Exchange Commission, as well as the risks described under the "Financial risk management," "Critical accounting estimates and judgments," and "Risks and uncertainties" sections of our Annual Report's most recent Management's Discussion and Analysis for a discussion of such risks, assumptions, and uncertainties that could cause Gildan's actual results and experience to be materially different from the anticipated results.

The Company's ability to achieve its ESG targets, commitments, and goals is further subject to, among others, 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, as well as the development and performance of innovative technologies and the future use and deployment of such technologies and associated expected future results; sufficient collaboration with the Company's partners and suppliers in reducing their own GHG emissions; and environmental policy, legislation, and regulation, as well as other factors identified in this report. 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.

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, any negative impact on the calculation of the Company's GHG emissions from refinements in, or modifications to, inter-

national standards or the methodology the Company uses for the calculation of such GHG emissions, or the impacts of any required changes to the Company's science-based target (SBT) pursuant to the Science Based Targets initiative (SBTi) methodology that would make the achievement of its updated SBTs more onerous.

There can be no assurance of the extent to which any of our ESG targets will be achieved or that any future investments that we make in furtherance of achieving our ESG targets will produce the expected results or meet increasing stakeholder ESG expectations. Moreover, future events could lead Gildan to prioritize other nearer-term interests over progressing towards our current ESG targets based on business strategy, economic, regulatory, and social factors, business strategy or potential pressure from investors, activist groups, or other stakeholders.

If we are unable to meet or properly report on our progress towards achieving our ESG targets and commitments, we could face adverse publicity and reactions from other investors, customers, advocacy groups, or other stakeholders, which could result in reputational harm or other adverse effects to the Company.

Readers are cautioned not to place undue reliance on any such forward-looking statements. The forward-looking statements contained in this presentation describe our expectations as of August 11, 2023, and, accordingly, are subject to change after such date. The Company does not undertake or accept any obligation or undertaking to release publicly any updates or revisions to any forward-looking statements to reflect any change in the Company's expectations or any change in events, conditions, or circumstances on which any such statement is based, except as required by law. All the forward-looking statements contained in this ESG Report are expressly qualified by this cautionary statement.

TABLE OF CONTENTS

INTRODUCTION

ABOUT THIS REPORT
LEADERSHIP MESSAGES
ABOUT GILDAN
2022 FINANCIAL HIGHLIGHTS
HOW WE OPERATE
GILDAN'S SUSTAINABLE GROWTH STRATEGY
NEXT GENERATION ESG STRATEGY
RECOGNITIONS AND HIGHLIGHTS

ENVIRONMENT

CLIMATE CHANGE AND ENERGY
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

THIRD-PARTY LIMITED ASSURANCE STATEMENTS

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

APPENDICES

2022 BASIS OF REPORTING
2022 ESG DATA TABLES
GRI INDEX
SASB 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 19th 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 and its subsidiaries unless indicated otherwise.

The reporting period is from January 1st, 2022, through December 31st, 2022, unless otherwise indicated. All information is current as of December 31st, 2022, 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). We note that standards and ESG disclosures are constantly evolving, and we continually monitor and review these changes and will 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-operated sites in North America, Central America, the Caribbean, and Asia. Where material, we also report on ancillary properties, such as offices, distribution centres, third-party manufacturing contractors, 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.¹

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

Community investment figures for the 2022 fiscal year were independently verified by LBG Canada (formally the London Benchmarking Group) using the London Benchmarking Group

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 Independent Verification Statement](#) on select community investment indicators.

This Report and appendices are produced in English and French and are publicly available on our website as downloadable PDFs.

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



¹Any 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

I am pleased to introduce Gildan's 19th annual ESG Report, which describes our progress against our Next Generation ESG strategy and targets after formalizing them in early 2022. Since then, we have built great momentum across the business in terms of collaboration and accountability as we continue to implement our strategic objectives to achieve our 2030 targets.

At Gildan, ESG is one of the three key components of our overall business plan, the Gildan Sustainable Growth (GSG) strategy, each of which work together to support continued growth over the long-term. In addition, our vertically integrated business model drives our capacity expansion while helping us manage environmental, economic, and social risks to our business. ESG is pivotal to our ability to innovate, enabling both business growth and our ability to effectively respond to evolving societal expectations, regulations, and market fundamentals.

Since the launch of our Next Generation ESG strategy, we have put in place even more robust processes to further embed ESG into our operations – starting at the top. Together with our Chief Financial and Administrative Officer, I co-lead our ESG Steering Committee and review the Company's progress against our targets and strategy on a quarterly basis. Just as with our financial and operating performance targets, senior business leaders are accountable for ESG results. By leading these cross-functional teams, they leverage expertise across the organization to develop and implement multi-year plans to achieve our objectives in each area.

Progress in 2022

Climate change affects us all and in 2022 we built on our many years of climate action to reduce our greenhouse gas (GHG) emissions. In January 2022, we announced our aim to reduce our absolute Scope 1 and 2 GHG emissions by 30%² and, in 2023, we added our goal to reduce our Scope 3 GHG emissions by 13.5% by 2030.³ I am pleased to announce that in June 2023 our 2030 near-term Scope 1, 2, and 3 GHG emissions targets were validated by the Science Based Targets initiative (SBTi). We have also deepened our understanding of both the business and financial impacts related to climate change and published our first stand-alone Climate Change Disclosure Report at the end of 2022. This work is increasingly important in ensuring we are well positioned to adapt to the uncertainties related to climate change and we will continue to build on this foundation over the coming years.

We have also strengthened our focus on circularity by increasing our use of sustainable packaging and trims SKUs specific to apparel up to 14.2% in 2022. We also developed plans to enhance our supply chain to increase our sourcing of recycled or alternative fibre yarns over the coming years.

People continue to power our efforts at Gildan, and we remain committed to empowering our diverse workforce to advance and thrive. In 2022, we also set a target to achieve gender parity for director-level and above positions. We have increased the percentage of women in director-level and

above positions from 26.7% at the end of 2021 to 30.3% at the end of 2022 through initiatives such as our Women in Leadership program. We also made excellent progress in workplace safety with work-related injuries (WRI) across our global manufacturing operations at the lowest level they have been in 12 years. Additionally, our unrelenting focus on workplace safety and ethical working conditions is driving our efforts to achieve ISO 45001 certification at all Company-operated facilities by 2028. In June 2023, we achieved our first ISO certification at one of our sewing facilities in the Dominican Republic, putting us on the right track to achieve our goal by 2028.

Earning recognition

Our efforts to drive value by integrating ESG into our business have not gone unnoticed. We were included in the Dow Jones Sustainability Index for the 10th consecutive year, with Gildan achieving the top-ranked performance score in North America within our sector. We were also ranked by Sustainalytics as a leader in our sector and were accorded "Prime" status by Institutional Shareholder Services (ISS) ESG Corporate Rating.⁴ Additionally, in 2022 and 2023, Gildan was recognized for our sustainability leadership as one of the World's 100 Most Sustainable Corporations and one of Canada's Best 50 Corporate Citizens by Corporate Knights.

Making Apparel Better®

As we continue to execute on our Next Generation ESG

strategy, we are keenly aware of the importance of transparency and the evolving regulatory requirements regarding the inclusion of high quality non-financial information into financial disclosures. We remain committed to sharing both our achievements and challenges on key material issues through relevant, decision-useful information. In doing so, we hold ourselves to the same standards of accuracy and completeness as we do in our financial disclosures and continue to seek ways to enhance our reporting. In 2022, we started to link ESG targets to our executive strategic objectives. In 2023, we continued this commitment with ESG targets comprising at least 25% of all Gildan's senior executives' strategic objectives tied to their annual short-term incentive plan.

I want to thank our customers, employees, and Board of Directors for their ongoing support. We are excited about the future and look forward to working with our partners and peers to create a sustainable future for us all.



Glenn Chamandy,
President and CEO

² The target boundary includes land-related emissions and removals from bioenergy feedstocks.

³ Compared to 2018 (Scope 1 and 2) and 2019 (Scope 3) base year.

⁴ Prime status is granted to leaders in their respective industries that meet demanding absolute performance expectations and are well-positioned to manage critical ESG risks and capitalize on opportunities through sustainable development.



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

It has been a year and a half since we introduced our Next Generation ESG strategy and targets, building on our progress over the past two decades. This milestone marked the culmination of a rigorous cross-functional, Company-wide effort and set our course for action against key issues faced by Gildan and, more broadly, the world.

Our Next Generation ESG strategy marked the beginning of the next step in our 20-year journey. Over the past 18 months, we have established a solid foundation upon which to execute against our targets. There are three key areas that we would like to share with you.

First, we have continued to integrate ESG into our business strategy.

Our GSG strategy is our current business plan to drive long-term growth. ESG has been an important factor in our decision making for many years, and by including ESG as one of our three strategic pillars, we have further elevated its criticality and reflected its evolution within our business. Additionally, as our ESG governance and reporting strategy has matured, we have integrated our ESG metrics into our overall operating and financial reporting structure. Gildan's Board of Directors has also tied a portion of the executive short-term incentive program to the advancements of ESG targets.

Second, we have increased collaboration to unleash innovation in all parts of our business.

Meeting our ESG targets is not confined to one team or department. Our cross-functional ESG Steering Committee and

working groups are responsible for developing action plans, identifying resources, and making decisions to execute our strategy. With this new structure, we have brought together voices and expertise from different parts of the Company to tackle key challenges together. This has resulted in better conversations leading to new ideas and collaboration across functions.

For instance, we are proud of the cross-functional efforts and hard work from countless employees across the world in setting our Scope 1, 2, and 3 targets, validated by SBTi. Together, employees across the Company are establishing implementation plans to achieve these goals and make a meaningful impact. As one example, our Sales, Marketing, and Distribution departments came together to understand the growing desire among our customers to reduce their own environmental footprint. This has led to our new partnership with TerraCycle where they recycle used socks donated by consumers to create other products (see [p. 18](#)). We are confident that this innovative collaboration will lead to other partnerships as we move forward.

And third, we have put in place systems and processes for better decision making around ESG and increased transparency.

We understand the rapidly evolving regulatory environment where non-financial information will be required in financial disclosure, and the enhanced focus on ESG and the need to ensure that appropriate due diligence over metrics and disclosure controls are in place. Over the past year, we have strengthened our systems and processes for collecting

ESG data with more rigorous controls that help ensure data integrity. Having access to the right data at the right time gives us greater visibility into our efforts and helps to ensure we are moving in the right direction, identify where additional investment is needed, and where course corrections may be justified. It also helps raise visibility of emerging issues and risks allowing us to integrate them into our standard business processes.

We take great pride in the level of transparency we provide our stakeholders in our annual reporting, because we understand that transparency and stakeholder trust go hand in hand. Over many years, we have aligned to recognized sustainability frameworks like GRI and SASB to help ensure we provide meaningful information to all our stakeholders and, in the process, maintain their trust in us. You will note in this year's Report that there are some areas where we have taken greater measures to enhance our reporting methodologies and controls and that, in some instances, this has resulted in us restating some of our metrics. This Report provides additional insight by sharing the methodology behind our data collection (see [Basis of Reporting](#)). This level of disclosure enables stakeholders to make informed decisions and we believe it also puts us on a solid path to comply with upcoming regulations.

Driving ongoing progress.

Our efforts are part of a multi-phase journey. The first phase was understanding our footprint and measuring and evaluating our impact, this was followed by setting our Next Generation ESG strategy. Now, 18 months later, we are pleased with

the progress we have made so far yet recognize that more work remains to achieve a sustainable business, enabling us to continue to deliver value over the long term. In this next phase of our ESG journey, we will continue to build on our momentum, ensuring we deliver concrete actions on our targets.

Together with our trusted partners and the dedication and contributions of the entire Gildan team, we are confident that 2023 will bring even further progress as we continue our journey.

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

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

ABOUT GILDAN

Gildan is a leading apparel manufacturing company with a strong portfolio of brands including Gildan®, American Apparel®, Comfort Colors®, GOLDTOE®, and Peds®.

Founded in Canada, Gildan operates out of approximately 30 facilities worldwide and sells products in more than 60 markets globally. Our product offerings include activewear, underwear, and socks, sold to wholesale imprintables distributors and national accounts, which include large screen printers or embellishers, retailers, and global lifestyle brand companies. With approximately 50,000 employees, Gildan operates with a strong commitment to industry-leading labour and environmental practices throughout our supply chain, in accordance with a comprehensive commitment to ESG embedded into our long-term business strategy.

For more on Gildan and our ESG practices, visit our website at gildancorp.com.

AT A GLANCE

HEADQUARTERS
MONTREAL, CANADA

YEAR FOUNDED
1984

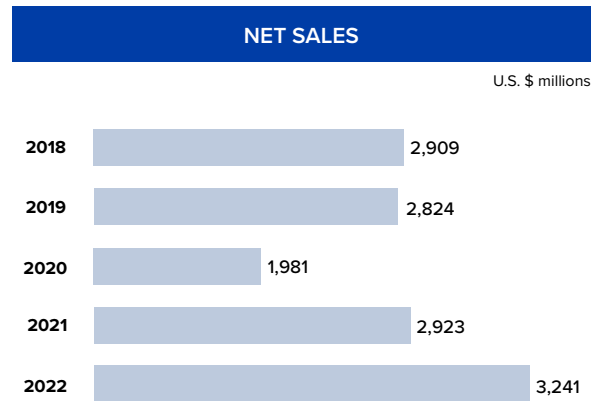
GLOBAL EMPLOYEES
~ 50,000

COUNTRIES WITH OPERATIONS
12

NET SALES IN 2022
\$3.24 BILLION

SALES DERIVED FROM PRODUCTS
WE MANUFACTURE
~ 90%

2022 FINANCIAL HIGHLIGHTS



HOW WE OPERATE

Far beyond simply making great quality products, our vision is to leverage our vertically integrated manufacturing model and the expertise and scale we have built to positively influence 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, which helps us integrate innovative and sustainable solutions across our entire value chain. It also enables us to prioritize ESG across our operations.

OUR OPERATIONS

Our largest manufacturing operation is in Honduras, where the majority of our products are produced. Our textile, sewing, and sock manufacturing operations take place across our Central American, Caribbean, and Bangladesh hubs. In 2022, we continued the construction of our large-scale manufacturing complex in Bangladesh, with production planned to begin in 2023 leveraging our growing local workforce. Our yarn-spinning operations are located in the United States. The consolidation and continued modernization of our yarn-spinning facilities, including the integration of Frontier Yarns, has allowed us to internalize most of our yarn requirements.

For more information on how we operate, consult our 2022 [Annual Report](#) or the [Vertical Integration page](#) on our website. For more information about our factories and third-party contractors, visit [Our Factories page](#).



OUR CORE VALUES

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



WE OPERATE RESPONSIBLY



WE ACT LIKE ENTREPRENEURS



WE BELIEVE IN OUR PEOPLE

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

Building on a strong foundation, in 2022, the Company launched its GSG strategy focused on driving organic top and bottom-line growth through three pillars – capacity expansion, innovation, and ESG. 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 through leading ESG practices, we are well positioned to drive strong revenue growth, profitability, and effective asset utilization. Together, this will allow us to deliver compelling shareholder value.

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 will deliver high-quality, value-driven products, increase speed-to-market and operational efficiencies, and reduce our environmental footprint.
3. **ESG:** Further increasing our ESG focus across our operations will help enhance our value proposition to our stakeholders.

NEXT GENERATION ESG STRATEGY

Delivering on our Next Generation ESG strategy is key to successfully executing on all three pillars of our GSG strategy and position the Company for long-term revenue growth, sustained profitability, and effective asset utilization. Our long-term success as a Company depends on the responsible use of natural resources, reducing our climate impact, and having a valued and healthy workforce.

We completed our most recent third-party materiality assessment in 2021 (see our [2021 ESG report, p. 12](#)) to determine areas of key concern to our stakeholders that could have the greatest impact on our business. Based on the level of importance to both stakeholders and the Company, we identified 12 high-priority areas under five broad categories, which you can find below. It also informed our Next Generation ESG strategy and targets, which commit us to making meaningful advancements in key ESG areas by 2030.

- | | | | | |
|--|---|---|--|--|
| 1. Climate, energy, and water <ul style="list-style-type: none">• Climate change and energy• Water | 2. Circularity <ul style="list-style-type: none">• Sustainable raw materials• Operational waste management• Sustainable supply chain | 3. Human capital management <ul style="list-style-type: none">• Human rights and ethical labour• Health and safety• Diversity, equity, and inclusion | 4. Long-term value creation <ul style="list-style-type: none">• Community investment• Economic empowerment | 5. Transparency and disclosure <ul style="list-style-type: none">• ESG transparency and disclosure• ESG marketing and communications |
|--|---|---|--|--|

AREAS OF FOCUS



CLIMATE, ENERGY, AND WATER

Gildan commits to reduce absolute Scope 1 and Scope 2 GHG emissions 30% by 2030, from a 2018 base year.⁵ Gildan also commits to reduce absolute Scope 3 GHG emissions 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 (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 initiatives⁶ like the U.S. Cotton Trust Protocol (USCTP) and the Better Cotton (formally BCI) (see [p. 18](#) for more information). We also are committed to using 30% recycled polyester or alternative fibre yarns by 2027.⁷ Additionally, we plan to achieve zero manufacturing waste to landfill⁸ by 2027, and to use 75% recycled and sustainable packaging and trim materials by 2027⁹ (see [p. 19](#) 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 its Company-operated facilities by 2028. In consideration of Diversity, Equity, and Inclusion (DEI), in early 2022, Gildan announced their goal to reach gender parity across the organization. We have attained gender parity globally across the manager-level and below, and aim to achieve gender parity at the director-level and above by 2027 for the collective group of employee roles that represent the director-level and above.



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 more informed ESG-based decisions and helping to ensure a high degree of trust and understanding of the 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). We plan to be fully aligned with TCFD recommendations by 2025.

⁵The target boundary includes land-related emissions and removals from bioenergy feedstocks.

⁶Defined 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.

⁷We 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.












⁸Zero manufacturing waste to landfill is defined as diverting manufacturing waste from landfill via a variety of methods including reuse, recycling and for biomass.

⁹Packaging 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) containing recycled materials or have a relevant sustainability certification.

PROGRESS AGAINST OUR NEXT GENERATION ESG TARGETS

The table below provides an overview of our 2022 progress towards our ESG targets.

Some data metrics have been revised from previous reporting due to acquisitions/divestments, improved data collection, and other factors in alignment with Gildan's recalculation policies. See Basis of Reporting section on p. 60 for details.

PILLAR	GOAL	STATUS	2022 PROGRESS	SDG
Environment				
CLIMATE, ENERGY, AND WATER	Reduce Scope 1 and Scope 2 GHG emissions by 30% (compared to a 2018 base year) ¹⁰ and reduce Scope 3 emissions by 13.5% (compared to a 2019 base year) by 2030	●	Reduced our absolute Scope 1 and Scope 2 GHG emissions (market-based) to 671,244 tCO ₂ e <input checked="" type="checkbox"/> , which is a 10.9% reduction from our 2018 base year representing 753,356 tCO ₂ e <input checked="" type="checkbox"/> . Updated our calculation methodology and our scope of reporting to include nine Scope 3 categories (compared to four in previous years) to provide a more complete overview of our Scope 3 emissions. Scope 3 GHG emissions in 2019 have been restated to 2,530,884 tCO ₂ e <input checked="" type="checkbox"/> and 2022 Scope 3 GHG emissions were 3,001,554 tCO ₂ e <input checked="" type="checkbox"/> . See pp. 14-16 for additional information	 
	Reduce water intensity by 20% by 2030 (compared to a 2018 base year)	●	Reduced water intensity at Company-operated operations from 0.08302 m ³ /kg <input checked="" type="checkbox"/> in 2018 (base year) to 0.06775 m ³ /kg <input checked="" type="checkbox"/> in 2022 representing a 18.4% reduction per kilogram produced. See p. 17 for additional information	
CIRCULARITY	Source 100% sustainable cotton by 2025	●	Increased the percentage of sustainable cotton ¹¹ we sourced from 7.3% in 2021 to 21.7% <input checked="" type="checkbox"/> in 2022. See p. 18 for additional information	 
	Zero manufacturing waste sent to landfill by 2027	●	Completed waste mapping for each of our manufacturing areas; used results to develop implementation plans. In 2022, 2,415 MT <input checked="" type="checkbox"/> of our manufacturing waste was sent to landfill and our total manufacturing waste recycled was 66,073 MT <input checked="" type="checkbox"/> . See p. 19 for additional information	
	Source 30% recycled polyester or alternative fibre yarns by 2027	●	Worked to develop our supply chain in order to increase the percentage of recycled or alternative yarns over the coming years and started to make progress against our target achieving 1.6% <input checked="" type="checkbox"/> in 2022. See p. 18 for additional information	
	75% recycled and sustainable packaging and trim materials by 2027	●	Increased from 6.2% <input checked="" type="checkbox"/> in 2021 to 14.2% <input checked="" type="checkbox"/> of our total SKUs of packaging and trim materials specific to apparel (which include carton, polyester, paper, and cotton-poly trims) containing recycled materials or have relevant sustainability certifications. See p. 19 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 26.7% <input checked="" type="checkbox"/> in 2021 to 30.3% <input checked="" type="checkbox"/> in 2022. See pp. 34-36 for additional information	
	Attain ISO 45001 certification across all Gildan-operated facilities by 2028	●	Implemented plans for ISO 45001 certification with a focus in the Dominican Republic, with one of our facilities achieving certification in June 2023. See pp. 37-40 for additional information	
LONG-TERM VALUE CREATION	Gradually increase spending to allocate 1% of pre-tax earnings towards community investment initiatives by 2026	●	Donated \$1.1M <input checked="" type="checkbox"/> in cash and in-kind donations, representing 0.19% of pre-tax earnings. See pp. 41-42 for additional information	
Governance				
TRANSPARENCY AND DISCLOSURE	Fully align with the TCFD by 2025	●	Published our first stand-alone Climate Change Disclosure Report , informed by, and structured in accordance with, TCFD recommendations	

¹⁰ The target boundary includes land-related emissions and removals from bioenergy feedstocks.

¹¹ 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.

2022 RECOGNITIONS

- Included on the Dow Jones Sustainability Index (DJSI) for the 10th consecutive year
- Named one of the “World’s 100 Most Sustainable Corporations” and “Canada’s Best 50 Corporate Citizens” by Corporate Knights
- Included in CDP’s Leadership Band for the third time for our 2022 climate change disclosures
- Recognized by the Honduran Foundation for Corporate Social Responsibility (FUNDAHRSE) with its FUNDAHRSE Seal 2022 award for our commitment to ESG



2022 HIGHLIGHTS

- Gildan’s Board of Directors tied a portion of the executive short-term incentive program to the advancements of ESG targets to create greater alignment between executive compensation and shareholder interest
- Gildan signed its first sustainability-linked loan, incorporating sustainability-linked terms into our existing \$1 billion revolving credit facility, embedding ESG into the Company’s financial strategy, and enhancing our commitment towards our goals
- Gildan published its first stand-alone Climate Change Disclosure Report structured in accordance with TCFD, highlighting how we assess, prepare, and integrate climate-related matters into our business processes. This represented a significant step towards fully aligning with the TCFD framework by 2025
- We launched Gildan Respects™ to reinforce the appeal of Gildan’s approach to making apparel responsibly

In March 2022, we announced our first sustainability-linked loan by way of an amendment and restatement to our \$1 billion revolving credit facility to include terms that reduce or increase our borrowing costs based on our annual performance against three of our ESG targets: (i) climate change: reducing Gildan’s Scope 1 and Scope 2 GHG emissions by 30% by 2030 (compared to a 2018 base year); (ii) circularity: ensuring 75% of Gildan’s packaging and trims contain recycled and sustainable materials by 2027; and (iii) DEI: achieving gender parity by 2027 for Gildan’s employees at director-level and above.

Gildan Respects™

In 2022, we launched our Gildan Respects™ campaign to reinforce the Company’s commitment to our Next Generation ESG strategy through stories that explore our initiatives and progress that respect people, planet, and the communities in which we operate.





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](#)

[CIRCULARITY](#)

[WATER MANAGEMENT](#)

[BIODIVERSITY AND AFFORESTATION](#)



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. As part of our EMS, each Gildan-operated facility is required to set objectives that align with the Company's overall goals.

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 the GE&E Policy, all facility leaders and environmental, health and safety (EHS) employees have environmental targets included in their annual performance plans. In addition, in 2022, Gildan's Board of Directors tied a portion of our executive short-term incentive program to the advancements of ESG targets, including our environmental targets.

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 (e.g., offices, distribution centres, regional workshops, Biotop, biological reactor facilities, etc.) at least every two years.

All our suppliers and contractors must adopt sound environmental management practices under our GE&E Policy. We screen 100% of suppliers that provide services over a certain financial threshold through a questionnaire that includes environmental criteria. If a vendor does not complete the questionnaire successfully, or if there are zero-tolerance findings, we do not enter into a contract with the vendor. Once onboard, we require all third-party manufacturing contractors and key raw material suppliers to formally acknowledge our EMS practices and agree to comply with them throughout the term of their relationship with us. Our suppliers and contractors must also follow our [Social & Sustainable Compliance Guidebook](#). We audit contractors against the environmental standards in the Guidebook as part of our social and environmental monitoring program (see [p. 25](#)).

In 2021, Gildan entered into a three-year commitment with the Sustainable Apparel Coalition (SAC) to work to complete the Higg Index Facility Environmental Module (FEM) and achieve the Level 1 category of the program at its facilities. That same year, two of our facilities achieved the Level 1 category and, in 2022, an additional six facilities achieved Level 1 certification. We expect to have the remaining facilities achieve Level 1 certification by the end of 2024. Furthermore, 19 of our third-party finished goods suppliers in Asia have achieved the Level 1 category.

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.

2022 highlights

- Reduced absolute Scope 1 and 2 GHG emissions from 753,356 tCO₂e \checkmark in 2018 (base year) to 671,244 tCO₂e \checkmark in 2022 representing a 10.9%¹² reduction
- Reduced water intensity by 18.4%¹³ compared to our 2018 base year, from 0.08302 m³/kg \checkmark in 2018 to 0.6775 m³/kg in 2022
- Sourced 21.7% \checkmark of our cotton from verified U.S.-grown cotton suppliers (USCTP and Better Cotton)
- Started incorporating recycled yarns into the fleece of our 18000 family of styles
- Completed waste mapping and started implementing roadmaps towards sending zero manufacturing waste to landfill

2022 ENVIRONMENTAL AUDITS

In 2022, 17 environmental audits were performed at our facilities, and 91 instances of non-conformities were found: 10 were classified as major, 41 as moderate, and 40 as minor. We also identified 43 opportunities for improvement.

A major non-conformity incident is defined by Gildan as one that violates environmental law, causes a major environmental impact, or has a high risk of causing a major environmental impact. Of the 10 major non-conformities identified, three were related to chemical management guidelines that were not properly implemented and seven were due to waste management guidelines that were not properly implemented. As of June 2023, we had remediated seven of the 10 major non-conformities. We expect to resolve the remaining three non-conformities by the end of 2023.

Other non-conformities (moderate and minor) were due to not following internal guidelines and operational control procedures (primarily in chemical management) and failing to ensure proper chemical classification, storage, and updated safety data sheets availability. We have resolved 85% of these moderate and minor non-conformities and continue to work to resolve the remaining 15% by the required timeframe.

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 conducted training sessions on chemical management with factory staff and plan to introduce a new training program on waste management in 2023. We continue to visit sites regularly to help ensure corrective action plans are properly implemented. See [Product Safety and Chemical Compliance](#) for more information.

¹² Base year and 2021 absolute Scope 1 and 2 GHG emissions have been adjusted from previously reported data. See 2022 Basis of Reporting document for further details.

¹³ Base year and 2021 water intensity metrics have been adjusted from previously reported data. See 2022 Basis of Reporting document for further details.

CLIMATE CHANGE AND ENERGY

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

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 the Company's quarterly meetings, and management highlights key developments, issues, and risks in these areas to the Audit and Finance Committee, 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 (see [p. 14-16](#)).

We are working to reduce our energy use through efficiency projects. For example, in 2022, we focused on increasing our biomass capacity in the Dominican Republic, improving the energy efficiency in our chillers at our U.S. facilities, and seeking ways to improve hot water insulation (which will save energy) in Honduras. 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 standardizing the use of more efficient soaping agents, which help ensure our products are dyed in accordance with customer specifications and meet fastness standards¹⁴ that resist colour fading over time. Using a more efficient soaping agent reduces the amount of energy and water needed to remove excess dyes after colouring our apparel products.

Learn more about how Gildan leverages technological solutions to lower its carbon footprint in this short video.

“What keeps me up at night is finding new ways to reduce our energy intensity on a daily basis.”

– *Nello Masciarelli, Director of Energy*



¹⁴ Colour fastness is the resistance of the colour to change its characteristics when subjected to different conditions like washing, rubbing, light, etc.

Assessing and managing our climate risks and opportunities

Building on our work in 2021, in 2022, we conducted quantitative climate modeling across our business based on four plausible future states, ranging from an average global temperature rise of below 1.5°C to below 4°C by the end of the century.

We updated our analysis with data from IEA's World Energy Outlook Report published in 2021 and from IPCC's Sixth Assessment Report published in 2022. We worked with a third-party to define our methodology and build a climate modelling tool prioritizing four regions where Gildan's operations are concentrated: the United States, Bangladesh, Central America, and the Caribbean. These regions cover

different types of facilities across our processes including yarn-spinning, textiles, sewing, and distribution. In our analysis, we focused on five types of material: cotton, virgin polyester, recycled polyester, chemicals/dyes, and packaging. We also focused on five areas of our value chain, from the sourcing of raw materials and the manufacturing of finished goods through our vertically integrated business model, to the distribution of the finished product to our customers.

Our analysis covered transitional risks¹⁵ topics such as decreasing our reliance on fossil fuels, technology advancements, policy acceleration, market dynamics, and consumer behaviours, as well as physical risks¹⁶ related to severe weather patterns and rising sea levels among other factors.

See the chart below for key risks and opportunities we identified and potential impacts to our business.

Our analysis demonstrated that integrating ESG into our core business strategy and investment decisions, together with our vertically integrated business model, is currently helping to strengthen our overall resilience to climate-related risks and preparing us to continue seeking to further mitigate future climate risks.

For more information, see our [2022 Climate Change Disclosure Report](#).

	OPPORTUNITIES				TRANSITION RISKS				PHYSICAL RISKS	
Climate-related opportunities and risks	Energy source	Products and services	Market	Resilience	Policy and legal	Technology	Market	Reputation	Acute	Chronic
Possible Impacts	Reduced exposure to increasing fossil fuel prices/ reduced operational costs by using low-cost abatement technologies.	Increased customer preference towards sustainably-made apparel resulting in increased revenue opportunities.	Enhanced access to capital as investors choose to invest in companies known for high ESG standards.	Increased revenue and market competitiveness through diversified products.	Operations exposed to higher costs due to increasing carbon price, compliance, and/or insurance premiums.	Increased capital investments required to replace existing assets with lower emission technologies.	Increased costs related to procuring raw materials that are deemed less sustainable.	Increased customer preference towards more sustainably made apparel resulting in decreased revenues.	Weather events that disrupt supply/quality of materials and/or increase sourcing costs.	Changing climate conditions impact cotton quality and ability to deliver and distribute product.



Using scenario analysis to enhance understanding of cotton supply

Using data from IPCC's Sixth Assessment report and the latest academic research on cotton, our quantitative climate modelling tool helped us better understand future cotton availability and supply under various scenarios. Our analysis showed that cotton yield may be negatively impacted by climate change by ~1% to 7% but that such impact could potentially be mitigated through continued improvements in farming practices and the fact that the analysis also showed cotton supply growing in all regions under all scenarios.

We source most of our cotton in the United States where, based on the analysis conducted in 2022, cotton production is expected to be more resilient to climate change impacts like heat stress, total rainfall, extreme rainfall, and strong winds compared to other parts of the world.

We will continue to monitor emerging data on changes in the cotton landscape and will update our quantitative climate modelling tool as necessary to help ensure we source from regions best suited to meet our needs.



¹⁵ Transitional risks are related to the extensive systematic changes required to shift to a low-carbon economy.

¹⁶ Physical risks are related to the impact of a changing climate, including gradual long-term shifts, such as rising sea levels and extreme weather (e.g., severe flooding).

2022 ENERGY & GHG EMISSIONS

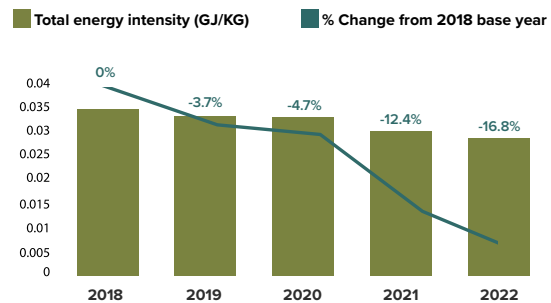
Goal: In alignment with SBTi, reduce Scope 1 and 2 GHG emissions by 30% (compared to a 2018 base year) and Scope 3 emissions by 13.5% (compared to a 2019 base year) by 2030

Scope 1 and 2 GHG emissions

As we continued to implement our Gildan Sustainable Growth strategy, we increased our production capacity in 2022 which increased our energy consumption and impacted our Scope 1 and 2 GHG emissions footprint.

Approximately 47% of the energy we use comes from electricity while the other 53% comes from direct sources of which the majority is from biomass (a low-carbon fuel). The majority of the energy we consume occurs at our textile facilities. In 2022, 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 boilers. We also increased standardization of our soaping agents, which have the dual benefit of decreasing energy and water use by lowering water temperatures and reducing processing times. These types of initiatives allow us to reduce our energy intensity, demonstrating that we are operating efficiently and reducing our Scope 1 and 2 GHG emissions intensity.

TOTAL ENERGY INTENSITY AND PERCENTAGE CHANGE FROM 2018 BASE YEAR



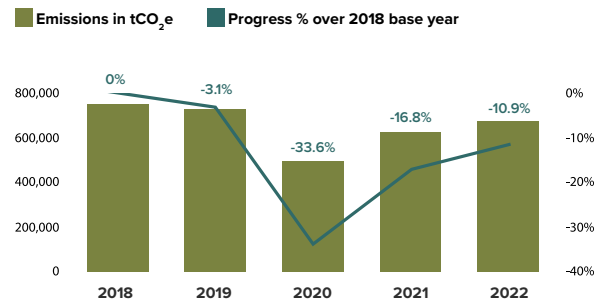
Due to limited availability of biomass in Central America in 2022, we increased our reliance on bunker fuel to generate the needed steam for production. This resulted in an increase in our Scope 1 GHG emissions footprint. We expect to have access to an increased supply of biomass in 2023.

Increased production also resulted in higher Scope 2 GHG emissions, with the largest increase at our textile facilities

in Honduras. Total Scope 2 GHG emissions across all our Honduran facilities rose from 255,056 tCO₂e in 2021 to 288,351 tCO₂e in 2022, driven by an increase in energy consumption from 3,743,762 GJ in 2021 to 4,178,747 GJ in 2022.

While this was an increase in our Scope 1 and 2 GHG emissions in absolute terms, our energy intensity fell by 5% between 2021 and 2022. Additionally, when compared to our 2018 base year, we have seen a 10.9% reduction of absolute Scope 1 and 2 GHG emissions, putting us on track towards achieving our 30% reduction target by 2030.

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



Scope 3 GHG emissions

In 2022, we expanded our reporting from four to nine Scope 3 GHG emissions categories and set a Scope 3 GHG emissions target to reduce our supply chain emissions by 13.5% by 2030 (compared to a 2019 base year). In 2022, we continued our efforts to map our Scope 3 GHG emissions through our Supply Chain Engagement program. This program includes:

- An assessment phase to identify the maturity of our suppliers in reporting on their GHG emissions
- An engagement phase to encourage our material suppliers to drive climate-action initiatives across their businesses and reduce their carbon footprint. As part of this three-year engagement, we hosted several webinars in 2022 for our suppliers to help them understand best practices in measuring their Scope 1 and 2 GHG emissions

As of June 2023, Gildan received the confirmation that the Science Based Targets initiative had validated our Scope 1 and 2 emissions target, as well as our Scope 3 emissions target. The validation of our Scope 1 and 2 GHG emissions reduction target confirms our ambition to be aligned with a well below 2°C trajectory.

2022 PERFORMANCE

- Submitted GHG reduction targets for our Scope 1, 2, and 3 emissions to SBTi, which were approved in June 2023
- Began development of our supply chain engagement program to estimate suppliers' Scope 1 and 2 GHG emissions
- Continued to align with TCFD recommendations and published Gildan's first stand-alone Climate Change Disclosure Report
- Started preliminary work on an energy management information system (EMIS) to monitor energy, water, and wastewater in Bangladesh and the Dominican Republic
- Almost completed the installation of a more advanced exhaust gas boiler (EGB) and heat-recovery system at our textile facility in Bangladesh, which we anticipate will significantly reduce fuel required for stationary combustion
- Continued operational efficiency projects at our operations in Honduras focused on five areas including LED lighting, HVAC systems, and compressed air and process optimization/standardization

and 3 GHG emissions targets (achieved in June 2023)

- Use insights gained from our climate scenario analysis to better understand our climate-related risks and opportunities in building and enhancing our efforts in reducing our emissions and deepening our understanding of the financial impacts of climate change on our business
- Continue our Scope 3 GHG emissions supply chain engagement program
- Look at new dyeing technologies to further reduce energy and water use
- Continue implementation of an EMIS in Bangladesh and the Dominican Republic with full execution expected in 2024
- Continue implementing planned operational efficiency projects across all manufacturing facilities including a start-up heat recovery system in the Dominican Republic
- Finish installation of new exhaust gas boiler at our facilities in Bangladesh



Gildan takes the spotlight

Gildan's manufacturing complex in Rio Nance, Honduras, was featured on the Emmy Award-winning television series *Earth with John Holden*. The segment explored Gildan's environmental technologies, such as its Biotop, heat recovery system, and absorption chillers, which enable Gildan to conserve and reuse resources.

LOOKING AHEAD

In 2023, we plan to:

- Add to our Scope 1 and 2 GHG emissions target and introduce a target to reduce Scope 3 emissions by 13.5% by 2030 (confirmed in 2023)
- Receive validation from the SBTi on our Scope 1, 2,



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.

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.

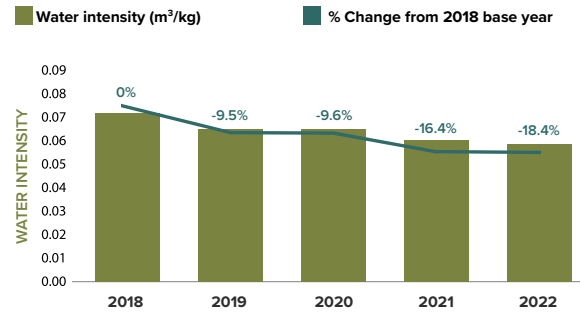
We do not withdraw water from any water bodies recognized as particularly sensitive or listed under the Ramsar Convention, an intergovernmental treaty that provides a framework for national action and international cooperation for wetland conservation. The majority of our water withdrawal comes from groundwater, 95% in 2022 – with the remainder 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) guidelines. An independent third party assesses wastewater monthly from all Gildan-operated textile facilities in Bangladesh, the Dominican Republic, and Honduras for compliance with local regulations and Gildan standards. 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 [Biodiversity](#).

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

In 2022, our textile facilities represented 85% of our total water consumption, 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 our textile factories are located). We are also standardizing our soaping agents to reduce water use. Additionally, some of our products use clean pigment dyes, which reduces processing time and energy and water consumption in the dyeing of apparel. We also continue to use treated water to irrigate green areas around our operations in Honduras.

WATER INTENSITY AND PERCENTAGE CHANGE FROM 2018 BASE YEAR



2022 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 0.06775 m³/kg in 2022, resulting in a reduction of 18.4%
- Implemented projects to reduce and reuse water in our dyeing process in Honduras, the Dominican Republic, and Bangladesh
- Started preliminary phase of work on an EMIS to monitor energy, water, and wastewater in Bangladesh and the Dominican Republic
- 100% of our textile and hosiery facilities reported to the ZDHC wastewater program

LOOKING AHEAD

In 2023, we plan to:

- Continue to focus on finding solutions and implementing water control standards across all global manufacturing sites to reduce water consumption
- Continue implementation of an EMIS in Bangladesh and the Dominican Republic with full execution expected in 2024
- Enhance our water treatment systems by adding a biological reactor at our facility in the Dominican Republic to support production flexibility
- Continue to implement projects to reduce and reuse water in our dyeing process in Honduras, the Dominican Republic, and Bangladesh
- Launch a water recycling project in our dyeing process in Honduras





CIRCULARITY

Gildan is working towards a circular future that minimizes waste, increases the use of sustainable materials in our products and packaging, and maximizes reuse and recycling.

OUR APPROACH

Our GE&E Policy and our EMS guide our overall waste management practices based on the principles of 4R-D: reduce, reuse, recycle, recover, and dispose. It includes policies and procedures for waste classification, acceptable measures for handling specific waste, site-specific information, and documentation and reporting processes. It covers the following types of waste: non-hazardous, hazardous, biomedical, and special (e.g., electronic waste, glass, etc.).

We recycle 100% of textile clippings from our cutting and sewing operations. This waste is sold to recycling companies that reprocess the material for various uses. Our goal is to re-use this waste in our own products.

Beginning with design

Producing more sustainable clothing begins with product design. Members of our development and design teams have created a framework to capitalize on digital opportunities that look to reduce waste in the front-end design and decision-making process. By using digital avatars and 3D modelling, we are reducing the need to produce physical samples, thus reducing the volume of textile waste we generate.

One of our existing initiatives involves the use of 3D computer modelling to share product designs with our customers. This allows clients to see the design and make changes based on the computer model, rather than on a physical prototype or a sample of the actual garment, which would need to be manufactured and shipped to them. In this way, we are using 3D modelling to decrease resource consumption – including raw materials, energy, and water – and support our customers' own ESG goals.

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 cotton¹⁷ we source and ensuring we have third-party verification in place – for example, third-party verification programs of the USCTP and Better Cotton. In 2022, approximately 21.7% of our cotton supply came from suppliers certified by USCTP and Better Cotton, up from 7.3% in 2021.

Polyester

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

In 2022, we made considerable progress towards our 2027 goal. Our efforts included identifying suppliers of recycled polyester and alternative fibre yarns, testing the use of materials to ensure they meet our rigorous quality standards, and finalizing supply agreements. As a first step, we incorporated recycled yarns into the fleece of our 18000 family of styles. By year-end, we achieved 1.6% with respect to recycled yarns, with significant improvement expected in 2023.

REPREVE Champions of Sustainability

In 2022, once again, Gildan received the REPREVE Champions of Sustainability award, presented by Unifi Inc., one of the world's pioneering innovators in recycled and synthetic yarns. This award recognizes Gildan as one of the 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, Gildan has transformed a total of 64 million plastic bottles into recycled yarns that would otherwise have found their way into oceans or landfill. These yarns are used in the production of a variety of consumer products, including socks produced for our GOLDTOE® and Peds® brands.

Gildan and TerraCycle team up in new recycling partnership

In early 2023, Gildan, through its GOLDTOE® socks brand, launched a free recycling program in partnership with TerraCycle, an international recycling leader. The program will offer people a free and convenient way to donate their used socks to be recycled into various types of other products. In return, users will be rewarded with points that can be used as donations to non-profits, schools, or charitable organizations of their choice.

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, which 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 the RSCP, we apply a corrective action plan for our suppliers, which can include penalties up to terminating the agreement if necessary. We continuously review, update, and align the 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.

Due 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-odor properties – while at the same time reducing our chemical footprint.

STANDARD 100 by OEKO-TEX

Gildan®, Comfort Colors®, Alstyle®, and Anvil® by Gildan® branded products are certified by the internationally recognized STANDARD 100 by OEKO-TEX. This 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 2022, 80% of Gildan's total net sales were from products certified under the [STANDARD 100 by OEKO-TEX](#).

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.

WASTE MANAGEMENT

Waste management is an integral part of our path to a circular economy. At Gildan, we aim to reduce our waste generation while increasing our recycling rate to reach zero manufacturing waste sent to landfill.

In 2022, our total generated waste increased by 16% due to higher production levels and the acquisition of three spinning mills in the United States.

In 2022, our total manufacturing waste recycled was 66,073MT .

YEAR	TOTAL WASTE GENERATED (MT)	ANNUAL TOTAL WASTE INTENSITY (KG PER KG PRODUCTION)
2022	80,001	0.27325
2021	68,775	0.26862

2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors).

Goal: Zero manufacturing waste sent to landfill by 2027

In 2022, we conducted a waste stream mapping exercise for each of our manufacturing areas and identified opportunities to improve the manufacturing processes that generate the most significant amounts of waste.

In 2022, we decreased our manufacturing waste sent to landfill by 10.4% compared to our 2021 base year. We also use some of our waste cardboard, wood pallets, and textile materials as a source of energy in our biomass-powered steam equipment in Honduras and the Dominican Republic. In 2022, we used 30% of our waste directed to disposal as biomass fuel in our boilers to generate steam. The emissions resulting from using biomass are lower than using fossil fuels to generate steam, which is required in the textile manufacturing process.

YEAR	MANUFACTURING WASTE SENT TO LANDFILL (MT)	% REDUCTION FROM BASE YEAR
2022	2,415 <input checked="" type="checkbox"/>	-10.4
2021	2,694	--

2021 value has been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors). Further details on calculation methodology and restated information are contained in our 2022 Basis of Reporting document.

2022 PERFORMANCE

- Expanded our use of 3D modeling in product design
- Achieved 21.7% sustainable cotton through third-party verified programs like verified U.S.-grown cotton through the USCTP and Better Cotton
- In addition to being a manufacturing member, became a full retail member of Better Cotton
- With USCTP, started piloting TextileGenesis to trace cotton more effectively
- Launched first retail take-back program in collaboration with our partner TerraCycle
- Completed waste mapping for each of our manufacturing areas, and are using the results to develop roadmaps towards zero manufacturing waste sent to landfill

LOOKING AHEAD

In 2023, we plan to:

- Continue to increase our supply of verified U.S.-grown cotton through USCTP and non-U.S. cotton through Better Cotton
- Develop a plan to explore alternative fibres with the ability to scale in Gildan production
- Advance our efforts to commercialize alternative sustainable cotton fabrics, such as by incorporating recycled textile waste into new and existing fabrics
- Expand and scale our use of 3D modelling across the organization from design concept to market delivery
- Work towards certifying our internal supply chain for Recycled Content Standard by an independent auditor; we will focus initially on select products to help understand the business case for potential expansion
- Continue to partner and engage with TerraCycle to identify future opportunities to collaborate on expanded take-back programs

SHIPPING AND PACKAGING

We are working towards a measurable company-wide and time-bound commitment to reduce the volume and/or weight of packaging. We are investing in research and development and collaborations to continue progressing towards:

- Increasing reusable packaging and packaging incorporating recycled material
- Increasing the amount of certified and/or verified recyclable packaging we use and seeking other alternative options for packaging materials
- Eventually phase out single-use plastic packaging

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, can be returned to our yarn operations for reuse.

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. Since the sensors were installed in 2019, we have reduced the volume of plastic used in our packaging by 8% per year. From 2020 to 2021, we have installed sensors at three of our textile facilities in Honduras, and we plan to install more at our other textile facilities moving forward.

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

Over the past year, we made progress developing a sustainable packaging and trims supply chain that includes suppliers of labels, cartons, polyester, paper, and cotton-poly trims specific to apparel SKUs. At the end of 2022, the 12-month weighted average of apparel SKUs containing recycled materials and/or with a relevant sustainability certification was 14.2% .

2022 PERFORMANCE

- Worked with suppliers to develop a roadmap to transition the balance of our carton packaging materials to a recycled and sustainable material; we did not explore transitioning buttons to recycled and sustainable material as planned due to the current state of supplier readiness
- The 12-month weighted average of packaging and trims SKUs (which include carton, polyester, paper, and cotton-poly trims and are specific to apparel) containing recycled materials and/or with a relevant sustainability certification was 14.2%
- By converting 90% of our total fleece volume to a new shipping configuration that maximizes cubing inside shipping containers, we significantly reduced the number of fleece containers shipped and reduced GHG emissions associated with transportation and distribution

LOOKING AHEAD

In 2023, we plan to:

- Replace plastic hooks used in hosiery with hooks made of recycled pressed paper
- Explore the use of digital tools to reduce the number of labels in apparel products



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 analyses potential risks to wildlife and ecosystems in locations where it operates and takes steps to prevent or address any adverse impacts. Gildan follows all local, national, and international biodiversity laws and regulations where we operate.

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 biodiversity assessment on a regular basis to understand whether there are any locally threatened or endangered species, migratory species, or native species. In addition, Gildan contributes to local, community-led reforestation projects in Honduras, Nicaragua, and the Dominican Republic (see [p. 42](#)).

As we maintain existing sites and develop new sites, we follow rigorous practices to protect biodiversity. We seek to promote green spaces wherever and whenever possible, including when rehabilitating degraded areas and by 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 [pp. 41-42](#).

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 natural 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 site to help ensure it meets regulatory requirements. 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 list of the International Union for Conservation of Nature. No threatened species or species that require a conservation plan were 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 75% more species than in our 2022 assessment. Altogether, 3,195 birds, reptiles, invertebrate and mammals were observed.

2023 DOMINICAN REPUBLIC BIOTOP ASSESSMENT
60 species of birds
5 species of reptiles
8 species of invertebrate

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 in the Dominican Republic and Honduras 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





SUPPORTING CONSERVATION OF CRITICAL WATER BASIS

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 funding as well as volunteers from Gildan's local manufacturing facility.

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 organization'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 some 2,000 hectares, especially with mangroves. It also includes actions to improve water quality, reduce solid waste, and address other environmental issues in the area.

Additionally, we launched a 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 Ocean, is one of the largest in the country and also 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 will include establishing an agroforestry system based on shaded cocoa and reforestation activities. In 2022, the project helped to replant three hectares and digitally mapped three additional hectares for future reforestation. In addition, 3,300 cacao plants were introduced on farms with training provided to community members on proper care and harvesting.

For more information on how we are working with local partners to support biodiversity, see the Community section on [p. 42](#).

2022 PERFORMANCE

- Planted 5,800 trees at the San Pedro de Macoris/Las Américas sewing facilities in the Dominican Republic, 350 at our Rio Nance complex in Honduras, and 8,000 near our facilities in Nicaragua
- Conducted biodiversity assessments of the Dominican Republic and Honduras Biotop areas

LOOKING AHEAD

In 2023, we plan to:

- 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 operations in Honduras and the Dominican Republic
- Continue to support reforestation areas in the communities in which we operate



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

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, family-sustaining careers in an environment that values diversity, equity, and inclusion. We also ensure that as an employer of choice, we contribute to the communities where we operate.

2022 highlights

- Conducted fair wage assessments in five Gildan-operated facilities and one contractor facility
- Provided training on our Responsible Sourcing Practices at contractor facilities in Asia and the Americas
- Launched a digital grievance mobile application in Honduras and Nicaragua for workers to anonymously submit feedback

POLICIES AND ACCOUNTABILITIES

Our approach is guided by several policies, guidelines, and statements, including those below.

- [Code of Conduct](#)
- [Code of Ethics](#)
- [Social & 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)

POSITION	ACCOUNTABILITY
President and Chief Executive Officer	Accountable for 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	Accountable for ensuring that effective policies and programs are in place for effective risk management and oversight of social topics
Chief Financial and Administrative Officer	Overall accountability for corporate controls and public reporting related to ESG
Senior Vice-President, Taxation, Sustainability, and Governmental Affairs	Overall accountability for ESG and policies related to our Global Social Compliance program
Vice-President, Supply Chain Management (business unit)	Accountability for ensuring that suppliers meet human rights standards
Vice-President, Human Resources within 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.

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 addition, Gildan is committed to remediation, where legitimate concerns are identified, including concerns relating to adverse human rights impacts, and engaging and cooperating 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.

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, across our entire supply chain. 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 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 through our Social Compliance program
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

HUMAN RIGHTS RISK/RESPONSE CHART	
Risk	Risk response
Freedom of association and collective bargaining	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 third-party 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.
Health and safety	Gildan takes all necessary measures to provide employees with safe and healthy workplaces and seeks to ensure that our third-party contractors do the same. 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.
Women's rights	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.
Harassment and/or abuse	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 third-party contractor who violates this policy.
Modern slavery	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.
Working hours	Gildan's Code of Conduct, based on various ILO conventions, places strict limits on the working hours of Gildan employees and those of our third-party contractors. No Gildan-operated facility or contractor is 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.



SOCIAL COMPLIANCE PROGRAM

Gildan's Social Compliance program is designed to ensure that our Company-operated facilities, as well as our contractors, comply with our Code of Conduct, local and international laws, and best practice industry codes to which we adhere, including those of SEDEX Members Ethical Trade Audit (SMETA), FLA, and WRAP (see [p. 50](#) for more detail on these organizations.) Since 2021, we have also begun enrolling our own facilities in the Social & Labor Convergence Program (SLCP) and encourage our suppliers to do so as well.¹⁸ Participation in the SLCP enables facilities to identify gaps and improve practices related to health and safety and hours of work.

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 zero-tolerance for any modern slavery issues related to employing 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.

Facilities that produce for Gildan are regularly inspected and audited through our Social Compliance program. All non-compliance findings, 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 ([p. 46](#)) for more information.

2022 PERFORMANCE

More than 100 (103) social compliance audits were performed at Gildan-operated facilities and those of third-party contractors; 76 (74%) were performed by Gildan and/or third-party auditors contracted by Gildan and 27 (26%) by our customers or social compliance certifiers such as WRAP, SMETA, or SLCP at Gildan-operated facilities. Six of our facilities in Honduras and three strategic contractor facilities in Asia were verified through SLCP. Participation in SLCP has enabled our facilities to identify gaps and work on improving practices related to health and safety and hours of work. By accepting SLCP audits, we also help contractors avoid audit fatigue.

During the 76 internal audits, 597 findings were identified: 175 in our facilities and 422 in our contractor facilities. Findings

were related to health and safety, working hours, compensation, forced labour, harassment and abuse, discrimination, freedom of association, and other human resource-related matters.

When violations were found, Gildan's Social Compliance team assessed the proposed mitigation plans for Gildan-operated facilities and contractors and determined whether the plans were acceptable. In 2022, Gildan reviewed and accepted 100% of proposed mitigation plans for the audits conducted by Gildan and/or third-party auditors, with follow-up procedures in place to ensure implementation was complete and effective.

For information related to progress on our social compliance audits, please refer to our 2022 ESG Data Tables ([pp. 82-83](#)).



SCORING A WIN FOR WOMEN'S RIGHTS IN THE SUPPLY CHAIN

In 2022, we partnered with the ILO to launch its Sustaining Competitive and Responsible Enterprises (SCORE) program in nine of our Tier 1 contractor facilities in China, Vietnam, Pakistan, Turkey, and Bangladesh. SCORE aims to improve productivity, working conditions, and gender empowerment in small and medium enterprises. It combines classroom training with in-factory consulting to share best international practices in the manufacturing sector with both front-line and administrative workers.

Approximately 10,000 employees at the nine facilities participated – including 60% who identified as women. Topics included voice equality, inclusive hiring, equal

pay for work of equal value, workplace environment, and work-life harmony.

Key impacts included:

- Increased hiring of women into front-line roles and strengthened commitment to promote women into leadership roles
- 36 gender equality policies were reviewed to promote work-life harmony
- Increased frequency of direct communication between management and employees
- Greater adoption by management of worker suggestions

¹⁸ 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 the Sustainable Apparel Coalition (SAC) 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 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. Our Approach to Wages provides more details on our holistic approach with respect to a living wage.

We meet or exceed local requirements with respect to total compensation globally. Total compensation includes legally established salaries, as well as cash and in-kind benefits. In addition, we support the communities where we operate and, in most of our facilities, workers can participate in unions and local committees to help ensure that collective bargaining agreements are adapted to local needs, resulting in benefits that improve their living conditions.

In Gildan-operated and third-party contractor facilities we 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 also 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.

From 2017 to 2022, we provided more than \$97 million towards in-kind benefits for employees located in countries where we have manufacturing operations.



More information can be found in [Our Approach to Wages](#). To see how we are building the financial literacy of our workers, see [p. 31](#).

MONITORING COMPLIANCE AND REMEDIATING VIOLATIONS

We monitor our practices and those of our suppliers and are committed to swift remediation when incidents related to compensation occur. For example, during an audit of a contractor in 2022 in Asia, we identified that the third-party contractor had not implemented a recent government increase to the local minimum wage nor notified workers of the increase. In response to our finding, the contractor took the following steps to remediate this non-compliance:

- Paid all adjustments to workers in compliance with updated minimum wages
- Posted notification of the increase in the factory and announced the increase to workers during a meeting
- Prepared a process to monitor updates to laws and regulations
- Created a system to notify all workers of future updates in compensation and benefits in a timely matter

Gildan uses the FLA wage data collection tool to collect wage information in our factories and at selected contractors in Asia and the Americas. This tool calculates the average worker wage within a factory by recording information about specific components – base wages, incentive pay, in-kind benefits, and other elements of worker pay – across several job descriptions within a factory. It separates overtime pay from regular wages to avoid skewing the overall compensation figures. The tool enables Gildan to see a factory's average wage mapped to a wage ladder and compare it against existing living wage benchmarks and local wages.

2022 PERFORMANCE

Internal audits found one instance of non-compliance related to compensation in our own facilities, which has been resolved. In our contractor facilities, there were 20 instances related to compensation and benefits and most have been resolved; the remainder are in the process of being remediated.

In 2022, we worked with the Fair Wage Network (FWN) to conduct a fair wage assessment in five Gildan-operated facilities in Honduras, Nicaragua, the Dominican Republic, and Bangladesh, and one contractor facility in Haiti. Each facility was assessed through a management survey, a workers'

survey, and a systematic collection of statistics to analyze living wages along FWN's 12 Fair Wage Dimensions and five major areas: legal compliance, wage levels, wage adjustments, pay systems, and social dialogue and communication. Following the assessments, FWN provided recommendations including establishing a global governance committee.

LOOKING AHEAD

In 2023, we plan to:

- Share results of the fair wage assessments with senior leadership to identify areas of improvement and living wage elements that require remediation
- Establish a global governance committee to provide further management oversight of living wage matters based on FWN's recommendations
- Strengthen relationships with civil society organizations, unions, and governments to promote initiatives to improve the wages and living conditions of workers





MODERN SLAVERY

Modern slavery in all its forms (including child labour, bonded labour, prison labour, human trafficking, etc.) are zero-tolerance issues for Gildan.

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.

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 also a signatory to the Industry Commitment to Responsible Recruitment with the American Apparel and Footwear Association, a proactive industry effort to address potential forced labour risks for migrant workers in the global supply chain.

Gildan employs vigilant monitoring procedures related to both child and forced labour, including:

- Conducting periodic reviews in Gildan-operated and contractor facilities of our internal Forced Labour Policy and Child Labour Policy to help ensure they align with national and international laws 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 contractor facilities to disclose the training

they provide to their employees and management on human trafficking and forced labour

- Requiring contractor facilities to agree to periodic compliance audits (additional information can be found on p. 27 of our Social and Sustainable Compliance Guidebook)
- Reviewing and analyzing information from workers' suggestion boxes in Gildan-operated facilities and other grievance mechanisms
- Conducting annual refresher training sessions on our Code of Conduct for our employees and suppliers worldwide to reinforce our commitment to preventing child and forced labour

2022 PERFORMANCE

- Incurred no significant risks of incidents of child labour or young workers exposed to hazardous work in our or contractor facilities
- Addressed and remediated two non-compliance findings related to forced labour at two Gildan-operated facilities in Nicaragua. One was related to overtime mandatory hours and the other to lack of freedom of movement caused by requiring an employee to request an exit pass prior to leaving the factory during regular working hours
- Addressed and remediated one non-compliance finding related to forced labour in a contractor facility in Nicaragua which was related to lack of freedom of movement by requiring workers to undergo a "pat-down" search before entering a restroom. We are working to remediate a non-compliance in a contractor facility in El Salvador related to involuntary overtime hours to meet production targets.

- Provided refresher training on our Responsible Sourcing Practices to employees involved in sourcing and management at our 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 did not receive any social or economic fines or sanctions under the ILO 169 Convention on Indigenous and Tribal Peoples
- 100% of our contractor facilities globally completed our migrant worker survey, which we launched in 2019 to help ensure that hiring practices align with our Code of Conduct and with FLA and ILO guidelines. No migrant workers were identified in our third-party sewing and hosiery contractors. For a list of our factories and where they are located, see our [website](#)
- Began a review of our contractor pre-audit/self-assessment questionnaire to help ensure forced labour and child labour elements are up-to-date and traced accordingly

LOOKING AHEAD

In 2023, we plan 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
- Continue to request our contractor facilities to complete the migrant worker survey annually

- Complete the review of our contractor pre-audit/self-assessment questionnaire to help ensure forced labour and child labour elements are up to date with international requirements

PREVENTING HARASSMENT AND ABUSE

Harassment and/or abuse is a salient human rights risk, which we have zero-tolerance for at Gildan. To prevent employee harassment and abuse, we conduct capacity-building programs 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.

There were no reported incidents of harassment or abuse at our facilities; there were two in our contractor facilities. We are working to remediate both incidents.

Additional information on our approach related to harassment and abuse can be found in our [Global Anti-Harassment, Anti-Discrimination, and Anti-Violence Policy](#).

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 2022, approximately 46% of our employees globally were covered by a collective bargaining agreement established between unions and corresponding facilities. For more information on our approach to benefits and wages, please see Living Wage on [p. 26](#) of this report.

OUR APPROACH

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 zero-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.

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.

GRIEVANCE MECHANISMS IN ACTION

In 2022, a worker at our facility in Nicaragua sent a grievance via our mobile app, WOVO, (see [p. 48](#)) about the synchronization of our electronic time record system versus digital clocks on the production floor. The grievance was sent to the location's maintenance department, which, upon review, detected that a recent power outage had affected the digital clocks. It led to inconsistencies in time reported by workers. To prevent a recurrence, we purchased backup batteries for the digital clocks.



2022 PERFORMANCE

- We renewed three collective bargaining agreements at our sewing facilities in Honduras; these resulted in wage increases and additional benefits for our workers that exceeded legal requirements
- Freedom of association was impacted in one contractor facility in Haiti, leading to efforts to improve industrial relations and communication that is open and transparent between workers and management
- Completed an eight-hour freedom of association and collective bargaining workshop for members of our management teams at our Honduras textile plants. Facilitated by third-party independent labour consultants, the workshop focused on preventing and approaching labour conflict, understanding and developing collaborative negotiation models, and understanding the task of the negotiator. Between 2021 and 2022, 100% of required employees participated in the workshop
- Conducted a 20-hour training program for our textile, sewing, distribution, and corporate employees in Honduras, including plant and production managers,

Human Resources managers, and directors and above, to review labour legislation, internal procedures, union policies, internal conflict resolution, and bargaining techniques

- Began engagement with Better Work Bangladesh at our Gildan-operated facility in Bangladesh. Better Work Bangladesh seeks to improve garment industry working conditions, promote respect for the labour rights of workers, and boost the competitiveness of apparel businesses through factory assessments, advisory services, training, advocacy, and research
- Introduced the Open Worker Line (OWL) at three of our facilities in Honduras and Nicaragua to allow workers to anonymously submit feedback to Human Resources via chat or phone. As of March 2023, approximately 1,300 employees had downloaded the app. Site management also uses the app to share announcements with workers
- Engaged a third-party to conduct training for our Human Resources teams in Honduras, Nicaragua, and Bangladesh on grievance mechanisms and effective communications

LOOKING AHEAD

In 2023, we plan to:

- Further expand freedom of association and collective bargaining workshops to supervisors in Honduras
- Continue to provide both in-person and virtual refresher training on freedom of association and collective bargaining agreements through our annual Code of Conduct training globally
- Continue pending collective bargaining negotiations at five facilities in Honduras
- Expand the digital grievance phone applications at our facilities in Honduras, Nicaragua, the Dominican Republic, and Bangladesh
- Conduct awareness sessions regarding grievance mechanisms available to our employees and contractors at our manufacturing facilities in Honduras, Nicaragua, the Dominican Republic, and Bangladesh to ensure all workers are aware of the tools in place to report grievances, escalation mechanisms, and Gildan's response procedures

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 become the best possible version of 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.

2022 highlights

- Provided more than 277,000 free medical consultations to Gildan workers at our on-site medical clinics in Bangladesh, the Dominican Republic, Honduras, and Nicaragua
- The Honduran Institute of Social Security named one of Gildan's on-site medical clinics the "Best Clinic in Prevention and Health Promotion"
- Launched financial literacy program with World Vision for our female manufacturing workers in Bangladesh and their spouses

MEDICAL BENEFITS

At Gildan, we are committed to supporting the health and well-being of our employees globally. 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 program, which includes benefits such as medical, dental, and vision care plans, and wellness programs. At our corporate head office in Canada, permanent salaried employees have access to a one-stop 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, Gildan subsidizes gym memberships and other wellness-related programs, and in Barbados, we provide on-site fitness equipment and basketball courts.

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 no-cost medical appointments, preventative services, screenings, and vaccinations. This supports employee health, helps Gildan reduce lost work time, and allows employees to get care on-site when they need it, without the need to travel to external providers.

Watch a short video featuring Dr. Nancy Garcia, a Gildan doctor, who for more than 10 years, has been providing regular health check-ups and preventative care for Gildan employees in Honduras.



Our medical staff also 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 offer private spaces for nursing mothers.

Recognized for employee health services

The Employer Medical System of the Honduran Institute of Social Security recognized our San Antonio facility clinic as the "Best Clinic in Prevention and Health Promotion." The clinic's doctors and nurses were also recognized for their excellent medical service performance.



RESUMING IN-PERSON HEALTH FAIRS

In 2022, Gildan once again hosted two-day Mega Health Fairs at several of our locations. At the fairs, employees and their family members could access free consultations with doctors in specialty areas including pediatrics, orthopedics, gynecology, internal medicine, ophthalmology, dermatology, psychology, and nutrition. The fairs also offered free lab tests, access to affordable prescription eyewear, vitamins for adults and children, and other wellness resources. Since 2010, Gildan has provided more than 54,000 free health screenings through health fairs in Honduras and Nicaragua.

Focusing on employee mental health

The past two years have increased stress and anxiety for many, particularly due to the COVID-19 pandemic. To help, we have strengthened our focus on mental health resources. Examples include:

- Offering 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
- Providing mental health first aid training to our leadership team in Australia to help them better support their teams
- Inviting employees in the Dominican Republic to meet privately, in-person with a psychologist at our manufacturing facility every week
- Working with the Nicaraguan Union for Social Responsibility to host workshops for female employees on self-care and emotional and physical well-being
- Hosting webinars for our Sales, Marketing, and Distribution employees on mental well-being, strategies for achieving sustainable work-life balance, and healthy habits to protect emotional well-being online

Breast cancer prevention

For the past 12 years, Gildan's annual breast cancer awareness campaign has helped raise awareness among thousands of women in many of our facilities across the world. In 2022, activities for both office and factory employees included discussions on the importance of early diagnosis, engagement activities to further awareness, free breast exams, and stories of employees bravely fighting the disease.



#BreastCancerAwareness: In Nicaragua, 180 Gildan employees participated in a 5K walk to support the Asociación Humana de Nicaragua, which helps cancer patients receive proper examinations and treatment nationwide. Gildan donated t-shirts to everyone who participated in the race.



In Australia, employees raised more than \$4,000 for breast cancer awareness month.

Shining a spotlight on gender-based violence

Gender-based violence (GBV) is a global issue, but women in the Dominican Republic face particularly high rates of violence. According to UN statistics, almost 30% of women in the Dominican Republic aged 15-49 years old have experienced intimate partner physical and/or sexual violence at least once in their lifetime.¹⁹

In the Dominican Republic, Gildan is raising awareness and working to reduce GBV. Activities include:

- Annual onsite GBV prevention workshops for all employees
- Protocols to strengthen the prevention, detection, care, and monitoring of GBV, harassment, or abuse in the workplace
- Workshops with women in the community on how to prevent GBV and where to go if they need shelter, food, or legal, psychological, or health assistance. In 2022, more than 200 women participated in the workshop
- Partnerships with the United Nations and the Dominican Republic's Ministry of Women department that support women who have experienced GBV



SUPPORTING WORK LIFE BALANCE

In 2022, we re-opened our corporate head office and other administrative offices, continuing safety practices based on local health guidance. To help with the re-introduction, we created a "Back to the Office" resource centre on our intranet, GildanConnect, and held webinars to share flexible work guidance.

Other ways we help positively impact work-life balance include:

- 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 convenience for our employees and reduces the number of cars on the road and the related GHG emissions

- At our two general stores – one located at our Honduras Rio Nance manufacturing complex and one at a facility in Nicaragua – employees can purchase non-perishable food and other household products at discounted prices. These conveniently-located shops accept a variety of payment methods, including payroll deduction
- In 2022, we launched a "Parents at Work" online forum for our Sales, Marketing, and Distribution employees and hosted discussions on boundary setting, managing expectations, and self-care

¹⁹ Dominican Republic (unwomen.org).

FINANCIAL WELLNESS

We offer competitive compensation programs to support the financial health of our employees. See Living Wage on [p. 26](#) for more information.

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 its 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.

To help our employees manage their financial health, we provide tools and resources. For example, in 2022, our Sales, Marketing, and Distribution teams hosted sessions with an external finance consultant on money management and budgeting. Participants received budgeting templates, e-books, and workbooks to help them on their journey to financial wellness.

Our 2022 ESG Data Tables provide metrics we track related to employee benefits we provide (see [pp. 84-85](#))

2022 PERFORMANCE

- Introduced new health care spending account for employees in Canada

LOOKING AHEAD

In 2023, we plan to:

- Expand our financial literacy program with World Vision in Bangladesh to 1,600 new participants



HELPING WOMEN REACH THEIR FINANCIAL GOALS IN BANGLADESH

In 2022, we launched a two-year financial literacy program with World Vision for our female manufacturing workers in Bangladesh and their spouses. The goal: support women's economic independence by increasing their competency on topics such as managing household budgets and digital banking. In 2022, 400 women and their spouses participated.

“As a newly married couple, the program was a fantastic opportunity since there was no one to guide us on the financial journey of a family. Now we know how to save and work for a prosperous future.”

– Asha Akter, a Gildan employee in Bangladesh who participated in the program along with her husband, Rubel Mia



LEARNING AND DEVELOPMENT

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

2022 highlights

- Formalized our succession planning process
- Launched new competencies framework
- 17,343 courses completed by employees through Gildan Academy

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 new competency framework, launched in 2022. Our five core competencies are Adaptability & Resilience, Initiative & Entrepreneurship, Teamwork & Inclusion, Communication, and Work Management. We also formalized our 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. Content is available in many languages and supports our culture of employee self-development. 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 multigenerational workforce,

and cultural sensitivity. In addition, employees receive a monthly Gildan Academy newsletter with information and recommendations on training opportunities.

LEADERSHIP PROGRAMS

For the fourth consecutive year, Gildan organized **Leading the Gildan Way**, a 10-month global leadership program. It equips first-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.

The third cohort of first-line managers completed the program in April 2022. In June 2022, Gildan launched the fourth cohort, welcoming 134 participants who will complete the training by the summer of 2023. To date, more than 400 employees from eight countries have graduated from the program.

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.



WOMEN IN LEADERSHIP PROGRAM: IGNITE YOUR IMPACT

Gildan's **Women in Leadership program – Ignite Your Impact** brings together a diverse group of roughly 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, 40 women from six different countries have participated. In total, 57% have been promoted or offered lateral moves in new positions to enhance their development after completing the program.

“The program helped me improve my self-confidence and speak up about what I think. I also learned a lot from listening to the experience of other women.”

– Marla Espinoza, Director, Mobility & Compensation, Honduras



TECHNICAL TRAINING

In Nicaragua, we offer a nine-month Mechanic School program that provides participants with theoretical and practical training relevant to Gildan production teams. Since the program began in 2015, more than 210 employees have graduated.

PERFORMANCE MANAGEMENT

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

For direct employees²⁰ (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 type of assessment works best for these 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, in 2022, we revamped our performance management process as part of our strategy to strengthen our culture of development. Enhancements include a peer feedback option, a more integrated approach to link objectives setting with development opportunities, and alignment with our new competency framework that 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 [2022 ESG Data Tables](#) provide metrics we track related to employee training and development (see [p. 85](#)).

2022 PERFORMANCE

- Launched our new competencies framework and provided training to all eligible employees
- Responded to feedback from our 2021 Global Employee Engagement and Inclusion survey by introducing programs to strengthen manager communication with employees. For example, in Honduras and Nicaragua, we provided additional training to leaders on how to communicate with their employees through one-on-one conversations and provide effective feedback and recognition
- Graduated the third cohort and launched the fourth

cohort of **Leading the Gildan Way**

- Provided training to Sales, Marketing, and Distribution leaders to build skills in employee recognition; launched recognition programs such as Rockstar of the Quarter, Excellence Club, and others, which celebrate employee achievements, promotions, anniversaries, and birthdays

LOOKING AHEAD

In 2023, we plan to:

- Introduce a technical mechanics training program for female employees in the Dominican Republic
- Continue efforts to strengthen manager communication effectiveness
- Train the fourth cohort of the Leading the Gildan Way program

²⁰Any manufacturing employee directly involved in the transformation of materials throughout the production process.

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.

2022 highlights

- Achieved 30.3% ♀ female representation for the collective group of employees representing director-level and above and continued to maintain gender parity²¹ within our global workforce
- Obtained the Silver certification in the Women in Governance Parity Certification program in Canada
- Piloted the International Labour Organization's Malkia leadership program²² with women in Honduras, Nicaragua, and the Dominican Republic

OUR APPROACH

We embrace and encourage 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.

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, and 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.



Family day celebrations for our employees in Dhaka, Bangladesh.



OUR DEI STRATEGY

Principles

- **Accountability:** The ownership and acceptance of responsibility for equitable and inclusive behaviours across all levels of the organization
- **Transparency:** Ensuring that information regarding DEI is shared truthfully within and outside the organization
- **Data-driven decisions:** The collection and analysis of DEI metrics in order to generate genuine insights and drive decision-making
- **Objectivity:** Actions and decisions are guided by equitable and impartial processes that are free of bias or favouritism

Objectives

- **Formalize DEI:** Apply a strategic approach to increase diverse representation and equity throughout the Company
 - Build an inclusive environment through the application of policies related to DEI, and monitor compliance through procedure audits
- **Cultivate a DEI culture:** Create and strive to improve our inclusive culture to promote a sense of belonging among all employees
 - Undertake tangible actions to build capacities and awareness throughout the workforce on DEI topics, as well as learning and communications initiatives
- **Share the journey and celebrate:** Ensure transparency, visibility, and accountability throughout Gildan's DEI process
 - Set targets and measure progress towards DEI goals, and participate in external reporting and benchmarking initiatives

²¹ Gildan uses the International Labour Organization's (ILO) definition of parity which is 40 to 60% of either gender.

²² The Malkia program is a five-week online program run by the ITC ILO in which women learn to master key managerial skills and gain confidence in their own skills, employability, and roles as managers. [Promoting women's empowerment with Malkia | ITCILO](#).

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. For example, in 2022, a third-party consultant trained more than 40 Human Resources representatives at our sewing plants in Nicaragua on inclusive gender policies.

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. 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

We continue to maintain gender parity²³ globally across the organization. While we have attained gender parity at the manager and below levels, we are now aiming to achieve it at director-level and above by 2027. In 2022, Gildan achieved

30.3% up from 26.7% at the end of 2021, increasing the number of women in director-level and above positions.

We are working to achieve our goal through targeted talent acquisition, talent management, training and development, and retention strategies. To hold ourselves accountable, we have linked our gender parity target with executive compensation. Leadership reviews our progress regularly through a live global demographic analytical dashboard.

PROGRESS TOWARDS GENDER PARITY ACROSS THE ORGANIZATION

We understand that, being an apparel manufacturer, we need the ability to attract the best talent and the importance in recruiting and retaining especially in the context of manufacturing environments where there are skills and labour shortages. This means that we need to take action to ensure we have the workforce we need to continue to grow and remain competitive. We need to ensure that we have the talent we need, and as such, it is vital to promote an inclusive and equitable environment, in which women see opportunities to advance their career, and promote and attract women in STEM²⁴ as we have a technical workforce. Overall, we have achieved gender parity across our Company, however, we see opportunities to have more women representation at the director-level and above positions.

EMPLOYEES BY GENDER AND REGION				
Region	2022			
	Permanent employees		Temporary employees	
	M	F	M	F
Asia (%)	6	5	1	3
Caribbean (%)	5	4	5	12
Central America (%)	40	32	36	34
North America (%)	4	2	2	7
Total (%)*	56	44	45	55

*Percentages may not total 100% due to rounding.

²³ Gildan uses the International Labour Organization's (ILO) definition of parity being 40 to 60% of either gender.

²⁴ Canadian Manufacturers and Exporters, 2017. "Attracting and engaging women in Canadian manufacturing" states that women represent 48% of the workforce and attracting women is critical in helping companies combat labour shortages and replacing an aging workforce. See <http://cme-mec.ca/wp-content/uploads/2018/11/CME-WIM-Summary-Report.pdf>.

Gender representation

Our Women in Leadership program – Ignite Your Impact (see p. 32) supports the advancement of women at Gildan. In addition, in 2022, we piloted an online leadership program called Malkia with the ILO for women managers, senior managers, and coordinators in Honduras, Nicaragua, and the Dominican Republic. This self-paced program is designed to help master key managerial skills and build confidence.

We are also examining our policies and programs to ensure they support women in our workforce. This includes our programs that support the transition to motherhood (see p. 29), paid parental leave, and opportunities for flexible work schedules.

We conduct benchmarking, such as through the Canadian Women in Governance (Gouvernance au féminin) Gender Parity Certification. We use this certification to help assess Gildan's current practices and how we compare to other organizations with respect to gender parity. In 2022, Gildan received the Silver Certification from Women in Governance for its work in Canada, an advancement from our former Bronze Certification.

FEMALE REPRESENTATION	2022	2021
Total workforce (%)	45	45
All management levels: junior, middle, senior (%)	39	39
Collective group representing director-level and above (%)	30.3 <input checked="" type="checkbox"/>	26.7 <input checked="" type="checkbox"/>
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.

Celebrating international women's day

Each year, we come together for International Women's Day to celebrate women's achievements, raise awareness against bias, and take action for equality. In 2022, Gildan celebrated International Women's Day with a Company-wide webinar entitled "Rising Above the Impostor Phenomenon." The webinar was offered in English, French, and Spanish over several days and times. Individual Gildan locations also held local celebrations including a morning tea for female employees in Australia and a mural dedicated to women in the Dominican Republic.



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.

One way is through *Inclusion Insights*, our internal online series that raises awareness and provides tips on important topics such as race, ethnicity, and unconscious bias. In 2022, we rolled out a new approach by working with a different location each quarter to highlight topics relevant to their country. Topics included gender norms in China's labour market, managing a multigenerational workforce in Barbados, equity in education in the United States, and gender-based violence in the Dominican Republic.

Other activities included:

- Training through Gildan Academy (see [p. 32](#)) on DEI-specific topics such as unconscious bias, maintaining a multigenerational workforce, and cultural sensitivity
- Sign language training to help our non-hearing-impaired employees better communicate with our nearly 50 deaf and hearing-impaired employees in the Dominican Republic
- Capacity-building programs for hiring managers. For example, in 2022, our Sales, Marketing, and Distribution teams hosted a panel with diverse leaders from across the organization who shared their experiences building inclusive teams
- Cultural celebrations in the United States and Canada for Black History Month, Hispanic Heritage Month, and Pride month

We also examine our policies to help ensure we are providing a work environment that is inclusive and reflects local cultures. As one example, in Bangladesh, we offer annual pilgrimage leave for employees after one year of service. They can take unpaid leave for up to 45 days to participate in this common religious experience in the region.

2022 PERFORMANCE

- Built concrete action plans throughout the organization based on feedback from our 2021 Global Engagement and Inclusion Survey around employee-manager relationships, work-life balance, and inclusion
- Piloted ILO Malkia leadership development program to help female workers advance in Honduras, Nicaragua, and the Dominican Republic
- Certified at the Silver level by the Women in Governance Parity Certification program in Canada
- Updated our parental leave policy in Canada, increasing leave for secondary caregivers

- Increased number of women representing director-level and above from 26.7% in 2021 to 30.3% in 2022
- Continued to maintain gender parity levels within our global workforce, which is made up of 44% women and 56% men
- Gender breakdown for each geographical region (North America, Central America, Caribbean Basin, and Asia) ranged within the 40–60% parity range, with no outliers
- Demonstrated global gender parity in four out of five functions, from the technical to the managerial level

LOOKING AHEAD

In 2023, we plan to:

- Continue to roll-out the ILO Malkia leadership development program
- Conduct a second Global Engagement and Inclusion Survey targeting a sample of our hourly employees (*Note: this was originally planned to occur in 2022 but was delayed to February 2023. Results will be shared in our next report*)
- Launch our bi-annual Global Engagement and Inclusion Survey for salaried employees
- Roll-out a three-tier DEI training program (*delayed from the original 2022 launch date*)
- Launch ASPIRE, a new global senior leadership program that aims to equip leaders with the knowledge and skills needed to respond to real-life challenges faced by senior management
- Work with World Vision in Honduras, Nicaragua, and the Dominican Republic to provide training to employees on communication, problem solving, time and stress management, and self-awareness





GLOBAL HEALTH AND SAFETY

At Gildan, we view health and safety through the lens of prevention and zero harm, for both our employees and our third-party 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.

2022 highlights

- Severe injury rate (SEV) was 3.0 per 200,000 hours reflecting a reduction of 25% since 2020
- Lost time injury frequency rate (LTIFR) for employees was 0.11 per 200,000 hours reflecting a reduction of 17% since 2020
- LTIFR for contractors²⁵ was 0.06 per 200,000 hours reflecting a reduction of 43% since 2020
- Achieved lowest global work-related injury (WRI) rate in 12 years
- Serious injury or fatality (SIF) events reduced by 67% in 2022 compared to 2021

OUR APPROACH

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

Our goal is for each of our Company-operated facilities to achieve ISO 45001 certification by 2028. ISO 45001 is a standard for management systems of OHS. The goals of this certification are to reduce occupational injuries and diseases, and improve and protect general physical and mental health. It aims to create a global management system that promotes health and safety performance championed by senior management – and one that includes a high degree of employee involvement and participation.

Gildan's Global Executive Health and Safety Steering Committee, comprised of senior management and chaired by the 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 a global understanding and response.

Our efforts are guided by our [Global Health and Safety Policy](#), which applies to our operations worldwide. It includes our commitment to:

- Providing a safe and healthy work environment that aids in preventing work-related injuries and illnesses by sustaining a global strategy of hazard elimination and risk reduction using innovative processes, suitable technologies, 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 at each of our sites 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 through their participation in facility inspections, incident investigations, and identification of potential solutions.

90% of our sites²⁶ have active safety committees and improvement teams comprised of line-level employees who continually strive to improve working conditions. 99% percent of our employees are represented in these committees and teams.

²⁵ This metric includes five contractor facilities in Haiti.

²⁶ This includes manufacturing and distribution facilities and administrative offices.

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 senior management reviews at the global level
- Bi-weekly reviews within the Global Health and Safety Technical Committee
- Monthly reviews 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.

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 site 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 Hotline (see [p. 39](#))

Gildan's Global Whistleblowing Policy prohibits reprisals against employees or external stakeholders who come forward with safety-related concerns. Our Whistleblowing Policy is communicated to all employees and posted for all to view.

We recognize individual employees for reporting work-related hazards and offering solutions through programs such as our Your Ideas, Great Results program within our yarn-spinning operations in the United States (see pictures on the right). Another example is in Honduras, where our Formula for Change program collects ideas from employees and recognizes them with their picture and a description of their input on our plant message boards.

The following are two improvements that resulted from employee input in 2022:

- At our U.S. distribution centre, interactions between workers and power vehicles, such as forklifts, occur frequently in the shipping areas where slip sheet operators unload cases and place them on pallets while scanners and other employees work in the same area. To prevent the risk of injury, we placed flags on one side of the shipping area to indicate that scanners or other employees are working with pallets and cases. Slip sheet operators and store operators are only allowed to pull or place products on the opposite side of the shipping area. This has significantly reduced the number of employee and vehicle interactions
- An employee at our Rio Nance facility in Honduras noticed that fabric and nylon pieces were often being extracted from equipment used for compacting and becoming tangled in the machine's fan, causing the fan to stop working. Employees near these machines could be injured by the fan blades. To mitigate this risk, we installed gratings to cover the compactors' extractor



HEALTH AND SAFETY PROGRAMS AND TRAINING

We conduct health and safety orientation and onboarding for all new employees, which gives the employees 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 country of operation. We also:

- Provide video training through our Gildan Academy platform (see [p. 32](#))
- 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 2022, training initiatives covered areas such as ISO 45001-related topics, hazard awareness, emergency preparedness, high-risk tasks, and safety leadership.



Safety week in Bangladesh



Fire safety drills with first responders in Honduras.

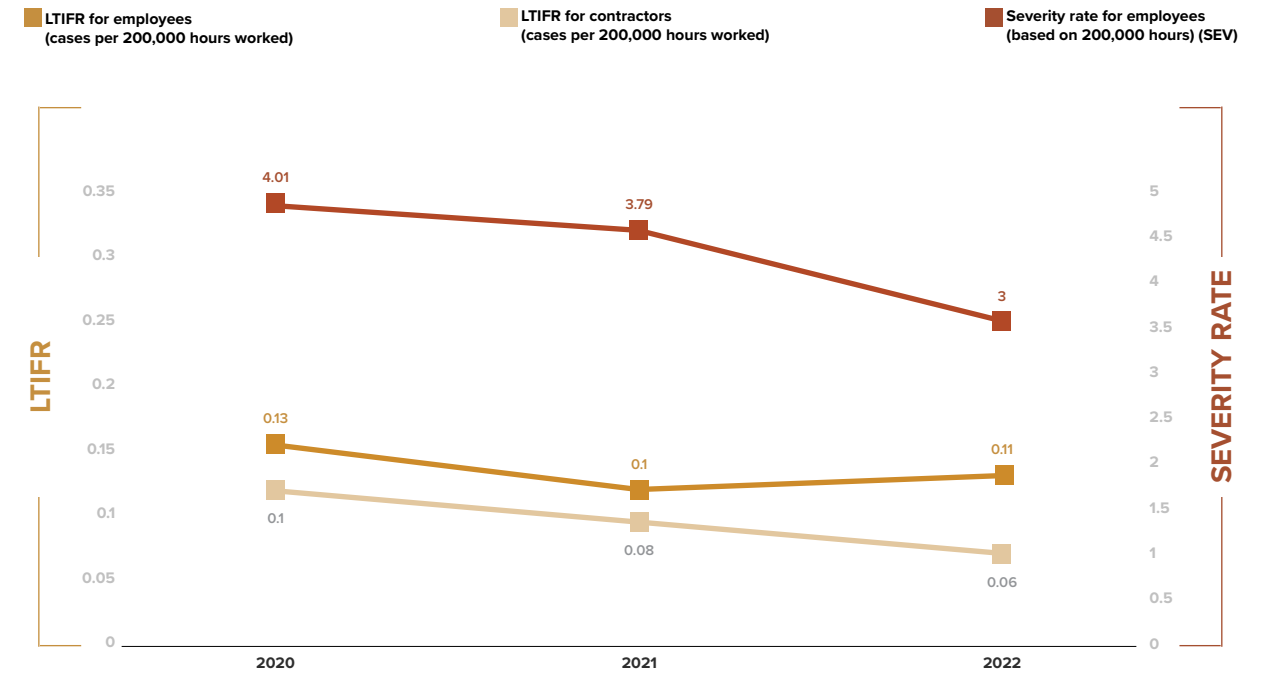
GLOBAL SAFETY SCORECARD

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.

We are proud to report that we have reduced our work-related injuries (WRI) consistently across our global manufacturing operations over the past four years and that our 2022 WRI was our lowest in 12 years. We also reduced SIFs by 67% compared to the prior year. We attribute these results to a greater focus on identifying root causes of incidents, SIFs, and potential SIFs, as well as greater collaboration between teams.

Over the past two years, we have reduced the severity rate across our workforce by 25% from 4.01 in 2020 to 3.0 in 2022. Additionally, we have reduced our lost time injury frequency rate (LTIFR) by 17% for employees and 43% for contractors.²⁷ The reduction in both the severity and number of lost time incidents over the past three years is largely attributed to successfully integrating our health and safety management systems across the Company and at five contractor facilities in Haiti. 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 LTIFR in 2022. As these new facilities integrate Gildan's processes and adopt our health and safety culture, we expect to see a decrease in LTIFR over the coming years.

GLOBAL WORK-RELATED SAFETY TRENDS: 2020-2022



²⁷ Represents five contractor facilities in Haiti.






ACHIEVING ZERO CONTRACTOR ACCIDENTS IN BANGLADESH

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 2022, more than 1,200 contracted employees helped to build our newest – and largest – facility in Bangladesh. Each underwent safety training and certification before performing any activity on the site. Due to this, and ongoing safety reminders, we experienced zero contractor accidents throughout 2022 at the site.

2022 PERFORMANCE

- Reduced employee severity rate from 4.01 in 2020 to 3.0  in 2022
- Reduced LTIFR for employees from 0.13 in 2020 to 0.11  in 2022 and for contractors²⁸ from 0.10 in 2020 to 0.06  in 2022
- Reviewed, assessed, and updated fire prevention plans

²⁸ Represents five contractor facilities in Haiti.

²⁹ We closed one of our four new facilities in mid 2022.

³⁰ In June 2023, we achieved our first ISO certification at one of our sewing facilities in the Dominican Republic, putting us on the right track to achieve our goal by 2028.

³¹ The RMG Sustainability Council is a public-private initiative focused on workplace safety in Bangladesh.

at our six existing yarn manufacturing facilities and implemented Gildan's fire prevention standard plans at our four²⁹ recently acquired facilities

- Implemented global processes to report and collect fire incident data to determine root causes and define corrective actions to reduce occurrence
- Updated our [Global Health and Safety Policy](#) to align with ISO 45001 requirements with executive sign-off
- Assessed facilities in the Dominican Republic against ISO 45001 requirements and began activities to obtain certification and train employees on ISO 45001 system requirements.³⁰ Factories in other regions continued implementation of system and operational requirements. Conducted internal audits against ISO 45001 requirements at 56% of our manufacturing facilities. We will use findings to continue to improve our performance
- Recognized in Bangladesh by the Ready-Made Garments (RMG) Sustainability Council³¹ for completing all initial findings related to fire, electrical, and structural safety

LOOKING AHEAD

In 2023, we plan to:

- Implement hierarchical controls within our manufacturing operations to mitigate risk, continue to communicate applicable risks to employees, and update Standard Operating Procedures to include applicable safety controls
- Continue ISO 45001 implementation in our other facilities
- Complete FMEA in our yarn-spinning plants and distribution centres
- Within our yarn operations:
 - Increase percentage of employee participation in safety activities to 20% of plant workforce
 - Create learning teams to identify solutions to reduce hand injuries and slips, trips, and falls
 - Document annual review of JSA with each employee
- Evaluate current safety practices of Gildan-operated and rented transportation services and identify improvement opportunities
- Develop training programs and communications to promote safe practices for employees to implement when away from work



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 in the regions where we operate through meaningful community programs, win-win partnerships, and employee volunteerism.

2022 highlights:

- Commenced work to achieve our goal to increase annual contributions to an amount equal to 1% of the Company's pre-tax earnings by contributing 0.19% of the Company's pre-tax earnings in 2022 (totalling \$1.1 million 🌟)
- Updated our Community Investment Policy and governance framework
- 2,316 Gildan employees volunteered 12,947 hours in their local communities
- Spent more than \$1.3 billion with local suppliers

OUR APPROACH

Community engagement is overseen by our Community Investment Committee, chaired by our Vice-President, Global Social Compliance and Environmental Affairs. In 2022, LBG Canada helped us establish a solid foundation to better achieve our goal of reaching annual contributions equal to 1% of the Company's pre-tax earnings by 2026 and to ensure alignment with our Next Generation ESG strategy and targets.

Our work included updating our Community Investment Policy and governance framework; improving our understanding of

local needs and redefining our priorities; and launching a new online application management system to strengthen how we manage, track, and report our community investments globally. As a result of our focus on re-evaluating and updating our Community Investment Policy and procedures, in 2022 we engaged in fewer partnerships than in previous years. In 2023, we plan to develop new and expand existing partnerships based on our revised approach to deliver deeper, more measurable community impact over time.

Moving forward, and in collaboration with local Gildan teams, we will focus our community investment dollars around three core areas:

- Quality education
- Good health and well-being
- Protection of natural resources

Our investments will include financial donations, employee volunteering, matched-giving towards pre-determined Gildan causes, and in-kind donations.

CHARITABLE GIVINGS (\$M)	2022*	2021
Total community investment (spend/\$)	0.5 🌟	0.5
Total in-kind giving (\$)	0.5 🌟	1.6
Total (\$)	1.1* 🌟	2.1
Percentage pre-tax earnings (%)	0.19	

*Numbers in 2022 are lower than in previous years due to a focus on the revision of our Community Investment strategy.



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 a productive and healthy life, 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 education 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 2022:

- **Bangladesh:** We expanded our partnership with Room to Read, which helps girls in grades 6–12 develop education skills and knowledge to address common gender barriers. The program seeks to create a supportive environment outside the classroom through meetings and workshops with parents and other community members on gender bias and female empowerment. Since the start of the partnership in 2017, Gildan has donated more than \$200,000, helping nearly 500 girls.
- **United States:** Gildan's Eden Distribution Centre sponsored the Rockingham County Education Foundation's 12 Days of Education campaign. This initiative raised more than \$10,000 for college advising, music classes, field trips, and other programming for underserved students.
- **Canada:** We supported student-athletes through scholarships made possible by a \$12,000 donation to Fondation ALEO (previously named Fondation de l'athlète d'excellence du Québec). Scholarships were awarded to students involved in their communities and who act as positive role models while pursuing university studies and performing well in sports.

THE ROAD TO INDEPENDENT ADULTHOOD

At our Rivas and Chinandega plants in Nicaragua, we work with local non-profit partner, Children Believe, to help young adults find employment. Gildan professionals provide soft skills training to participants and guided tours at our facilities to strengthen their knowledge of potential employment opportunities.



Good health and well-being

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

- Promote health and wellness among youth and their families
- Improve access to health and wellness
- Support the building and upgrading of sports infrastructure to increase access for children and under-resourced communities

Below are select examples of our various activities in 2022:

- **Honduras:** Donated over 3,000 t-shirts to support health awareness activities and fundraising events for breast cancer, chronic kidney disease, and physical and intellectual disabilities. With our local employees, we also

raised more than \$20,000 for Teleton, a rehabilitation centre in Honduras.

- **Nicaragua:** 180 Gildan employees participated in a 5K walk to support the [Asociación Humana de Nicaragua](#), which helps cancer patients receive proper examinations and treatment nationwide. Gildan donated t-shirts to everyone who participated in the race.
- **Australia:** Employees raised more than \$4,000 for breast cancer awareness month.

Working to support women’s well-being in the Dominican Republic

We held workshops with more than 200 community women near two of our facilities in the Dominican Republic on how to prevent gender-based violence (GBV). We also partnered with local community organizations that support women who have experienced GBV.



Protection of natural resources

We seek to support and protect the environment around us, not only in how we operate but through local partnerships as well. We invest in programs and activities that:

- Protect and promote the sustainable use of natural resources
- Help improve the reduction, reuse, and recycling of materials

Below are select examples of our various partnerships in 2022.

- **Dominican Republic:** In 2022, we joined with the National Business Support Network for Environmental Protection and six other companies in the Dominican Republic as part of the Red List Rescue Mission program. As part of our involvement, Gildan will implement educational efforts to raise awareness of the Dragon plant, a native flora at risk of extinction. Gildan volunteers will also have an opportunity to plant Dragon trees with the support of the National Botanical Garden.

We also launched a three-year, \$40,000 partnership with the [Santo Domingo Water Fund](#) (FASD) to improve the supply of high-quality water for residents near our operations in the Dominican Republic. Through the initiative, the FASD will work with the community to restore parts of a local forest and promote sustainable agricultural practices to improve the long-term health of key water sources.

- **Honduras:** In 2022, we successfully concluded our partnership with Fundación Merendón, an organization focused on conserving natural resources in the Merendón mountain range, where Gildan’s largest textile operation is located. Through this two-year initiative, we helped raise educational awareness of nearly 700 students in

neighbouring communities. We also established a tree nursery with 5,000 cocoa plants covering 20 acres of nearby land and strengthened community water boards through training and workshops.

Gildan employees give back

In 2022, with the return to in-person volunteering, Gildan employees gave back 12,947 hours to their local communities

Here are just a few examples:

- **Serving as environmental stewards:** In 2022, Gildan employees in Honduras and Nicaragua participated in Reforestation Day, together planting more than 8,000 forest plants and trees. In addition, we supported Sow to Harvest in Nicaragua for a sixth year, expanding our support to the San Benito, Chinandega, region. To date, Gildan volunteers and community partners have planted 30,306 forest plants as part of the program.

From land to sea, Gildan employees in Barbados participated in a beach clean-up, picking up trash before it could pose a danger to marine life.

- **Giving back through sports:** In the Dominican Republic, more than 90 Gildan employees participated in our inter-facility sports tournament to raise \$4,800 for local community causes. In Honduras, employees volunteered to support Special Olympic athletes during a special sports day.
- **Helping those in need:** Gildan and employees in Canada together donated \$155,000 to support Centraide of Greater Montreal, which helps alleviate poverty, provides essential supplies to those in need, supports youth, and fights social isolation.

ECONOMIC DEVELOPMENT

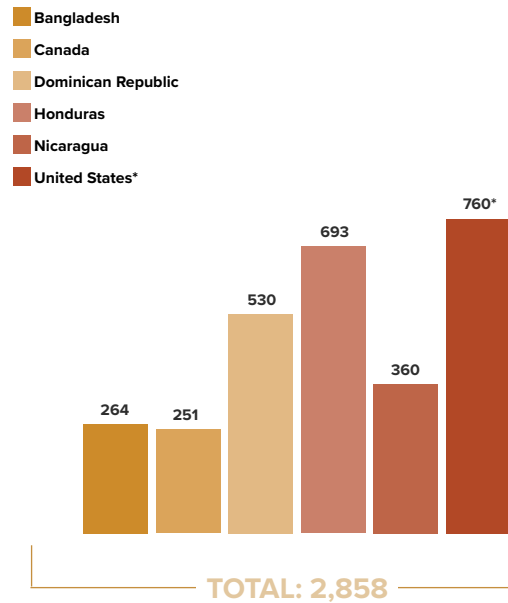
We contribute to community economic development through direct and indirect employment, investments in building facilities, and purchasing from local suppliers.

We seek to hire and promote employees from the communities in which we operate. In 2022, approximately 83% 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 to the greatest extent possible from local suppliers. In 2022, we worked with more than 2,858 local suppliers across our operations. Sourcing from local suppliers allows us to create value for a wide variety of local businesses, while also reducing transportation costs, GHG emissions from transportation, and lead time. Relationships with local suppliers also improve our own supply chain resiliency.

In 2022, Gildan's total expenditures for materials and services with local suppliers exceeded \$1.3 billion.

NUMBER OF SUPPLIERS BY COUNTRY (2022)



* Includes Frontier Yarns

Our [2022 ESG Data Tables](#) includes metrics we track in supporting the economic development in the countries where we operate.



In 2022, the Export and Investment Center of the Dominican Republic recognized Gildan for its impact on the national economy. Franklin Mass, Gildan Country Director, received the award.

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](#) to ensure proper risk management and governance in relation to all taxation matters. The approach is 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.

2022 PERFORMANCE

- Finalized our new Community Investment Policy and Governance Framework
- Rolled out a new process to track employee volunteer hours
- Updated our [Tax strategy](#)

LOOKING AHEAD

In 2023, we plan to:

- Develop new, and expand our existing, community engagement strategic partnerships to maximize our impact

- Train representatives at each Gildan location on the Company's new Community Investment Policy and Governance Framework
- Initiate a partnership with World Vision Dominican Republic to develop an educational program for local children
- Reactivate our flagship fundraising program, the Gildan Glow Run, in Honduras, Nicaragua, and the Dominican Republic
- Continue activities through our global volunteering program and launch our Global Volunteering Policy



GOVERNANCE

SECTIONS

CORPORATE GOVERNANCE

ETHICS AND INTEGRITY STANDARDS

ESG GOVERNANCE

STAKEHOLDER ENGAGEMENT

RISK MANAGEMENT

DATA PRIVACY AND CYBERSECURITY

PUBLIC POLICY AND ADVOCACY

CORPORATE GOVERNANCE

Our independent Board of Directors helps ensure effective oversight of the Company's management. As of July 2023, nine out of the 10 Gildan Board members were independent. Our President and Chief Executive Officer, who founded the Company, is the only non-independent member.

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 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"). Our Board of Directors follows robust corporate governance practices that follow industry best practices and go beyond compliance with Canadian and U.S. legislation and stock exchange requirements.



Average age

63

Average tenure

8.4 years

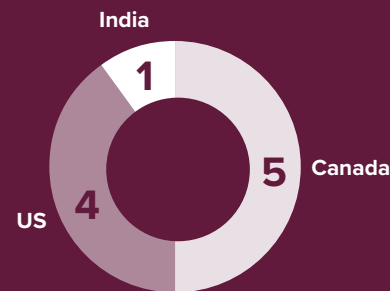
Qualified and experienced

100%

Diversity*



Geographic location



The Governance Committee updated the Board Diversity Policy in 2022 committing to achieving at least 30% female representation on the Board by our 2023 annual meeting of shareholders. In addition to gender, the Board considers diverse and complementary skills, experience, expertise, and perspectives when choosing qualified director candidates. We believe a diverse board can best achieve strong long-term performance.

In 2022, the Governance Committee reviewed 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 revised to reflect these observations. Please see our 2022 Management Information Circular ([p. 56](#)) for more information.

The Board, through its Governance Committee, also oversaw the implementation of several Board effectiveness enhancements following recommendations from the Board assessment process undertaken in 2021 with an external consultant. They included enhancements to structuring Board and Committee meeting time and to the director skills matrix to further strengthen board composition with a view of targeting experience and skills relevant to the Company and our strategy.

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 (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

More information, including our governance policies, can be found on the [Governance page](#) of our website.

EXECUTIVE COMPENSATION

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

In 2022, Gildan's Board of Directors tied a portion of the executive short-term incentive program 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.



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 a number of areas, including ethics, environment, labour and human rights, fraud, bribery, health and safety, and sustainability. 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, two sub-committees were created to support the Compliance Steering Committee framework. First, a Product Safety sub-committee was created under the Operational Compliance Committee and, second, a Data Privacy sub-committee was created 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 a complaint relates to accounting, internal controls, or audit matters, or if fraudulent conduct is involved. In such instances, the Audit Committee determines how the case will be handled.

More information can be found on the Company's website [Ethics & Compliance](#).

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 hubs 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; the Code comprises 12 principles that state our positions on fundamental labour rights and business practices.

[Social and Sustainable Compliance Guidebook](#): Provides a system for our facilities, as well as third-party contractors and suppliers, to meet Gildan's compliance standards and adhere to laws, principles, conventions, standards, and codes.

[Human Rights Policy](#): Outlines our approach to help ensure human rights are respected across our organization and that third-party contractors and suppliers meet Gildan's compliance standards and adhere to laws, principles, conventions, standards, and codes.

Gildan requires all new employees to acknowledge that they have read and understood all policies and related guidelines. We also require all key employees to participate in an annual policy review process and acknowledge their compliance with the Company's codes and policies and to disclose any potential conflicts of interest.

The policies mentioned above are available on our website in the following languages: Bengali, Chinese, English, French, Japanese, and Spanish.

SUPPLIER AND CONTRACTOR STANDARDS

Our relationships with our contractors are governed by our [Global Responsible Production and Sourcing Policy](#). Gildan requires all third-party manufacturing contractors and key raw material suppliers to comply with our 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 prior to receiving any orders, which outlines our expectations, including:

- Compliance with Gildan's Code of Conduct and Code of Ethics
- Assessments and remediation
- Other assessments suppliers may be subject to, such as FLA assessments
- Additional policies on unauthorized subcontracting, bribery, counterfeiting, anti-corruption, anti-fraud, and others
- Establishment of grievance mechanisms within their facilities

Prior to sourcing from every new vendor for each of their facilities that will be supplying Gildan with materials, products or services, Gildan conducts due diligence to review the contractors' 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, the Company requires a profile and self-assessment from every new facility, and then conducts a full audit of the facility. Following the audit, the facility receives a colour rating. If the facility receives a green, yellow, or orange rating, it is approved for production. Gildan will not approve facilities that receive a red or black rating.

Gildan also conducts audits of existing contractors. In the event of non-compliance, our regional compliance teams 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 reserve the right to terminate our relationship with them.

For more information on our audit rating system, please refer to p. 6 of our [Social and Sustainable Compliance Guidebook](#). For more information on how we audit our suppliers' social and environmental compliance and performance results, see [p. 25](#).



REPORTING VIOLATIONS AND GRIEVANCES

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 Ethics and Fraud Compliance Committee
- Chair of the Audit and Finance Committee

Other options to report concerns, grievances, or complaints include:

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

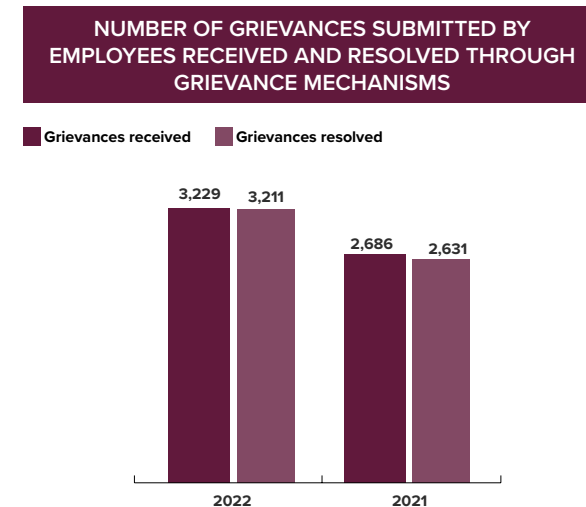
- **Suggestion boxes** in our facilities that allow employees to submit anonymous suggestions and/or grievances
- **Round tables** that allow employees to share their opinions and contribute to the management of workplace issues
- **WOVO worker engagement mobile app** that allows workers at two of our facilities in Honduras and Nicaragua to raise concerns and/or offer suggestions to Company management, directly and anonymously, and receive timely responses and remediation, as needed
- **Open Worker Line (OWL)** allows workers at three of our facilities in Honduras and Nicaragua to submit feedback to Human Resources anonymously via chat or phone

We raise awareness of how employees can report concerns or grievances through our annual Code of Conduct training and ongoing communications.

Gildan investigates and remediates all complaints or concerns made in good faith within a reasonable timeframe. Quarterly reports on hotline calls are presented 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.



ETHICS STATISTICS ³²		
	2022	2021
Number of calls to the Ethics and Compliance Hotline	28	30
Number of reported breaches of Global Anti-corruption Policy and Compliance Program and/or the Code of Ethics	1	1
Number of employees dismissed or disciplined for breaches of the Global Anti-corruption Policy and Compliance Program and/or the Code of Ethics	0	7



In 2022, we received 3,229 employee suggestions/grievances and resolved 3,211 of those. In 2022, grievances were primarily related to human resources matters such as cafeteria services, facility maintenance, and industrial relations.

In cases where suggestions may be classified as grievances, 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 a grievance has been determined, it is investigated by the Human Resources department at the respective facility
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 predisposed time period, and the case is monitored, logged, and archived

2022 PERFORMANCE

- We continued to implement our digital grievance program in two of our facilities in Honduras and Nicaragua

LOOKING AHEAD

In 2023, we plan to:

- Review our Code of Conduct, Social and Sustainable Compliance Guidebook, and our audit rating system to ensure alignment with the latest due diligence requirements and trends
- Re-launch our grievance mechanisms program in 100% of our operated facilities to improve worker-management communication and refresh workers' knowledge on the grievance mechanisms available; continue to expand use of digital grievance mechanisms across our manufacturing facilities

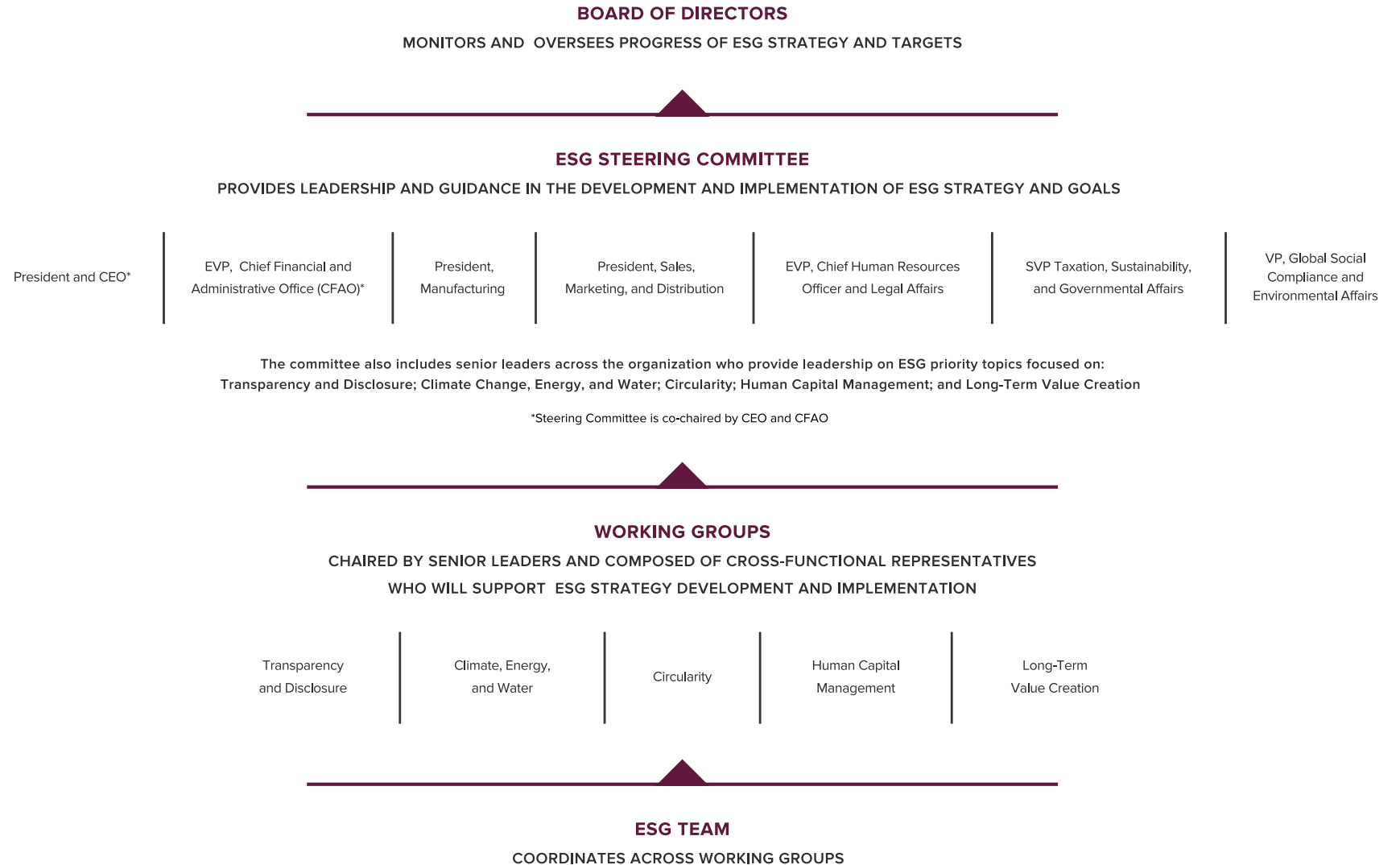
³² We are making enhancements to our reporting methodology to be more comprehensive, accurate, and consistent and as such, some historical data may be missing and/or not comparable.

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 issues. The Board receives a comprehensive report on ESG matters at each quarterly meeting that highlights key developments, issues, and risks in these areas. 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 2022, we provided continuing education to our Board on several ESG-related topics including climate disclosure, emissions reporting, and cybersecurity risks.

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, chaired by senior leaders from various areas of the organization, support the committee. The ESG Steering Committee meets on a quarterly basis. Since the announcement of our Next Generation ESG targets, we have further embedded ESG into our business. For example, ESG is now integrated into the overall financial and operating performance review and viewed in context of the overall business.

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 ESG governance 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. We take this feedback and integrate it into how we do business. Our [Global Stakeholder Engagement Policy](#) outlines how we manage stakeholder engagement.

STAKEHOLDER ORGANIZATIONS		
Organization	Area of focus	Relationship
Better Cotton	Environment and social	Better Cotton is a non-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 Better Cotton.
Better Work	Labour rights	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. 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, where Better Work provides assessment, advisory, and training services to registered suppliers to improve workplace conditions. Better Work offers suppliers a transparent and credible way to provide buyers with information about compliance and improvements. 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, and 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. The FLA conducts independent and unannounced audits of factories used by FLA affiliates to evaluate compliance of all code elements and verify companies' internal compliance efforts. 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. 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.
U.S. 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.
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.
Sustainable Apparel Coalition (SAC)	Environmental and labour	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. SAC provides the apparel industry with tools and platforms to create a common sustainability standard. Gildan has been an SAC member 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, non-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 as per 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 U.N. Guiding Principles on Business and Human Rights, and the OECD's Guidelines for Multinational Enterprises. All our sewing facilities, and our vertically integrated facility in Bangladesh, are WRAP-certified.

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 Vice-President, Internal Audit and Enterprise Risk Management is the highest-ranking person charged with operational risk management. 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 risk management team conducts an annual assessment of strategic and operating risks to the Company. 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 to the Board of Directors. We also update the Board annually on the Company's strategic plan, including risks and opportunities.

Our Internal Audit department conducts periodic reviews to ensure that management has implemented robust compliance programs and procedures to mitigate risks, including those related to our ESG practices. For example, our Social and Environmental Compliance departments work to mitigate risks by conducting compliance audits for our Company-operated facilities and third-party contractors. Another example is our Information Technology (IT) department, which conducts annual cyber-risk mitigation exercises that include awareness outreach, ransomware training, phishing tests, and external vulnerability scans.

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



ESG-RELATED RISKS

Through our annual assessment of strategic and operating risks to the Company, we identified the following emerging ESG risks in 2022. We are working to develop and track mitigation strategies and key risk indicators for each.

Specific to climate risks, in 2022, we deepened our understanding by conducting quantitative climate modelling across our business. We worked with a third-party who helped us define the methodology and build a climate modelling tool that prioritized three regions where Gildan's operations are concentrated. We used scenario analysis within our climate modelling tool to examine four future scenarios and identify both risks and opportunities. For more information, see our [2022 Climate Change Disclosure Report](#).

Climate, energy, and water

Coastal impact of rising sea levels as a result of climate change could disrupt the ports we use and limit our ability to receive raw materials and distribute finished goods. (See our [2022 Climate Change Disclosure Report](#) for more information)

Lack of access to reliable renewable energy in some areas where we operate and rising energy prices could negatively impact our business as we transition to lower-carbon energy sources in the next decade

Human capital management

Increasing mental health challenges could impact the health and wellness of our employees, impacting productivity, sick-leave costs, and employee turnover. See [p. 29](#) for how we are working to support the mental health of our workers

Labour shortages as our workforce ages and shifting demographics could result in fewer young workers to replace them. See [p. 35](#) for how we are working to attract new employees and build future pipelines

SUPPLIER RESILIENCY

As part of Gildan's business continuity management processes, we conducted an exercise to identify critical suppliers across the supply chain. In 2022, we assessed 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. The Company has redundancy for most of our critical suppliers, and where missing, we have requested that these suppliers develop continuity plans or recovery strategies.

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, 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. The Committee meets quarterly and on an ad hoc basis and reports major developments to the Company's Compliance Steering Committee, which in turn provides quarterly updates to the Board of Director's Corporate Governance 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 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 our management team remain up-to-date. In 2022, we engaged an independent third-party firm to assess our current privacy and information governance practices against the NIST Privacy Framework and completed a gap assessment against ISO 27001 certification; we are evaluating next steps regarding certification for our corporate headquarters. Additionally, we continually test our preparedness through cyberattack simulations at the operational and executive levels.

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

DATA PRIVACY

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

2022 PERFORMANCE

- Received no founded complaints regarding breaches of customer privacy
- There have been no material data security or privacy issues over the past five years

STRENGTHENING OUR BUSINESS RESILIENCE

We regularly worked with third-parties to find new ways to strengthen our business resilience. In 2022, we measured the business continuity preparedness of our IT systems that support Gildan's manufacturing and distribution activities in case of a cyber-related event. Through a series of workshops, teams identified potential risks and mitigation strategies. The exercises resulted in business impact analysis for each critical business application and risk assessment of technical components based on the threats identified. In 2023, we plan to implement risk mitigation strategies in the areas identified through this exercise.

- Developed new mandatory computer-based security awareness training and deployed updated phishing exercises to employees
- Provided a dedicated cybersecurity education session to Gildan's Board of Directors
- Deployed new email protection systems leveraging the latest artificial intelligence (AI) technologies
- Enhanced access control to our central enterprise resource planning system by implementing single sign-on, which maintains security while providing convenience to users

LOOKING AHEAD

In 2023, we plan to:

- Roll-out an updated computer-based security awareness training, which all Gildan administrative offices will be required to complete annually

- Continue to put in place processes to achieve ISO 27001 certification for our corporate headquarters
- Strengthen cybersecurity preparedness of our manufacturing systems
- Establish a cross-functional privacy steering committee to 1) monitor the latest regulations and ensure we are prepared to comply with them and 2) help ensure the ethical use of private information in our possession
- Review Gildan's use of AI to ensure we are not introducing bias into our processes

PUBLIC POLICY AND ADVOCACY

We aim to participate constructively and responsibly in the political process, and to provide clarifying analysis and information regarding the issues that affect 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 other countries where we operate. We also work with industry and trade associations that represent the apparel industry and business community, notably the:

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

2022 PERFORMANCE

In 2022, we engaged policymakers on various ESG issues including job creation, economic development, and human rights through one-on-one engagements, panel discussions, work with our trade associations, and visits to our sites. Examples included:

- Hosted Under Secretary for Economic Growth, Energy, and the Environment at the U.S. Department of State and the U.S. Deputy Assistant Secretary for Textiles, Consumer Goods and Materials Industries, Critical Minerals and Metals at our yarn-spinning facilities in North Carolina. The meetings addressed the importance of supporting the co-production supply chain in the textiles and apparel industry between the United States, Central America, and the Caribbean and how these relationships support economic development in all three regions
- Hosted U.S. representatives including Deputy Assistant Secretary for Textiles, Consumer Goods and Materials Industries, Critical Minerals and Metals and officials from the U.S. Commerce Department and International Trade Administration at our facilities in Rio Nance, Honduras, to discuss the importance of the trade agreement between the United States and Central America
- Participated in a panel hosted by the NCTO on the benefits of onshoring and nearshoring investments and

opportunities in Central America under the U.S. – Central America – Dominican Republic Free Trade Agreement. Gildan's Senior Vice-President, Taxation, Sustainability, and Governmental Affairs discussed the value of the free trade agreement in supporting companies in the countries where they operate and creating local jobs that benefit local economies

LOOKING AHEAD

In 2023, we plan to:

- Consult with local governments on relevant matters as they pertain to our ESG commitments
- Increase awareness of government officials in key jurisdictions in which we operate of our Next Generation ESG strategy and targets



THIRD-PARTY LIMITED ASSURANCE STATEMENTS

KPMG LLP'S INDEPENDENT PRACTITIONERS' LIMITED ASSURANCE REPORT



LBG ASSURANCE STATEMENT

KPMG LLP INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT



To the 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 2022 ESG Report (the "Report") and as described below.

Subject Matter Information and Applicable Criteria

The scope of our limited assurance engagement, as agreed with management, and indicated with the symbol within the Report, comprises the following performance information:

SUBJECT MATTER INFORMATION	RESULTS	AS AT OR FOR THE YEAR ENDED	APPLICABLE CRITERIA
Total scope 1 GHG emissions	120,838 tCO ₂ e	December 31, 2022	The World Resources Institute/ World Business Council for Sustainable Development GHG Protocol A Corporate Accounting and Reporting Standard ('GHG Protocol')
	122,182 tCO ₂ e	December 31, 2018	
Total scope 2 location-based GHG emissions	360,222 tCO ₂ e	December 31, 2022	The GHG Protocol & the GHG Protocol Scope 2 Guidance (<i>Supplement to the GHG Protocol</i>)
	435,684 tCO ₂ e	December 31, 2018	
Total scope 2 market-based GHG emissions	550,406 tCO ₂ e	December 31, 2022	The GHG Protocol & the GHG Protocol Scope 2 Guidance (<i>Supplement to the GHG Protocol</i>)
	631,174 tCO ₂ e	December 31, 2018	
Water intensity	0.06775 m ³ water withdrawn per kg produced	December 31, 2022	Internally developed criteria
	0.08302 m ³ water withdrawn per kg produced	December 31, 2018	
Total manufacturing waste recycled	66,073 m tonnes	December 31, 2022	Internally developed criteria
Total manufacturing waste sent to landfill	2,415 m tonnes	December 31, 2022	Internally developed criteria
Scope 3 GHG emissions	3,001,554 tCO ₂ e	December 31, 2022	The GHG Protocol & the Corporate Value Chain (Scope 3) Accounting and Reporting Standard (<i>Supplement to the GHG Protocol</i>)
	2,530,884 tCO ₂ e	December 31, 2019	
Lost-time injury frequency rate for employees	0.11 per 200,000 hours	December 31, 2022	Internally developed criteria
Injury severity rate for employees	3.00 per 200,000 hours	December 31, 2022	Internally developed criteria
Lost-time injury frequency rate for contractors (for operations in Haiti only)	0.06 per 200,000 hours	December 31, 2022	Internally developed criteria
Percentage of sustainable cotton sourced	21.7 %	December 31, 2022	Internally developed criteria
Percentage of recycled polyester or alternative fibers and/or yarns sourced	1.6 %	December 31, 2022	Internally developed criteria
Percentage of recycled or sustainable packaging and trim material used	14.2 %	December 31, 2022	Internally developed criteria
	6.2 %	December 31, 2021	
Percentage of women composing the collective employee group of director level and above	30.3 %	December 31, 2022	Internally developed criteria
	26.7 %	December 31, 2021	



Other than as described in the preceding table, which sets out the scope of our engagement, 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. The Subject Matter Information, contained within the Report, have been determined by management on the basis of the Entity's assessment of the material issues contributing to the Entity's Environmental, Social and Governance ("ESG") performance and most relevant to its stakeholders.

Management's responsibilities

Management is responsible for the preparation and presentation of the Subject Matter Information in accordance with the Applicable Criteria. There are no mandatory requirements for the preparation, publication or review of ESG metrics. As such, the Entity applies the Applicable Criteria, including its own internal reporting guidelines and definitions for ESG reporting, which can be found in the Basis of Reporting on [page 60](#) of the Report.

Management is responsible for determining the appropriateness of the use of the Applicable Criteria.

Management is responsible for determining the Entity's objectives in respect of ESG performance and reporting, including the identification of stakeholders and material issues.

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.

Practitioner's 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 based on the procedures performed and evidence obtained, any matter(s) has come to our attention to cause us to believe that the Subject Matter Information is materially misstated.

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. Accordingly, it is not a guarantee that a limited assurance engagement conducted in accordance

with this standard will always detect a matter that causes the practitioner to believe that the Subject Matter Information is materially misstated.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users of our report.

The nature, timing and extent of procedures performed depends on our professional judgment, including an assessment of the risks of material misstatement, whether due to fraud or error, and involves obtaining evidence about the Subject Matter Information.

Our engagement included assessing the appropriateness of the underlying subject matter, the suitability of the criteria used by the Entity in preparing the Subject Matter Information in the circumstances of the engagement and evaluating the appropriateness of the methods, policies and procedures, used in the preparation of Subject Matter Information and the reasonableness of estimates made by the Entity.

Our engagement included, amongst others, the following procedures performed:

- Inquiries of management to gain an understanding of the Entity's processes for determining the material issues for the Entity's key stakeholder groups;
- Inquiries with relevant staff at the corporate and facility level to understand the data collection and reporting processes for the Subject Matter Information;
- Where relevant, performing walkthroughs of data collection and reporting processes for the Subject Matter Information;
- Comparing a sample of the reported data for the Subject Matter Information to underlying data sources;
- Inquiries of management regarding key assumptions and, where relevant, the re-performance of calculations on a sample basis;
- Completion of 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,
- Reviewing 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 engagement was conducted by a multidisciplinary team which included professionals with suitable skills and experience in both assurance and in the applicable subject matter, including environmental, social and governance aspects.

Practitioner's Independence and Quality Control

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 behavior.

The firm applies Canadian Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance Engagements and, accordingly, maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Significant inherent limitations

Non-financial information, such as that contained in the Report, is subject to more inherent limitations than financial information, given the characteristics of significant elements of the underlying subject matter and the availability and relative precision of methods used for determining both qualitative and quantitative information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact comparability. The nature and methods used to determine such information, as well as the measurement criteria, may change over time. It is important to read the Entity's internal reporting guidelines and definitions which can be found in the Basis of Reporting on [page 60](#) of the Report

Our 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, as at and for the years' ended as described above, is not prepared and presented, in all material respects, in accordance with the Applicable Criteria.

Chartered Professional Accountants

August 10th, 2023

Vancouver, Canada

Friday, August 11th, 2023

To the Stakeholders of Gildan,

Gildan Community Investment Report for 2022 (the Report) has been prepared by the management of Gildan Activewear Inc (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 \$1,303,079 USD reported as community investment during the fiscal year 2022 by Gildan upholds the LBG Canada valuation principles as agreed upon by the LBG Canada community.

Breakdown of Community Investment in USD:

Cash	\$ 518,949
In-Kind	\$ 520,985
Employee Volunteer Time	\$ 23,005
Program Management Cost	\$ 240,140



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.

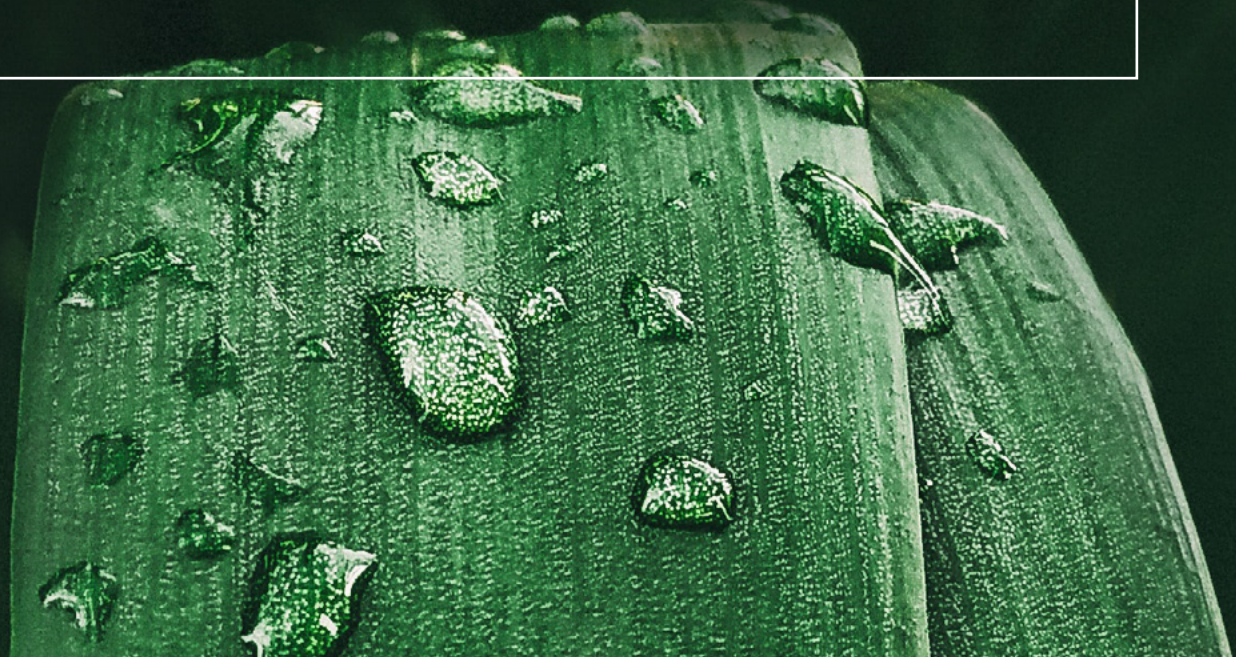
Stephanie Robertson, *Lead Auditor*,
LBG Canada, CEO, SIMPACT Strategy Group
Toronto, August 2023

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

**Currency in American dollars

APPENDICES

[2022 BASIS OF REPORTING](#) ■ [2022 ESG DATA TABLES](#) ■ [GRI INDEX](#) ■ [SASB INDEX](#)



BASIS OF REPORTING

TABLE OF CONTENTS

INTRODUCTION, REPORTING CRITERIA, AND SCOPE FOR 2022	p. 60
ENVIRONMENTAL AND SOCIAL KEY PERFORMANCE INDICATORS	p. 60
EVALUATION CRITERIA	p. 61



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 [2022 ESG Report](#) and the Gildan [2022 ESG Data Tables](#). Please see Gildan's [2022 ESG Report](#) for [KPMG LLP's Independent Practitioners' Limited Assurance Report](#). This document should be read in conjunction with our 2022 ESG Report and our 2022 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 manufacturing contractors and raw material suppliers has also been included when it is material and available. 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 reporting. Certain corporate and marketing 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. Data and information from our investment and holding companies are also excluded from the scope of reporting.

REPORTING PERIOD

Gildan's 2022 ESG Report contains data on performance and activities for the reporting year from January 1st to December 31st, 2022, as well as significant achievements in early 2023. Data exclusions or additions are noted throughout the document.

2022 OPERATIONAL UPDATE

We added incremental textile and sewing capacity in our manufacturing hubs in Central America and the Dominican Republic. Through the acquisition of yarn facilities in the United States (U.S.) ("Frontier Yarns") we strengthened our vertical integration by expanding our yarn-spinning capabilities. We also started to consolidate and modernize our overall U.S. yarn-spinning operations.

DATA PROCESSES AND CONTROLS

Metrics described in our 2022 ESG Report and 2022 ESG Data Tables are applicable to the sector in which we operate and are primarily based on the Global Reporting Initiative (GRI). 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; and 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 the future if changes are material.

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 and the improvement in activity data or emission factors (EF).

In 2022, we have recalculated our Scope 1 and 2 GHG emissions for our 2018 base year and 2019 to 2021 reflecting the acquisition of the Frontier Yarns facilities in the U.S., as well as changes in our calculation methodology. Specifically, we updated the emission factors used for our Rio Nance manufacturing complex in Honduras to reflect the information provided by our electricity provider, and we started using the residual mix emission factors for our facilities in the U.S. We also restated our base year values for our energy consumption and intensity (given their close connection to GHG emissions), our waste generation, and our water metrics (withdrawal and discharge) to include the impact of the Frontier Yarns acquisition and ensure operational consistency throughout our KPIs. As part of our Scope 3 target setting process, we updated our calculation methodology and restated our 2019 emissions to include nine Scope 3 categories. These revisions are reflected in relevant sections of our 2022 ESG Report and in the Appendix [p. 60](#) (2022 ESG Data Tables).

2. ENVIRONMENTAL AND SOCIAL KEY PERFORMANCE INDICATORS

Details about the definitions, calculation methodology, and restatements for the ESG KPIs listed below are included under Evaluation Criteria (Section 3) 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 and market-based)
III.	Scope 3 GHG emissions (tCO ₂ e)
IV.	Water intensity (m ³ water withdrawn per kg produced)
V.	Sustainable cotton sourced (%)
VI.	Recycled polyester or alternative fibre yarns sourced (%)
VII.	Total manufacturing waste sent to landfill (MT)
VIII.	Total manufacturing waste recycled (MT)
IX.	Recycled and sustainable packaging and trim material (%)
Social indicators	
X.	Women composing the collective employee group of director-level and above (%)
XI.	Injury severity rate for employees (SEV)
XII.	Lost time injury frequency rate for employees (LTIFR)
XIII.	Lost time injury frequency rate for contractors (Haiti operations only)

¹Applies 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).

3. EVALUATION CRITERIA

SCOPE 1, 2, AND 3 GHG EMISSIONS

All ESG data forming the basis of our KPIs are reported in Gildan's environmental database on a monthly cadence (environmental data such as energy consumption, data underlying our Scope 1 and 2 CO₂e emissions, water use, and discharge). The recording of ESG data follows a workflow usually involving the initial entry of data and the review and verification of entered data. Environmental representatives provide the data and conduct the initial layer of review and validation at the site level. Once data has been validated at the operational level, the Corporate Environment department conducts an aleatory final review to confirm accuracy. On an annual basis, data is reviewed by an external third party as an additional data control measure before it is provided for corporate reporting. 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.

I. 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. In calculating Scope 1 GHG emissions, Gildan uses the operational control approach, as defined by the GHG Protocol.

Units

Metric tons of CO₂ equivalent (tCO₂e)

Method

Scope 1 data are entered into Gildan's environmental database by our operating sites based on internal procedures. Scope 1 emissions are calculated based on activity data (i.e., quantity of consumed fuels, operational data from work management systems, invoices, etc.) and emission factors (based on fuel source) from the Environmental Protection Agency (EPA) GHG Emission Factors Hub (see Scope 1 emission factors in Table 1 of this document). Emission factors are presented in CO₂e and include the combination of CO₂, CH₄, and N₂O. Emissions from HFCs, PFCs and SF₆ gases were excluded from our GHG inventory since they are immaterial.

Fuel source	2022 Emission factor	2018 Emission factor	Source of Emission factors
Diesel	10.243 kg CO ₂ e / gallon	10.243 kg CO ₂ e / gallon	EPA Center for Climate Change Leadership, GHG Emission Factors Hub (Last updated in March 2018 for 2018 EF and in April 2022 for 2022 EF)
Natural gas	53.115 kg CO ₂ e / MMBtu	53.115 kg CO ₂ e / MMBtu	EPA Center for Climate Change Leadership, GHG Emission Factors Hub (Last updated in March 2018 for 2018 EF and in April 2022 for 2022 EF)
Propane	5.741 kg CO ₂ e / gallon	5.741 kg CO ₂ e /gallon	EPA Center for Climate Change Leadership, GHG Emission Factors Hub (Last updated in March 2018 for 2018 EF and in April 2022 for 2022 EF)
LPG	5.68 kg CO ₂ e / gallon	5.68 kg CO ₂ e / gallon	EPA Center for Climate Change Leadership, GHG Emission Factors Hub (Last updated in March 2018 for 2018 EF and in April 2022 for 2022 EF)
Biomass	94.955 kg CO ₂ e / MMBtu	94.955 kg CO ₂ e / MMBtu	EPA Center for Climate Change Leadership, GHG Emission Factors Hub (Last updated in March 2018 for 2018 EF and in April 2022 for 2022 EF)
Bunker (fuel oil #6)	11.306 kg CO ₂ e / gallon	11.306 kg CO ₂ e / gallon	EPA Center for Climate Change Leadership, GHG Emission Factors Hub (Last updated in March 2018 for 2018 EF and in April 2022 for 2022 EF)
Compressed Natural Gas (CNG)	0.054 kg CO ₂ e / ft ³	0.054 kg CO ₂ e / ft ³	EPA Center for Climate Change Leadership, GHG Emission Factors Hub (Last updated in March 2018 for 2018 EF and in April 2022 for 2022 EF)

2022 restatements

The acquisition of Frontier Yarns exceeded our base year revision threshold of 5%, therefore triggering recalculation of our target base year. As a result of this work, we adjusted our previously reported 2018 to 2021 Scope 1 GHG emissions values to ensure comparability over time.

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

Definition

GHG emissions associated with third-party generation of electricity consumed in activities under Gildan's operational control.

Units

Metric tons of CO₂ equivalent (tCO₂e)

Method

Scope 2 emission factors are expressed as the quantity of GHGs released per unit of electricity generated (e.g., metric tons of CO₂e/megawatt-hour) based on the mix of fuels used in the generation process. Gildan tracks Scope 2 GHG emissions throughout the year by multiplying applicable Scope 2 GHG emission factors by the electricity consumption.

Two reporting methods are used for these calculations, as required by the GHG Protocol Scope 2 Guidance – location- and market-based. Both are described below.

II.1 TOTAL SCOPE 2 GHG EMISSION: LOCATION-BASED (tCO₂e)

Definition

According to the Scope 2 technical guidance, the location-based method “quantif[ies] Scope 2 GHG emissions based on average energy generation emission factors for defined geographic locations, including local, subnational, or national boundaries.”

Units

Metric tons of CO₂ equivalent (tCO₂e)

Method

Scope 2-related data are entered into Gildan's environmental database based on our internal procedures, which requires the reporting of relevant activity data (i.e., quantity of purchased and consumed electricity). The reported electricity data is then multiplied by the applicable emission factors, whether region-specific for our U.S. facilities or country-specific for the other facilities. For countries included in our operational boundary, national grid emission factors are mainly sourced from the annual International Energy Agency (IEA) emission factors publications noted in the tables and U.S. EPA EGRID factors for U.S. based facilities.

Location	Source of emission factor
United States	2022 EF: U.S. EPA EGrid 2023 (with 2021 Data)
	2018 EF: U.S. EPA EGrid 2018 (with 2016 Data)
Bangladesh, Barbados, China, Dominican Republic, Honduras, Nicaragua	2022 EF: International Energy Agency (IEA) 2022
	2018 EF: International Energy Agency (IEA) 2017

Restatements

The acquisition of Frontier Yarns exceeded our base year revision threshold of 5%, therefore triggering recalculation of our target base year. As a result of this work, we adjusted our previously reported 2018 to 2021 Scope 2 (location-based) GHG emissions values to ensure comparability over time.

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

Definition

According to the Scope 2 technical guidance, the market-based approach “quantif[ies] the Scope 2 GHG emissions of a reporter based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with contractual instruments, or contractual instruments on their own.”

Units

Metric tons of CO₂ equivalent (tCO₂e)

Method

Scope 2-related data are entered into Gildan's environmental database based on our internal procedures, which require the reporting of relevant activity data (i.e., quantity of purchased and consumed electricity). The reported electricity data is multiplied by the residual mix factor for U.S. facilities and by the applicable supplier-specific emission factor for the Rio Nance manufacturing facility in Honduras. Scope 2 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 above (see Table 2 for emission factors). Table 3 on the right describes emission factors used in the market-based approach by country.

Country	Source of emission factor
United States	2022 EF: U.S. Residual Mix (Green-e Energy Emissions Rates 2020 Data)
	2018 EF: U.S. EPA EGrid 2018 (with 2016 Data)
	2018 and 2022 EF: Private Contractor EF 2022
Honduras (Rio Nance)	2018 and 2022 EF: Private Contractor EF 2022

Restatements

The acquisition of Frontier Yarns exceeded our base year revision threshold of 5%, therefore triggering recalculation of our target base year. As a result of this work, we adjusted our previously reported 2018 to 2021 Scope 2 (market-based) GHG emissions values to ensure comparability over time.

The 2018 emission factor for the electric power private supplier for our Rio Nance manufacturing complex in Honduras was calculated and applied.

III. TOTAL SCOPE 3 GHG EMISSIONS (tCO₂e)

Definition

According to the Corporate Value Chain Accounting and Reporting Standard, Scope 3 emissions are “all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions”. Scope 3 activities are comprised in 15 distinct categories that were designed to avoid double counting of emissions.

Units

Metric tons of CO₂ equivalent (tCO₂e)

Method

Gildan has performed an internal evaluation to determine which categories should be accounted for. 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 (“Corporate Value Chain Standard”), Gildan used a combination of methodologies to approximate emissions. These methodologies include:

- **Supplier-specific method:** Uses supplier-specific cradle-to-gate GHG 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 emissions based on weight or units purchased and average emission factors
- **Spend-based method:** Uses economic value of goods/services and multiplies by an average emission factor

Category 1: Purchased Goods and Services

The Corporate Value Chain Standard defines this category as “all upstream (i.e., cradle-to-gate) emissions from the production of products purchased or acquired by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products).”

Category 1 is the most significant category of our Scope 3 emissions, representing 79% of our 2019 (base year) and 76% of our 2022 emissions. We included the following category 1 emissions: raw materials (such as cotton and polyester); sourced fabrics, goods, and yarns; dyes and chemicals; third-party spinners; trims and other. The average data method was used for raw materials, sourced fabrics, sourced yarns, and third-party spinners which represent over 85% in 2019 and 83% in 2022 of our Scope 3 emissions. The spend-based approach was used for the remaining categories such as dyes and chemicals, sourced goods, and trims. Emission factors used for the calculation vary for each subcategory and are mainly sourced from the Eco Invent v3.9.1 database using the Life Cycle Impact Assessment (EF3.0) (LCIA) for the average data method, and the Comprehensive Environmental Data Archive (CEDA) from the reporting year to model year 2018 for the spend-based method.

Assumptions and considerations:

1. For the third-party spinners and sourced polyester yarn, the emission factors for polyester fibre and extrusion emission factors were applied, considering that polyester threads are made through extrusion and no specific emission factor for the product or activity was found. The emission factor used for extruded polyester fibre was the most conservative value of those available
2. No emissions factor was available for polyester fabric, hence the emission factor for weaving synthetic fibre was applied
3. Sourced fabrics, third-party yarn spinners and sourced yarn were further allocated to fibre types (cotton, polyester and other) by weight using actual data. Frontier Yarns are no longer treated as third-party supply chain post-acquisition for 2019 (base year) and 2022 (current reporting year)
4. CEDA categories for trims were extrapolated out of the

top 95% of suppliers

Category 2: Capital Goods

The Corporate Value Chain Standard defines this category as “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.” By definition, “capital goods are final products that have an extended life and are used by the company to manufacture a product, provide a service, or sell, store, and deliver merchandise.” Gildan follows their own financial accounting procedures to determine whether to account for a purchased product as a capital good in this category.

Calculations were based on a spend-based approach. Emission factors considered for capital goods (building, leasehold, material and equipment, computer, office furniture and fixtures, software) were based on CEDA emission factors from the reporting year to model year 2018.

Assumptions and considerations:

1. Leasehold investments were considered to fall under CEDA's warehousing and storage categories, considering most of this investment goes into racks and adequations to storage buildings
2. Land purchases were excluded from the calculations

Category 3: Fuel and Energy-Related Activities

The Corporate Value Chain Standard defines this category as “emissions related to the production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in Scope 1 or Scope 2.”

Calculations were based on actual consumption data used to calculate Scope 1 and 2 emissions. For 2019 and 2022 the calculations were based on the following subcategories: transmission and distribution losses; well-to-tank (related to fuels); well-to-tank (related to electricity). The emission factors were sourced from the World Bank, IEA (2020 to 2022); Emissions & Generation Resource Integrated Database (eGRID) 2023 (with 2021 data); and the UK Department for Environment, Food & Rural Affairs (DEFRA) 2022 and 2021.

Category 4: Upstream Transportation and Distribution

The Corporate Value Chain Standard defines this category as “emissions from the transportation and distribution of products (excluding fuel and energy products) purchased or acquired by the reporting company in the reporting year in vehicles and facilities not owned or operated by the reporting company, as well as other transportation and distribution services purchased by the reporting company in the reporting year (including both inbound and outbound logistics).”

Calculations were based using the spend method using data from upstream transportation (e.g., air, ocean, rail, and

road). Recalculations for 2019 included activity data for Frontier Yarns. Emission factor sources included the CEDA methodology from reporting year to model year (2018) and the EPA Emission Factors Hub 2020.

Category 5: Waste Generated In Operations

The Corporate Value Chain Standard defines this category as “emissions from third-party disposal and treatment of waste that is generated in the reporting company's owned or controlled operations in the reporting year. This category includes emissions from disposal of both solid waste and wastewater.”

Calculations were based on actual data for waste categories (i.e. non-hazardous waste, hazardous waste, wastewater, etc.) in accordance with their method of disposal (i.e. offsite treatment, recycling, incineration onsite and offsite, landfilling). The emission factors for each waste category were sourced from DEFRA and EPA for years 2019 and 2022 as applicable.

Category 6: Business Travel

The Corporate Value Chain Standard defines this category as “emissions from the transportation of employees for business-related activities in vehicles owned or operated by third-parties, such as aircraft, trains, buses, and passenger cars.”

Calculations were based on a hybrid method that leveraged both the distance-based methodology with activity data (distance travelled and number of hotel nights) and financial data for the Frontier's acquisition for 2019 and 2022. For flights and car rentals the distance-based method was used considering DEFRA emission factors for 2019 and 2022. The hotel stays emissions were calculated using DEFRA emission factors for 2019 and 2022 based on the number of nights. For calculations made with financial figures, the emission factors were sourced from CEDA from reporting year to model year (2018).

Assumptions and considerations:

1. In 2019 this included flight and hotel stays for Honduras, Nicaragua, Bangladesh and Dominican Republic, U.S. hotel stays and Bangladesh car rentals. In 2022, only air travel for Honduras, Nicaragua, Bangladesh and Dominican Republic were included. Changes in the calculations were based on data availability between 2019 and 2022.

Category 7: Employee Commuting

The Corporate Value Chain Standard defines this category as “emissions from the transportation of employees between their homes and their worksites.”

Calculations were based on a hybrid approach, using the Scope 3 Evaluator web-based tool from the GHG Protocol and Quantis (last updated in 2021), and actual data provided

by third-party transportation suppliers. The emission factors used were based on DEFRA (2019 and 2022). The Scope 3 Evaluator is based on U.S. average data from the U.S. Department of Transportation (USDOT 2014), ecoinvent 2.2 datasets for various transportation modes and GWP impact assessment (SCLCI 2010, IPCC 2007).

Assumptions and considerations:

1. Where available, third-party transportation information was leveraged using a passenger-kilometer approach. It was assumed that buses were at full capacity
2. Third-party transportation was considered for Nicaragua, the Dominican Republic, Bangladesh, Honduras, and Mexico only for 2019
3. For the remainder of employees, we used the Scope 3 Evaluator average yearly commuting emission factor

Category 9: Downstream Transportation and Distribution

The Corporate Value Chain Standard defines this category as “emissions from transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), in vehicles and facilities not owned or controlled by the reporting company. This category includes emissions from retail and storage.”

Category 9 comprises the emissions related with the transportation of goods from Gildan to their clients, in the case where the client paid for the transportation. GHG emissions were calculated using spend based approach leveraging the CEDA, and activity data and in-house calculation procedures for allocated emissions. Emission sources were divided in five subcategories including the following transportation modes: road, rail, water, medium and heavy-duty trucks and waterborne. The emission factors used for road, rail and water transportation modes were based on CEDA for the 2022 reporting year to model year (2018). For Frontier Yarns, emission factors used for activity data were based on the EPA Emission Factors Hub (2020).

Assumptions and considerations:

- Allocated emissions from energy consumption associated with Gildan products (emissions related to Gildan's products occupying space at customers' stores and warehouses).
- Gildan's upstream transportation spend and modes were used to estimate downstream transportation spend and modes. Gildan's own expenses with freight to customers.

Category 12: End of Life of Sold Products

Calculations were based on actual data provided for 2019 and 2022 (total of products sold in kilograms) related to products sold by Gildan and Frontier Yarns (portion not

sold to Gildan in 2019). The methodology for allocation was provided by the Common Objective website.² The emission factors used were based on the DEFRA 2019 and 2022 as applicable to each year.

Restatements

Since 2018, Gildan has partially reported Scope 3 emissions for four categories (employee commuting, business travel, landfill waste, and upstream transportation and distribution).

In 2022, as part of the Scope 3 target setting process, we updated our calculation methodology to provide more complete Scope 3 information for the 2019 base year and for 2022. The previous metrics for the years 2018, 2020, and 2021 were not updated and have not been included in the 2022 ESG Report and the 2022 ESG Data Tables.

The update to Scope 3 emissions for the 2019 base year was in accordance with the recalculation policy and includes:

- Structural changes to Gildan's organizational boundary due to mergers, acquisitions, or divestitures or outsourcing, and insourcing of emitting activities
- Changes to calculation methodologies or emission factors
- Additional and/or new data or updated methodologies not previously available

Since 2022, Gildan has reported all Scope 3 applicable categories with 2019 as the base year. This includes the following nine categories:

- Category 1: Purchased Goods and Services – New
- Category 2: Capital Goods – New
- Category 3: Fuel and Energy-related Activities – New
- Category 4: Upstream Transportation and Distribution – Revised
- Category 5: Waste Generated in Operations – Revised
- Category 6: Business Travel – Revised
- Category 7: Employee Commuting – Revised
- Category 9: Downstream Transportation and Distribution – New
- Category 12: End of Life of Sold Products – New

² <https://www.commonobjective.co/article/fashion-and-waste-an-uneasy-relationship>

IV. WATER INTENSITY (m³ / kg)

Definition

Water intensity is calculated by dividing the total water withdrawn or purchased in all operations including production and service activities (in cubic meters) by the production generated (measured in kilograms) throughout a determined timeframe. The production includes the textiles and hosiery factories which captures net kilograms after the dyeing process (which is the most water intensive process). Water withdrawn is calculated as the volume of water withdrawn as per utility invoices or meter readings. Production data was obtained directly from internal financial systems for each textile and hosiery factory included.

Units

Cubic meters per kilogram produced (m³ / kg)

Method

Gildan reports water obtained from groundwater and third-party sources within its operational boundaries throughout the year and production data from the textiles and hosiery manufacturing sites.

Restatements

In 2022, we restated our 2018 base year water intensity due to changes in our methodology and improvements in our data collection. Additionally, the Company acquired Frontier Yarns. These acquisitions and their related water metrics were significant enough to trigger a base year recalculation along with the recalculation of prior years values (2019 to 2021) to ensure data comparability over time.

V. SUSTAINABLE COTTON SOURCED (%)

Definition

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 in the U.S. facilities (raw materials), Bangladesh (externally purchased yarn) and purchased finished products. 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.

Units

Percentage (%)

Method

Gildan reports on percentage of sustainable cotton sourced through the weight of third-party verified programs divided by weight of total cotton sourced. The scope of this metric includes all Gildan operations.

Restatements

No restatements were required as 2022 is the first-year reporting on this metric.

VI. RECYCLED POLYESTER OR ALTERNATIVE FIBRE YARNS (%)

Definition

The weight of recycled polyester or alternative fibre yarns (based on relevant certifications) divided by Gildan's overall polyester consumption. Polyester consumption is the weight of polyester sourced by Gildan (e.g., 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) to provide relevant sustainability certifications in support of our raw material sourcing goals.

Units

Percentage (%)

Method

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

Restatements

No restatements were required as 2022 was Gildan's first year reporting on this metric.

VII. TOTAL MANUFACTURING WASTE SENT TO LANDFILL (MT)

Definition

This target is part of Gildan's Next Generation ESG strategy and is specific to the weight of manufacturing waste sent to landfill from our manufacturing processes (does not include domestic waste and/or waste generated at our distribution centres or offices).

Units

Metric ton (MT)

Method

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

Inclusions: Global Gildan-operated manufacturing sites (yarns, textiles, sewing, hosiery, garment dyes and chemicals, and embellishment).

Exclusions: Non-manufacturing sites (distribution centres

and offices) and third-party contractors.

Restatements

As of 2022, we started reporting manufacturing waste sent to landfill as part of our Circularity target from our Next Generation ESG strategy. Adjustments to waste metrics were conducted for the year 2021 to reflect the acquisition of Frontier Yarns.

VIII. TOTAL MANUFACTURING WASTE RECYCLED (MT)

Definition

The process of collecting and processing materials that would otherwise be thrown away and sending it for recycling.

Units

Metric ton (MT)

Method

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

Restatements

We restated our 2021 base year to include waste generated from the acquisition of Frontier Yarns. These acquisitions and their related recycled waste metrics were significant enough to trigger a base year recalculation to ensure data comparability over time. Additionally, we enhanced our alignment to the GRI and, in 2022, reclassified biomass waste from recycled (energy recovery) to incineration (with energy recovery).

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

Definition

Total number of sustainable packaging and trim materials Apparel SKUs divided by the total number of packaging and trim materials SKUs (sustainable and non-sustainable).

Sustainable SKUs specific to apparel are those containing carton, polyester, paper, and poly-cotton trims, that are used actively and include 20% to 60% of recycled material and/or are certified by the Forest Stewardship Council or other relevant sustainability certification.

Units

Percentage (%)

Method

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).

Restatements

In 2022, we updated our 2021 base year to reflect the improvement of our data collection, control processes, and calculation methodology to ensure it reflected the 12-month weighted average versus exit rate.

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

Definition

Women in director-level and above position is 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) of Gildan and its subsidiaries, expressed as a percentage.

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

Coverage for this metric included all Gildan-operated sites including Frontier Yarns.

Restatements

In 2022, there was a slight change (<1%) in the base year previously reported due to the inclusion of employees from Frontier Yarns. Additionally, due to enhancements in the calculation methodology, this metric was also revised to include sales representatives, which were previously omitted.

XI. INJURY SEVERITY RATE FOR EMPLOYEES (SEV)

Definition

The injury severity rate indicates how severe work-related injuries are in terms of the time an employee is unable to work due to injury in relation to hours of exposure. This indicator helps measure the efficiency of the Company's safety man-

agement system. The injury severity rate is the total number of lost days recorded in relation to total hours worked.

Unit

Number of lost days per 200,000 hours worked

Method

The injury severity rate was calculated by multiplying number of lost days by 200,000 hours worked, divided by total number of hours worked.

Hours worked were calculated as total number of hours worked by Gildan employees carrying out work-related activities during the reporting period. Hours worked included overtime (where recorded) but excluded maternity leave, sick leave, public holidays, and other authorized absences.

The number of days included in the medical leave were considered lost days and were recorded as beginning on the first rostered day the employee was absent after the day of the work-related injury. The day of the work-related injury was not included. (Note: Lost days are inclusive of weekends)

Metrics included data from Frontier Yarns and partial-year data from one facility also acquired in 2021 but closed in 2022. It also included data from a sewing facility in the Dominican Republic which commenced operations and excluded data from our office in Japan, which was closed during the second half of 2021.

Restatements

No restatements were required to previously reported metrics.

XII. LOST TIME INJURY FREQUENCY RATE FOR EMPLOYEES (LTIFR)

Definition

This indicator highlights the frequency of injuries in relation to the number of hours worked and is an indicator that helps measure the efficiency of the Company's safety management system. The lost time injury frequency rate (LTIFR) is the total number of lost-time injuries (LTIs) recorded in relation to total hours worked.

Unit

The LTIFR is the number of lost-time injuries per 200,000 hours worked by employees.

Method

LTIFR was calculated by the number of lost-time injuries divided by total hours worked in the accounting period multiplied by 200,000.

Metrics included data from the Frontier Yarns at the end of 2021 and partial-year data from one facility also acquired in 2021 but closed in 2022. It also included data from a new sewing facility opened in Dominican Republic and excluded data from our office in Japan, which was closed during the second half of 2021.

Hours worked were calculated as total number of hours worked by Gildan employees carrying out work-related activities during the reporting period. Hours worked included overtime (where recorded) but excluded maternity leave, sick leave, public holidays, and other authorized absences.

Restatements

No restatements were required to previously reported metrics.

XIII. LOST TIME INJURY FREQUENCY RATE FOR CONTRACTORS (HAITI OPERATIONS ONLY)

Definition

This indicator helps highlight the frequency related to how many lost-time injuries are occurring at third-party contractor facilities in Haiti in relation to the number of hours worked. It helps measure the efficiency of the third-party contractor's safety management system. The LTIFR is the total number of LTIs recorded in relation to the total hours worked.

The LTIFR for contractors is the total number of LTIs recorded for contractors in relation to the total hours worked by contractors. Calculations include five sewing facilities in Haiti.

Unit

LTIFR is the number of lost-time injuries per 200,000 hours worked by contractors.

Method

LTIFR was calculated by the number of lost-time injuries divided by the total hours worked in the accounting period multiplied by 200,000. This calculation refers only to five contractor facilities located in Haiti.

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

No restatements were required to previously reported metrics.

INTRODUCTION

The ESG performance data in this document provide a consolidated view of Gildan's non-financial performance. It should be read in conjunction with our 2022 ESG Report and Basis of Reporting¹, which includes additional details on select performance data in this document.

2022 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, 2022, or status as of December 31, 2022, whichever is applicable, unless otherwise noted.
- 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 reflects 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 2022 Annual Report, under section 3.2.2 Manufacturing. Financial Data is reported in U.S. dollars.
- Footnotes provide additional context on 2022 data boundaries, definitions, and methodology, where applicable. Further discussion is included in the 2022 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 add indicators to align with our new ESG targets, for example, it may not be reasonable 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 31st) in Full Time Equivalent (FTE).

¹The 2022 ESG Basis of Reporting covers metrics subject to limited assurance conducted in 2023 and does not cover all metrics contained in this document.

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 Key Performance Indicators (KPIs) underwent independent assurance as indicated in the table below. This year we continued to enhance our disclosure control processes across the organization, and as such, we have adjusted some of our KPIs. These adjustments are described in further detail in the 2022 Basis of Reporting.

ESG TARGET KPI	2022	2021	GRI	DJSI	SDGs
Reduce Scope 1 and 2 GHG emissions by 30% by 2030 from a 2018 base year² and reduce absolute Scope 3 GHG emissions 13.5% by 2030 from a 2019 base year.					
Absolute total Scope 1 and 2 GHG emissions (market-based) (tCO ₂ e) ³	671,244 ✓	626,938		2.5.3	Goal 7 and 13
Percentage change in absolute Scope 1 + 2 (market-based) emissions (%) ² , compared to 2018 base year (2018 base year represents 753,356 tCO ₂ e ✓)	-10.9	-16.8			
Absolute total Scope 3 GHG emissions (tCO ₂ e) ⁴	3,001,554 ✓				
Percentage change in absolute Scope 3 GHG emissions from 2019 base year (%) (2019 base year represents 2,530,884 tCO ₂ e ✓)	18.6				
Reduce water intensity by 20% by 2030 (compared to 2018 base year)					
Water intensity (m ³ /kg)	0.06775 ✓	0.06939			Goal 6
Reduction of water intensity from 2018 (%) (2018 base year represents 0.08302 m ³ /kg ✓)	-18.4	-16.4			
100% sustainable cotton by 2025					
Percentage of sustainable cotton sourced (%)	21.7 ✓	7.3			Goal 8 and 12
Zero manufacturing waste to landfill by 2027					
Total manufacturing waste sent to landfill (MT)	2,415 ✓				Goal 12
Total manufacturing waste recycled (MT)	66,073 ✓				
Source 30% recycled polyester or alternative fibre yarns by 2027					
Percentage of recycled or alternative fibers and/or yarns sourced (%)	1.6 ✓				Goal 12
75% recycled and sustainable packaging and trims by 2027					
Percentage of recycled and sustainable packaging trims (%) ⁵	14.2 ✓	6.2 ✓			Goal 12
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 ⁶ (%)	30.3 ✓	26.7 ✓	405-1	3.2.2	Goal 5
Attain ISO 45001 certification across all Company-owned facilities by 2028					
ISO 45001 Certification (%)	0				Goal 8
Gradually increase spending to allocate 1% of pre-tax earnings towards community investment initiatives by 2026					
Community investment allocation compared to pre-tax earnings (%)	0.19 ☆		413-1		Goal 17
Total cash and in-kind donations (\$M)	1.1 ☆	2.1			

² The target boundary includes land-related emissions and removals from bioenergy feedstocks.

³ Our 2021 value has been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on the calculation methodology and restatements are contained in the 2022 Basis of Reporting.

⁴ As of 2022, we updated our calculation methodology and our scope of reporting to include nine Scope 3 categories (compared to four in previous years) to provide a more complete overview of our Scope 3 emissions. Our base year values (2019) have also been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology and improvement in activity data or emission factors). Our 2021 values were not updated to reflect those changes and are therefore no longer comparable, which is why they were not included in this table. Further details on the calculation methodology and restated information are contained in the 2022 Basis of Reporting.

⁵ Our 2021 base year values were updated to reflect the improvement of our data collection, control processes, and calculation methodology. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

⁶ Our 2021 base year value has been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors). Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

ENVIRONMENTAL

METRIC	2022	2021	GRI	DJSI
EMISSIONS⁷				
Absolute total GHG emissions (Scope 1 + 2 (market-based)) (tCO ₂ e)	671,244 ✓	626,938	305-1	2.5.3
Percentage change in absolute Scope 1 + 2 (market-based) emissions (%), compared to 2018 base year representing 753,356 tCO ₂ e ✓	-10.9	-16.8		
GHG emissions intensity (Scope 1 + 2 (market-based)) (per kg production) (tCO ₂ e/kg)	0.0023	0.0025	305-4	
Percentage emissions intensity variation from 2018 base year (%)	-19.3	-13.8		
Direct Scope 1 GHG Emissions				
Gross direct (Scope 1) GHG emissions (tCO ₂ e)	120,838 ✓	91,076	305-1	2.3.1
Gases included in above calculation (CO ₂ , CH ₄ , N ₂ O, HFC, PFCs, SF ₆ , NF ₃ or all)	CO ₂ , CH ₄ , N ₂ O, HFC		305-1	2.3.1
Biogenic CO ₂ equivalent emissions (tCO ₂ e) ⁸	240,670	233,454	305-1	2.3.1
Base year	2018		305-1	2.3.1
Consolidation approach for emissions	Operational control		305-1	2.3.1
Source of emissions factors and global warming potential (GWP) rates used	The Climate Registry, 2022 Default Emission Factors; U.S. Environmental Protection Agency (EPA), 2022 GHG Emissions Factors Hub; IPCC Assessment Report 5 (AR-5) 100-year GWP, 2013.		305-1	2.3.1
Standards, methodologies, assumptions, and/or calculation tools used	See Basis of Reporting		305-1	2.3.1
Direct Scope 1 GHG Emissions by Facility / Business				
Distribution centre (tCO ₂ e)	1,874	1,872	305-1	
Hosiery (tCO ₂ e)	14,281	13,260	305-1	
Textile (tCO ₂ e)	62,731	43,771	305-1	
Yarn (tCO ₂ e)	1,463	558	305-1	
Sewing (tCO ₂ e)	5,507	4,709	305-1	
Garment dyeing (tCO ₂ e)	12,216	11,924	305-1	
Integrated manufacturing (textiles and sewing) (tCO ₂ e)	21,265	13,836	305-1	
Other (tCO ₂ e)	1,502	1,146	305-1	

⁷ Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

⁸ Calculation considers biogenic emissions from biomass process.

METRIC	2022	2021	GRI	DJSI
Direct Scope 1 GHG Emissions by Country				
Bangladesh (tCO ₂ e)	21,658	14,019	305-1	
Barbados (tCO ₂ e)	33	6	305-1	
Canada (tCO ₂ e) ⁹	Not available	Not available	305-1	
Dominican Republic (tCO ₂ e)	17,387	11,378	305-1	
Honduras (tCO ₂ e)	75,620	61,236	305-1	
Mexico (tCO ₂ e)	Closed	Closed	305-1	
Nicaragua (tCO ₂ e)	3,268	2,330	305-1	
United States (tCO ₂ e)	2,873	2,106	305-1	
Direct Scope 1 GHG Emissions by Source				
Direct emissions – stationary combustion (tCO ₂ e)	109,330	81,491	305-1	
Fugitive emissions (tCO ₂ e)	7,997	6,022	305-1	
Direct emissions – mobile combustion (tCO ₂ e)	3,511	3,563	305-1	
Energy Indirect (Scope 2) GHG Emissions				
Gross indirect (Scope 2) GHG emissions (tCO ₂ e) market-based method	550,406 ✓	535,863	305-2	2.3.2
Gross indirect (Scope 2) GHG emissions (tCO ₂ e) location-based method	360,222 ✓	365,052	305-2	2.3.2
Gases included in above calculation (CO ₂ , CH ₄ , N ₂ O, HFC, PFCs, SF ₆ , NF ₃ or all)	CO ₂ , CH ₄ , N ₂ O		305-2	2.3.2
Base year	2018		305-2	2.3.2
Consolidation approach for emissions	Operational control		305-2	2.3.2
Source of emission factors and GWP rates used	International Energy Agency (IEA), 2022; U.S. Residual Mix (Green-e Energy Emissions Rates, 2022; Private Contractor, 2022; IPCC Assessment Report 5 (AR-5) 100-year GWP, 2013		305-2	2.3.2
Standards, methodologies, assumptions, and/or calculation tools used	See Basis of Reporting		305-2	2.3.2
Scope 2 Emissions by Facility / Business (Market-Based Method)				
Distribution centre (tCO ₂ e)	8,428	9,779	305-2	
Hosiery (tCO ₂ e)	49,540	47,080	305-2	
Textile (tCO ₂ e)	217,275	202,101	305-2	

⁹ Our manufacturing operations in Canada ceased in 2020. We currently do not track GHG emissions for our offices and distribution centre in Canada.

METRIC	2022	2021	GRI	DJSI
Yarn (tCO ₂ e)	217,607	234,835	305-2	
Sewing (tCO ₂ e)	15,194	15,408	305-2	
Garment dyeing (tCO ₂ e)	16,375	7,098	305-2	
Integrated manufacturing (textiles and sewing) (tCO ₂ e)	5,770	4,031	305-2	
Other (tCO ₂ e)	20,218	15,533	305-2	
Scope 2 Emissions by Country (Market-Based Method)				
Bangladesh (tCO ₂ e)	7,156	5,031	305-2	
Barbados (tCO ₂ e)	727	673	305-2	
Canada (tCO ₂ e) ¹⁰	Not available	Not available	305-2	
China (tCO ₂ e)	19	0	305-2	
Dominican Republic (tCO ₂ e)	27,389	29,614	305-2	
Honduras (tCO ₂ e)	288,351	255,056	305-2	
Mexico (tCO ₂ e)	0	Operations ceased in 2020	305-2	
Nicaragua (tCO ₂ e)	5,124	5,713	305-2	
United States (tCO ₂ e)	221,641	239,776	305-2	
Other Indirect (Scope 3) GHG Emissions¹¹				
Scope 3 emissions (tCO ₂ e)	3,001,554 ✓	Not available	305-3	2.3.6
1. Purchased goods and services	2,295,500	Not available	305-3	2.3.6
2. Capital goods	53,070	Not available	305-3	2.3.6
3. Fuel and energy-related activities	199,171	Not available	305-3	2.3.6
4. Upstream transportation and distribution	218,565	Not available	305-3	2.3.6
5. Waste generated in operations	11,760	Not available	305-3	2.3.6
6. Business travel	1,165	Not available	305-3	2.3.6
7. Employee commuting	93,902	Not available	305-3	2.3.6
8. Upstream leased assets	Not available	Not available	305-3	2.3.6
9. Downstream transportation and distribution	28,841	Not available	305-3	2.3.6
10. Processing of sold products	Not available	Not available	305-3	2.3.6
11. Use of sold products	Not available	Not available	305-3	2.3.6

¹⁰ Our manufacturing operations in Canada ceased in 2020. We currently do not track GHG emissions for our offices and distribution centre in Canada.

¹¹ As of 2022, we updated our calculation methodology and our scope of reporting to include nine Scope 3 categories (compared to four in previous years) to provide a more complete overview of our Scope 3 emissions. Our base year values (2019) have also been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology and improvement in activity data or emission factors). Our 2021 values were not updated to reflect those changes and are therefore no longer comparable, which is why they were not included in this table. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

METRIC	2022	2021	GRI	DJSI
12. End of life of sold products	99,579	Not available	305-3	2.3.6
13. Downstream leased assets	Not available	Not available	305-3	2.3.6
14. Franchises	Not available	Not available	305-3	2.3.6
15. Investments	Not available	Not available	305-3	2.3.6
Base year	2019		305-3	2.3.6
Gases included in above calculation (CO ₂ , CH ₄ , N ₂ O, HFC, PFCs, SF ₆ , NF ₃ or all)	CO ₂ , CH ₄ , N ₂ O		305-3	2.3.6
Source of emission factors and GWP rates used	See Basis of Reporting		305-3	
Standards, methodologies, assumptions, and/or calculation tools used	See Basis of Reporting		305-3	
GHG Emissions Intensity (Scope 1 + 2 (market-based))¹²				
GHG emissions intensity ratio for the organization (tCO ₂ e / kg total production) ¹³	0.00229	0.00245	305-4	
Organization-specific metric: total production (kg)	292,777,926	256,032,049	305-4	
GHG emissions included in intensity ratio	Direct Scope 1 and indirect energy Scope 2 (market-based)		305-4	
Gases included in above calculation (CO ₂ , CH ₄ , N ₂ O, HFC, PFCs, SF ₆ , NF ₃ or all)	CO ₂ , CH ₄ , N ₂ O, HFC		305-4	
Reduction of GHG Emissions				
GHG emission reduction from 2018 to 2022 (tCO ₂ e) ¹⁴	-82,112	-126,417	305-5	
Base year	2018		305-5	
Gases included in above calculation (CO ₂ , CH ₄ , N ₂ O, HFC, PFCs, SF ₆ , NF ₃ or all)	CO ₂ , CH ₄ , N ₂ O, HFC		305-5	
Scope in which reductions took place	Direct Scope 1 and indirect energy Scope 2 (market-based)		305-5	
Standards, methodologies, assumptions, and/or calculation tools used	GHG Protocol (2019)		305-5	
Emission of Ozone-depleting Substances (ODS)				
Production, imports, and exports of ODS in tonnes of CFC-11 (trichlorofluoromethane) equivalent (t)	7,997	6,022	305-6	
Substances included in the calculation	HFCs		305-6	
Source of the emission factors used	IPCC Assessment Report 5 (AR-5) 100-year GWP, 2013		305-6	

¹² Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

¹³ Calculated using the market-based approach for Scope 2 GHG emissions.

¹⁴ Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

METRIC	2022	2021	GRI	DJSI
Standards, methodologies, assumptions, and/or calculation tools used	GHG Protocol: A Corporate Accounting and Reporting Standard (Revised edition), GHG Protocol Scope 2 Guidance		305-6	
Air Emissions				
Nitrogen oxide (NO _x) (t)	349	212	305-7	
Sulphur dioxide (SO ₂) (t)	416	338	305-7	
Persistent organic pollutants (t)	Not available	Not available	305-7	
Volatile organic compounds (VOCs) (t)	Not available	Not available	305-7	
Particulate matter (PM) (t)	Not available	Not available	305-7	
Total inorganic air emissions (t)	765	550	305-7	
Source of the emission factors used	AP-42: Compilation of Air Emission Factors (EPA)		305-7	
Standards, methodologies, assumptions, and/or calculation tools used	Air emissions are calculated using fuel consumption data from stationary and mobile direct sources and relevant emission factors based on AP-42: Compilation of Air Emission Factors (EPA).		305-7	
ENERGY¹⁵				
Energy Consumption				
Total fuel consumption within the organization from non-renewable sources (GJ)	1,773,590	1,314,340	302-1	2.3.3
Non-renewable energy purchased (GJ)	4,050,621	3,915,360	302-1	2.3.3
Total fuel consumption within the organization from renewable and low-carbon sources (GJ) ¹⁶	2,707,036	2,625,874	302-1	2.3.3
Renewable energy purchased (GJ) ¹⁷	17,000	18,304	302-1	2.3.3
Total energy consumed within the organization (GJ)	8,548,246	7,873,877	302-1	2.3.3
Percentage of renewable energy purchased (%)	0.2%	0.23%	302-1	2.3.3
Percentage of renewable and low-carbon energy consumed (%) ¹⁸	32%	34%	302-1	2.3.3

¹⁵ Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

¹⁶ Generated energy from biomass.

¹⁷ Solar energy purchases at our facilities in San Miguel and San Antonio, Honduras. We previously reported our purchased solar energy under "Renewable energy generated by solar" and "Renewable energy purchased", as a way to specify that our purchased renewable energy was from solar. Hence, it was never accounted twice in our total energy consumption. We updated our methodology this year and we will only report our solar energy consumption under "Renewable energy purchased" from now on.

¹⁸ Includes solar energy purchased and generated energy from biomass.

METRIC	2022	2021	GRI	DJSI
Energy consumption outside of the organization (GJ)	Not available	Not available	302-1	
Total electricity consumption (GJ)	4,067,621	3,933,663	302-1	2.3.3
Total heating consumption (GJ)	Not applicable	Not applicable	302-1	2.3.3
Total cooling consumption (GJ)	Not applicable	Not applicable	302-1	2.3.3
Total steam consumption (GJ)	2,707,035	2,625,874	302-1	2.3.3
Total electricity sold (GJ)	Not available	Not available	302-1	2.3.3
Total heating sold (GJ)	Not available	Not available	302-1	2.3.3
Total cooling sold	Not available	Not available	302-1	2.3.3
Total steam sold	Not available	Not available	302-1	2.3.3
Total cost of energy consumed (\$M)	146	102	302-1	2.3.3
Source of conversion factors used	Gildan's environmental database		302-1	2.3.3
Standards, methodologies, assumptions, and/or calculation tools used	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.)		302-1	2.3.3
Energy Consumption by Country				
Bangladesh (GJ)	448,322	309,852	302-1	
Barbados (GJ)	4,760	3,910	302-1	
Canada (GJ) ¹⁹	110	Not available	302-1	
China (GJ)	Not available	Not available	302-1	
Dominican Republic (GJ) ²⁰	1,047,879	975,459	302-1	
Honduras (GJ)	4,178,747	3,743,762	302-1	
Mexico (GJ)	0	Operations ceased in 2020	302-1	
Nicaragua (GJ)	105,040	86,141	302-1	
United States (GJ)	2,763,388	2,754,753	302-1	
Energy Consumption by Source				
Electricity (GJ)	4,067,621	3,933,663	302-1	
Propane (GJ)	223,682	153,177	302-1	
Fuel oil (bunker) (GJ)	755,586	622,007	302-1	
Diesel (GJ)	134,655	67,187	302-1	
Natural gas (GJ)	657,898	469,674	302-1	
Biomass (GJ)	2,707,036	2,625,874	302-1	
LNG (GJ)	0	0	302-1	
CNG (GJ)	1,769	2,295	302-1	

¹⁹ Our manufacturing operations in Canada ceased in 2020. We currently do not track energy consumption for our offices and distribution centre in Canada.

²⁰ In 2022, a new sewing facility started operating in Dominican Republic.

METRIC	2022	2021	GRI	DJSI
Energy Consumption by Process				
Distribution centre (GJ)	94,155	105,161	302-1	
Hosiery manufacturing (GJ)	398,135	338,831	302-1	
Textile manufacturing (GJ)	4,377,445	3,996,826	302-1	
Integrated manufacturing (textiles and sewing) (GJ)	433,745	299,525	302-1	
Yarn spinning (GJ)	2,685,859	2,667,951	302-1	
Sewing operations (GJ)	238,827	212,247	302-1	
Garment dyeing (GJ)	221,599	173,349	302-1	
Other (GJ)	98,481	79,987	302-1	
Energy Intensity²¹				
Absolute total energy (GJ)	8,548,246	7,873,878	302-3	
Absolute direct energy (GJ)	4,480,626	3,940,214	302-3	
Absolute indirect energy (GJ)	4,067,621	3,933,663	302-3	
Organization specific metric (denominator) chosen to calculate the energy intensity ratio	Total production from textiles and hosiery factories (kg)			
Total energy intensity (GJ/kg)	0.0292	0.0308	302-3	
Types of energy included in the energy intensity ratio	Diesel, bunker fuel, natural gas, propane, CNG, biomass, electricity			
Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organization		302-3	
Percentage intensity variation (compared to a 2018 base year) (%)	-17	-12	302-3	
Energy Intensity by Country				
Bangladesh (GJ/kg)	0.0015	0.0012	302-3	
Barbados (GJ/kg)	0	0	302-3	
Canada (GJ/kg) ²²	Not available	Not available	302-3	
China (GJ/kg)	0	Not available	302-3	
Dominican Republic (GJ/kg)	0.0036	0.0038	302-3	
Honduras (GJ/kg)	0.0143	0.0146	302-3	
Mexico (GJ/kg)	0	Operations ceased in 2020	302-3	
Nicaragua (GJ/kg)	0.0004	0.0003	302-3	
United States (GJ/kg)	0.0094	0.0108	302-3	

²¹ Where relevant, energy intensity was adjusted to reflect the adjustments made to 2021 energy values.

²² Our manufacturing operations in Canada ceased in 2020. We currently do not track energy consumption for our offices and distribution centre in Canada.

METRIC	2022	2021	GRI	DJSI
Energy Intensity by Source				
Electricity (GJ/kg)	0.0139	0.0154	302-3	
Propane (GJ/kg)	0.0008	0.0006	302-3	
Fuel oil (bunker) (GJ/kg)	0.0026	0.0024	302-3	
Diesel (GJ/kg)	0.0005	0.0003	302-3	
Natural gas (GJ/kg)	0.0023	0.0018	302-3	
Biomass (GJ/kg)	0.0093	0.0103	302-3	
LNG (GJ/kg)	0	0	302-3	
CNG (GJ/kg)	0	0	302-3	
Energy Intensity by Process				
Distribution centre (GJ/kg)	0.0003	0.0004	302-3	
Hosiery manufacturing (GJ/kg)	0.0014	0.0013	302-3	
Textile manufacturing (GJ/kg)	0.0150	0.0156	302-3	
Integrated manufacturing (textiles and sewing) (GJ/kg)	0.0015	0.0012	302-3	
Yarn spinning (GJ/kg)	0.0092	0.0104	302-3	
Sewing operations (GJ/kg)	0.0008	0.0008	302-3	
Garment dyeing (GJ/kg)	0.0008	0.0007	302-3	
Other (GJ/kg)	0.0003	0.0003	302-3	
Reduction of Energy Consumption				
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	-8%	-15%	302-4	
Basis for calculating reductions in energy consumption, such as base year, including the rationale for choosing it	2018 base year Alignment with GHG emission reduction baseline and goals.		302-4	
Standards, methodologies, assumptions, and/or calculation tools used	Difference in absolute energy consumption year-over-year		302-4	

METRIC	2022	2021	GRI	DJSI
WATER				
Water Discharge				
Total water discharge (ML)	18,772	16,441	303-4	2.3.4
Wastewater – off-site treatment (ML) ²³	944	1,027	303-4	2.3.4
Wastewater – on-site treatment (ML)	17,827	15,414	303-4	2.3.4
Water discharge by location				
Surface water	17,827	15,414	303-4	
Groundwater	0	0	303-4	
Seawater	0	0	303-4	
Third-party water (total) ²³	944	1,027	303-4	
Third-party water sent for use to other organizations	0	0	303-4	
Gildan-operated facilities in compliance with wastewater discharge permits and/or contractual obligations (%) ²⁴	100	100		
Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (FEM) assessment (%)	50	50		
Zero Discharge Hazardous Chemicals ("ZDHC") related to Wastewater Reporting				
Facilities reporting on ZDHC wastewater effluent (%) ²⁵	100	86		
Water Withdrawal by Source²⁶				
Total water withdrawal (ML)	19,835	17,765		
Total water withdrawal from all areas with water stress (m ³)	0	0		
Surface water (ML)				
Freshwater (ML)	0	0	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4
Groundwater (ML) (fresh groundwater)				
Freshwater (ML)	18,892	16,838	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4
Seawater (ML)				
Freshwater (ML)	0	0	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4

²³ Our 2021 value has been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

²⁴ In very limited cases, we use third-party contractors to manufacture products outside of our core product offering. Our outsourced product represents less than 10% of our annual revenue. Hence, we do not currently audit our Tier 1 and Tier 2 facilities for compliance with wastewater discharge permits and/or contractual agreements. However, 100% of Gildan-operated facilities are assessed for wastewater compliance, which is what has been reported here.

²⁵ Metric applies to Gildan-operated textile facilities located in Bangladesh, Dominican Republic, and Honduras.

²⁶ Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

METRIC	2022	2021	GRI	DJSI
Produced water (ML)	0	0	303-3	2.3.4
Freshwater (ML)	0	0	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4
Third-party water (ML)	943	927	303-3	2.3.4
Freshwater (ML)	943	927	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4
Water Intensity²⁷				
Total water withdrawal (m ³)	19,834,845	17,765,395		
Water intensity (m ³ / kg) ²⁸	0.06775 ✓	0.06939		
Base year	2018			
Reduction in water intensity from 2018 base year (%) (2018 base year represents 0.08302 m ³ /kg ✓)	-18.4	-16.4		
Standards, methodologies, assumptions, and/or calculation tools used	The total water withdrawal (m ³) divided into the total production from textiles and hosiery factories (kg)			
Water consumption²⁹				
Total water consumption from all areas (ML)	1,063	1,324	303-5	2.3.4
Total water consumption from areas with water stress (ML) ³⁰	0	0	303-5	
Change in water storage, if water storage has been identified as having a significant water-related impact (ML)	Not available	Not available		
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modelled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors	See Basis of Reporting			
WASTE³¹				
Manufacturing waste sent to landfill (MT)	2,415 ✓	2,694		
Reduction from base year (2021) (%)	-10.4	-		
Share of total waste sent to landfill (%)	9.7	12.5	306-5	
Annual total waste intensity (kg per kg production)	0.2733	0.2686	306-4	
Base year	2021			
Standards, methodologies, assumptions, and/or calculation tools used	See Basis of Reporting			

²⁷ The numerator is the total volume of water withdrawn (m³). The organization-specific metric (denominator) is net production (kg) at our textiles and hosiery factories after the dyeing process (the most water intensive process).

²⁸ The numerator is the total volume of water withdrawn (m³). The organization-specific metric (denominator) is net production (kg) at our textiles and hosiery factories after the dyeing process (the most water intensive process).

²⁹ Water consumption data were updated to reflect important improvements in calculation methodology.

³⁰ Water risk assessment included operations involving wet processes (i.e., textiles, hosiery and garment dyeing).

³¹ Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors). Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

METRIC	2022	2021	GRI	DJSI
Total waste generated (MT)	80,001	68,775	306-3-a	
Category 1: non-hazardous (MT)	79,240	68,081	306-3-a	
Category 2: hazardous (MT)	761	695	306-3-a	
Manufacturing waste generated (MT)	77,328	65,500	306-3-a	
Category 3: Manufacturing waste – non-hazardous (MT)	76,589	64,840	306-3-a	
Category 4: Manufacturing waste – hazardous (MT)	739	660	306-3-a	
Waste diverted from disposal				
Category 1: non-hazardous (MT)	67,979	57,610	306-4-a	
Category 2: hazardous (MT)	110	44	306-4-a	
Category 3: Manufacturing waste – non-hazardous (MT)	65,963	54,883	306-4-a	
Category 4: Manufacturing waste – hazardous (MT)	109	34	306-4-a	
Waste directed to disposal				
Category 1: non-hazardous (MT)	11,261	10,470	306-5-a	
Category 2: hazardous (MT)	651	651	306-5-a	
Category 3: Manufacturing waste – non-hazardous (MT)	10,626	9,956	306-5-a	
Category 4: Manufacturing waste – hazardous (MT)	630	626	306-5-a	
Waste Diverted from Disposal by Recovery Option				
Total hazardous waste – onsite (MT)	0	0	306-4-d	
Preparation for reuse (MT)	0	0	306-4-d	
Recycling (MT)	0	0	306-4-d	
Other recovery operations	0	0	306-4-d	
Total hazardous waste – offsite (MT)	110	44	306-4-d	
Preparation for reuse (MT)	0	0	306-4-d	
Recycling (MT)	110	44	306-4-d	
Other recovery operation (MT)	0	0	306-4-d	
Total non-hazardous waste – onsite (MT)	0	0	306-4-d	
Preparation for reuse (MT)	0	0	306-4-d	
Recycling (MT)	0	0	306-4-d	
Other recovery operations (MT)	0	0	306-4-d	
Total non-hazardous waste – offsite (MT)	67,979	57,610	306-4-d	
Preparation for reuse (MT)	0	0	306-4-d	
Recycling (MT)	67,979	57,610	306-4-d	
Other recovery operations (MT)	0	0	306-4-d	

METRIC	2022	2021	GRI	DJSI
Waste Directed to Disposal by Disposal Operation				
Total hazardous waste – onsite (MT)	0	0	306-5-d	
Incineration (with energy recovery) (MT)	0	0	306-5-d	
Incineration (without energy recovery) (MT)	0	0	306-5-d	
Landfilling (MT)	0	0	306-5-d	
Other disposal options (MT)	0	0	306-5-d	
Total hazardous waste – offsite (MT)	651	651	306-5-d	
Incineration (with energy recovery) (MT)	0	7	306-5-d	
Incineration (without energy recovery) (MT)	651	364	306-5-d	
Landfilling (MT)	0.12	20	306-5-d	
Other disposal options (MT)	0	260	306-5-d	
Total non-hazardous waste – onsite (MT)	3,531	1,436	306-5-d	
Incineration (with energy recovery) (MT)	3,531	1,436	306-5-d	
Incineration (without energy recovery) (MT)	0	0	306-5-d	
Landfilling (MT)	0	0	306-5-d	
Other disposal options (MT)	0	0	306-5-d	
Total non-hazardous waste – offsite (MT). Includes waste from manufacturing processes, domestic waste and waste from distribution centres and offices	7,730	9,034	306-5-d	
Incineration (with energy recovery) (MT)	0	0	306-5-d	
Incineration (without energy recovery) (MT)	2.5	138	306-5-d	
Landfilling (MT)	7,728	8,594	306-5-d	
Other disposal options (MT)	0	302	306-5-d	
BIODIVERSITY				
IUCN Red List Species and National Conservation List species with Habitats in Areas Affected by Operations				
Threatened species identified during Biotop assessments				
Honduras (#)	0	0	304-4	
Dominican Republic (#)	0	0	304-4	
Bird species of least concern reported				
Honduras (#)	37	35	304-4	
Dominican Republic (#)	58	15	304-4	
Sites used for operational activities (#)	2 ³²	2		
Biodiversity impact assessments conducted at operational sites (#)	2	2		
Sites assessed in proximity to critical biodiversity (#)	0	0		
Sites assessed that have a biodiversity management plan (#)	0	0		

³² Size of Biotop: Dortex (230 Ha), Rio Nance (140 Ha).

METRIC	2022	2021	GRI	DJSI
COMPLIANCE				
Environmental violations of legal obligations/regulations (#)	0	0	307-1	2.2.4
Fines/penalties related to the above (\$M)	0	0	307-1	2.2.4
Environmental liability accrued at end of year (\$M)	0	0	307-1	2.2.4
MATERIALS				
Plastic packaging (MT)	872,541	867,313	301-1	2.8.3
Wood/paper fibre packaging (MT)	173,907	132,848	301-1	2.8.2
Recycled plastic (MT)	146	Not available	301-1	2.8.3
Recycled certified wood/paper fibre packaging (MT)	9,905	438	301-1	2.8.2
Recycled and/or certified materials (% of total wood/paper fibre)	5.7%	0.33%	301-1	2.8.2
Raw materials with third-party certification (% of total weight)				
Recycled or alternative fibres and/or yarns sourced (%)	1.6 ✓	Not available ³³		
Sustainable cotton sourced (%)	21.7 ✓	7.3		
REPREVE (%)	<1	<1		

³³ Our definition for alternatives fibres and/or yarns was changed in 2022. Our 2021 value is no longer comparable and was not included in this table.

SOCIAL

METRIC	2022	2021	GRI	DJSI
LOCAL SUPPLIERS				
Suppliers per Country				
Total Suppliers by Country (#)	2,858	2,738		
Bangladesh (#)	264	392		
Canada (#)	251	222		
Dominican Republic (#)	530	317		
Honduras (#)	693	555		
Nicaragua (#)	360	274		
United States (#)	760	978		
Local Suppliers				
Local suppliers (global total) (\$M)	1,322	850		
HEALTH AND SAFETY				
Medical Benefits				
Medical consultations at on-site clinics globally (#) ³⁴	277,806	211,944		
Vaccines administered (#)	23,633	55,074		
Cost of medicine, vitamins, and vaccines globally (\$M)	2.3	1.3		
Doctors on staff worldwide (#)	74	61	403-6	
Nurses on staff worldwide (#)	105	74	403-6	
Safety				
Employees globally represented by formal health and safety committees (%) ³⁵	99	98	403-4	3.8.4 3.8.5 3.8.6
Training hours conducted on occupational health and safety (OHS) policies and procedures (#)	142,612	316,896 ³⁶	403-5	
Health and safety audits performed by Gildan (#)	14	15		
Work-related fatalities (employees)	0	0	403-9	
Work-related fatalities (contractors)	0	0	403-9	
Work-related injury rate for employees (based on 200,00 hours)	0.24	0.27	403-9	
Severity rate for employees (based on 200,00 hours) (SEV)	3.00 ✓	3.79		
Lost-time injury frequency rate (LTIFR) for employees (cases per 200,000 hours worked)	0.11 ✓	0.10	403-9	
LTIFR for contractors - Haiti operations only (cases per 200,000 hours worked)	0.06 ✓	0.08	403-9	

³⁴ Medical consultations are free, thus increasing access to medical care for workers at our manufacturing facilities in Bangladesh, Dominican Republic, Honduras and Nicaragua.

³⁵ Previous ESG Reports mention "Employees globally represented by a local health and safety committee" and "Percentage of Gildan employees represented by formal OHS committees". This language has been consolidated for this report.

³⁶ This value has been updated to reflect enhancements to reporting methodology. Additionally, in 2021 and 2020 training was higher due to enhanced focus on safety related to COVID-19 and training related to ISO 45001 at select Gildan-operated facilities.

METRIC	2022	2021	GRI	DJSI
Data coverage for LTIFR – employees (%)	100	100	403-9	
Data coverage for LTIFR - contractors (%) ³⁷	7.3	6.8	403-9	
Workers Covered by OHS				
Facilities with a formal joint management worker health and safety committee (%)	90	88	403-4	
Health Program Participation				
Facilities with shoulder health program (#)	2	4	403-8	
Employees participating in the shoulder health program (#)	240	0 ³⁸	403-8	
Bangladesh				
Health campaigns coverage (%)	96	Not available	403-8	
Awareness program coverage (%)	96	95	403-8	
Contractor safety training program coverage (%)	100	100	403-8	
Honduras				
Sewing employees participating in the leadership safety program (#)	26	Not available	403-8	
Management employees participating in the safety insights program (#)	9 ³⁹	28	403-8	
Nicaragua				
Management employees participating in the Seven Insights into Safety Leadership program (#)	49	42	403-8	
United States				
Safety awareness program (#)	2,100	1,250	403-8	
Wellness programs				
– Flu shots, vaccine clinics	191	-	403-8	
– Mammograms	56	-		
– Wellness exams	224	-		
– Blood drives	66 ⁴⁰	1,250		

³⁷ Data coverage only related to five dedicated third-party sewing contractors in Haiti.

³⁸ Due to government mandated restrictions related to COVID-19, employees were unable to participate in the school for shoulder health program in 2021.

³⁹ Nine employees in 2022 reflect those from the 2021 cohort who were unable to complete the training.

⁴⁰ The decrease between 2021 and 2022 was primarily due to lower participation during the COVID-19 pandemic and that only COVID-vaccinated employees were eligible to give blood donations through the Red Cross.

METRIC	2022	2021	GRI	DJSI
SOCIAL COMPLIANCE				
Social Compliance Audits				
Potential third-party contractor facilities (#)	13	10		1.6.4
Potential third-party contractor facilities unable to demonstrate adequate levels of compliance with our policies, programs, and/or standards (%)	54	40		
Actively producing third-party contractor facilities audited at least once during the year (%)	73	58		1.6.4
Non-compliance related to third-party contractor facilities (#)	422	276		
Third party contractor non-compliance incidents classified as major in severity (#)	24	22		
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits (%)	6 ⁴¹	8 ⁴²		
Audits at Gildan-operated and third-party contractor facilities (#) ⁴³	103	108		
Audits conducted by internal or third-party auditors on our behalf for Gildan-operated and third-party facilities (#)	76	63		
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 (#)	27	45		
Completion of scheduled internal social compliance audits (%)	90	88		
New Suppliers Screened Using Social Criteria⁴⁴				
New suppliers screened (%)	100	100		1.6.4
Gildan-operated Screened Using Social Criteria				
Total non-compliances (#)	175	102		
Environment, health, and safety (#)	112	96		
Record keeping (#)	12	2		
Grievance system (#)	5	1		
Hours of work (#)	15	1		
Women's rights policies (#)	0	1		
Freedom of association (#)	0	1		
Other (#) ⁴⁵	31	Not available		

⁴¹ 24 major non-compliances in contractor facilities.

⁴² 22 major non-compliances and one zero-tolerance in contractor facilities.

⁴³ Social compliance audits conducted in Asia, Central America, the Caribbean, and North America.

⁴⁴ Number of third-party suppliers/contractors represented in this metric includes 1 located in Haiti, 5 in Nicaragua, 2 in India, 3 in Vietnam, 1 in Guatemala, 1 in Turkey.

⁴⁵ "Other" includes discipline (4), forced labour (2), company policies (10), compensation and benefits (1), legal (3), medical care (9), and non-discrimination (2).

METRIC	2022	2021	GRI	DJSI
Third-party Contractors				
Total non-compliances (#)	422	276		
Environment, health, and safety (#)	267	192		
Record keeping (#)	22	10		
Grievance system (#)	9	8		
Hours of work (#)	33	28		
Mandatory legal documentation (#)	18	12		
Compensation and benefits (#)	20	9		
Codes and policies (#)	13	11		
Dormitories (#)	4	1		
Discipline (#)	5	2		
Discrimination (#)	1	2		
Subcontracting (#)	0	1		
Other (#) ⁴⁶	30	Not available		
Non-compliance Incidents (minor and moderate)				
Gildan-operated facilities (%)	93	99		
Third-party contractor facilities (%)	94	92		
Collective Bargaining Agreements⁴⁷				
Employees (%)	46	46	2-30	3.2.6
WORKFORCE BENEFITS				
In-Kind Benefits for Employees⁴⁸				
Meals (\$M)	7.9 ⁴⁹	6.5		
Daily subsidized meals (# of employees)	40,740	37,766		
Transportation (\$M)	7.6 ⁵⁰	6.4		
Daily free transportation provided (# of employees)	21,714	22,791		

⁴⁶ "Other" includes medical care (25), no harassment & abuse (2), freedom of movement (2), and freedom of association (1).

⁴⁷ CBA coverage in Honduras and Nicaragua only.

⁴⁸ In-kind benefits are only recorded for manufacturing facilities.

⁴⁹ Applicable to employees in Bangladesh, China, Dominican Republic, Honduras, Nicaragua and the U.S.

⁵⁰ Applicable to employees in Bangladesh, China, Dominican Republic, Honduras, Nicaragua and the U.S.

METRIC	2022	2021	GRI	DJSI
Investment in Worker Training				
Hours (#M)	2.01	1.96		
Average spent per full-time employee (FTE) on training and development (\$)	35	20		3.51
Average hours per FTE of training and development (#)	40	41	404-1	3.51
Technological upskilling for manufacturing employees (# Hours)	155,677	191,524	404-2	
Human Rights Worker Training				
Code of Conduct (# Hours / % Employees)	32,321/63	40,002/84	2-24	
Code of Ethics (# Hours / % Employees)	34,984/68	34,208/72	2-24	
Grievance mechanisms (# Hours / % Employees)	31,258/61	25,689/54	2-24	
Human development (# Hours / % Employees)	43,512/30	25,840/54	2-24	
Security personnel trained in human rights policies and procedures (#) ⁵¹	763	Not available		
Financial Benefits				
Employees affiliated with financial cooperatives (#)	2,270 ⁵²	10,833		
Loans granted through cooperates (\$M)	2.3	5.9		
Total salaries, wages, and short-term benefits (\$M)	631.6	501.0		
DIVERSITY				
Workforce Diversity				
Total Workforce (% male / % female)	55/45	55/45	405-1	3.2.2
Managers (#)	666	623	405-1	
Management positions -junior + middle + senior (% male / % female)	61 / 39	61 / 39	405-1	3.2.2
Local managers (%)	83	85	405-1	
Revenue-generating management positions (e.g., sales) (% male / % female)	68 / 32	67 / 33	405-1	3.2.2
STEM-related positions (% male / % female) ⁵³	80 / 20	80 / 20	405-1	3.2.2
Engineering workforce (% male / % female)	84 / 16	77 / 23	405-1	3.2.2
Information technology (IT) workforce (% male / % female)	76 / 24	Not available	405-1	3.2.2
Top Management Positions (max. two levels away from CEO) (% male / % female) ⁵⁴	77 / 23	77 / 23	405-1	3.2.2

⁵¹ Security personnel received Code of Conduct training in 2022 in the following countries: 86 in Bangladesh (including Code of Ethics and CTPAT (Customs Trade Partnership Against Terrorism) training), 125 in the Dominican Republic, 111 in Honduras (including Code of Ethics training) and 441 in Nicaragua.

⁵² Represents Caribbean employees only. Due to changes in regulations in Honduras, financial cooperatives are offered through a third party separate to Gildan.

⁵³ STEM: Science, technology, engineering and mathematics. STEM workers use their knowledge of science, technology, engineering, or mathematics in their daily responsibilities and include (but are not limited to): computer programmers, web developers, statisticians, logisticians, engineers, physicists, and scientists. 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.

⁵⁴ This metric does not represent the collective group representing director-level and above which is represented in under the ESG Next Generation Strategy: Target KPIs on p. 64 (as defined in the 2022 Basis of Reporting).

METRIC	2022	2021	GRI	DJSI
Top-level Female Management Positions (max. two levels away from CEO)				
Under 30 (#)	0	0	405-1	
30 – 50 (#)	22	21	405-1	
Over 50 (#)	35	26	405-1	
Junior / First-level Management Positions (# females)				
Under 30 (#)	13	8	405-1	3.2.2
30 – 50 (#)	425	414	405-1	3.2.2
Over 50 (#)	171	154	405-1	3.2.2
WORKFORCE METRICS				
Global Workforce (number of employees: 50,322)				
Under 30 (%)	53	60	2-7	3.2.4
30 – 50 (%)	44	37	2-7	3.2.4
Over 50 (%)	4	3	2-7	3.2.4
Asia (%)	11	11		3.2.4
Under 30 (%)	5	7		3.2.4
30 – 50 (%)	6	4		3.2.4
Over 50 (%)	0.2	0.1		3.2.4
Caribbean (%)	10	9		3.2.4
Under 30 (%)	5	5		3.2.4
30 – 50 (%)	4	4		3.2.4
Over 50 (%)	0.4	0.3		3.2.4
Central America (%)	72.5	74.6		3.2.4
Under 30 (%)	42	47		3.2.4
30 – 50 (%)	30	27		3.2.4
Over 50 (%)	1	0.6		3.2.4
North America (%)	6	5		3.2.4
Under 30 (%)	1	1		3.2.4
30 – 50 (%)	3	2		3.2.4
Over 50 (%)	2	2		3.2.4

METRIC	2022	2021	GRI	DJSI
GENDER REPRESENTATION: GLOBAL WORKFORCE				
Permanent Employees All Regions (% male / % female)	56 / 44	55 / 45	2-7	
Asia (% male / % female)	6 / 5	6 / 5	2-7	
Caribbean (% male / % female)	5 / 4	5 / 4	2-7	
Central America (% male / % female)	40 / 32	42 / 33	2-7	
North America (% male / % female)	4 / 2	3 / 3	2-7	
Temporary Employees All Regions (% male / % female)	45 / 55	60 / 40	2-7	
Asia (% male / % female)	1 / 3	0 / 1	2-7	
Caribbean (% male / % female)	5 / 12	0 / 3	2-7	
Central America (% male / % female)	36 / 34	60 / 35	2-7	
North America (% male / % female)	2 / 7	0 / 2	2-7	
United States (only) female employee base (%)	39	45	2-7	
RACE/ETHNICITY DEMOGRAPHICS⁵⁵				
Total U.S. female employees who self-identify as a member of an underrepresented racial or ethnic group (%)	54	54		
Asian (%)	6	2	405-1	3.2.3
Black or African American (%)	29	30	405-1	3.2.3
Hispanic or Latino (%)	16	17	405-1	3.2.3
White (%)	46	50	405-1	3.2.3
Indigenous or Native (%)	0.4	0.5	405-1	3.2.3
Not Specified (%)	2	1	405-1	3.2.3
NEW EMPLOYEE HIRES				
% male / % female	58 / 42	58 / 42	401-1	3.6.1
Total new employees hired (% of workforce)	33	32	401-1	3.6.1
Asia				
Under 30 (% male / % female)	4 / 4	5 / 5	401-1	3.6.1
30 – 50 (% male / % female)	2 / 1	2 / 2	401-1	3.6.1
Over 50 (% male / % female)	0 / 0	0 / 0	401-1	3.6.1
Total (% male / % female)	6 / 5	7 / 7	401-1	3.6.1

⁵⁵ Race/ethnicity breakdown reflects U.S. workforce only.

METRIC	2022	2021	GRI	DJSI
Caribbean				
Under 30 (% male / % female)	5 / 4	4 / 3	401-1	3.61
30 – 50 (% male / % female)	1 / 2	1 / 2	401-1	3.61
Over 50 (% male / % female)	0 / 0	0 / 0	401-1	3.61
Total (% male / % female)	6 / 6	5 / 5	401-1	3.61
Central America				
Under 30 (% male / % female)	32 / 21	34 / 19	401-1	3.61
30 – 50 (% male / % female)	5 / 4	6 / 7	401-1	3.61
Over 50 (% male / % female)	0 / 0	0 / 0	401-1	3.61
Total (% male / % female)	37 / 25	40 / 26	401-1	3.61
North America				
Under 30 (% male / % female)	4 / 2	2 / 2	401-1	3.61
30 – 50 (% male / % female)	3 / 2	2 / 2	401-1	3.61
Over 50 (% male / % female)	1 / 1	1 / 1	401-1	3.61
Total (% male / % female)	8 / 5	5 / 5	401-1	3.61
Open positions filled by internal candidates (%)	20	16	202-2	3.61
PARENTAL LEAVE				
Employees entitled to parental leave (# male / # female)	14,696 / 22,443	Not available	401-3	
Employees who took parental leave (# male / # female)	551 / 1,680	Not available	401-3	
Parental leave: Employee Retention Rate				
Employees who returned to work in reporting period after parental leave (# male / # female)	171 / 312	Not available	401-3	
Employees who returned to work after parental leave and were still employed 12 months after their return (# male / # female) ⁵⁶	166 / 267	Not available	401-3	
Employees who took parental leave who returned after leave (% male / % female) ⁵⁷	100 / 98	Not available	401-3	
FEMALE-TO-MALE AVERAGE MONTHLY SALARY RATIO (GLOBAL)				
Executive level - base salary only (%)	0	Not available	405-2	3.2.5
Executive level - base salary + other cash incentives (%)	0	Not available	405-2	3.2.5
Management level - base salary only (%)	87	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	87	Not available	405-2	3.2.5
Non-management level - base salary only (%)	97	Not available	405-2	3.2.5

⁵⁶ Data metric covers Dominican Republic, Bangladesh, United States, and Canada.

⁵⁷ Data metric covers Dominican Republic, Bangladesh, United States, and Canada.

METRIC	2022	2021	GRI	DJSI
Coverage of full-time employee management (%)	100	Not available	405-2	3.2.5
Coverage of full-time employee non-management (%)	24	Not available	405-2	3.2.5
Female-to-Male Average Monthly Salary Ratio (Bangladesh)				
Management level - base salary only (%)	81	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	79	Not available	405-2	3.2.5
Non-management level - base salary only (%)	61	Not available	405-2	3.2.5
Female-to-Male Average Monthly Salary Ratio (Dominican Republic)				
Management level - base salary only (%)	91	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	91	Not available	405-2	3.2.5
Non-management level - base salary only (%)	134	Not available	405-2	3.2.5
Female-to-Male Average Monthly Salary Ratio (Honduras)				
Management level - base salary only (%)	81	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	80	Not available	405-2	3.2.5
Non-management level - base salary only (%)	119	Not available	405-2	3.2.5
Female-to-Male Average Monthly Salary Ratio (Nicaragua)				
Management level - base salary only (%)	64	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	58	Not available	405-2	3.2.5
Non-management level - base salary only (%)	105	Not available	405-2	3.2.5
Female-to-Male Average Monthly Salary Ratio (United States)				
Management level - base salary only (%)	84	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	81	Not available	405-2	3.2.5
Non-management level - base salary only (%)	88	Not available	405-2	3.2.5
EMPLOYEE TURNOVER⁵⁸				
Voluntary turnover rate (%)	21	18	401-1	3.6.7
Total employee turnover rate (%)	26	26	401-1	3.6.7
Asia				
Under 30 (%)	35	Not available	401-1	3.6.7
30 – 50 (%)	16	Not available	401-1	3.6.7
Over 50 (%)	8	Not available	401-1	3.6.7

⁵⁸ Covers 100% of employees globally.

METRIC	2022	2021	GRI	DJSI
Caribbean				
Under 30 (%)	45	Not available	401-1	3.67
30 – 50 (%)	22	Not available	401-1	3.67
Over 50 (%)	0	Not available	401-1	3.67
Central America				
Under 30 (%)	29	Not available	401-1	3.67
30 – 50 (%)	15	Not available	401-1	3.67
Over 50 (%)	6	Not available	401-1	3.67
North America				
Under 30 (%)	138	Not available	401-1	3.67
30 – 50 (%)	50	Not available	401-1	3.67
Over 50 (%)	26	Not available	401-1	3.67
Junior Management				
Under 30 (% male / % female)	0 / 12	50 / 17	401-1	3.67
30 – 50 (% male / % female)	2 / 3	7 / 7	401-1	3.67
Over 50 (% male / % female)	5 / 3	7 / 9	401-1	3.67
Senior Management				
Under 30 (% male / % female)	0 / 0	0 / 0	401-1	3.67
30 – 50 (% male / % female)	0 / 0	7 / 0	401-1	3.67
Over 50 (% male / % female)	4 / 0	14 / 20	401-1	3.67
CUSTOMER RELATIONSHIP MANAGEMENT				
Customer satisfaction measurement (#)	4.55	4.39		3.92
Confidence level of the survey that was performed to a representative sample of the total customer base (%)	95	95		3.92
COMMUNITY INVESTMENT				
Total cash and in-kind donations (\$M)	11★	2.1		

GOVERNANCE

METRIC	2022	2021	GRI	DJSI
BOARD STATISTICS				
Director Tenure				
Less than 5 years (#)	6	6		1.1.6
6 - 10 years (#)	3	3		1.1.6
More than 10 years (#)	1	1		1.1.6
Tenure (# average)	8.4	7.7		1.1.6
Director Gender Diversity				
Board of Directors (% male / % female)	70 / 30	70 / 30	405-1	1.1.4
Corporate Governance and Social Responsibility Committee (% male / % female)	50 / 50	50 / 50	405-1	1.1.4
Audit and Finance Committee (% male / % female)	83 / 17	67 / 33	405-1	1.1.4
Compensation and Human Resources Committee (% male / % female)	67 / 33	67 / 33	405-1	1.1.4
Executive Officers (% male / % female)	100 / 0	100 / 0	405-1	1.1.4
Director Age Diversity				
Board of Directors				
Under 30 (%)	0	0	405-1	
30 – 50 (%)	0	0	405-1	
Over 50 (%)	100	100	405-1	
Corporate Governance and Social Responsibility Committee				
Under 30 (%)	0	0	405-1	
30 – 50 (%)	0	0	405-1	
Over 50 (%)	100	100	405-1	
Audit and Finance Committee				
Under 30 (%)	0	0	405-1	
30 – 50 (%)	0	0	405-1	
Over 50 (%)	100	100	405-1	
Compensation and Human Resources Committee				
Under 30 (%)	0	0	405-1	
30 – 50 (%)	0	0	405-1	
Over 50 (%)	100	100	405-1	



METRIC	2022	2021	GRI	DJSI
Geographical Location				
Canada (#)	5	6		
United States (#)	4	4		
India (#)	1	0		
Board Structure				
Independent directors (#)	9	9		1.1.1
Board Effectiveness				
Board meeting attendance (% average)	100	100		1.1.5
Minimum of attendance for all members required (%)	75	75		1.1.5
Non-executive/independent directors with less than four mandates (#) ⁵⁹	9	9		1.1.5
Maximum mandates for non-executive/independent directors (#)	3	3		1.1.5
Board Experience				
Independent or non-executive members with industry experience (e.g., excludes executives) (#)	4	8		1.1.7
Ownership				
Shares held by the CEO (shown as a multiple of base salary) (#)	90.7	134		1.1.10
Average share ownership across other executive committee members (shown as a multiple of base salary)	10.4	14.9		1.1.10
Total government ownership (%)	0	4.8		1.1.12
CEO-to-Employee Pay Ratio				
Total annual compensation of the CEO (\$M)	9.7			1.1.15
Mean annual compensation of all employees, excluding the CEO (\$)	12,806			1.1.15
Mean employee compensation and the total annual compensation of the CEO (ratio)	759			1.1.15
ETHICS				
Ethics Statistics				
Calls to ethics and compliance hotline (#)	28	30		
Reported breaches of Anti-corruption Policy and Compliance Program and/or the Code of Ethics Policy (#)	1	1		
Employees dismissed or disciplined for breaches of the Anti-corruption Policy and Compliance Program and/or the Code of Ethics Policy (#)	0	7		
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 (#)	5	3		
Grievances received by suggestion boxes and/or other local means (#) ⁶⁰	3,229	2,686	2-25	
Grievances resolved (#)	3,211	2,631	2-25	
Grievances outstanding (#)	18	55	2-25	

⁵⁹ Count does not include private or not for profit experience.

⁶⁰ In 2021, we reported that 55 grievances were in the process of being closed and, in 2022, 100% of these grievances were resolved. In addition, in 2022, we received 3,229 employee grievances and resolved 3,211. Grievances were primarily related to human resources matters such as cafeteria services and facility maintenance. The remaining 18 grievances are pending to be resolved; some relate to major investments or changes in procedure, and so they require further review and completion time.

METRIC	2022	2021	GRI	DJSI
Anti-corruption				
Confirmed incidents in which employees were dismissed or disciplined for corruption (#)	4	Not available	205-3	
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption (#)	5	Not available	205-3	
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	206-1	
Cybersecurity and Data Privacy				
Cybersecurity complaints received from outside parties and substantiated by the organization (#)	0	0	418-1	1.8.4
Complaints from regulatory bodies (#)	0	0	418-1	1.8.4
Substantiated complaints received concerning breaches of customer privacy and losses of customer data (#)	0	0	418-1	1.8.4
Economic				
Lobbying, interest representation, or similar (\$M)	0.16	0.10		1.5.1
Total contributions and other pending (\$M)	0.32	0.45		
Charitable donations (% of total costs)	32	77		3.7.2

GRI INDEX

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
Statement of use		Gildan Activewear Inc. has reported the information cited in this GRI content index for the period January 1st, 2022, to December 31st, 2022, with reference to the GRI Standards.
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 head office is located in the city of Montreal, Canada. Gildan 2022 ESG Report > About Gildan > p. 7</p> <p>Information about our entities can also be found in our 2022 Annual Report. See Management's Disclosure and Analysis: 2022 Annual Report > Management's Discussion and Analysis > pp. 5-7</p> <p>See also Significant Accounting Policies: 2022 Annual Report > Significant Accounting Policies > p. 68</p>
2-2	Entities included in the organization's sustainability reporting	<p>Information about our entities can also be found in our 2022 Annual Report. See Management's Disclosure and Analysis: 2022 Annual Report > Management's Discussion and Analysis > pp. 5-7</p> <p>See also Significant Accounting Policies: 2022 Annual Report > Significant Accounting Policies > p. 68</p> <p>See also our 2022 ESG Report. See: Gildan 2022 ESG report > About Gildan > p. 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, 2022, to December 31, 2022.</p> <p>This ESG Report reflects the activities that occurred in the 2022 calendar year.</p> <p>Gildan releases its ESG Report annually. The date of publication of the 2022 ESG Report was August 11 2023</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. See Basis of Reporting: Gildan 2022 ESG Report > Basis of Reporting</p>
2-5	External assurance	<p>Information regarding our external assurance process can be found in our 2022 ESG Report. See Third Party Limited Assurance Statement: 2022 ESG Report > Third Party Limited Assurance Statements > pp. 54-58</p> <p>Selected indicators contained in this report are indicated with a  </p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 2: General Disclosures 2021		
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 2022 Annual Report. See Management's Discussion and Analysis: 2022 Annual Report > Management's Discussion and Analysis > Our Business > pp. 5-6</p> <p>Information about sales, marketing, and distribution can be found in our 2022 Annual Report. See Management's Discussion and Analysis: 2022 Annual Report > Management's Discussion and Analysis > Our Business > p. 9</p> <p>Our locations of operation and markets served can be found in our 2022 ESG Report: 2022 ESG Report > About Gildan > p. 7</p> <p>Information about our supply chain including our activities is described in our 2022 Annual Report. See Management's Discussion and Analysis: 2022 Annual Report > Management's Discussion and Analysis > Our Operations > pp. 5-7</p> <p>Environmental management of our supply chain is described in our 2022 ESG report. See Environment: 2022 ESG Report > Environment > Our Approach > p. 13</p> <p>See Economic Development for number of local suppliers and estimated monetary payments. See Economic Development: 2022 ESG Report > Community Engagement > Economic Development > p. 43</p> <p>Any changes to the organization and its supply chain have been updated and are reflected in our 2022 Annual Report. See Management's Discussion and Analysis: 2022 Annual Report > Management's Discussion and Analysis > Our Operations > pp. 6-7</p>
2-7	Employees	<p>Information about employees can be found in our 2022 Annual Report. See Management's Discussion and Analysis: 2022 Annual Report > Management's Discussion and Analysis > p. 9</p> <p>Information regarding employees, including breakdowns by region and gender, can be found in our 2022 ESG Report. See: 2022 ESG Report > About Gildan > p. 7 2022 ESG Report > Employee Well-being > pp. 29-30 2022 ESG Report > ESG Data Table > Social > Workforce > pp. 83-85</p>
2-8	Workers who are not employees	This information as per the GRI is not currently reported.
2-9	Governance structure and composition	<p>Our governance structure is described in our 2022 ESG Report. See Corporate Governance: 2022 ESG Report > Governance > Corporate Governance > p. 45</p> <p>Further information on our governance structure and composition can be found in our 2022 Management Information Circular. See About the Board: 2022 Management Information Circular > Governance > About the Board > pp. 39-53</p> <p>For competencies relevant to the impacts of the organization, see Skills and Development: 2022 Management Information Circular > Skills and Development > pp. 55-56</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 2022 Management Information Circular. See: 2022 Management Information Circular > About the Shareholder Meeting > pp. 16, 22 2022 Management Information Circular > Governance > Recruiting New Directors > p.50</p> <p>Further information regarding Board composition, including Board diversity considerations in Director selection, are described in our 2022 Management Information Circular. See About the Board: 2022 Management Information Circular > Governance > About the Board > pp. 41-46</p> <p>Our Board Diversity Policy can be found on our website. See Board Diversity Policy: Website > Company > Governance Policies > Board Diversity Policy</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 2: General Disclosures 2021		
2-11	Chair of the highest governance body	The Chair of the Board of Directors is independent, as detailed in the 2022 Management Information Circular. See About the Nominated Directors: 2022 Management Information Circular > Election of Directors > About the Nominated Directors > p. 23
2-12	Role of the highest governance body in overseeing the management of impacts	The role of the highest governance body in setting our purpose, values, and strategy is described in our 2022 ESG Report. See: 2022 ESG Report > Corporate Governance > ESG Governance > p. 49 2022 ESG Report > Corporate Governance > Stakeholder Engagement > p. 50 Further information regarding the Corporate Governance and Social Responsibility Committee can be found in our 2022 Management Information Circular. See Corporate Governance and Social Responsibility Committee: 2022 Management Information Circular > Year in Review > Corporate Governance and Social Responsibility Committee > p. 38
2-13	Delegation of responsibility for managing impacts	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 > p. 1 The delegating authority of our ESG governance process is described in our 2022 ESG Report. See Corporate Governance: 2022 ESG Report > Governance > Corporate Governance > p. 45 Executive level responsibilities are described in our 2022 ESG Report. See ESG Governance: 2022 ESG Report > Governance > ESG Governance > p. 49
2-14	Role of the highest governance body in sustainability reporting	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. 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 > p. 3
2-15	Conflicts of interest	Our Corporate Governance Guidelines describe our approach to conflicts of interest. See: Website > Company > Corporate Governance Guidelines > pp. 4-5 Public board memberships of all Directors are disclosed in our 2022 Management Information Circular. See Election of Directors: 2022 Management Information Circular > Election of Directors > pp. 23-32 Our approach on disclosure of conflicts of interest is also detailed in our 2022 Management Information Circular. See Disclosure of Conflicts of Interest and Related Party Transactions: 2022 Management Information Circular > Disclosure of Conflicts of Interest and Related Party Transactions > p. 38
2-16	Communication of critical concerns	Our process for communicating critical concerns is described in our 2022 ESG Report. See Reporting Violations and Grievances: 2022 ESG Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > p. 48 The number and nature of concerns reported can be found in our 2022 ESG Report. See Reporting Violations and Grievances: 2022 ESG Report > Governance > Reporting Violations and Grievances > p. 48 For more information, including our Whistleblowing Policy for Employees and External Stakeholders, refer to the Company's Ethics & Compliance page .
2-17	Collective knowledge of the highest governance body	The Corporate Governance and Social Responsibility Committee receives detailed quarterly reports on ESG trends, regulatory changes, and Company ESG performance data. Further details on the collective knowledge of the highest governance body can be found in the 2022 Management Information Circular. See Continuing Education: 2022 Management Information Circular > Continuing Education > pp. 55-58
2-18	Evaluation of the performance of the highest governance body	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: 2022 Management Information Circular > Year in Review > Corporate Governance and Social Responsibility Committee > p. 38

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 2: General Disclosures 2021		
2-19	Remuneration policies	<p>Director compensation is described in our 2022 Management Information Circular. See Director Compensation: 2022 Management Information Circular > Director Compensation > pp. 59-60</p> <p>Executive compensation is described in our 2022 Management Information Circular. See Executive Compensation: 2022 Management Information Circular > Executive Compensation > pp. 61-101</p> <p>Specific details regarding Executive remuneration related to objectives and performance on ESG topics can also be found in our 2022 Management Information Circular. See Executive Compensation: 2022 Management Information Circular > Executive Compensation > pp. 75-78</p>
2-20	Process to determine remuneration	<p>The process for determining compensation is detailed in our 2022 Management Information Circular. See Director Compensation: 2022 Management Information Circular > Director Compensation > pp. 47-48</p> <p>The process for determining executive compensation can be found in our 2022 Management Information Circular. See Corporate Governance: 2022 Management Information Circular > Compensation Governance > pp. 65-66</p> <p>Details regarding the role of the independent third-party can be found in our 2022 Management Information Circular. See Independent Advice: 2022 Management Information Circular > Independent Advice > pp. 67-68</p> <p>Details regarding stakeholder engagement can be found in our 2022 Management Information Circular. See Have Your Say on Executive Pay: 2022 Management Information Circular > Have Your Say on Executive Pay > p. 21</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 2022 ESG Report. See Leadership Message: 2022 ESG Report > Message from our President and CEO > p. 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 2022 ESG Report. See Policies and Accountabilities: 2022 ESG Report > Social > Policies and Accountabilities > p. 23</p> <p>Information regarding the communication of our policy commitments can be found in our 2022 ESG Report. See Our Approach: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > Our Approach > p. 24</p> <p>Further details regarding the extent to which our policy commitments apply to our organization and business relationships can be found in our 2022 ESG Report. See Human Rights and Ethical Labour Practices: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > pp. 24-25</p> <p>Our full list of social policies can be found in our 2022 ESG Report. See Human Rights and Ethical Labour Practices: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > p. 23</p>
2-24	Embedding policy commitments	<p>Information regarding the embedding of policy commitments can be found in our 2022 Management Circular. See Year in Review: 2022 Management Information Circular > Year in Review > pp. 34-38</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 2022 ESG Report. See Human Rights and Ethical Labour Practices: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > pp. 24-25 2022 ESG Report > ESG Data Table > Social Compliance > Human Rights Worker Training > p. 84</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 2: General Disclosures 2021		
2-25	Processes to remediate negative impacts	<p>Information regarding the process to remediate negative impacts can be found in our 2022 ESG Report. See Ethics and Integrity Standards: 2022 ESG Report > Governance > Ethics and Integrity Standards > p. 46</p> <p>Information regarding the percentage of employees trained on grievance mechanisms can be found in our 2022 ESG Report. See Employee Training on Human Rights: 2022 ESG Report > ESG Data Table > Employee Training on Human Rights > p. 84</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 2022 ESG Report. See Ethics and Integrity Standards: 2022 ESG Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > p. 46</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>
2-27	Compliance with laws and regulations	In 2022, 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	<p>Our membership in associations is described in our 2022 ESG Report. See Stakeholder Engagement and Public Policy and Advocacy: 2022 ESG Report > Governance > Stakeholder Engagement > p. 50 2022 ESG Report > Governance > Public Policy and Advocacy > p. 53</p>
2-29	Approach to stakeholder engagement	<p>Our approach to stakeholder engagement is described in our 2022 ESG Report. See Stakeholder Engagement and Public Policy Advocacy: 2022 ESG Report > Governance > Stakeholder Engagement > p. 50 2022 ESG Report > Governance > Public Policy and Advocacy > p. 53</p> <p>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</p>
2-30	Collective bargaining agreements	<p>Approximately 46% of our global employees are covered by a collective bargaining agreement.</p> <p>For a detailed breakdown of employees covered by a collective bargaining agreement, see our ESG Data Table: 2022 ESG Report > ESG Data Table > Collective Bargaining Agreements > p. 83</p> <p>Information regarding provisions for employees not covered by a collective bargaining agreement can be found in our 2022 ESG report. See Right to Freedom of Association and Collective Bargaining: 2022 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > p. 28</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
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 > p. 12
3-2	List of material topics	A list of material topics can be found in our 2022 ESG Report. See Areas of Focus: 2022 ESG Report > Next Generation ESG Strategy > Areas of Focus > p. 9
3-3	Management of material topics	An overview of our targets related to material issues can be found in our 2022 ESG Report. See Targets and SDG Alignment: 2022 ESG Report > Targets and SDG Alignment > p. 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 2022 ESG Report: Climate Change and Energy Use: 2022 ESG Report > Environment > Climate Change and Energy Use > p. 14 Managing our Water Resources: 2022 ESG Report > Environment > Water Management > p. 17 Path to a Circular Economy: 2022 ESG Report > Environment > Circularity > p. 18 Human Rights and Ethical Labour: 2022 ESG Report > Social > Human Rights and Ethical Labour > pp. 24-25 Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40 Diversity, Equity and Inclusion: 2022 ESG Report > Social > Diversity, Equity, and Inclusion > pp. 34-36 Community Engagement: 2022 ESG Report > Social > Community Engagement > pp. 41-43 TCFD Alignment: Website > Responsibility > Respect for Transparency > ESG Reports > 2022 Climate Disclosure Report
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 2022 Annual Report. See Operating Results: 2022 Annual Report > Operating Results > pp. 10-23 Also see Notes to Consolidated Financial Statements: 2022 Annual Report > Notes to Consolidated Financial Statement > pp. 103–107, pp. 112–122
201-2	Financial implications and other risks and opportunities due to climate change	As part of our climate change disclosure aligned with the TCFD recommendations, we conducted a qualitative analysis of the financial implications and other risks and opportunities due to climate change. 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 > Strategy pp. 15-23 , Risk Management pp. 23-36 Further information is reflected in our 2022 ESG Report. See Assessing and Managing our Climate Risks and Opportunities: 2022 ESG Report > Environment > Assessing and Managing our Climate Risks and Opportunities > p. 15 We describe the financial implications and other risks and opportunities in our 2022 Annual Report. See Risks and Uncertainties: 2022 Annual Report > Risks and Uncertainties > pp. 35-47
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 2022 Annual Report. See Significant Accounting Policies: 2022 Annual Report > Significant Accounting Policies > p. 76

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 201: Economic Performance 2016		
201-4	Financial assistance received from government	All financial assistance received from a government is described in our 2022 Annual Report. See Government Assistance: 2022 Annual Report > Supplementary Information Relating to the Nature of Expenses > Government assistance > p. 109
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: 2022 ESG Report > Social > Living Wage > p. 26
202-2	Proportion of senior management hired from the local community	In 2022, 82.9% (552 out of 666) of all managers at our manufacturing facilities were from the local communities. See Community Engagement: 2022 ESG Report > Social > Community Engagement > p. 41 2022 ESG Report > ESG Data Table > Workforce > Workforce Diversity > p. 85
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 2022, Gildan's total expenditures for materials and services with local suppliers exceeded \$1.3 billion (2021: \$850 million). Further information can be found in our 2022 ESG Report. See Economic Development: 2022 ESG Report > Social > Economic Development > p. 43
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Our 2022 ESG Report describes how our operations are assessed for risks related to corruption. See Ethics and Integrity Standards: 2022 ESG Report > Governance > Ethics and Integrity Standards > p. 46 The following policies help to guide our activities to ensure risks related to corruption: Website > Company > Ethics and Compliance > Code of Ethics Website > Responsibility > Respect for Transparency > Codes and Policies > Anti-corruption Policy and Compliance Program Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct Website > Responsibility > Respect for Transparency > Codes and Policies > Social and Sustainable Compliance Guidebook
205-2	Communication and training about anti-corruption policies and procedures	Communication and training on anti-corruption policies and procedures, available through our Social Compliance Program, are described in our 2022 ESG Report. See Human Rights and Ethical Labour Practices: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > pp. 24-25 2022 ESG Report > ESG Data Table > Social > Employee Training on Human Rights > p. 84
205-3	Confirmed incidents of corruption and actions taken	Details on confirmed incidents of corruption and actions taken can be found in our 2022 ESG Report. See Reporting Violations and Grievances: 2022 ESG Report > Governance > Reporting Violations and Grievances > p. 48

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2022, 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	<p>Our approach to tax is described in our 2022 ESG Report. See: 2022 ESG Report > Social > How We Approach Taxation > p. 43</p> <p>Our Approach to Tax can be found here: Website > Reports and Filings > Supplemental Info (IFRS) > Tax Strategies Disclosure</p>
207-2	Tax governance, control, and risk management	<p>More information regarding our procedures around tax is contained in our 2022 Annual report. See Factors or Circumstances that Could Increase our Effective Income Tax Rate: 2022 Annual Report > Risks and Uncertainties > Factors or Circumstances that Could Increase our Effective Income Tax Rate > p. 42</p> <p>More information regarding our approaches towards tax is contained in our 2022 ESG Report. 2022 ESG Report > Social > How We Approach Taxation > p. 43</p> <p>Our Approach to Tax can be found here: Website > Reports and Filings > Supplemental Info (IFRS) > Tax Strategies Disclosure</p>
207-3	Stakeholder engagement and management of concerns related to tax	<p>Our Approach to Tax can be found here: Website > Reports and Filings > Supplemental Info (IFRS) > Tax Strategies Disclosure</p>
207-4	Country-by-country reporting	<p>Gildan does not publicly report country-by-country tax information. We do provide this information to the Canadian tax authorities as required by Canadian tax law, as well as other applicable jurisdictions in which we operate when required by law. Gildan publicly discloses the percentage of its principal subsidiary jurisdictions and ownerships in its 2022 Annual Information Form. See Incorporate Relationships: Website > Investors > Reports and filings > Reports > 2022 Annual Information Form > Corporate Structure > Incorporate Relationships > p. 5</p> <p>The subsidiaries that have been omitted do not represent individually more than 10% of the consolidated assets and 10% of the consolidated revenues of Gildan, or in the aggregate more than 20% of the total consolidated assets and the consolidated revenues, as at, and for the year ended January 1, 2023.</p>
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	<p>Information regarding materials used by weight can be found in our 2022 ESG Report. See Circularity: 2022 ESG Report > Environment > Circularity > pp. 18-19</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Materials > p. 80</p>
301-2	Recycled input materials used	<p>Our use of recycled input materials is described in our 2022 ESG Report. See Circularity: 2022 ESG Report > Environment > Circularity > pp. 18-19</p> <p>Further detail is provided in our Basis of Reporting: 2022 Basis of Reporting > Percentage Recycled Polyester or Alternative Fibre Yarns > p. 64</p> <p>Further information can be found in our ESG Data Table: 2022 ESG Report > 2022 ESG Data Table: Next Generation ESG Strategy Targets > p. 66 2022 ESG Report > 2022 ESG Data Table > Environment > Materials > p. 80</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 301: Materials 2016		
301-3	Reclaimed products and their packaging materials	<p>Our use of reclaimed products and their packaging materials input materials is described in our 2022 ESG Report. See See Circularity: 2022 ESG Report > Environment > Circularity > pp. 18-19</p> <p>Further detail is provided in our Basis of Reporting: 2022 Basis of Reporting > Percentage Recycled and Sustainable Packaging and Trim Material > p. 64</p> <p>Further information can be found in our ESG Data Table: 2022 ESG Report > 2022 ESG Data Table: Next Generation ESG Strategy Targets > p. 66 2022 ESG Report > 2022 ESG Data Table > Environment > Materials > p. 79</p>
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	<p>Information regarding energy consumption across all Gildan operations can be found in our 2022 ESG Report. See 2022 Energy & GHG Emissions: 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > 2022 ESG Data Table > Environment > Energy > pp. 72-75</p>
302-3	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 2022 ESG Report. See 2022 Energy & Emissions Data : 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Energy > pp. 72-75</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 2022 ESG Report. See Water Management: 2022 ESG Report > Environment > Water Management > p. 17</p> <p>More information can be found in: 2022 ESG Report > Environment > Biodiversity and Afforestation > p. 20</p>
303-2	Management of water discharge-related impacts	<p>Information regarding interactions with water as a shared resource can be found in our 2022 ESG Report. See Water Management: 2022 ESG Report > Environment > Water Management > p. 17</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	<p>Information regarding water withdrawal can be found in our 2022 ESG Report. See Water Management: 2022 ESG Report > Environment > Water Management > p. 17</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Water Intensity > p. 64</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > p. 66 2022 ESG Report > ESG Data Table > Environment > Water > pp. 76-77</p>
303-4	Water discharge	<p>Information regarding water discharge can be found in our 2022 ESG Report. See Water Management: 2022 ESG Report > Environment > Water Management > p. 17</p> <p>Further detail regarding calculation methodologies used can be found in our Basis of Reporting: 2022 Basis of Reporting > Water Intensity > p. 64</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Water > pp. 76-77</p>
303-5	Water consumption	<p>Information regarding water consumption can be found in our 2022 ESG Report. See Water Management: 2022 ESG Report > Environment > Water Management > p. 17</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Water Intensity > p. 64</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Water > p. 76</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 2022 ESG Report. See Biodiversity and Afforestation: 2022 ESG Report > Environment > Biodiversity and Afforestation > p. 20</p>
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Information regarding significant impacts on biodiversity can be found in our 2022 ESG Report. See Biodiversity and Afforestation: 2022 ESG Report > Environment > Biodiversity and Afforestation > p. 20</p>
304-3	Habitats protected or restored	<p>Information regarding habitats protected or restored can be found in our 2022 ESG Report. See Biodiversity and Afforestation: 2022 ESG Report > Environment > Biodiversity and Afforestation > p. 20</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Biodiversity > p. 79</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 2022 ESG Report. See Biodiversity and Afforestation: 2022 ESG Report > Environment > Biodiversity and Afforestation > p. 20</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Biodiversity > p. 79</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	<p>Information regarding Scope 1 GHG emissions can be found in our 2022 ESG Report. See 2022 Energy & GHG Emissions: 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Total Scope 1 GHG emissions (tCO₂e) > p. 61</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > p. 66 2022 ESG Report > ESG Data Table > Environment > Emissions > pp. 67-71</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Information regarding Scope 2 GHG emissions can be found in our 2022 ESG Report. See 2022 Energy & GHG Emissions: 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Total Scope 2 GHG emissions (tCO₂e) (Location-Based and Market Based) > p. 62</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > p. 66 2022 ESG Report > ESG Data Table > Environment > Emissions > pp. 68-72</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Information regarding Scope 3 GHG emissions can be found in our 2022 ESG Report. See 2022 Energy & GHG Emissions: 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Total Scope 3 GHG emissions (tCO₂e) > pp. 62-63</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Emissions > pp. 68-72</p>
305-4	GHG emissions intensity	<p>Information regarding GHG emissions intensity can be found in our 2022 ESG Report. See 2022 Energy & GHG Emissions: 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Emissions > pp. 68-72</p>
305-5	Reduction of GHG emissions	<p>Information regarding reduction of GHG emissions can be found in our 2022 ESG Report. See 2022 Energy & GHG Emissions: 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Emissions > pp. 68-72</p>
305-6	Emissions of ozone-depleting substances (ODS)	<p>Information regarding emissions of ODS can be found in our 2022 ESG Report. See 2022 Energy & GHG Emissions: 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Emissions > pp. 67-71</p>
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<p>Information regarding air emissions can be found in our 2022 ESG Report. See 2022 Energy & GHG Emissions: 2022 ESG Report > Environment > 2022 Energy & GHG Emissions > p. 16</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Emissions > pp. 68-72</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
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 2022 ESG Report. See Circularity: 2022 ESG Report > Environment > Circularity > pp. 18-19</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Total Manufacturing Waste sent to Landfill (MT) > pp. 60-65</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Emissions > pp. 68-72</p>
306-2	Management of significant waste-related impacts	<p>Information regarding management of waste-related impacts can be found in our 2022 ESG Report. See Circularity: 2022 ESG Report > Environment > Circularity > pp. 18-19</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Total Manufacturing Waste sent to Landfill (MT) > p. 64 2022 Basis of Reporting > Total Manufacturing Waste Recycled (MT) > p. 64</p>
306-3	Waste generated	<p>Information regarding waste generated can be found in our 2022 ESG Report. See Circularity: 2022 ESG Report > Environment > Circularity > pp. 18-19</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Waste > pp. 77-79</p>
306-4	Waste diverted from disposal	<p>Information regarding waste diverted from disposal can be found in our 2022 ESG Report. See Circularity: 2022 ESG Report > Environment > Circularity > pp. 18-19</p> <p>Further detail regarding calculation methodologies used can be found in our Basis of Reporting: 2022 Basis of Reporting > Total Manufacturing Waste sent to Landfill (MT) > p. 64 2022 Basis of Reporting > Total Manufacturing Waste Recycled (MT) > p. 64</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Waste > pp. 77-79</p>
306-5	Waste directed to disposal	<p>Information regarding waste directed to disposal can be found in our 2022 ESG Report. See Circularity: 2022 ESG Report > Environment > Circularity > pp. 18-19</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Total Manufacturing Waste sent to Landfill (MT) > p. 64</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Environment > Waste > pp. 77-79</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 2022 ESG Report. See Our Approach: 2022 ESG Report > Environment > Our Approach > p. 13</p>
308-2	Negative environmental impacts in the supply chain and actions taken	These data are not currently measured.

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
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 2022 ESG Report. See Diversity, Equity, and Inclusion: 2022 ESG Report > Social > Diversity, Equity, and Inclusion > pp. 34-36</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Governance > Human Rights > pp. 87-89</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 2022 ESG Report. See Employee Well-being: 2022 ESG Report > Social > Employee Well-being > pp. 29-31</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 2022 ESG Report. See Diversity, Equity, and Inclusion: 2022 ESG Report > Social > Diversity, Equity, and Inclusion > pp. 34-36</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Governance > Human Rights > p. 88</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 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 80-81</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>Information regarding hazard identification, risk assessment, and incident investigation can be found in our 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p>
403-3	Occupational health services	<p>Information regarding our occupational health services can be found in: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 80-81</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 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 80-81</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 403: Occupational Health and Safety 2018		
403-5	Worker training on occupational health and safety	<p>Information regarding the occupational health and safety management system can be found in our 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 81-82</p>
403-6	Promotion of worker health	<p>Information regarding the occupational health and safety management system can be found in our 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 81-82</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 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 81-82</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 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 81-82</p>
403-9	Work-related injuries	<p>Information regarding the occupational health and safety management system can be found in our 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2022 Basis of Reporting > Lost Time Injury Frequency Rate for Employees (LTIFR) > p. 65 2022 Basis of Reporting > Injury Severity Rate for Employees (SEV) > p. 65</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 81-82</p>
403-10	Work-related ill health	<p>Information regarding the occupational health and safety management system can be found in our 2022 ESG Report. See Global Health and Safety: 2022 ESG Report > Social > Global Health and Safety > pp. 37-40</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2022 ESG Report > ESG Data Table > Social > Health and Safety > pp. 81-82</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 2022 ESG Report. See Training and Development: 2022 ESG Report > ESG Data Tables > Workforce Benefits > Investment in Worker Training > p. 85</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 2022 ESG Report. See Learning and Development: 2022 ESG Report > Social > Learning and Development > pp. 32-33</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 404: Training and Education 2016		
404-3	Percentage of employees receiving regular performance and career development reviews	Information regarding performance and career development reviews can be found in our 2022 ESG Report. See Training and Development: 2022 ESG Report > ESG Data Tables > Workforce Benefits > Investment in Worker Training > p. 85
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 2022 ESG Report. See: 2022 ESG Report > ESG Data Tables > Diversity > pp. 85-86 2022 ESG Report > ESG Data Tables > Workforce > p. 86 2022 ESG Report > ESG Data Tables > Gender Representation > p. 87
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 2022 ESG Report. See Salary Ratios: 2022 ESG Report > ESG Data Tables > Salary Ratios > p. 89
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 2022 ESG Report. See: 2022 ESG Report > Social > Human Rights and Ethical Labour Standards > Social Compliance > 2022 Performance > p. 25 2022 ESG Report > ESG Data Tables > Social Compliance Audits > Internal Social Audit Findings – Gildan-operated Facilities > p. 83
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 2022 ESG Report. See Right to Freedom to Association and Collective Bargaining: 2022 ESG Report > Social > Human Rights and Ethical Labour Standards > Social Compliance > Right to Freedom of Association and Collective Bargaining > p. 28
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 2022 ESG Report. See Modern Slavery: 2022 ESG Report > Social > Human Rights and Ethical Labour Standards > Social Compliance > Modern Slavery > p. 27
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 2022 ESG Report. See Modern Slavery: 2022 ESG Report > Social > Human Rights and Ethical Labour Standards > Social Compliance > Modern Slavery > p. 27

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
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 2022 ESG Report. See Human Rights Worker Training: 2022 ESG Report > ESG Data Tables > Social Compliance > Human Rights Worker Training > p. 85
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 found in our 2022 ESG Report. See Community Engagement: 2022 ESG Report > Social > Community Engagement > p. 41
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 2022 ESG Report. See New Suppliers Screened Using Social Criteria: 2022 ESG Report > ESG Data Table > Social Compliance > New Suppliers Screened Using Social Criteria > p. 82
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 2022 ESG Report. See Social Compliance Program: 2022 ESG Report > Social > Social Compliance Program > p. 25
GRI 415: Public Policy 2016		
415-1	Political contributions	Gildan reported 0 (zero) direct or indirect political contributions in 2022.

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
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. Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Code of Practice
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 2022, there were no incidents of non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	In 2022, 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 2022, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data.

SASB INDEX

TOPIC	METRIC	SASB CODE	DATA RESPONSE						
Management of Chemicals	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	<p>We monitor and review our processes related to high-risk chemicals and follow all applicable laws and regulations. Our process includes three steps:</p> <ol style="list-style-type: none"> 1. Acknowledgement and agreement with the RSCP by suppliers and manufacturing contractors 2. Gathering of information on raw materials before purchase and evaluating information using the Safety Data Sheet Screening Process, certification as Eco-Passport or STANDARD 100 by OEKO-TEX®, and third-party laboratory testing 3. Classification of raw materials under one of the following: Approved, Approved with Condition, or Rejected <p>Our processes to manage restricted substances are described in our Restricted Substances Code of Practice (RSCP) on our website and in our 2022 ESG Report: Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances Code of Practice 2022 ESG Report > Environment > Our Approach > p. 13</p>						
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	<p>Gildan is committed to ensuring that its products comply with all consumer product safety laws and other regulatory requirements as those requirements become effective, providing its customers with all required information, and meeting customers' individual needs. Consequently, we periodically perform a broad range of product testing at reputable and accredited third-party laboratories to ensure compliance to consumer product safety requirements.</p> <p>Our Company-operated chemical facility is fully staffed with chemical engineers and industry specialists, allowing us greater oversight to manage risks and hazards associated with chemical products. We monitor and conduct periodic reviews of high-risk chemicals as required in our Restricted Substances Code of Practice (RSCP). The RSCP describes how we handle banned and restricted substances in countries where we operate and sell our products, including for compliance with CPSIA requirements, REACH (SVHC list), and applicable legislation. As per our RSCP we encourage our suppliers and manufacturing contractors to align with green chemistry principles. We also include industry and NGO practices, standards, and initiatives, and our customers' own Restricted Substances List (RSL).</p> <p>STANDARD 100 by OEKO-TEX®: Gildan®, Comfort Colors®, Alstyle®, and Anvil® by Gildan® branded products are certified by the internationally recognized STANDARD 100 by OEKO-TEX® which allows producers and consumers to objectively assess the presence of harmful substances in textiles and apparel products based on approximately 100 human-ecological and performance-related test parameters. Achieving the STANDARD 100 by OEKO-TEX® involves meeting strict standards including the absence of restricted chemicals and subjecting the supply to an annual independent validation through an accredited laboratory testing of raw materials and finished products.</p> <p>Our processes to manage restricted substances are described in our Restricted Substances Code of Practice (RSCP) on our website and in our 2022 ESG Report: Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances Code of Practice See 2022 ESG Report > Environment > Our Approach > p. 13</p>						
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier ¹ facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements ²	CG-AA-430a.1	<p>We are one of the world's largest vertically integrated manufacturers of apparel, and approximately 90% of our total revenues come from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain.</p> <p>We do not currently audit our Tier 2 suppliers for compliance with wastewater discharge permits and/or contractual agreements. However, 100% of Gildan-operated facilities are assessed for wastewater compliance. In addition, our Tier 1 facilities in the Americas sew and cut parts that are processed in our own textile facilities (Tier 2) where we measure wastewater parameters. Additionally, our third-party auditing process ensures that we are in compliance with relevant regulatory requirements related to wastewater discharge permits and/or contractual agreements.</p> <table border="1"> <thead> <tr> <th>Environmental impacts in the supply chain</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement</td> <td>100%</td> </tr> <tr> <td>Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</td> <td>Not applicable as we have a vertically integrated business model</td> </tr> </tbody> </table>	Environmental impacts in the supply chain	2022	Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement	100%	Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Not applicable as we have a vertically integrated business model
Environmental impacts in the supply chain	2022								
Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement	100%								
Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Not applicable as we have a vertically integrated business model								
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module	CG-AA-430a.2	<p>As per CG-AA-430a.1 approximately 90% of our total revenues come from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain. To date, 50% of our Tier 1 suppliers have completed the Higg FEM.</p>						

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

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

TOPIC	METRIC	SASB CODE	DATA RESPONSE										
	(Higg FEM) assessment or an equivalent environmental data assessment		<table border="1"> <thead> <tr> <th>Environmental impacts in the supply chain</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Percentage of Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment</td> <td>50% (7 out of 14 sites)</td> </tr> <tr> <td>Percentage of supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment</td> <td>67% (4 out of 6 sites)</td> </tr> </tbody> </table> <p><i>* When it comes to working with suppliers in manufacturing apparel, all of Gildan's manufacturing processes are handled by Tier 1 suppliers. Those suppliers that do not have wet manufacturing processes are encouraged to use dyed yarns as raw materials. As a result, Gildan does not have any supplier facilities beyond Tier 1 that are required to complete the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment.</i></p> <p>More details on how we manage the environmental performance of our suppliers is contained in our 2022 ESG Report: 2022 ESG Report > Environment > Our Approach > p. 13</p>	Environmental impacts in the supply chain	2022	Percentage of Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment	50% (7 out of 14 sites)	Percentage of supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	67% (4 out of 6 sites)				
Environmental impacts in the supply chain	2022												
Percentage of Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment	50% (7 out of 14 sites)												
Percentage of supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	67% (4 out of 6 sites)												
Labour Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	<table border="1"> <thead> <tr> <th>Labour conditions in the supply chain</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct</td> <td>100%</td> </tr> <tr> <td>Percentage of supplier facilities beyond Tier 1 that have been audited to a labour code of conduct</td> <td>0%</td> </tr> </tbody> </table> <p>As of 2021, we have accepted external social compliance certifications such as Worldwide Responsible Accredited Production (WRAP), Sedex Members Ethical Trade Audit (SMETA), and Business Social Compliance Initiative (BSCI) for our third-party contractors in Asia and selected facilities in the Americas, reducing audit duplication.</p> <table border="1"> <thead> <tr> <th>Percentage of total audits conducted by a third-party auditor</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Percentage of total audits of supplier facilities that were performed by an independent third-party auditor</td> <td>86%*</td> </tr> </tbody> </table> <p><i>*The remaining 14% of the total audits were conducted by an internal corporate representative.</i></p> <p>Tier 2 suppliers must complete a pre-audit/self-assessment questionnaire in order to validate basic EHS and labour conditions at the factory.</p> <p>More detail is provided in the 2022 ESG Report and the Code of Conduct: 2022 ESG Report > Governance > Ethics and Integrity Standards > Suppliers and Contractors Standards > p. 47 Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct</p> <p>Gildan's Code of Conduct and Social & Sustainable Compliance Guidebook guides our labour audit process: Website > Responsibility > Resources > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p>Audit methodologies and criteria Facilities producing for Gildan will be audited to monitor the working conditions in compliance with the Gildan Code of Conduct and the benchmarks outlined in our Guidebook. Each facility is inspected and audited for compliance. Auditors must be granted access to all areas of the facility. Not granting access is a zero-tolerance issue, leading to an "access denied" status, preventing the supplier from doing business with Gildan. All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Social Compliance platform. We also have our Monitoring Guidelines, which serve as a reference for internal auditors to use when conducting audits. The categories below describe thresholds related to non-conformance and contractor expectations related to remedial efforts.</p> <ul style="list-style-type: none"> • Minor non-conformity: Low-risk issue where improvement towards best practices is necessary. Remediation time frame: six months. • Moderate non-conformity: Negative impact on workers' rights and safety (non-critical). Remediation time frame: up to two months, depending on type of violation. • Major non-conformity: Serious violation of the Gildan Code of Conduct, other codes supplier adheres to, and/or the law, resulting in a severe impact on individual rights and/or physical safety. Remediation time frame: immediately. <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct</p>	Labour conditions in the supply chain	2022	Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct	100%	Percentage of supplier facilities beyond Tier 1 that have been audited to a labour code of conduct	0%	Percentage of total audits conducted by a third-party auditor	2022	Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	86%*
Labour conditions in the supply chain	2022												
Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct	100%												
Percentage of supplier facilities beyond Tier 1 that have been audited to a labour code of conduct	0%												
Percentage of total audits conducted by a third-party auditor	2022												
Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	86%*												

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.</p> <p>Audit results Audit results are categorized from green to black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook (p. 6). Green and yellow ratings may be cleared for continued business, orange and red will require improvement within a set timeframe, and a black rating (corresponds to a zero-tolerance issue which is detailed on p. 7 of our Guidebook) will result in termination of the contract once open orders are completed.</p> <table border="1" data-bbox="747 493 2575 1377"> <thead> <tr> <th></th> <th data-bbox="889 500 1446 532">Case #1 (own facility): work contracts</th> <th data-bbox="1446 500 2010 532">Case #2 (own facility): environment / chemical safety</th> <th data-bbox="2010 500 2575 532">Case #1 (contractor facility): compensation</th> </tr> </thead> <tbody> <tr> <td data-bbox="747 532 889 915">Context</td> <td data-bbox="889 532 1446 915">Our Social Compliance Program ensures that all Company-operated and contractor facilities comply with our Code of Conduct, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA).</td> <td data-bbox="1446 532 2010 915">Our Social Compliance Program ensures that all Company-operated and contractor facilities comply with our Code of Conduct, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). This includes ensuring that Gildan-operated sites and third-party contractors follow strict guidelines related to chemical safety and hazardous material management.</td> <td data-bbox="2010 532 2575 915">Our Social Compliance Program ensures that third-party contractors comply with our Code of Conduct, local and international laws, including applicable ILO conventions, and industry codes from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). As per our Code of Conduct, we expect that our third-party contractors uphold appropriate work standards aligned to our Codes and Policies. These expectations include that third-party contractors shall pay workers at least the legal minimum wage or the prevailing industry wage, whichever is higher, for regular working hours (not including overtime). Additionally, they shall timely increase the minimum wage standard according to the local law and regulation within legally required time limits.</td> </tr> <tr> <td data-bbox="747 915 889 1377">Audit process</td> <td data-bbox="889 915 1446 1377">All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating results in termination of the contract once open orders are completed. If a third-party contractor or our operated facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Minor non-compliance Orange rating, resulting from a 2022 internal audit in our own facilities in Nicaragua.</td> <td data-bbox="1446 915 2010 1377">All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating results in termination of the contract once open orders are completed. If a third-party contractor or our operated facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Major non-compliance from an internal audit with Orange rating.</td> <td data-bbox="2010 915 2575 1377">All non-compliances related to our third-party contractors, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating will result in termination of the contract once open orders are completed. If a third-party contractor or our 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 issue found and establish an action plan. The following is an example of a Moderate non-compliance which was remediated accordingly as per our social compliance process.</td> </tr> </tbody> </table>		Case #1 (own facility): work contracts	Case #2 (own facility): environment / chemical safety	Case #1 (contractor facility): compensation	Context	Our Social Compliance Program ensures that all Company-operated and contractor facilities comply with our Code of Conduct, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA).	Our Social Compliance Program ensures that all Company-operated and contractor facilities comply with our Code of Conduct, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). This includes ensuring that Gildan-operated sites and third-party contractors follow strict guidelines related to chemical safety and hazardous material management.	Our Social Compliance Program ensures that third-party contractors comply with our Code of Conduct, local and international laws, including applicable ILO conventions, and industry codes from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). As per our Code of Conduct, we expect that our third-party contractors uphold appropriate work standards aligned to our Codes and Policies. These expectations include that third-party contractors shall pay workers at least the legal minimum wage or the prevailing industry wage, whichever is higher, for regular working hours (not including overtime). Additionally, they shall timely increase the minimum wage standard according to the local law and regulation within legally required time limits.	Audit process	All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating results in termination of the contract once open orders are completed. If a third-party contractor or our operated facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Minor non-compliance Orange rating, resulting from a 2022 internal audit in our own facilities in Nicaragua.	All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating results in termination of the contract once open orders are completed. If a third-party contractor or our operated facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Major non-compliance from an internal audit with Orange rating.	All non-compliances related to our third-party contractors, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating will result in termination of the contract once open orders are completed. If a third-party contractor or our 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 issue found and establish an action plan. The following is an example of a Moderate non-compliance which was remediated accordingly as per our social compliance process.
	Case #1 (own facility): work contracts	Case #2 (own facility): environment / chemical safety	Case #1 (contractor facility): compensation												
Context	Our Social Compliance Program ensures that all Company-operated and contractor facilities comply with our Code of Conduct, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA).	Our Social Compliance Program ensures that all Company-operated and contractor facilities comply with our Code of Conduct, local and international laws, including applicable ILO conventions and industry codes, from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). This includes ensuring that Gildan-operated sites and third-party contractors follow strict guidelines related to chemical safety and hazardous material management.	Our Social Compliance Program ensures that third-party contractors comply with our Code of Conduct, local and international laws, including applicable ILO conventions, and industry codes from the Worldwide Responsible Accredited Production (WRAP), Supplier Ethical Data Exchange (SEDEX), and the Fair Labor Association (FLA). As per our Code of Conduct, we expect that our third-party contractors uphold appropriate work standards aligned to our Codes and Policies. These expectations include that third-party contractors shall pay workers at least the legal minimum wage or the prevailing industry wage, whichever is higher, for regular working hours (not including overtime). Additionally, they shall timely increase the minimum wage standard according to the local law and regulation within legally required time limits.												
Audit process	All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating results in termination of the contract once open orders are completed. If a third-party contractor or our operated facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Minor non-compliance Orange rating, resulting from a 2022 internal audit in our own facilities in Nicaragua.	All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating results in termination of the contract once open orders are completed. If a third-party contractor or our operated facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Major non-compliance from an internal audit with Orange rating.	All non-compliances related to our third-party contractors, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform. Audit results are categorized from Green to Black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Green and Yellow ratings may be cleared for continued business, Orange and Red requires improvement within a set timeframe, and a Black rating will result in termination of the contract once open orders are completed. If a third-party contractor or our 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 issue found and establish an action plan. The following is an example of a Moderate non-compliance which was remediated accordingly as per our social compliance process.												

TOPIC	METRIC	SASB CODE	DATA RESPONSE		
			Case #1 (own facility): work contracts	Case #2 (own facility): environment / chemical safety	Case #1 (contractor facility): compensation
			<p>Case</p> <p>An important step in the auditing process is conducting documentation review. Examples of some of the documents reviewed in this case included the following: employee contracts, disciplinary notices, pay-slips, payment of employee benefits, permits, and all required legal licenses and certifications. While conducting the documentation review, our Social Compliance team identified the following:</p> <ul style="list-style-type: none"> Employee contract language was too complicated to understand, which could lead to misunderstanding or misinterpretation. The contract also included language such as “the employee is obligated to” instead of “the employee is committed to,” which could potentially be misinterpreted as forced labour. Finally, the contract did not specify whether the amount of money would be compensated on a daily, weekly, or monthly basis. 	<p>An important step in the auditing process is conducting a thorough facility walkthrough. The main purpose of this is to identify any present or potential non-compliances related to the facility’s day-to-day operations, as well as to guarantee worker safety and well-being. During the facility walkthrough, the Social Compliance team identified the following:</p> <ul style="list-style-type: none"> The colour service / dye weighting room was in poor conditions: disorganized, unclean and in need of housekeeping. Lack of warning / security signs. <p>As a result of these findings, a sustainable action plan for the facility was implemented. This plan included conducting a root cause analysis to identify additional measures to mitigate potential incidents in the future.</p>	<p>Worker interviews are an integral part of the Gildan audit process because they provide an opportunity to validate the information and findings revealed through management interviews, facility inspections, and documentation review. During the review of payroll in one of our contractor facilities in Asia, our auditor identified that the factory did not follow a new regulation announced by local government two months prior to the visit. The new regulation involved increasing employees’ minimum wage by 12.5%, which was verified through worker interviews. The auditor selected a sample of employees, introduced the purpose of the interview, informed workers of the confidential nature of the interview, verified workers’ information, covered the aspects of the working conditions outlined in the Gildan audit tool, and paid particular attention to the area of concern. Regarding the auditor’s question about minimum wage, all the sampled workers were not aware that the government had increased the minimum wage standard.</p>
			<p>Root cause analysis</p> <p>Although minor non-compliances do not require a root cause analysis, Social Compliance and Human Resources departments determined that there was an inadequate review of documentation by leadership, leading to work contracts being easily misinterpreted.</p>	<p>Our Social Compliance and Health & Safety departments worked collaboratively to understand the cause of this problem and concluded that the primary root cause was inadequate planning and organization. In addition, the root causes were due to a lack of leadership and poor supervision.</p>	<p>Gildan’s Social Compliance and the third-party contractor’s Human Resources departments worked collaboratively to understand the cause of this problem and concluded that the facility delayed the increase of the minimum wage to its workers.</p>
			<p>Remediation plan</p> <p>Gildan is committed to maintaining a fair and healthy workplace environment. Therefore, these were the actions taken to complete the facility’s remediation plan:</p> <ul style="list-style-type: none"> A complete review of employees’ contracts to ensure there is no complicated wording or phrases and avoid misunderstandings regarding workers’ commitments with the Company. Clearly define the rate of compensation so it can be easily understood by the employee. 	<p>Gildan is committed to maintaining a safe and healthy workplace. Therefore, these were the actions taken to complete the facility’s remediation plan:</p> <ul style="list-style-type: none"> A thorough cleaning and organization of the colour service / dye weighting room was completed. All the missing warning / security signs were placed in the required areas. The Health & Safety department made a commitment to undertake routine inspections to guarantee that these areas would always be kept clean and in order. 	<p>To remediate this action, the third-party contractor and the Social Compliance department worked collaboratively to conduct the following actions:</p> <ol style="list-style-type: none"> The contractor immediately paid all the adjustments to workers in compliance with updated minimum wages. The contractor posted the notification on the bulletin board regarding the increased minimum wage and announced the new minimum wage standard to all workers during the following weekly meeting. The contractor’s Human Resources department prepared a timeline to closely follow the latest updates on laws and regulations from local government. The contractor’s Human Resources department created a manageable training system to timely notify all workers of the updates regarding their compensation and benefits.

TOPIC	METRIC	SASB CODE	DATA RESPONSE			
				Case #1 (own facility): work contracts	Case #2 (own facility): environment / chemical safety	Case #1 (contractor facility): compensation
			Follow-up	To monitor this non-compliance and as a general best practice, our Social Compliance team reminded facility management in our own facilities of the importance of maintaining healthy and safe work environments. Amongst the practices to be completed by the facility is to ensure that all work contracts, documentation, and policies utilize clear and understandable wording to mitigate any risk of confusion or misinterpretation.	As a follow-up to this case and as a general best practice, our Social Compliance team reminded facility management in our own facilities of the importance of maintaining healthy and safe work environments. Amongst the practices to be completed by the facility is to ensure that all areas, especially those where chemicals are handled, are kept clean, and that all require warning and security signs are kept in a visible location.	Our Social Compliance department will keep monitoring this matter to ensure third-party contractors continuously implement sustainable improvements as required by Gildan's Social Compliance Program and statutory law.
			Lessons learned	Our Social Compliance and Human Resources departments worked collaboratively with facility management to identify sustainable solutions to this issue. The facility learned the importance of ensuring that all documentation implements language that is easy to follow and understand in order to reduce any potential misunderstandings and assumptions from the interested parties.	Our Social Compliance and Health & Safety departments worked collaboratively with facility management to identify sustainable solutions to this issue. The facility learned that to keep a healthy work environment for workers, it must ensure that work areas are organized and clean, and warning / danger signs are in place.	Through constant communication and capacity-building, the Social Compliance team supported the third-party contractor to ensure workers' Compensation and Benefits are well managed at the facility, including, but not limited to, guaranteeing workers a minimum wage, ensuring a timely review of laws and regulations, and implementing a manageable training system for employees regarding their compensation and benefits.
			<p>Remediation process</p> <p>A facility is required to work on an immediate remediation plan when a serious violation of Gildan's Code of Conduct is identified during the audit process and has caused, or may cause, a negative impact on worker safety and well-being. This remediation process involves a more systematic review. However, there may be other instances where an immediate remediation plan is requested of a facility. Examples of what should be included in a remediation process include:</p> <ul style="list-style-type: none"> • In-depth investigation to confirm the non-compliance • Corrective action plan: <ul style="list-style-type: none"> • Interviews with affected stakeholders • Documentation review (e.g., trainings, policies, and procedures) • Root cause analysis <p>Gildan's Social Compliance team works with facility managers to provide advice and recommendations on how to best address any issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities shall provide details and evidence of their remediations, which are subject to verification through follow-up audits that can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and to demonstrate improvements within a prescribed timeframe.</p> <p>Corrective action plan</p> <p>Different from a remediation process, is the Corrective Action Plan (CAP), which is an ongoing effort to ensure sustainable practices in Company-operated and third-party contractor facilities. A CAP is required for all non-compliances identified in an audit process. The following are examples of what a CAP should include, but may not be limited to:</p> <ul style="list-style-type: none"> • Photos of corrective actions • Training attendance list • Evidence of review of a policy / internal procedure <p>Follow-up</p> <p>Gildan reviews remediation trends year-by-year to identify facilities that have made progress in remediation or facilities that show a lack of commitment and progress to improve working conditions. Systematic follow-ups are conducted to verify the progress made towards resolving the issues with the objective of helping the facility improve its overall performance and remain in compliance with our Code of Conduct.</p>			

TOPIC	METRIC	SASB CODE	DATA RESPONSE													
	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	<table border="1" data-bbox="747 167 2198 266"> <thead> <tr> <th data-bbox="747 167 1690 207">Labour conditions in the supply chain</th> <th data-bbox="1690 167 2198 207">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="747 207 1690 266">Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits</td> <td data-bbox="1690 207 2198 266">6% (24 major non-compliances in our contractor facilities)</td> </tr> </tbody> </table> <p data-bbox="747 277 2564 326">*Zero tolerance issues are those that meet criteria related to non-compliances on matters related to child labour, health & safety, subcontracting, forced labour & human trafficking, and harassment. Additional details on the non-compliance criteria can be found in our Social & Sustainable Compliance Guidebook.</p> <p data-bbox="747 342 1776 363">Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook > p. 7</p> <p data-bbox="747 370 1642 391">See also: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > 2022 Performance > p. 25</p> <p data-bbox="747 407 1024 428">Audit methodologies and criteria</p> <p data-bbox="747 444 2529 493">CG-AA-430b.1 (on p. 112) contains information regarding processes on how we evaluate our suppliers. Additionally, our audit methodologies and criteria are described in detail in our publicly available Social & Sustainable Compliance Guidebook under Assessment Results and Consequences. We have internal processes, which outline the steps that our internal auditors use to conduct their audits.</p> <p data-bbox="747 500 1731 521">Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p data-bbox="747 537 2583 586">Efforts to increase supply chain transparency: Gildan's Social & Sustainable Compliance Guidebook outlines our approach with respect to increasing supply chain transparency and to building capacity among our suppliers to improve labour conditions.</p> <p data-bbox="747 592 2556 641">In 2022, we began the Planning Phase with an external expert to conduct a review of our Code of Conduct, Social & Sustainable Compliance Guidebook, and our Audit Rating System. The purpose of this review is to ensure our practices throughout our supply chain are aligned with the latest due diligence requirements and trends. In 2023, we will continue to review and implement the recommendations provided by external experts.</p> <p data-bbox="747 647 1731 669">Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p data-bbox="747 675 1553 696">Website > Responsibility > Respect for Transparency > Modern Slavery Act Transparency Statement</p> <p data-bbox="747 712 1932 734">Efforts to build capacity with suppliers: Our efforts to build capacity with suppliers are detailed in the following sections of our 2022 ESG Report.</p> <p data-bbox="747 740 1467 761">2022 ESG Report > Governance > Ethics and Integrity Standards > Our Approach > p. 46</p> <p data-bbox="747 768 1507 789">2022 ESG Report > Social > Human Rights and Ethical Labour Practices > Living Wage > p. 26</p> <p data-bbox="747 795 1650 816">2022 ESG Report > Governance > Ethics and Integrity Standards > Suppliers and Contractors Standards > p. 47</p> <p data-bbox="747 833 1311 854">Supply chain non-conformances categorized by geographic region.</p> <table border="1" data-bbox="747 865 1362 976"> <thead> <tr> <th data-bbox="747 865 951 906">Region*</th> <th data-bbox="951 865 1158 906">Contractors</th> <th data-bbox="1158 865 1362 906">Gildan-operated</th> </tr> </thead> <tbody> <tr> <td data-bbox="747 906 951 938">Americas</td> <td data-bbox="951 906 1158 938">209</td> <td data-bbox="1158 906 1362 938">156</td> </tr> <tr> <td data-bbox="747 938 951 976">Asia</td> <td data-bbox="951 938 1158 976">213</td> <td data-bbox="1158 938 1362 976">19</td> </tr> </tbody> </table> <p data-bbox="747 992 1220 1013">*Gildan did not work with contractors from Africa in 2022.</p>	Labour conditions in the supply chain	2022	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	6% (24 major non-compliances in our contractor facilities)	Region*	Contractors	Gildan-operated	Americas	209	156	Asia	213	19
Labour conditions in the supply chain	2022															
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	6% (24 major non-compliances in our contractor facilities)															
Region*	Contractors	Gildan-operated														
Americas	209	156														
Asia	213	19														

TOPIC	METRIC	SASB CODE	DATA RESPONSE
	Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	<p>We have identified the following potential labour risks in our supply chain:</p> <ol style="list-style-type: none"> 1. Fire safety: Health & Safety is a salient human rights risk for Gildan. Specifically, in 2022, we identified fire safety as a labour risk in our supply chain. In our own facilities there is an increased exposure to potential risk if safety drills are not conducted to prepare us in case of a real emergency. For example, during our regular routine audits, we identified expired fire permits and blocked fire exits in some of our Company-operated facilities. During some contractor facility tours, we identified that fire drills had not been conducted and that there was limited access to fire extinguishers. 2. Excessive working hours: Working hours is a salient human rights risk for Gildan. Through audits in our own facilities, we identified that in some cases, in the regular work week, workers are not taking their respective rest day. In addition, in our contractor facilities, we identified that in some cases there was a lack of an automatic time-in-time-out record system. <p>We have identified the following potential environmental risks in our supply chain:</p> <ol style="list-style-type: none"> 1. Operating with expired licenses: At Gildan, we have many operations that require regulatory permits and/or licenses, but during our audits we identified that some were reported as expired. This is due to general delays in the renewal of some environmental licenses caused by a government backlog in Honduras following a change in administration. This situation does not represent a risk for the Company as we can demonstrate that we have made the renewal submission in a timely manner. <p>The following actions have been implemented to reduce labour, health and safety, and environmental risks:</p> <p>Managing labour risks:</p> <ol style="list-style-type: none"> 1. Maintain a strong and robust Social Compliance Program 2. Provide clear and concise labour practice guidelines and requirements for our contractors that must be followed or adhered to, in order to remain part of our supply chain 3. Implement ongoing audits at our Company-operated facilities and throughout our supply chain 4. Perform periodic audits to ensure compliance with local regulations and Gildan's policies and procedures 5. We understand that organizations that promote and defend workers' interests (such as the right to freedom of association) are important in reducing risks related to human rights and working long hours <p>Managing health & safety risks:</p> <p>Gildan utilizes several tools to identify hazards and assess risk including the following assessments:</p> <ol style="list-style-type: none"> 1. Job safety analysis 2. Quantitative risk assessments 3. Equipment risk assessments 4. Use of personal protective equipment 5. Electrical hazards 6. Confined space 7. New chemical requests 8. Contractor management 9. Safe work permit 10. Hot work permit <p>Managing environmental risks: Our Social & Sustainable Compliance Guidebook describes policies and procedures in place, including details on our audit process, which we expect all our suppliers to adhere to and put in place to mitigate risks related to social and environmental compliance matters. To allow us greater oversight in managing risks and hazards associated with chemical products, Gildan's Company-operated chemical facility is fully staffed with chemical engineers and industry specialists.</p> <p>Website > Responsibility > Respect for Transparency > Codes and Policies > Social & Sustainable Compliance Guidebook</p> <p>These processes are supported by our EHS team in each facility. Training is made available to associates who are tasked with completing these processes.</p> <p>The results of qualitative and quantitative risk assessments are utilized to identify improvement opportunities by focusing on the higher risks within each operation. Plans are established at least annually to address the risk.</p> <p>Our Board of Directors oversees risk management and Gildan's management team is charged with managing risk on an ongoing basis. A dedicated team, comprised of business professionals with a wide variety of skills, are responsible for developing and executing the Company's risk management strategies. Our overarching Risk Management Framework includes specific processes and policies that allow for the continuous review and assessment of the risks to our Company, including those related to:</p> <ol style="list-style-type: none"> 1. Operations 2. Finances 3. Compliance 4. Strategy 5. Social, political, climate, and environmental factors and other risks

TOPIC	METRIC	SASB CODE	DATA RESPONSE																				
			<p>Stakeholder engagement: See our Stakeholder Engagement Policy and our 2022 ESG Report for more details on our approach regarding Stakeholder Engagement: Website > Responsibility > Respect for Transparency > Codes and Policies > Stakeholder Engagement Policy 2022 ESG Report > Governance > Stakeholder Engagement > p. 50</p> <p>Ethical Labour practices: More information regarding our ethical labour practices is contained in our 2022 ESG Report: 2022 ESG Report > Social > Human Rights and Ethical Labour Practices > Modern Slavery > p. 27</p>																				
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	<p>Social risks associated with sourcing raw materials:</p> <ul style="list-style-type: none"> • <i>Child labour</i> is a general human rights risk in the manufacturing industry, specifically in cotton farms (Tier 4). At Gildan, our vertically integrated business model allows us to better monitor our supply chain. However, we recognize that tracking our cotton farms to identify potential child labour indicators is a challenge. • <i>Forced labour</i> is a general human rights risk in the manufacturing industry throughout the supply chain. At Gildan, our vertically integrated business model allows us to better monitor and track our supply chain. However, we recognize that tracking our Company-operated and contractor facilities to identify potential forced labour indicators is a challenge. 																				
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.2	<p>We source more than 90% of our cotton from the United States. The following table represents our percentage of raw materials in 2022 that were third-party certified.</p> <table border="1"> <thead> <tr> <th>Raw materials with third-party certification</th> <th>Percentage certified by third-party (2022)</th> <th>Percentage certified by third-party (2021)</th> <th>Name of external environmental / sustainable certification</th> </tr> </thead> <tbody> <tr> <td>Yarn (sourced from third-parties)</td> <td>39%</td> <td>20%</td> <td>STANDARD 100 by OEKO-TEX®, Organic Cotton Standard</td> </tr> <tr> <td>Recycled polyester and alternative fibre yarns³</td> <td>1.6%</td> <td>N/A*</td> <td>STANDARD 100 by OEKO-TEX®, Recycled Claim Standard (RCS), Global Recycled Standard (GRS)</td> </tr> <tr> <td>Sustainable Cotton⁴</td> <td>21.7%</td> <td>7.3%**</td> <td>Verified U.S.-grown cotton (USCTP), Better Cotton</td> </tr> <tr> <td>REPREVE®</td> <td><1%</td> <td><1%</td> <td>REPREVE®</td> </tr> </tbody> </table> <p><i>*In 2021 we reported on trims and have updated this to reflect our overall goals related to recycled polyester or alternative fibre yarns. In 2022, we reported on recycled polyester.</i></p> <p><i>**The values reported in 2021 and 2022 includes verified U.S.-grown cotton (USCTP) and Better Cotton (formerly BCI).</i></p> <p>For a full description of our sustainable materials see 2022 ESG Report > Environment > Circularity > pp. 18-19</p>	Raw materials with third-party certification	Percentage certified by third-party (2022)	Percentage certified by third-party (2021)	Name of external environmental / sustainable certification	Yarn (sourced from third-parties)	39%	20%	STANDARD 100 by OEKO-TEX®, Organic Cotton Standard	Recycled polyester and alternative fibre yarns ³	1.6%	N/A*	STANDARD 100 by OEKO-TEX®, Recycled Claim Standard (RCS), Global Recycled Standard (GRS)	Sustainable Cotton ⁴	21.7%	7.3%**	Verified U.S.-grown cotton (USCTP), Better Cotton	REPREVE®	<1%	<1%	REPREVE®
Raw materials with third-party certification	Percentage certified by third-party (2022)	Percentage certified by third-party (2021)	Name of external environmental / sustainable certification																				
Yarn (sourced from third-parties)	39%	20%	STANDARD 100 by OEKO-TEX®, Organic Cotton Standard																				
Recycled polyester and alternative fibre yarns ³	1.6%	N/A*	STANDARD 100 by OEKO-TEX®, Recycled Claim Standard (RCS), Global Recycled Standard (GRS)																				
Sustainable Cotton ⁴	21.7%	7.3%**	Verified U.S.-grown cotton (USCTP), Better Cotton																				
REPREVE®	<1%	<1%	REPREVE®																				
Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	CG-AA000.A	Tier 1 suppliers: finished goods contractors (43 suppliers), yarns and raw materials, and logistics (258 suppliers).																				

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

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



CONTACT US

We value and welcome feedback from all stakeholders.

Please send comments or questions about this report via email:

cc@gildan.com

communications@gildan.com

