



**ENVIRONMENT, SOCIAL & GOVERNANCE**

**2020  
REPORT**



## FORWARD-LOOKING INFORMATION



Certain statements included in this Environmental, Social, and Governance (ESG) report constitute forward-looking statements and are subject to important risks, uncertainties, and assumptions. Forward-looking statements generally can be 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 or variations of them or similar terminology. 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 than the anticipated results. 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 and assumptions. 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 at August 9th, 2021 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. The forward-looking statements contained in this ESG report are expressly qualified by this cautionary statement.

# TABLE OF CONTENTS

ABOUT THIS REPORT	4	ENVIRONMENT	24	GOVERNANCE	63
MESSAGE FROM OUR CEO	5	CLIMATE CHANGE AND ENERGY USE	26	CORPORATE GOVERNANCE	64
Q&A: ESG AT GILDAN MOVING FORWARD	7	OUR CLIMATE CHANGE APPROACH	28	OUR UNWAVERING BUSINESS ETHICS AND INTEGRITY STANDARDS	65
AWARDS AND RECOGNITIONS	8	MANAGING OUR WATER RESOURCES	33	RISK MANAGEMENT	68
ABOUT GILDAN	9	PATH TO A CIRCULAR ECONOMY	35	DATA PRIVACY AND CYBERSECURITY	69
2020 FINANCIAL HIGHLIGHTS	10	BIODIVERSITY AND AFFORESTATION	38	PUBLIC POLICY AND ADVOCACY	70
HOW WE OPERATE	11	SOCIAL	40	THIRD-PARTY LIMITED ASSURANCE STATEMENT	71
A 20 YEAR TRACK RECORD IN ESG	13	RESPECTING HUMAN RIGHTS AND SUPPORTING ETHICAL LABOUR PRACTICES	41	ESG PERFORMANCE TABLE	73
UPDATING OUR MATERIALITY ASSESSMENT	14	LIVING WAGE	44	SASB CONTENT INDEX	79
ALIGNMENT WITH THE UN SDGs	15	ADDRESSING CHILD AND FORCED LABOUR	44	GRI CONTENT INDEX	83
SUMMARY OF 2015 TO 2020 ESG TARGETS	16	RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	45		
ESG GOVERNANCE	18	LEARNING AND DEVELOPMENT	47		
STAKEHOLDER ENGAGEMENT	19	DIVERSITY, EQUITY AND INCLUSION	49		
OPERATING WITH AGILITY AND RESILIENCY DURING COVID-19	21	PROGRESSIVE BENEFITS TO SUPPORT OUR EMPLOYEES AND THEIR FAMILIES	52		
		PRIORITIZING THE HEALTH AND SAFETY OF OUR EMPLOYEES AND CONTRACTORS	55		
		OUR COMMUNITIES	59		

## ABOUT THIS REPORT

Our Environmental, Social, and Governance (ESG) report outlines how we are delivering against our vision of ensuring sustainability is core to our business. It provides detailed information about our policies, management approach, and performance. This report marks our 17<sup>th</sup> year of sustainability reporting.


The reporting period of this report is from January 1, 2020, through December 31, 2020, unless otherwise indicated. We report only on assets that we operate, unless otherwise indicated, and provide year-over-year trending where possible<sup>1</sup>. All dollar figures are in USD.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Comprehensive option. This year, we have also started to align our disclosures to the Sustainability Accounting Standards Board (SASB) Apparel, Accessories and Footwear Sustainable Accounting Standard (2018), and the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. We support transparency in this area and expect to enhance our disclosures over the coming years. Our reporting also reflects our alignment with the relevant United Nations (UN) Sustainable Development Goals where we have the greatest impact.

This report and appendices are available in English, French, and Spanish, and is publicly available on our [website](#) as a downloadable PDF.

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

### THIRD-PARTY ASSURANCE

Our key material ESG and sustainability data for 14 performance indicators is subject to third-party assurance aligned to ISAE 3000 through the independent consultancy Corporate Citizenship. An independent limited assurance report is on [page 71](#) which includes the following: total annual energy usage (GJ), total annual water usage (m<sup>3</sup>), total hazardous waste (t), total non-hazardous waste (t), total wastewater effluents (m<sup>3</sup>), total scope 1 greenhouse gas (GHG) emissions (tCO<sub>2</sub>e), total scope 2 GHG emissions (tCO<sub>2</sub>e), partial scope 3 GHG emissions (tCO<sub>2</sub>e), total inorganic air emissions (t), total recharge of refrigerants (kg), work-related injury rate for employees, lost-time injury frequency rate for employees, lost time injury frequency rate for contractors (for operations in Haiti only), and injury severity rate for employees. All performance indicators that have been assured have been identified with a  symbol throughout the report.



<sup>1</sup>Data from each plant represents the entire facility. This includes: Gildan-owned operations in North America, Central America, the Caribbean, and Asia, as well as any significant impacts deriving from these. Information about our third-party manufacturing contractors and raw material suppliers has also been included where it is material and available. 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 from a single jurisdiction.

## MESSAGE FROM OUR CEO



GLENN J.  
CHAMANDY  
President & CEO

We are pleased to introduce our 17<sup>th</sup> consecutive annual Genuine Responsibility® Environment, Social, and Governance (ESG) report, which presents Gildan's progress on our various ESG initiatives during 2020 – a year like no other.

2020 presented businesses and industries all over the world with unprecedented challenges. While the global impacts of COVID-19, together with the impact of back-to-back hurricanes in Central America, were clearly significant events for Gildan, they also illustrated the resiliency of Gildan employees and of our unique business operating model.

From the start of the pandemic, our Company made great efforts to respond to COVID-19 in ways that prioritized the protection of our employees and the support of our customers while ensuring the operational and financial flexibility of our business. We quickly designated and deployed local pandemic response teams to adapt to varying situations in different parts of the world. While observing restrictions related to government lockdowns, we compensated manufacturing employees while our factories were shut down and

remained committed to our suppliers by not canceling any completed orders and taking a collaborative approach to ensuring a fair and just outcome for our contractors and their employees.

When it was safe to do so, we resumed our operations implementing strict biosecurity protocols to ensure the safety of our employees, including leveraging support from our onsite medical staff, and scaling our operations to align with demand as the situation evolved. Thanks in large part to our comprehensive COVID-19 preparedness and response plans, we did not face any significant outbreaks within our facilities.

We also extended support to help in the global response to the pandemic in the best way we could. Our team rose to the challenge of quickly adapting our operations to temporarily produce personal protective equipment (PPE) such as masks and gowns to mitigate the global shortage. We supported various organizations with PPE needs and donated masks and gowns to communities around the world.

But COVID-19 was not our only challenge. In November, back-to-back hurricanes struck Central America, directly affecting more than 4,000 of our employees, and causing extensive flooding, power outages, and damage to homes and businesses. I am extremely proud of the efforts of our manufacturing team who rose to the occasion to meet additional challenges during the ongoing pandemic, tending to humanitarian needs to support these communities and restoring production at our facilities.

In the wake of the destruction caused by the hurricanes, we immediately deployed our teams on the ground to help employees and community members recover and rebuild. We donated approximately 150,000 articles of clothing and 350,000 masks, in addition to distributing more than 7,500 emergency kits that included food, water, sleeping mats, and toiletry supplies. We also

worked to locate shelter for employees and other community members displaced by the hurricanes and provided medical assistance for our employees at our on-site medical clinics.

*“Together, we made it through 2020 stronger and proved to be far more resilient than we ever imagined possible. We could not be prouder of our employees and their extraordinary efforts during this time.”*

### ESG Targets & Initiatives

2020 also marked the end of our five-year Genuine Responsibility® ESG goals. While we did not meet all our goals as we diverted our attention and resources to navigate the pandemic and weather-related challenges of 2020, there were several areas where we made impressive progress and important strides.

We surpassed our water target by achieving a 11.4% reduction in water intensity compared to our 2015 baseline. We completed a third-party water risk assessment of our manufacturing operations in Honduras and started a groundwater assessment in Bangladesh, where we are working towards significantly expanding operations as part of our Back-to-Basics business strategy. As another example, to reduce greenhouse gas (GHG) emissions we trialed the use of a different box configuration allowing us to package our fleece products more efficiently and increase the volume held per container by 25% while reducing the transportation of goods by 20%. Further, we continued collaborating with our customers, suppliers and non-governmental organizations (NGOs) to create sustainable solutions and have started to work on plans to increase our focus on using more sustainable cotton and recycled

polyester in the textile production of our various active-wear and sock products.

Within our social goals, we are taking steps to help ensure that workers earn a good wage within our operations and those of our third-party manufacturers. We are pleased to report that all Gildan-owned manufacturing facilities were assessed using the Fair Labor Association's (FLA) data collection tool, and a number of our third-party manufacturers in the Americas and Asia are also using the tool to gather wage data for their workers.

In addition, while diversity and inclusion have always been critical areas of focus for Gildan, in 2020 the Company continued to prioritize the enhancement of inclusive policies and established an employee-led Diversity and Inclusion Sharing Committee. The Company also continued to work on initiatives to further progress gender parity across the organization.

### ESG Recognitions

For the eighth consecutive year, the Company was listed on the Dow Jones Sustainability Index (DJSI) and was again included in the S&P Global Sustainability Yearbook receiving a Silver Class sustainability distinction. Gildan is the only North American apparel manufacturer to be included in the DJSI. Gildan was also included on the Leadership Band of CDP's Climate Change Report for the second year in a row. In October 2020, the Company was recognized as one of the World's 100 Most Sustainably Managed Companies by The Wall Street Journal.

Most importantly, and central to our vision of Making Apparel Better®, our strong ESG practices make us a manufacturing partner of choice for those who recognize the inherent link that environmental practices, social impact, and good governance has on strengthening company resilience, sustainability, and financial performance in the long run. This was tested



and proven by the challenging events in 2020, where we ended the year on a strong note from a financial perspective demonstrating that ESG and financial performance are not mutually exclusive.

### Looking Ahead

Over the past 20 years at Gildan, we have taken a holistic approach regarding ESG, and, over this time, it has evolved tremendously. While we have had this strong historical focus, it is now clear that ESG is becoming an increasingly important part of the broader decision-making process for consumers, business partners, and all stakeholders, with growing attention on traceability and social impact in the apparel industry. We believe that these deep shifts will provide new opportunities for Gildan as our scale and capabilities allow us to continue to grow as a company.

What continues to set Gildan apart in our sector is our vertically integrated and cost-effective global manufacturing operations resulting in a stable and transparent supply chain. Importantly, this allows us to have operational control over all aspects of our production, helping to ensure the application of sustainable practices across the entire supply chain.

While we are pleased by the success we have achieved and the progress we made in 2020, we recognize that more must be done. We are focused on our “Next Generation” ESG strategy and a new set of long-term goals, which we will formally announce later this year. We look forward to ongoing progress and are confident we will continue to deliver strong long-term value for all stakeholders.

Finally, I would like to thank our employees, customers, partners, and our shareholders for their ongoing efforts, trust, and confidence as we continue to move forward. I would also like to thank our Board members and the Board's Corporate Governance and Social Responsibility Committee for their guidance and support.

Sincerely,

A handwritten signature in black ink, appearing to read 'Glenn J. Chamandy'.

Glenn J. Chamandy  
President & CEO



**PETER ILIOPOULOS**  
Senior Vice President, Taxation,  
Sustainability and Governmental Affairs  
[communications@gildan.com](mailto:communications@gildan.com)



**CLAUDIA SANDOVAL**  
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## Q&A: ESG AT GILDAN MOVING FORWARD

**Here, Peter Iliopoulos, Senior Vice President Taxation, Sustainability, and Governmental Affairs, and Claudia Sandoval, Vice President of Corporate Citizenship, discuss how the organization is accelerating Gildan’s ESG journey.**

### AS AN APPAREL COMPANY, WHAT ARE THE ESG AREAS YOU ARE MOST FOCUSED ON?

**Peter:** We prioritize our focus on the most material areas of our business from an ESG perspective and where we know we can make an impactful difference. For example, on the environmental side, water usage is a big

part of our manufacturing process. Water is a precious commodity, and it is the single biggest resource we use. It’s imperative that we understand our water use, continue to find innovative ways to reduce and reuse water in our operations, and work with local communities throughout the process. Our approach on wastewater treatment in Honduras and the Dominican Republic where we have developed a Biotop lagoon system is a great example of this (see [page 33](#)). Also, while we recognize that climate change is not a risk that is just emerging – we have been monitoring and assessing climate change risks on our business and communities for many years – it remains an important area of focus especially given that cotton is a key raw material input in the manufacturing of our products. In this regard we are analyzing various scenarios, including what a global temperature permanent shift of 1, 2 or 3 degrees warmer would mean to cotton crops. We are developing scenarios for this and working with third party specialists to better understand and set new targets so we can do our part to help address climate change.

**Claudia:** On the social side, human rights is also a critical issue. The vast majority of our employees work in low and lower-middle income countries where the regulatory, infrastructure, and support systems are not as robust as

in other countries. There is increased scrutiny on how companies operate in these environments and how they treat their workers. Here at Gildan, we are committed to going beyond what is required to provide our employees with good wages, health care and benefits, and also a safe workplace. We have always recognized that our people are our most valuable asset and are key to the success we have achieved as a company. We invest in our people not only because it is the right thing to do, but because it makes our business stronger.

### CAN YOU ELABORATE ON HOW ESG IS PART OF THE COMPANY’S OVERALL BUSINESS STRATEGY?

**Peter:** Our business strategy is based on three core pillars: cost competitiveness, capacity-driven growth, and ESG. By design, ESG is a core part of our business strategy and ultimately part of our overall value proposition to our customers of providing the best quality product, at the best possible price, made under the best possible working conditions from both a social and environmental perspective. Evaluating ESG implications is integrated in our key strategic decision-making processes, both from a risk and opportunity perspective. Further, being among the most vertically integrated global manufacturers, with approximately 90% of our sales deriving from products we manufacture, we have direct control of our operations allowing us to implement industry-leading practices when it comes to ESG.

### HOW DO YOU ENSURE ESG IS INTEGRATED INTO EVERYTHING YOU DO?

**Claudia:** Our emphasis on ESG begins at the top, starting with our Board of Directors and the top leadership of the Company and is ultimately cascaded through the entire organization. Our ESG responsibility is embedded in the culture of the Company. One great example is how we are developing our “Next Generation” ESG strategy. We didn’t want this to be something developed by a small corporate team working in isolation, so we established five working groups that include representation from

every area of the Company and its operations. It is important that everyone has a voice, everyone knows what others are doing, from our sales and marketing colleagues to our manufacturing teams. Everyone has a chance to provide their diverse perspectives, challenge the norm, and be a part of creating innovative solutions to some very complex problems.

### HOW DID GILDAN’S RESILIENCY STAND OUT FROM THE UNPRECEDENTED CHALLENGES OF THE PAST YEAR?

**Claudia:** 2020 was a year no one could have predicted as the effects brought on by COVID-19, compounded by weather-related events in Central America, struck the world and our business on an unprecedented scale. Nonetheless, while the year brought many challenges, it also showcased the resiliency of our business and our people, as well as the strong culture of responsibility and sustainability that we have continuously tried to foster within our Company.

People were our top priority starting with their safety, but we also focused on ensuring financial health and support while we shut down our operations early on during the pandemic as part of the government-mandated lockdowns. When we did resume operations, we made sure we did it safely, putting in place the necessary biosecurity protocols. Further, we did our part as a global citizen to help out on a broader scale by converting our operations to produce PPE such as masks and gowns.

We were also there with people on the ground in the aftermath of the hurricanes that hit Honduras and Nicaragua, with dedicated teams providing humanitarian aid to our people and the surrounding communities. This was an extremely difficult time, and our employees were truly a source of strength and resilience. For example, we received calls from our employees asking how they could help support the Company and their colleagues. To me, these actions demonstrate that the efforts we have made with our employees over the years have

fostered a workplace that they truly care about and are committed to.

**Peter:** I completely agree, Claudia. We faced extraordinary challenges during 2020, and here we are standing stronger than ever. That is a testament to the organization and to our people, and the pride we all have in Gildan. 2020 tested us in many ways and we saw how ESG has served as a competitive advantage allowing us to be resilient and stronger as a company. What we have done together as a company matters, but as we move forward with our ESG strategy what we do next will matter even more.

### CAN YOU GIVE US A GLIMPSE OF GILDAN'S "NEXT GENERATION" ESG STRATEGY?

**Peter:** Building on our ESG efforts and accomplishments to date, our "Next Generation" ESG strategy will be focused on emerging trends affecting our business and, more broadly, the world. We are taking a future-focused lens to look at where and how to leverage our core competencies to ensure we are engaged in areas where we can have the most meaningful impact. We know from our experience that developing our strategy with these considerations in mind will ensure ESG continues to be a source of competitive advantage for Gildan, ensuring both operational and financial resilience in the long-term.

We recognize that we need to continue to raise the bar and go further. We have over 10 years of experience of setting goals and targets and will leverage that experience as well as the results of our latest materiality assessment to take our next strategy and set of targets to the next level.

Additionally, central to our strategy is transparent and meaningful ESG disclosures which, for over 17 years, have continuously evolved as have the needs and expectations of our various stakeholders. That's why this year, while we will continue disclosing our ESG performance in alignment with the GRI, we will also, for

the first time, report in accordance with the standards set by SASB. We also recognize the need for transparent and decision-useful specific climate-related information and, starting in 2021, we will begin implementing the Financial Stability Board's TCFD recommendations, which you can read about on [page 28](#). Over the next few years, we plan to take steps towards full implementation of TCFD disclosures.

**Claudia:** Adding to what Peter said, our new strategy will be a continuation of our journey – where there is no end, but rather a need to continue to evolve. While we embarked on our ESG journey decades ago, we recognize there is work still to be done, and we continue to grow and learn. We see an opportunity to strengthen what we currently have, and we see the increased expectations and scrutiny around ESG matters. We know that it is not enough to set a target, and, therefore, we are developing clear and credible roadmaps to address the challenges and opportunities we face. As Peter said in the beginning, we are focusing on what really matters to our business.

## AWARDS & RECOGNITIONS

Included as a leading apparel company on The Wall Street Journal's inaugural ranking of the Top 100 Most Sustainably Managed Companies. Gildan ranked 32<sup>nd</sup> overall and claimed second place as one of only three apparel companies that made the list.



Included in the Dow Jones Sustainability Indices for the eighth consecutive year. Gildan was the only apparel manufacturer included in the North American index.



Included as a top performer on CDP's 2020 Climate Change Report. Gildan's A-score placed the Company in CDP's leadership band for the second consecutive year. We also received a score of B on Water Security, demonstrating leadership on water stewardship.



Received its 13<sup>th</sup> consecutive Corporate Social Responsibility Seal from the Fundación Hondureña de Responsabilidad Social Empresarial.



Ranked 25<sup>th</sup> out of 250 global brands on the 2020 Fashion Transparency Index.



Received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.





# ABOUT GILDAN

Gildan is one of the world's largest vertically integrated manufacturers of everyday basic apparel. Our product offering includes activewear, underwear, socks, hosiery, and legwear products.

We are Making Apparel Better® every day and creating long-term sustainable value for all our stakeholders: from our employees, customers, and investors to the communities and environments in the regions where we operate. Our ESG vision is rooted in the Company's culture and is a key part of our business strategy and an important element of our success. We conduct our business with ESG embedded into our operations, always with responsibility and integrity at our core.

## OUR CORE VALUES

-  We Operate Responsibly
-  We Believe in our People
-  We Act Like Entrepreneurs

For more details on each core value, visit our [website](#).

# AT A GLANCE

**HEADQUARTERS**  
Montreal, Canada

**YEAR FOUNDED**  
1984

**# EMPLOYEES**  
44,425

**# OF COUNTRIES WITH OPERATIONS**  
12

## CREATING VALUE IN EVERYTHING WE DO

### FOR...

#### Customers

We deliver high quality products for the whole family at everyday low prices.

#### Communities

We operate by acting responsibly and generating positive economic impacts.

#### Employees

We empower our employees to succeed while treating them with respect and dignity.

#### Shareholders

We drive sales and earnings growth, ongoing operational excellence, and high returns on investment.

#### The Environment

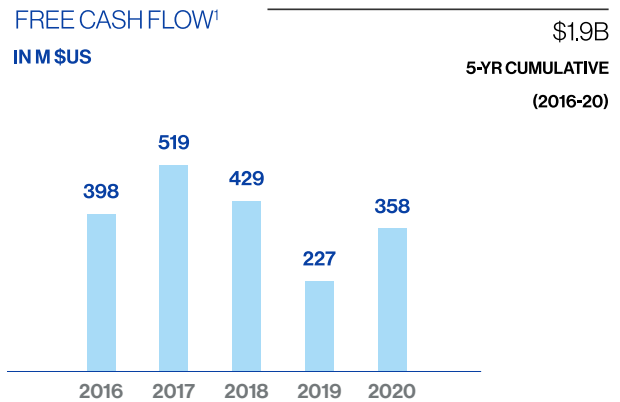
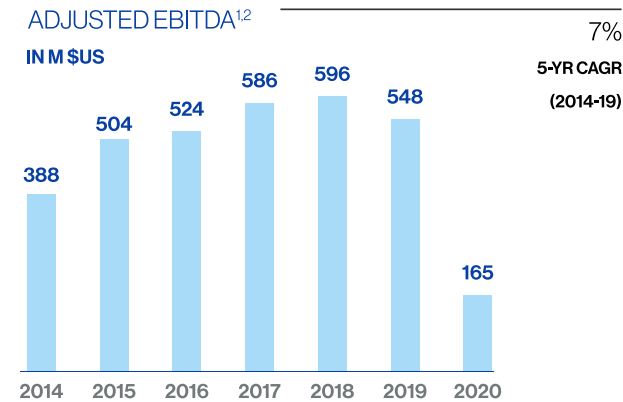
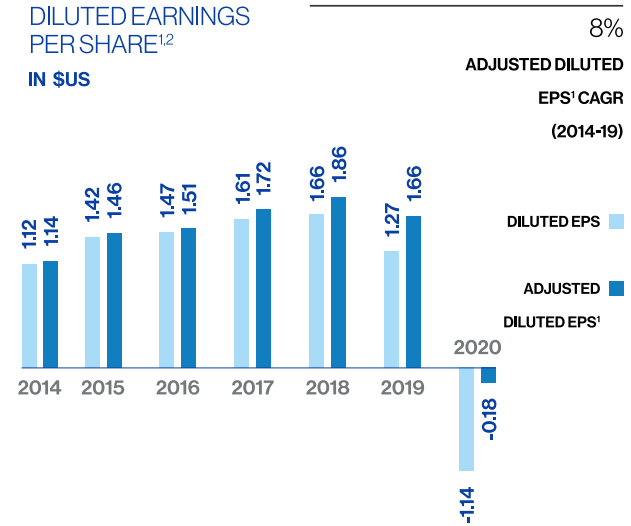
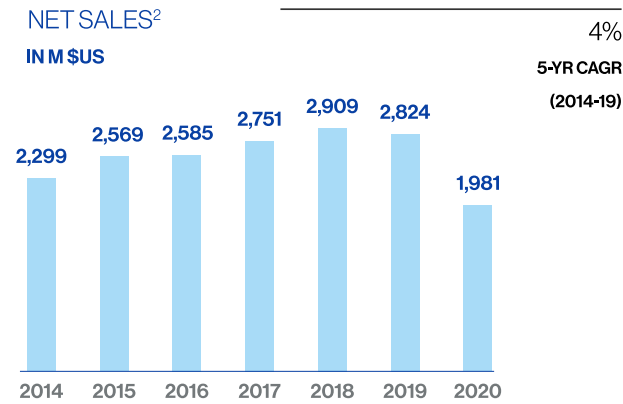
We pursue continuous improvement and invest in sustainable solutions to reduce our impacts on future generations and positively influence how apparel is made.

## 2020 FINANCIAL HIGHLIGHTS

Despite a year spent in the grips of the pandemic resulting in economic and market uncertainty, we weathered the storm remarkably well, reporting strong financial results in the fourth quarter of 2020. The events in 2020 further our conviction that ESG supports strong business resilience and long-term performance.



## SOLID FOUNDATION AND STRONG POSITIONING FOR THE FUTURE



Notes

<sup>1</sup>Please refer to "Definition and reconciliation of non-GAAP financial measures" in the 2020 Management's Discussion and Analysis of our Annual Report.

<sup>2</sup>On a calendar year basis

Certain minor rounding variances exist between the consolidated financial statements and this summary.

## HOW WE OPERATE

**Our Company** was founded on the belief that owning and operating our manufacturing facilities and controlling every step of the production cycle was the best way to make great apparel. Starting from spinning cotton and other fibres into yarn through to assembling the final garments and distributing our products, we prefer to do it all with our vertically integrated business model.

**Our manufacturing operations** are headquartered in Honduras, where we have our largest production base. Our yarn-spinning operations are all located in the United States, while textile, sewing, and sock manufacturing operations take place across our Central American, Caribbean and Bangladesh hubs.

For more information on our facilities see our [2020 Annual Report](#) or visit the [Our Factories](#) page on our website.

Approximately 90% of our sales derive from products we manufacture, which means we have direct control of our operations, allowing us to implement industry-leading practices when it comes to ESG.



# WHY VERTICAL INTEGRATION MATTERS

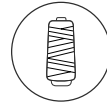
Our direct control and ability to influence almost every aspect of the production process enables us to optimize resources, minimize waste, and increase efficiencies that reduce our impacts on the environment. Because we own the majority of the factories in which our products are made, we focus on investing in technology, sustainable innovation, and, most importantly, training and development programs. With these investments, we can continuously improve our products, reduce our impacts, and create value for all stakeholders.

Our business model sets us apart from other major global apparel companies, and the combination of our vertical integration and the investments we have made in new technology, capacity expansion, and sustainable solutions have allowed the Company to become one of the world's most cost-efficient apparel manufacturers. This has been reinforced by our large scale, our focus on minimizing waste and optimizing our output, and our product mix, which additionally allows us to use some of the in-process waste from one product as an input into other products.



## Cotton

The single biggest raw material we use in the manufacture of our product is cotton and the vast majority is sourced from the United States. We account for over one-third of all the cotton that is consumed domestically in the United States.



## Yarn-Spinning

Fibres are sent to our yarn-spinning facilities in the United States, where they are cleaned, blended, drawn, and twisted into high-quality yarn.



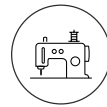
## Textiles

At our integrated textile facilities in Central America, the Caribbean, and Bangladesh, yarn is knit into fabrics, dyed to colour, and cut to shape integrating innovative and sustainable process solutions.



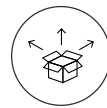
## Socks

We knit the yarn using specialized knitting machines to manufacture socks at our facility located in Honduras. Computerized sock knitting machines work at high speeds, capable of producing a wide variety of socks.



## Sewing

Cut fabric parts are then sent to our sewing facilities located in Central America, the Caribbean, and Bangladesh, where they are assembled into finished products (activewear, underwear) by our skilled workers. Our sewing operations represent the largest percentage of Gildan's employee-base.



## Distribution

Gildan's Company-owned and contracted distribution centres located in North America, Europe, and Asia leverage these strategic locations and technology to efficiently service our global customer base.



## Customers and Consumers

Our product offering includes activewear, underwear, socks, hosiery, and legwear products sold to a broad range of customers, including wholesale distributors, screen printers or embellishers, as well as to retailers that sell to consumers through their physical stores and/or e-commerce platforms, and to global lifestyle brand companies.

## OUR OPERATIONS

Our vertical integration allows us to control almost every step of the manufacturing process (from yarn to final assembly), drive efficiencies and integrate sustainable solutions to create value in everything we do. Our global low-cost manufacturing is supported by manufacturing hubs in North America, Central America, the Caribbean and Bangladesh.



# GLOBAL MANUFACTURING INFRASTRUCTURE



YARN SPINNING HUB



TEXTILE & SEWING MANUFACTURING HUBS  
CENTRAL AMERICA • CARIBBEAN • BANGLADESH

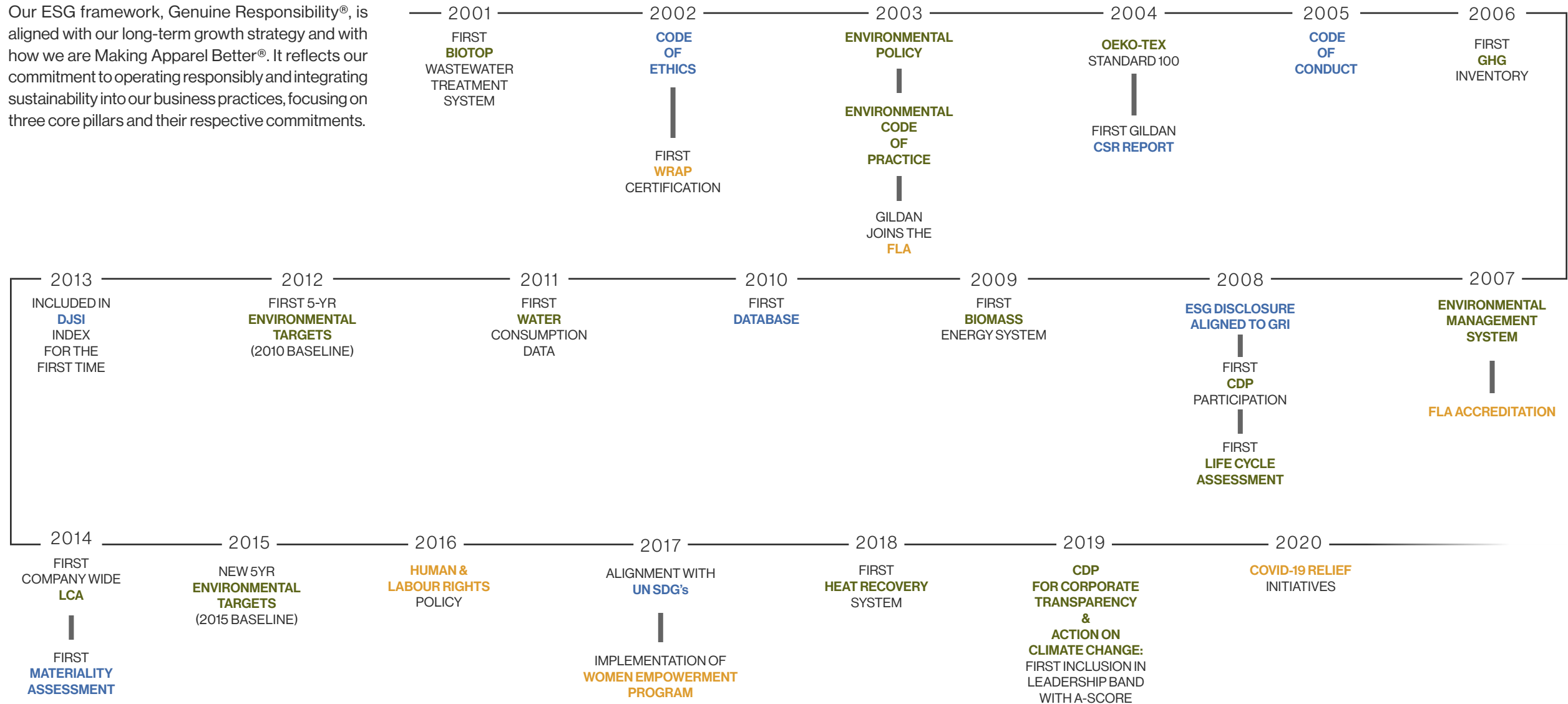


OUR MARKETS

# A 20 YEAR TRACK RECORD IN ESG

- ENVIRONMENT ●
- SOCIAL ●
- GOVERNANCE ●

Our ESG framework, Genuine Responsibility®, is aligned with our long-term growth strategy and with how we are Making Apparel Better®. It reflects our commitment to operating responsibly and integrating sustainability into our business practices, focusing on three core pillars and their respective commitments.



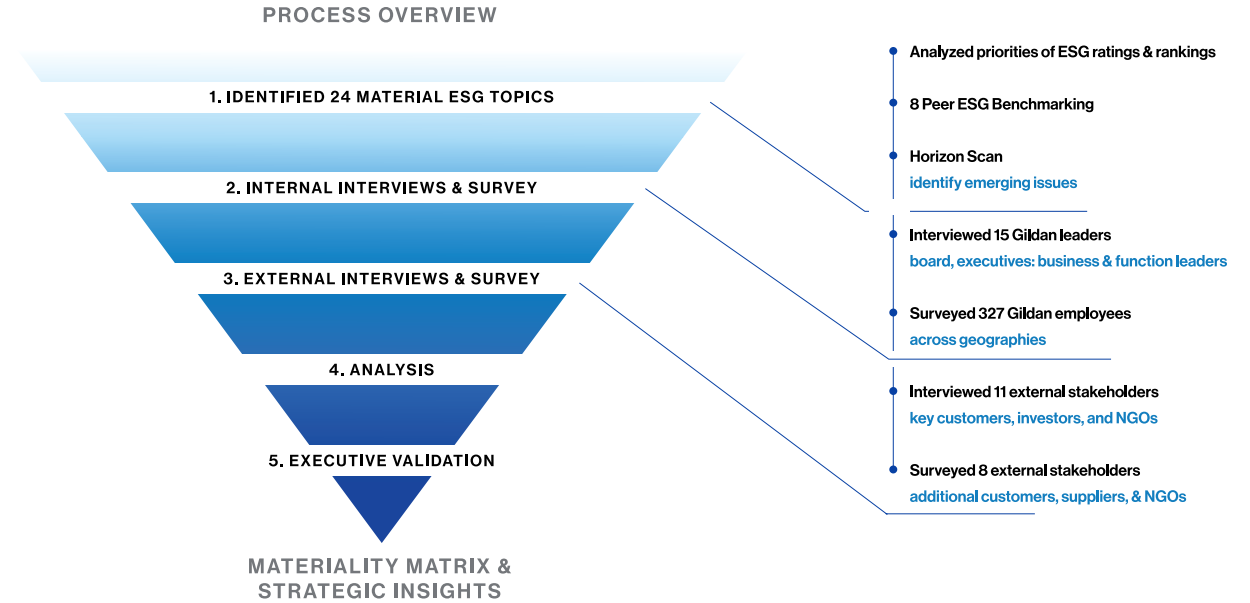
## UPDATING OUR MATERIALITY ASSESSMENT

In the sustainability context used for this report, materiality refers to the relative significance of ESG and its economic priorities and impacts, whether positive or negative, on our business and stakeholders. To define the sustainability topics most urgent and relevant to our business, we initiated a comprehensive process in late 2020 with a third-party sustainability consulting agency. Our materiality approach followed established best practices and was informed by the value creation approach of SASB and the broader stakeholder impact principles of GRI.

Co-led by our Senior Vice President, Taxation, Sustainability, and Governmental Affairs, and our Vice President, Corporate Citizenship, the assessment included engagement with key internal and external stakeholders including the Chair of the Corporate Governance and Social Responsibility Committee of our Board of Directors, Gildan's senior management, customers, investors, suppliers, NGOs, and feedback from more than 300 Gildan employees at different locations. We also conducted an analysis to identify new and/or emerging ESG topics related to our sector, that included a range of data sources such as third-party reports on Gildan's ESG performance and peer benchmarking analysis.

Through a systemic review we identified 24 material topics, which included six new issues from our last assessment conducted in 2017. Based on the level of importance to both stakeholders and the business, 12 of these topics were deemed to be high priority as described below and have been grouped into five broad categories: Long-Term Value Creation; ESG Transparency and Disclosure; Circularity; Climate Change, Energy and Water; and Human Capital Management.

In accordance with these results, we refreshed our materiality matrix to consider and reflect the broader sustainability trends impacting our Company with the objective of identifying critical priorities, risks, and opportunities in our sector over the coming years. The results of the materiality assessment, including the priority topics, were reviewed by our Sustainability team and validated by our Executive team. As described below, these five categories will inform our ESG objectives and strategies moving forward and will be included holistically as part of our broader business strategy.



LONG TERM VALUE CREATION	ESG TRANSPARENCY & DISCLOSURE	CIRCULARITY	CLIMATE CHANGE, ENERGY & WATER	HUMAN CAPITAL MANAGEMENT
Community Investment	ESG Transparency and Disclosure	Sustainable Raw Materials	Climate Change and Energy	Human Rights and Ethical Labour
Economic Empowerment	ESG Marketing and Communications	Operational Waste Management	Water	Health and Safety
		Sustainable Supply Chain		Diversity, Equity and Inclusion

## ALIGNMENT WITH THE UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS (SDGs)

As a global company, we recognize the powerful role we can play in supporting and contributing to the goals and achievements of the UN SDGs. Through our core business and community investments, we believe we can contribute most meaningfully to the following four goals:

### SDG 4 QUALITY EDUCATION

We believe that investing in education helps build job and life skills that can have transformational impacts on communities, promoting socioeconomic stability and helping communities escape poverty. Through financial and in-kind donations, as well as through volunteering by our employees, we support inclusive quality education programs in our communities that focus on hygiene, nutrition, environmental protection, and violence prevention. We also focus on the ongoing development of our employees through our training programs and resources.



### SDG 8 DECENT WORK AND ECONOMIC GROWTH

We strive to create value for our people, their families, and the communities where we operate by respecting the fundamental rights of our workers and treating every employee with respect and dignity. We offer quality jobs through progressive compensation and benefit programs, provide safe and healthy work environments, invest in training and development initiatives, and foster a culture where employees feel empowered to achieve their goals. This commitment extends to our third-party finished goods suppliers to ensure they also respect the fundamental rights of their employees, as detailed in our Code of Conduct.



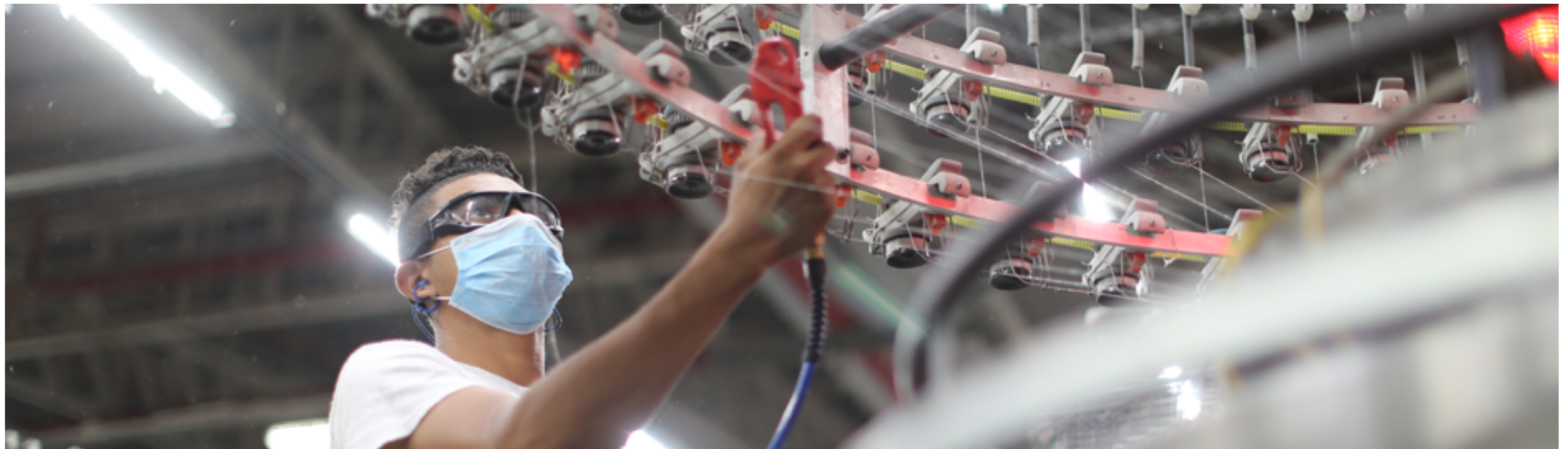
### SDG 9 INDUSTRY INNOVATION AND INFRASTRUCTURE

Our vertically integrated manufacturing model allows us to directly influence and implement responsible practices throughout our entire manufacturing processes, from the selection of raw materials to the assembly of the final products. We are committed to making continuous improvements in production and distribution through innovative and sustainable solutions that drive positive outcomes for all our stakeholders. We are also working to raise awareness with our consumers on sustainable consumption and use of sustainable materials and packaging through various social media channels.



### SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We are adopting sustainable business practices and incorporating environmental responsibility throughout our operations and our product life cycles. We do this by collaborating with our manufacturing partners and material suppliers in the selection of materials, processes, and chemicals to eliminate all substances and waste products known or suspected of being harmful to human health or environmental systems. We are also developing new processes and approaches to reduce, re-use, recycle, recover, and dispose of materials to support zero-waste goals.








## SUMMARY OF 2015 TO 2020 ESG TARGETS

2020 marked the end of Gildan's five-year ESG targets established in 2015. While significant progress was achieved in some areas, other areas were negatively impacted by COVID-19 and the two hurricanes in Central America. These events required us to divert attention and resources to the health and safety of our workforce, to ensure the continuity of our business, and to support the needs of our local communities.












### AT A GLANCE: OUR ESG TARGETS

● Achieved    ● On Track    ● Not Achieved

TARGETS	STATUS	2020 RESULTS
<b>ENVIRONMENT</b>		
 2015 - 2020: Gildan will reduce its water intensity by 10%, per kg of product, from our owned operations.	●	Between 2015 and 2020, our water use intensity decreased by 11.4%, surpassing our target by 1.4%. From 2019 to 2020, our water intensity decreased by 0.3%. <b>See: p.34</b> for additional information.
 Set in 2017: Gildan will conduct a water risk assessment for our Central America and Caribbean operations by 2022. Modified in 2019: Gildan will conduct a water risk assessment at our operations in Central America and Bangladesh, where we have announced significant growth expansion.	●	In 2020, we completed a third-party water risk assessment for our manufacturing operations in Honduras. In 2021 we plan to conduct a water risk assessment for our manufacturing operations in Bangladesh. <b>See: p.34</b> for additional information.
 2015 - 2020: Gildan will reduce its Scope 1 and 2 GHG emissions intensity by 10%, per kg of product from our Company-owned operations.	●	From 2015 to 2020, our Scope 1 and 2 overall emissions intensity decreased slightly by 1.1%, falling short of our target when compared to the baseline. This was largely due to our GHG emissions intensity increase of 13.6% from 2019 to 2020. <b>See: p.27</b> for additional information.
 2015 - 2020: Gildan will reduce its energy intensity by 10%, per kg of product, from our Company-owned operations.	●	From 2015 to 2020, our energy intensity decreased by 2.6%, not achieving our target when compared to the baseline. From 2019 to 2020, our energy intensity decreased by 3.12%. <b>See: p.27</b> for additional information.
 2015 - 2020: Gildan will reduce landfill waste intensity by 10%, per kg of product, from our owned operations.	●	Between 2015 and 2020, our landfill waste intensity decreased by 4.9%, not achieving our target when compared to the baseline. From 2019 to 2020, our landfill waste intensity decreased by 1.3%. <b>See: p.36</b> for additional information.



TARGETS	STATUS	2020 RESULTS
<b>PEOPLE &amp; CULTURE</b>		
 Set in 2017: Continue an ongoing open and constructive dialogue with labour stakeholders, including unions, NGOs, and governments.	●	In 2020, we continued to maintain an open dialogue while collaborating with labour groups in Central America and Haiti to review: <ul style="list-style-type: none"> <li>• Payments during government closures of facilities due to COVID-19</li> <li>• Support provided to vulnerable workers including those with chronic diseases</li> <li>• Social security assistance</li> </ul> <b>See: p.45</b> for additional information.
 Set in 2017: By 2020, 100% of contractors worldwide will be trained on Gildan's Social and Sustainable Compliance Guidebook.	●	In 2020, 100% of our contractors worldwide were trained on Gildan's Social and Sustainable Compliance Guidebook. <b>See: p.67</b> for additional information.
 Set in 2017: By 2019, 71% of Gildan-owned manufacturing facilities will test the Fair Labor Association (FLA) data collection tool. This goal is part of Gildan's commitment to support stakeholder research on living wages in the different countries where we operate.	●	In 2020, 100% of Gildan-owned manufacturing facilities were evaluated using the FLA data collection tool. Starting in 2020, selected contractors in the Americas and Asia are now also using the tool to collect data on workers wages. <b>See: p.44</b> for additional information.
 Set in 2017: Continue working with local vocational training organizations to strengthen the technical skills of our employees and communities.	●	In 2020, we provided employees with more than 851,400 hours of training in our manufacturing facilities. We also facilitated coaching and mentoring programs that help employees advance in their careers. In 2020, 11% of our open positions were filled by internal candidates. <b>See: p.47</b> for additional information.
 Set in 2017: Continue to develop initiatives that will empower female employees and create further opportunities for them to rise into management positions.	●	We continued to implement programs that provide female employees with training, networking opportunities, and resources to help them build their personal toolkits to support them in achieving their goals. In 2020, women represented 39% of all management positions. <b>See: p.50</b> for additional information.
 Set in 2017: Expand and harmonize health and safety programs.	●	Senior leaders across all business units track safety related KPI's on a weekly basis and meet and report on safety incidents and share lessons learned. Progress against health and safety KPIs are reviewed and reported to the Board of Directors on a quarterly basis to ensure that risks are managed, and mitigation is in place. In 2019 we started revising our Safety Management System aligned to OSHAS 18001 requirements to ISO:45001, providing us a framework to harmonise our health and safety programs across the organization. We also updated and implemented our Global Health and Safety Policy across all our operations in 2019. In 2020, we launched a new health and safety database to improve global tracking of health and safety metrics that feed into our Global Safety Scorecard. We also updated our process to ensure we implemented a harmonized process for global health and safety objectives across our operations. In addition, we revised targets to focus on biosafety protocols and safety related to disaster clean up due to COVID-19 and the two hurricanes in Central America. <b>See: p. 57</b> for additional information.
 Set in 2017: By 2020, implement a near-miss reporting program in our manufacturing facilities. Modified in 2019: As part of our continuous improvement and implementation of best industry practices, we introduced the concept of Serious Injuries or Fatalities (SIF) as well as potential SIF. To reflect these new trends, our target going forward has been modified to implement a potential SIF reporting program globally.	●	In 2019, we met with our Board of Directors to discuss our change in approach to incorporate SIFs as part of our health and safety monitoring program. We also have harmonized and improved tracking, follow-up, and reporting of safety metrics, including SIFs across all our operations. Since that time, we have been providing our Executive Safety committee and the Board of Directors with quarterly reports on safety including discussion on SIFs, which are reviewed and discussed during Board meetings. <b>See: p. 57</b> for additional information.
 Set in 2016: Continue leveraging local capacity to support education, active living, entrepreneurship, and environmental programs.	●	In 2020, we continued to carry out projects to support education. However, we shifted some support from certain community engagement efforts to respond to the critical community needs that emerged because of COVID-19 and the impact of the hurricanes in Central America. <b>See: p.61</b> for additional information.
 Set in 2017: By 2020, increase by 25% the number of sponsored schools at Gildan's manufacturing locations.	●	Achieved in 2019, when we increased the number of Gildan-sponsored schools from 27 to 371 across our manufacturing locations. <b>See: p.61</b> for additional information.



## LOOKING AHEAD

We are proud of what we have accomplished despite the challenges we faced, particularly in 2020. We will apply our learnings from the past five years as we develop our “Next Generation” ESG strategy and targets in 2021 and remain fully committed to our sustainability journey.

## ESG GOVERNANCE

Our Corporate Governance and Social Responsibility Committee (CGSRC) of our Board of Directors has overall responsibility for monitoring and reviewing the Company's ESG practices, performance, risks and opportunities, and public reporting. The Committee is composed of independent directors with significant experience in ESG subject areas. In 2020, all Board members received additional training on ESG reporting standards and market trends that are shaping the future of reporting.

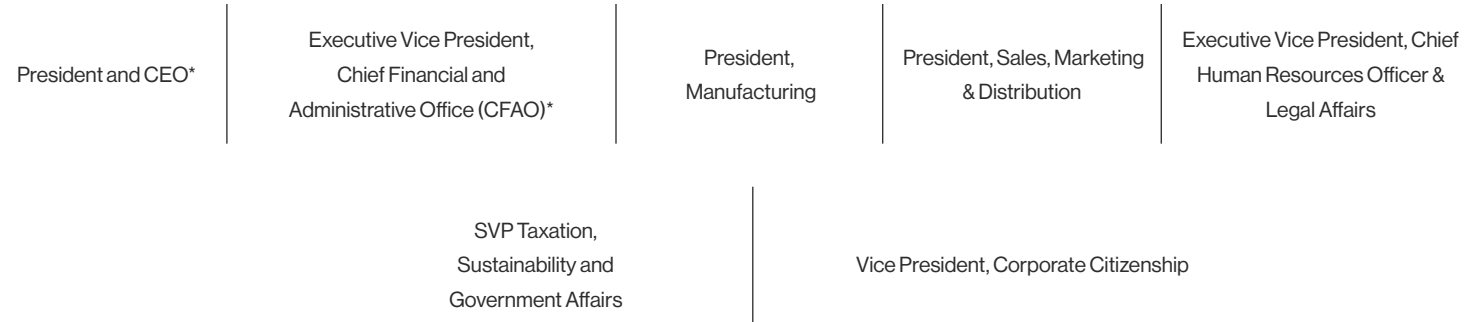
In 2020, we formed a new ESG Steering Committee comprised of senior management across all areas of the organization and operations to develop our "Next Generation" ESG strategy. The Steering Committee is responsible for overseeing the Company's ESG strategy, including goal development and progress. It is supported by five ESG working groups chaired by senior leaders across the organization. With oversight from the chairs, working groups are accountable for the development and implementation of Gildan's ESG strategy and multi-year plans, targets, performance, and measurement within their respective functions. Chairs are responsible for ensuring appropriate resourcing is in place to develop and implement the strategy.

At a corporate and operational level, ESG is overseen by a dedicated team reporting to both our Senior Vice President, Taxation, Sustainability, and Governmental Affairs; and our Vice President, Corporate Citizenship, who are supported by dedicated teams within the regions in which we operate.

### BOARD OF DIRECTORS MONITORS & OVERSEES PROGRESS OF ESG STRATEGY & TARGETS

#### ESG STEERING COMMITTEE

PROVIDES LEADERSHIP AND GUIDANCE IN THE DEVELOPMENT AND IMPLEMENTATION OF ESG STRATEGY AND GOALS

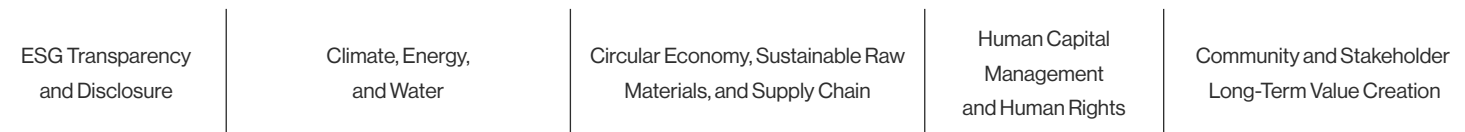


The committee also includes senior leaders across the organization who provide leadership on ESG priority topics focused on: **Human Capital Management; Climate Change, Energy and Water; Circularity; ESG Transparency and Disclosure; and Long-Term Value Creation.**

\*Steering Committee is co-chaired by CEO and CFAO

#### WORKING GROUPS

CHAIRIED BY SENIOR LEADERS AND COMPOSED OF CROSS-FUNCTIONAL REPRESENTATIVES WHO WILL SUPPORT ESG STRATEGY DEVELOPMENT AND IMPLEMENTATION.



#### ESG TEAM COORDINATES ACROSS WORKING GROUPS

## STAKEHOLDER ENGAGEMENT

We proactively engage and collaborate with a wide variety of stakeholders. These strong relationships allow us to learn from one another, collaborate, and fulfill our mission of creating value in everything we do.

### → OUR APPROACH

Our [Global Stakeholder Engagement Policy](#) defines how we manage stakeholder engagement. This includes one-on-one discussions, focus groups or roundtables facilitated by external independent facilitators, workshops and seminars, confidential questionnaires, and anonymous feedback. Additionally, to improve accessibility of information to all stakeholders, our [Code of Conduct](#) has been translated to the following languages: English, French, Spanish, Haitian Creole, Polish, Bengali, Chinese, Japanese, Vietnamese, Khmer, Urdu, Korean, Italian, Hindi, Tamil, and Sinhalese.

**Examples of which stakeholders we engage with and their key areas of interest are detailed in the following table.**

STAKEHOLDERS	HOW WE ENGAGE	FREQUENCY	TOPICS OF INTEREST
Investors/ Shareholders	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Earnings conference calls</li> <li>• Investor perception study</li> <li>• Investor days</li> <li>• Site tours</li> <li>• Investor meetings with company management</li> <li>• Institutional Investor conferences</li> <li>• Shareholder Engagement meetings with Board of Directors</li> <li>• Meetings with financial institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Ad hoc</li> <li>• Quarterly</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Strategy and market landscape</li> <li>• ESG/sustainability</li> <li>• Governance</li> </ul>
Employees/Unions	<ul style="list-style-type: none"> <li>• Global employee engagement and pulse surveys</li> <li>• Worker-management committee meetings</li> <li>• Gildan internal communications</li> <li>• Roundtables</li> </ul>	<ul style="list-style-type: none"> <li>• Ad hoc</li> <li>• Weekly</li> <li>• Monthly</li> <li>• Bimonthly</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Employee wellbeing</li> <li>• Working conditions</li> <li>• ESG/sustainability</li> <li>• Freedom of association</li> <li>• Collective bargaining agreements</li> <li>• Health and safety</li> <li>• Human and labour rights</li> <li>• Operational water and wastewater management</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• ESG Customer Audits of our Facilities</li> <li>• Site Visits/ Facility Tours</li> <li>• Customer meetings with Management</li> <li>• Conferences</li> <li>• Tradeshows</li> <li>• Social Media</li> </ul>	<ul style="list-style-type: none"> <li>• Ad hoc</li> <li>• Weekly</li> <li>• Monthly</li> <li>• Bimonthly</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Human and labour rights</li> <li>• Responsible sourcing</li> <li>• Traceability</li> <li>• Product quality</li> <li>• ESG/sustainability</li> <li>• Health and safety</li> <li>• Business ethics and compliance</li> </ul>
NGOs	<ul style="list-style-type: none"> <li>• Memberships</li> <li>• Audits</li> <li>• Roundtables and conferences</li> <li>• Committee meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Ad hoc</li> </ul>	<ul style="list-style-type: none"> <li>• Employee wellbeing</li> <li>• Human and labour rights</li> <li>• Freedom of association</li> <li>• Actions towards climate change</li> <li>• Health and safety</li> <li>• Responsible Sourcing</li> </ul>
Local Communities	<ul style="list-style-type: none"> <li>• Town hall meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly</li> </ul>	<ul style="list-style-type: none"> <li>• Community development</li> <li>• Education programs</li> <li>• ESG/sustainability</li> <li>• Economic impacts</li> </ul>
Students/Academia/ Schools	<ul style="list-style-type: none"> <li>• Mentoring</li> <li>• Internships</li> <li>• Participation in research projects</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• Education programs</li> <li>• Job creation</li> <li>• Human and labour rights</li> </ul>
Government	<ul style="list-style-type: none"> <li>• Direct meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Ad hoc</li> </ul>	<ul style="list-style-type: none"> <li>• Direct foreign investment</li> <li>• International Trade</li> <li>• Job creation</li> <li>• ESG/sustainability</li> <li>• Business ethics and compliance</li> <li>• Human and labour rights</li> </ul>
Contractors and suppliers	<ul style="list-style-type: none"> <li>• Trainings</li> <li>• Social compliance audits</li> </ul>	<ul style="list-style-type: none"> <li>• Ad hoc</li> <li>• Annually</li> </ul>	<ul style="list-style-type: none"> <li>• ESG/sustainability</li> <li>• Business ethics and compliance</li> <li>• Human and labour rights</li> <li>• Health and safety</li> </ul>



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## 2020 PERFORMANCE

In 2020, with the collaboration of the Chair of the Corporate Governance and Social Responsibility Committee, we engaged with some of our largest institutional shareholders to promote direct and open dialogue on corporate governance, Board oversight of ESG, and shareholders' expectations regarding ESG practices and disclosures. We gained valuable insights from these meetings that we will reflect in our "Next Generation" ESG strategy and future ESG reporting. We expect to continue our engagement in 2021.

The following table details other groups we were affiliated and/or in dialogue with in 2020.



ORGANIZATION	AREA OF FOCUS	RELATIONSHIP
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 a member since 2013.
FAIR LABOR ASSOCIATION (FLA)	LABOUR RIGHTS	The mission of the Fair Labor Association 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 International Labour Organization 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 a 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.
INTERNATIONAL LABOUR ORGANIZATION (ILO)	LABOUR RIGHTS	The ILO is devoted to promoting social justice and internationally recognized human and labour rights and brings together governments, employers, and workers representatives of 187 member States, to set labour standards, develop policies and devise programmes promoting decent work for all.  Gildan participates in the ILO Better Work Program through our third-party contractors in Haiti and Company-owned facilities in Nicaragua. The program aims to improve compliance with labour standards and competitiveness in global supply chains.
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 who is primarily focused on certifying workplaces on 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 International Labour Organization (ILO), the United Nations Guiding Principles on Business and Human Rights, and the Organization for Economic Cooperation and Development (OECD)'s Guidelines for Multinational Enterprises.  All our sewing facilities and our vertically integrated facility in Bangladesh are WRAP-certified.
SUPPLIER ETHICAL DATA EXCHANGE (SEDEX)	SOCIAL COMPLIANCE	Gildan is a member of SEDEX, which provides member companies with a secure web-based platform for storing and sharing 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.
ETHISPHERE	ETHICS	The Ethisphere Institute is a for-profit company that defines and measures corporate ethical standards, recognizes companies that excel, and promotes best practices in corporate ethics.  Gildan is a member of Ethisphere's Business Ethics Leadership Alliance.
SUSTAINABLE BRANDS	SOCIAL AND ENVIRONMENTAL	Since 2018, Gildan has been a member of Sustainable Brands, an organization whose goal is to inspire, engage, and equip business leaders and practitioners who see social and environmental challenges as an essential driver of brand innovation, value creation, and positive impact.

## OPERATING WITH AGILITY AND RESILIENCY DURING COVID-19

In 2020, the world was hit with unprecedented circumstances. From the onset of the COVID-19 pandemic, our Enterprise Risk Management (ERM) team developed a task force to monitor and provide senior management and our Board of Directors with regular updates related to employee health and safety, the impact of COVID-19 on operations, and potential business disruptions. Throughout the year, the task force continued to meet on a regular basis to discuss risks and mitigation strategies. The result was a strong COVID-19 response focused on the well-being of employees and their families, the continuity of our business, the continued support of Gildan's customers, and the long-term competitive strength and value of the Company.

### OUR EMPLOYEES

Gildan worked closely with local management teams, governments, NGOs, and union representatives across our supply chain to support all employees, ensure their rights remained protected, and that their health and safety remained a priority.

#### We engaged with the following NGOs on the impacts related to COVID-19:

- Americas Group
- Maquila Solidarity Network
- Worker Rights Consortium



### HONOURING OUR EMPLOYEE HEROES

Gildan dedicated its fourth year participating in Fashion Revolution's annual #Who-MadeMyClothes campaign to highlighting employees who made the decision to return to work and manufacture PPE in support of the global fight against COVID-19.

The global spread of COVID-19 in March 2020 triggered mandatory government shutdowns of the private sector. As a result, many factories around the world temporarily closed, including ours. While our factories remained idled, most of our workers were placed under suspension, a mechanism allowed by law where workers do not lose their contracts and maintain their seniority and all legal benefits at the Company. During this time, workers received financial support from Gildan and their respective governments. In some countries where government support was not available, Gildan stepped in to support employees financially. For more information, please refer to [Support for Manufacturing Employees](#) on our website.

With PPE in short supply at the onset of the pandemic, in April 2020, Gildan harnessed its manufacturing expertise to quickly re-tool its production facilities in

Honduras<sup>2</sup> to produce non-medical face masks and isolation gowns. Before allowing workers back onsite, we worked with the Honduran government and the Honduran Apparel Association<sup>3</sup> (AHM), to develop a COVID-19 biosafety protocol with stringent safety precautions, which included the following:

- Enhanced cleaning procedures in buses used to transport employees, workstations in facilities, and cafeterias.
- Required temperature checks, handwashing, and foot sanitation for everyone.
- Mandatory PPE requirements.
- Social distancing measures in all common areas, including in buses, on production floors, and in bathrooms and cafeterias.

<sup>2</sup>We also produced small amounts of face masks in Nicaragua and the Dominican Republic.

<sup>3</sup>Honduran Apparel Association is commonly known in Spanish as Asociacion Hondurena De Maquiladores (AHM)

## SUPPORTING EMPLOYEE MENTAL HEALTH DURING COVID-19

COVID-19 was a time of increased stress and anxiety worldwide, including for our employees in Honduras who voluntarily returned to work to help manufacture gowns and face masks for frontline workers. Gildan's Saving Our Family program was adapted to support more than 2,000 of our Central American employees and their families by offering virtual discussions on topics including crisis and anxiety management, stress control, and leadership in times of crisis.



At the end of the second quarter of 2020, we coordinated with local, state, and national health authorities in all other regions where we operate to develop and implement comprehensive COVID-19 preparation and response plans, building on our biosafety protocol and safety measures in Honduras. This allowed us to safely re-open our facilities and resume production globally.

As public health guidelines evolved throughout the year, our facilities adjusted their local strategies and procedures to incorporate new guidance regarding COVID-19, including symptoms to look for, quarantine and isolation requirements, return to work guidance, identification of vulnerable employees, and cleaning/disinfecting procedures. While there were widespread community impacts in many countries, Gildan's plans and procedures in place prevented any significant outbreaks within our facilities.

To learn more about how we protected the health and safety of our employees on the factory floor during COVID-19, watch a short video on our [website](#).

## HOW DID WE DO?

Throughout 2020, we conducted a series of pulse surveys to measure employee satisfaction with the assistance offered by the Company during COVID-19, including health and safety support; global and local communications; manager contact and support; and access to equipment, technology, and other materials for working remotely. After averaging the scores for all categories, more than 80% of our salaried employees said they were satisfied with the support provided.

## BY THE NUMBERS



**48,000** COVID-19 test kits were ordered for our medical staff and workers



**+4,500** antibacterial gel bottles donated



**+1,000** gowns donated



**+900** employees participated in virtual mental health talks in Honduras



**+350,000** masks donated



## FACING BACK-TO-BACK HURRICANES DURING COVID-19

In addition to the challenges related to COVID-19, two back-to-back hurricanes hit Central America with devastating impacts, directly affecting over 4,000 of our employees in November 2020.

In the wake of the damage left by the hurricanes, Gildan initiated a humanitarian aid plan to support employees and help local communities recover and rebuild. The Company donated 150,000 pieces of clothing and over 350,000 masks, in addition to distributing more than 7,500 emergency kits that included food, water, sleeping mats, and toiletry supplies. We also worked to locate shelter for employees and other community members displaced by the hurricanes and provided medical assistance for our employees at our onsite clinics.

Our employees showed great solidarity, compassion, and strength during this time of crisis, and when Gildan initiated a fundraiser to support our impacted employees and their families. From across the world, many of our employees and international partners generously donated to the fundraiser and Gildan matched their efforts.

## SUPPORTING OUR SUPPLY CHAIN

We worked closely with our contractors to support them through the crisis and maintained constant communication to provide clarity on decision-making processes and action plans related to COVID-19, including an enhanced focus on human rights and worker protection. Our actions included:

- Not cancelling any orders that were completed. Providing our partners with clear timelines for any new orders.
- Working to ensure that all suspended and/or terminated contract workers due to COVID-19 received all legally mandated pay and severance.
- Working closely with third-party manufacturers to ensure workers' health and safety continued to come first, as well as their compliance with local laws and regulations.



We manufacture the majority of the products that we sell and have always looked to minimize waste, optimize resources, and pursue continuous improvements in every aspect of our operations – as well as those in our extended supply chain – so that we can run our business with the least impact possible on the environment.

The investments we are making not only help reduce our impacts on the planet, but they also reduce our operating costs and make us more flexible, resilient, and productive. While we know we have further to go in our journey, we are committed to continue testing innovative approaches and working with others to reduce our impact.

# ENVIRONMENT



## → OUR APPROACH

At Gildan, environmental stewardship is governed by our [Global Environment and Energy Policy](#), [Restricted Substances Code of Practice](#), and Environmental Management System (EMS). Our EMS is based on ISO 14001 and contains procedures for:

- Managing water use
- Wastewater discharges
- Energy use and air emissions
- Chemical handling and storage
- Raw materials
- Waste management
- Biodiversity protection
- Spill containment

Our President, Manufacturing is responsible for Gildan's environmental performance. Our Vice President, Corporate Citizenship, who reports to the President, Manufacturing, is responsible for maintaining our EMS alongside our Director, Environment. To ensure that our manufacturing facilities align to our Global Environment and Energy Policy, all facility leaders and environmental, health, and safety (EHS) employees have environmental targets included in their annual performance plans.

As part of our enterprise risk management process, we conduct an annual analysis of environmental risks to identify, prevent, and address the potential adverse impacts that our operations may have on the environment and the surrounding communities. The analysis also includes potential environmental risks that could affect our business (See our [2020 Annual Report](#) for more information). Additionally, we hold community meetings and public consultations to discuss potential environmental impacts of any proposed project before it begins.

We conduct environmental audits of our manufacturing facilities to verify compliance with our policies and standards. Most facilities are audited once per year and no less than once every 18 months. Using a root-cause analysis approach, we work closely with a facility when instances of non-compliance are found to identify the main causes and put mitigation plans in place. Once mitigation plans have been initiated, we continue to visit the facility in the months following to ensure that plans are appropriately implemented.

## 📈 2020 PERFORMANCE

In 2020, we were placed on CDP's 2020 Climate Change leadership band, achieving a score of A-. We also received a strong score of B on Water Security.

In 2020, no fines or legal non-compliance notices for environmental violations were received at any of our facilities. During 2020, we conducted six environmental audits with the following results:

- 80 non-compliance incidents related to internal policies and procedures with six being classified as major, 33 as moderate, and 41 as minor.
  - Of the six major non-compliance incidents, five were related to inadequate chemical management and one to an inappropriate implementation of our corporate guideline for traceable environmental metrics. In 2020 all six of these major non-compliances at our facilities were resolved.
  - 21 opportunities for improvement related to the correct implementation of records management, chemical safety, and the frequency of trainings and inspections were also identified.

As previously discussed, despite our efforts due in part to the COVID-19 pandemic, as well as the hurricanes in Central America, we did not fully achieve all our global environmental targets planned for the 2015 to 2020 period (see [page 16](#)). Despite these challenges, we achieved and surpassed our water intensity and chemical compliance targets in 2020.

## MANAGING OUR SUPPLY CHAIN

Compliance with our environmental standards is a condition of doing business with Gildan and becoming part of our supply chain. All third-party manufacturing contractors and key raw material suppliers are required to formally acknowledge these standards and agree to comply with them throughout the term of their relationship with us. They must also follow our Social and Sustainable Compliance Guidebook. We audit our suppliers for compliance against the environmental standards included in our Guidebook as part of our social and environmental monitoring program (see [page 67](#) for more information).

As part of our membership in the Sustainable Apparel Coalition (SAC), we are working with our key suppliers<sup>4</sup> to ensure they complete the Higg Facility Environmental Module (Higg FEM)<sup>5</sup>. To date, more than 40% of our suppliers have completed the module.

## 🔍 LOOKING AHEAD

In 2021, we will continue with our initiatives to help us achieve and/or maintain our 2020 goals which will allow us to keep our momentum and focus as we develop our new environmental targets as part of our "Next Generation" ESG strategy. In addition, we will work to update our EMS system to align with ISO 14001:2015.

## IN THIS SECTION

- CLIMATE CHANGE AND ENERGY USE
- MANAGING OUR WATER RESOURCES
- PATH TO A CIRCULAR ECONOMY
- BIODIVERSITY AND AFFORESTATION

<sup>4</sup>Suppliers refers to Gildan's sewing manufacturers.

<sup>5</sup>The Higg Facility Environmental Module is a sustainability assessment tool that standardizes how facilities measure and evaluate their environmental performance, year over year.

## CLIMATE CHANGE AND ENERGY USE

We recognize the impact climate change can have on the regions where we have manufacturing operations. Weather events like hurricanes, typhoons, and floods, for example, not only impact the production of products we make, but can also impact the surrounding communities where most of our employees live – as we witnessed in 2020 by the two back-to-back hurricanes that struck Central America.

We are committed to doing our part to address climate change by transitioning to low-carbon, energy efficient manufacturing practices. We support the Financial Stability Board (FSB)'s Task Force on Climate-Related Financial Disclosures (TCFD) voluntary recommendations. This section provides our first set of disclosures focused on climate-related risks and opportunities affecting our business, as we begin our journey towards full TCFD implementation.

### → OUR APPROACH

To minimize our greenhouse gas (GHG) footprint, we are working to increase energy efficiency across our operations while reducing our reliance on fossil fuels with more sustainable alternative energy sources and production processes.

In Honduras, we have rolled out an Energy Management Information System (EMIS) to monitor our energy, water, and wastewater performance, which helps us make more timely and accurate decisions for managing energy and water consumption. We plan to implement the system across all our worldwide operations by the end of 2022.

## ENERGY EFFICIENCY INITIATIVES

At our textile and hosiery facilities in Central America, the Caribbean, and Bangladesh, we reuse hot condensate water to produce steam at one-third of the cost and with far less energy than the traditional process. We also capture and recycle chemical additives that are present in the condensate to reduce the amount of chemicals used for generating steam. To cool our facilities, we use absorption chillers, which capture thermal energy from steam production, to create cool water that is used for air conditioning.

In 2020, we began installing a new air conditioning economizer control system at our knitting facilities in Honduras. The system optimizes how and when we cool our facilities by detecting inside and outside air temperatures to determine when to reduce the cooling capacity that is required from chillers. It also uses cool air in the evening, which reduces our overall electricity use and steam consumption. Similar systems are also in place at our facilities in the Dominican Republic.

## RENEWABLE ENERGY

Since 2010, we have generated renewable energy by investing in biomass energy systems in the Dominican Republic and in Honduras. These innovative, large-scale systems burn agricultural, factory, and process waste, including wood by-products, paper, cardboard, and cotton waste, in high-efficiency boilers that generate steam and thermal energy required for processes within our textile operations. This process is considered carbon-neutral because it prevents organic materials from entering landfills and emitting GHG emissions as they decompose. The ash created during the process remains organic and serves as fertilizer for vegetation at our textile complex, stabilizing the containment berms in the Biotop area.



## HELPING SUPPLIERS GO GREEN IN ASIA

Our operations in Asia are in the process of implementing a pilot program that aims to reduce Gildan's environmental footprint throughout the value chain. Since the program started in late 2019, our compliance team in Asia has worked with seven suppliers to assess their environmental performance. In total, 25 actions for reducing water and energy use have been identified.

**2020 PERFORMANCE**

- From 2015 to 2020, Gildan will reduce its energy intensity by 10% per kg of product<sup>6</sup>, from our Company-owned operations.

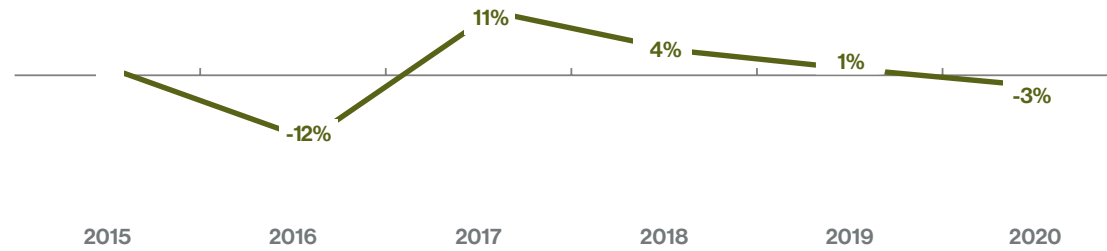
The increase in our absolute energy consumption when compared to our baseline is largely attributed to extending the vertical integration of our manufacturing process by developing our yarn-spinning operations in 2017 into our Company-owned manufacturing facilities, which significantly increased our energy footprint. Additionally, we added fashion and performance styles to our product mix, which require more energy to produce. We did not adjust our environmental targets to consider the acquisition of these facilities or the introduction of these new styles.

Between 2019 and 2020, the decrease in our absolute energy consumption was partially attributed to the closure of our textile and sewing facilities in Mexico and to the government-mandated shutdowns during COVID-19. We will re-establish a new target baseline as we set our “Next Generation” ESG goals in 2021.

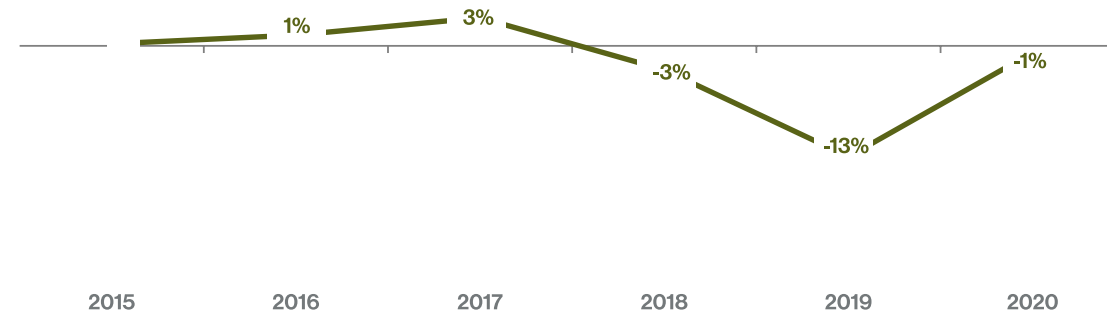
- From 2015 to 2020, Gildan will reduce its Scope 1 and 2 GHG emissions intensity by 10%, per kg of product<sup>6</sup> from our Company-owned operations.

From 2015 to 2020, our overall emissions intensity decreased by 1%, which means we did not achieve our target. The increase in GHG emissions intensity in 2020 compared to 2019 was due, in part, to a reduction in the use of our biomass energy systems in the Dominican Republic and Honduras, which dropped from a share of 44% of our total energy consumption in 2019 to 33% in 2020. This was attributable to the shutdown of our operations due to COVID-19 and the impact of the two hurricanes in Central America.

2015-2020 % ENERGY INTENSITY VARIATION  
GOAL: 10% REDUCTION BY 2020



GHG INTENSITY %: 2015-2020  
GOAL: 10% REDUCTION BY 2020



**LOOKING AHEAD**

We will continue restoring our biomass facilities in Honduras, which were damaged by the hurricanes in 2020, and we anticipate returning to the same – or higher – levels of renewable energy generation by the end of 2021.

In 2021, we will continue our initiatives to achieve and/or maintain our 2020 climate and energy goals as we develop our new environmental targets as part of our “Next Generation” ESG strategy. To support our efforts, we will continue to update data related to our Scope 1 and 2 GHG emissions from our direct operations and our Scope 3 GHG emissions, including upstream impact from logistics, business travel, and employee commuting.



<sup>6</sup> Values were assessed using 2015 as a baseline.

## OUR CLIMATE CHANGE APPROACH

### Climate Change Governance

Our climate change governance is managed as part of our overall ESG governance. [Page 18](#) provides further information regarding board oversight and management's role with respect to ESG issues.

### Climate Change Strategy

Implementing the TCFD recommendations is a journey of continuous improvement and we are at a very initial phase. In 2021, we brought together a multidisciplinary team of senior leaders to discuss the Task Force for Climate-Related Financial Disclosures (TCFD) framework. As per the framework, we considered three climate-related scenarios as basis for evaluating and expanding our discussions around potential opportunities and risks. We used the International Energy Agency (IEA) scenarios to develop assumptions as they are widely recognized tools that provide insights to explore various possible climate change and energy transition outcomes that may occur in the future.

We are committed to updating and enhancing our climate change disclosures as we continue to build on our initial efforts over the coming years.

**IEA Scenarios:** Annually, the IEA publishes their World Energy Outlook Report, which analyzes how the global energy system could change over the coming decades. The report contains detailed modelling of various pathways, making assumptions on fuels, technology advancements, policy and market considerations, consumer behaviours, socioeconomic factors, population growth, and gross domestic product. The latest report considers continuing global commitments by governments and companies to reach net zero.

As part of our initial steps, we considered three scenarios from the 2020 World Energy Outlook Report<sup>7</sup>:

- Stated Policy Scenario (SPS): Assumes that significant public health risks are under control in 2021, allowing for a steady economic recovery; reflects the impact of existing policy frameworks and announced policy intentions; reflects the plans of policy makers and illustrates consequences for energy use, emissions, and energy security; and assumes all policy ambitions and targets become legislated by governments worldwide.
- Sustainable Development Scenario (SDS): Policies and global investments are fully aligned to the Paris Agreement to hold the global average temperature to well below 2°C above pre-industrial levels, pursuing efforts to limit the temperature increase to 1.5°C above pre-industrial levels. In this scenario, global emissions are on track to achieve net zero by the year 2070.
- Net Zero by 2050 Scenario (NZE2050): An extended analysis of the SDS where advanced economies reach net-zero emissions globally by the year 2050.

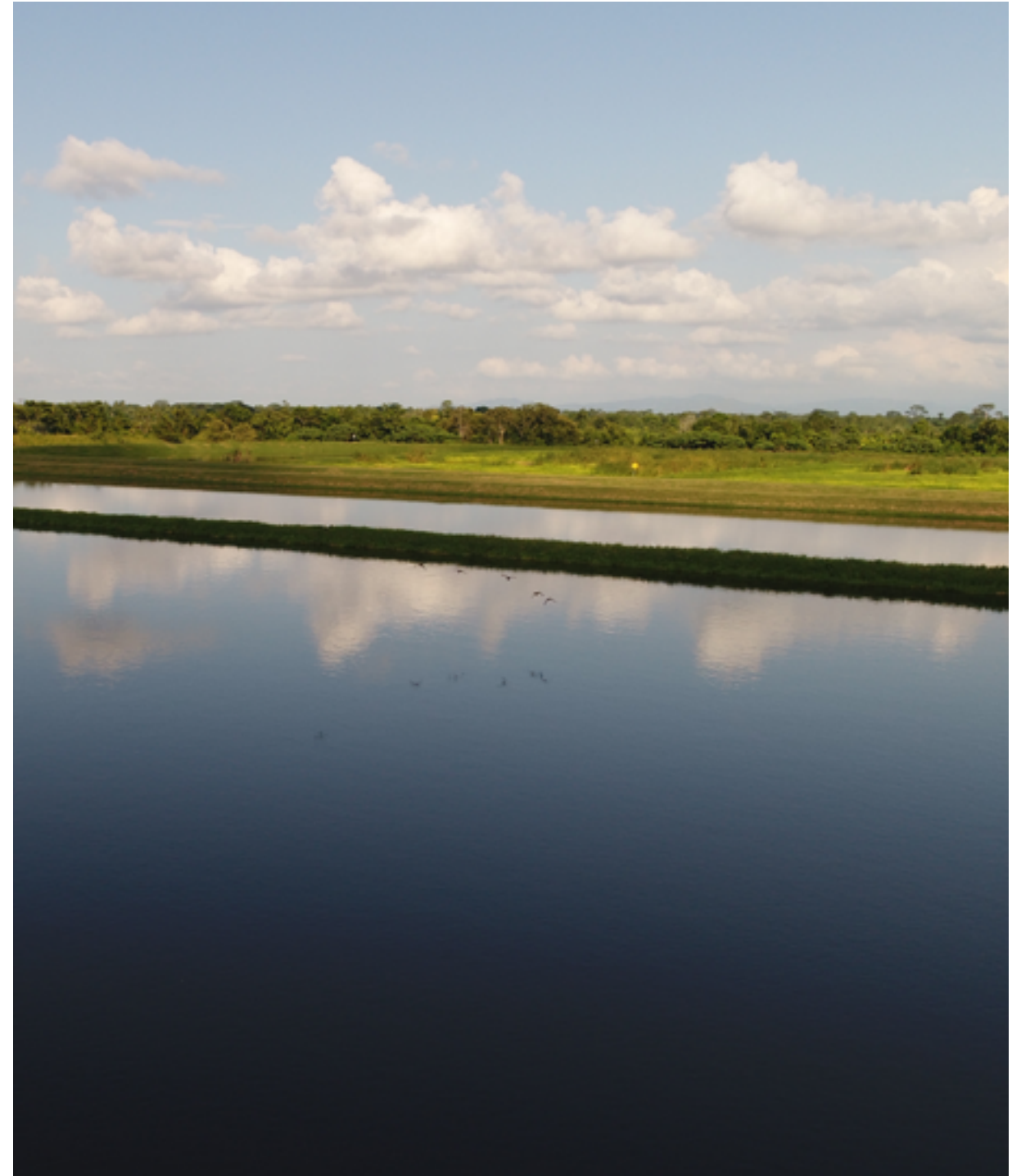
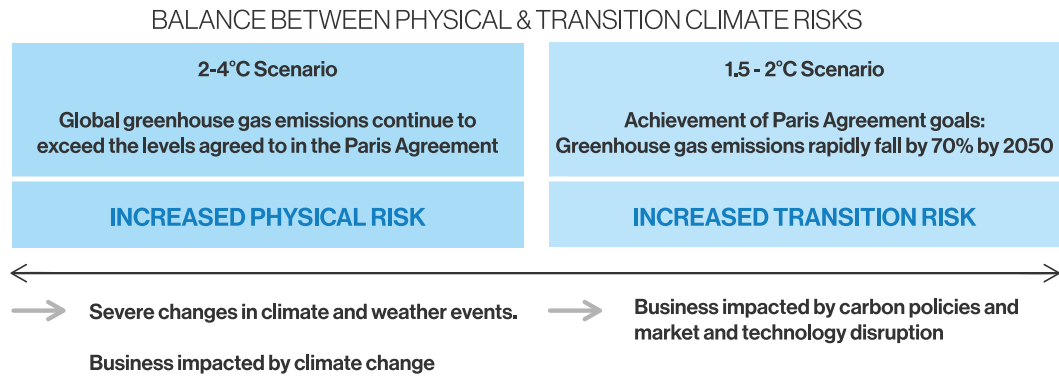
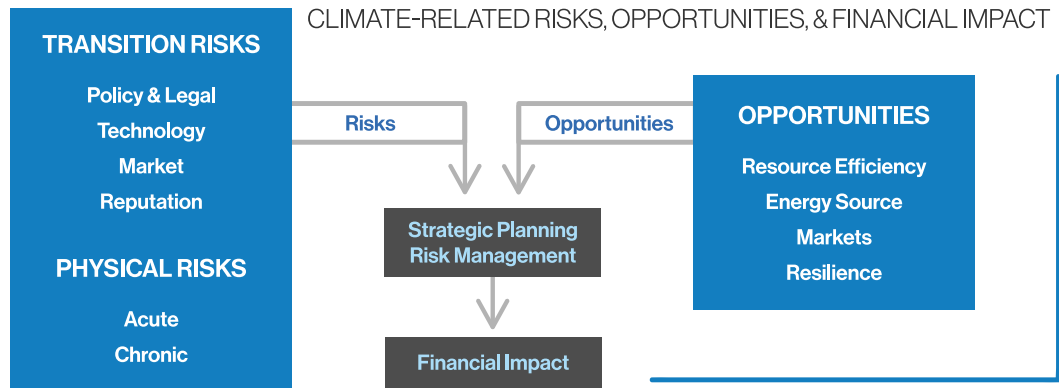
The projections outlined by SPS, SDS, and NZE2050 helped us with our initial assessment on the potential uncertainties that we may face under various future scenario and allowed us to consider conditions that may positively affect our performance.



<sup>7</sup>The IEA's 2020 World Energy Outlook Report provides a framework for thinking about the future of global energy and makes predictions about the future. It makes assumptions of various futures based on different scenarios or pathways and provides insights that inform decision making by governments, companies, and others concerned with energy-related impacts.

## Climate Related Opportunities and Risks

As part of our initial assessment, we identified some short- to long-term climate-related opportunities and risks using the three IEA scenarios. Beyond the IEA scenarios, we discussed some physical climate-related opportunities and risks. We have provided a summary of our initial assessment which was based on our current business geographic locations, regulations, market drivers, and technologies. It is important to note that the results contained in this report are preliminary and subject to further evaluation and refinement as we continue our TCFD journey over time.



## Climate-Related Opportunities

The table below provides the results of our initial assessment which considered opportunities from directional trends from the 2020 IEA scenarios to inform our assumptions and includes current actions we are taking to capitalize on potential opportunities.

DESCRIPTION OF ASSUMPTIONS AND CURRENT ACTIONS	
OPPORTUNITIES	<p><b>ENERGY SOURCE</b></p> <p><b>Assumptions:</b> Reducing exposure to increasing fossil fuel prices.</p> <p><b>Actions we are currently taking:</b> We are reducing our dependence on fossil fuels and for many years have been developing and implementing renewable biomass energy. Our renewable footprint has averaged almost 40% over the past five years, thereby reducing exposure to increasing legislative requirements and rising fossil fuel prices (see <a href="#">page 26</a> for more details on our biomass activities).</p> <hr/> <p><b>Assumptions:</b> Reducing operational costs by using lowest-cost abatement technologies.</p> <p><b>Actions we are currently taking:</b> We have developed and adopted processes to reuse hot water condensate, and through the chemical additive process (see <a href="#">page 26</a>) decrease energy consumption. This in turn reduces exposure to more stringent energy efficiency standards and energy costs through low-cost abatement technologies, while supporting a low-carbon economy. Our EMIS system allows us to monitor and manage our energy consumption. It also helps us to identify opportunities to control costs and use lower cost abatement technologies at our Honduras site. See <a href="#">page 26</a> for more some recent examples.</p>
	<p><b>PRODUCTS AND SERVICES</b></p> <p><b>Assumptions:</b> Increasing customer preference shift towards more sustainably made or lower-emissions apparel products due to shifting consumer preferences may result in increased revenue opportunities.</p> <p><b>Actions we are currently taking:</b> We have been on our ESG strategic journey for the past two decades and have always integrated ESG into our business practices. We recognize that this is a continuous evolution, and we will continue to build on this. We have been focused on reducing our GHG and energy footprint and have been setting ESG goals for over a decade. We are currently in process of setting new goals and targets as part of our "Next Generation" ESG strategy (see <a href="#">page 18</a> for more details). We are committed to transparency through annual ESG reporting and ongoing stakeholder engagement to demonstrate our commitment to strong ESG practices that are embedded in all aspects of our operations. As part of our marketing strategy, we are continuing to communicate our ESG efforts and leverage the recognition of our high standards and progressive ESG practices to become a supplier of choice to customers and consumers. We are focusing on circular solutions, on increasing our use of sustainable cotton and recycled and/or biodegradable polyester yarns in our apparel products, as well as increasing the sustainability of our packaging. This will reduce impacts related to Scope 3 GHG emissions as more products are diverted from landfills. See <a href="#">page 35</a> for more information on our Circular Economy efforts. Further, these efforts could make our products more attractive to customers seeking more sustainably made products and may provide reputational benefits leading to the Company becoming a supplier of choice for consumers and its wholesale customers. 90% of the cotton we source comes from the United States. We are also a member of the National Cotton Council and support third-party certifiers such as the Better Cotton Initiative (BCI). In the first half of 2021, we officially joined the U.S. Cotton Trust Protocol (see <a href="#">page 37</a>).</p>
	<p><b>MARKETS</b></p> <p><b>Assumptions:</b> ESG considerations are increasingly becoming an integral part of the broader decision-making process for consumers and business partners, investors and other stakeholders, with growing attention on traceability and social impacts of a company's supply chain. Being recognized as a Company with high standards in ESG practices can enhance access to and reduce the cost of capital, e.g., investors choosing to invest in companies known for their high ESG standards, financial institutions offering more attractive terms through financial instruments such as sustainability linked loans, sustainability bonds and/or green bonds, for example.</p> <p><b>Actions we are currently taking:</b> While we have been on our ESG strategic journey for the past two decades and have always incorporated ESG into our business practices, we recognize that this is a continuous evolution and there is still much to do. We are currently focussed on our "Next Generation" ESG strategy and a new set of long-term goals. We continue to communicate our ESG efforts and leverage the recognition of our high standards and progressive ESG practices to attract investment and become a supplier of choice to customers and consumers We are also continuing to focus on enhancing transparency into our supply chain. For example, in 2021 we plan to continue reporting under SASB, continue our TCFD journey and will be setting our ESG strategy and working on achieving our new targets. In the first half of 2021, we officially joined the U.S. Cotton Trust Protocol (see <a href="#">page 37</a>)</p>
	<p><b>RESILIENCE</b></p> <p><b>Assumptions:</b> Increased revenue and market competitiveness through new product diversification.</p> <p><b>Actions we are currently taking:</b> We are focusing on circular solutions, on increasing our use of sustainable cotton and recycled and/or biodegradable polyester yarns in our apparel products, as well as increasing the sustainability of our packaging and increasingly become a supplier of choice to customers/consumers.</p>

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## Climate-Related Risks

The table below provides the results of our initial assessment which considered risks using directional trends from the 2020 IEA scenarios to inform our assumptions and includes current actions we are taking to mitigate potential risks.

		DESCRIPTION OF ASSUMPTIONS AND CURRENT ACTIONS
TRANSITIONAL RISKS	POLICY & LEGAL	<p><b>Assumptions:</b> Our operations may be exposed to higher costs due to increasing carbon prices, compliance costs, and/or increased insurance premiums related to carbon exposure.</p> <p><b>Mitigation:</b> We have been focused on reducing our GHG and energy footprint and have been setting ESG goals for over a decade. We are currently in process of setting new goals and targets as part of our "Next Generation" ESG strategy (see <a href="#">page 18</a> for more details).</p>
	TECHNOLOGY	<p><b>Key Assumptions:</b> Increased capital investments may be required to transition to low-emissions technologies. As newer lower-emissions technologies become available there is an increased risk of write-off and/or early retirement of existing assets that do not incorporate lower emission technologies. As technologies become more mature over time there could be a reduced demand for products that have higher overall emissions and do not support a circular economy.</p> <p><b>Mitigation:</b> Given the Company's strong balance sheet and its prospects for free cash flow generation, we believe we have sufficient capital and financial flexibility to make the necessary capital investments in lower emissions technologies. When considering capital investments or other capital allocation priorities, ESG factors are an integral part of our decision-making process.</p>
	MARKET	<p><b>Key Assumptions – Upstream:</b> Due to uncertain and evolving ESG regulations there is the potential of increased costs related to the procurement of raw materials that are deemed less sustainable. Our inability to pass along higher costs related to sustainable apparel to consumers may lead to loss of market share or absorption of lower profit margins. Our access to capital may be reduced in the event we are not maintaining strong ESG performance as investors are placing increasing value on companies with strong ESG practices in place.</p> <p><b>Mitigation:</b> We are committed to transparency through annual ESG reporting and ongoing stakeholder engagement to demonstrate to investors and other stakeholders our commitment to strong ESG practices that are embedded in all aspects of our operations. As part of our marketing strategy, we are continuing to communicate our ESG efforts and leverage the recognition of our high standards and progressive ESG practices to become a supplier of choice to customers and consumers. We are continuing to evaluate technologies that reduce our emission, waste and water intensities and are cost-effective (e.g., biomass). We are also working with our suppliers to support innovation and reduce costs related to advancing sustainable apparel. 90% of the cotton we source comes from the United States. We are also a member of the National Cotton Council and support third-party certifiers such as the Better Cotton Initiative (BCI). In the first half of 2021, we officially joined the U.S. Cotton Trust Protocol (see <a href="#">page 37</a>).</p>
	REPUTATION	<p><b>Key Assumptions:</b> Increasing customer demand for lower-emissions apparel products due to shifting consumer preferences, resulting in decreased revenues for those companies who do not have business strategies that are aligned to a lower carbon economy.</p> <p><b>Mitigation:</b> We are committed to transparency through annual ESG reporting and ongoing stakeholder engagement to demonstrate to customers and other stakeholders our commitment towards implementing strong ESG practices that are embedded in all aspects of our operation. We are in process of developing a communications strategy to customers and other stakeholders. We ensure that we are targeting our communications to meet the needs of all our stakeholders.</p>
PHYSICAL RISKS	ACUTE	<p><b>Assumptions – Upstream:</b> Our upstream raw materials suppliers could be affected by weather events that may disrupt supply, quality of the materials and/or increase sourcing costs.</p> <p><b>Mitigation:</b> We apply due diligence and conduct audits of critical suppliers to ensure that they adhere to our stringent environmental policies and requirements and have business continuity plans in place to minimize any potential disruptions to our supply chain (see <a href="#">pages 43 and 67</a>).</p> <p><b>Assumptions – Downstream:</b> Increased frequency or severity of weather events could result in supply chain disruptions, including manufacturing shutdowns, delays in the delivery, distribution, and sale of our products.</p> <p><b>Mitigation:</b> We implement proactive maintenance and seek investments in new weather proofing technologies to withstand impacts related to changing climate conditions. We have business continuity plans and emergency response plans in place. When operational disruptions occur, we ensure timely communications with our customers which has helped us to build trust over time with our long-standing customers. See <a href="#">page 68</a> for more information. We regularly assess climate-risks through our ERM process and develop or adapt mitigation strategies accordingly.</p>
	CHRONIC	<p><b>Assumptions – Upstream:</b> Over time, cotton production may be impacted by changing climate conditions. This may result in poorer cotton crops and/or cause us to source from producers farther away, increasing fuel costs. Upstream risks related to climate change in coastal areas may disrupt our ability to receive supplies. Increased fuel or transport costs may be passed along by downstream service providers.</p> <p><b>Mitigation:</b> We regularly assess our longer-term climate risks as part of our ERM process and we continue to develop or adapt mitigation strategies accordingly. See <a href="#">page 68</a> which describes our risk mitigation processes in more detail.</p> <p><b>Assumptions – Downstream:</b> Downstream risks related to climate change in coastal areas disrupt our ability to deliver and distribute product to retailers and end customers. These disruptions or increased fuel or transport costs may be passed along by downstream service providers.</p> <p><b>Mitigation:</b> We regularly assess our longer-term climate risks through our ERM process and we continue to develop or adapt mitigation strategies accordingly. See <a href="#">page 68</a> which describes our risk mitigation processes in more detail. We have business continuity plans and emergency response plans in place. When operational disruptions occur, we ensure timely communications with our customers which has helped us to build trust over time with our long-standing customers. See <a href="#">page 69</a> for more information.</p>

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103-2  
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## Risk Management

We integrate risk management throughout our business using a structured enterprise risk management (ERM) process that establishes a common methodology for identifying, assessing, treating, and monitoring all risks including those that are climate-related. Our ERM approach, which includes assessing climate change impacts, is further described on [page 68](#) of this report.

## Metrics and Targets

Our climate change metrics and targets are described on [page 16](#) of this report. It is important to note that the climate change scenarios can be speculative, and our preliminary results are subject to change as there are updates to scenarios and we build on our current efforts over time. Despite this, using the IEA scenarios in our initial evaluation helped to highlight the continued role and importance that renewables will have in the global energy system. The assessment helped to re-enforce the efforts we have placed with respect to renewables and our ongoing efforts to optimize performance and reduce emissions at all our manufacturing facilities. We will build on these initial efforts on TCFD, and as we continue to use the framework, we expect that our disclosures will become more enhanced and robust over time.



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**SUPPORTING BIODIVERSITY AND WATER CONSERVATION THROUGH BIOLOGICAL LAGOONS**

We invest in innovative water treatment systems, such as our Biotop biological lagoon system at our textile facilities in Honduras and the Dominican Republic. Through this water treatment system, wastewater travels through a series of constructed lagoons, where virtually all dyes and chemicals are eliminated with no incremental energy. Over a 40-day cycle, water flows through the Biotop system, where a variety of bacteria and microorganisms coexist to naturally clean water and safely return it to the environment. A filtering system, installed at the water discharge point of each factory, captures approximately 30 tons of fibre and lint per month, preventing all this matter from being discharged to the Biotop system. Filtered material is dried and repurposed as fuel stock for our biomass steam generation systems (see [page 26](#)). In addition, the wetlands surrounding the lagoons sustain gallery forests, which support an array of plants and wildlife, and serve as critical habitats for a variety of migratory birds. These wetlands also act as naturally occurring carbon sinks that help mitigate the effects of climate change.

**MANAGING OUR WATER RESOURCES**

Water is one of the world's most precious resources and plays a large part in the entire lifecycle of apparel. It is used for growing cotton – our largest raw material input – as well as for the dyeing and finishing processes in the textile production stage. Further into the apparel lifecycle, water also plays a significant role during the washing of clothes by consumers.

In 2020, we sourced 95% of our water from wells, with the rest supplied by municipalities. Our largest consumption of water takes place in our textile operations, which comprised 88% of Gildan's total water use in 2020.

 **OUR APPROACH**

Our [Global Environment and Energy Policy](#) outlines our approach to water conservation and management. Additionally, our Water Use Control procedure contained in our EMS and our [Restricted Substances Code of Practice \(RSCP\)](#) provides prescriptive guidance on how we manage water across our operations.

We seek to minimize our water withdrawal and consumption across our operations and ensure that water is treated and returned to the environment in compliance with government regulations, as well as with our stringent standards. In addition, we do not use water from any wetlands under protection due to their international and ecological significance (as defined by Ramsar-listed habitats), nor do we discharge water into any protected body of water or wetland.

**CHEMICAL MANAGEMENT STANDARDS**

Our [Restricted Substances Code of Practice \(RSCP\)](#) sets stringent standards and guidelines with which our raw material suppliers are required to comply. It includes a Restricted Substance List (RSL), covering the most important regulated and targeted substances in the textile industry and their potential impact on human and environmental health.

Our commitment to sustainable fibres and packaging is also reflected within our RSCP. We are also committed to promoting alignment with Zero Discharge of Hazardous Chemicals (ZDHC) with our chemical suppliers and contractors. A comprehensive list of our RSL can be viewed on our website.

In addition, all Gildan®, Comfort Colors®, Alstyle®, and Anvil® by Gildan® products

we manufacture are certified by the internationally recognized certification 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® certification involves meeting strict standards, including ensuring the absence of restricted chemicals and subjecting products to an annual independent validation process through an accredited laboratory test of raw materials and finished products. Our infant apparel is certified by the even more stringent Oeko-Tex® 100 Product Class I certification.

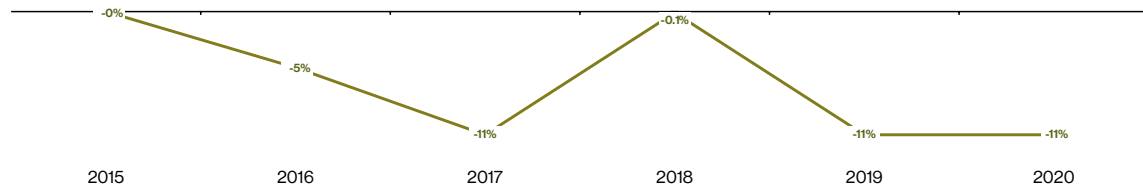


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**2020 PERFORMANCE**

**2015-2020: Gildan will reduce its water intensity by 10% per kg of product<sup>6</sup> from company-owned operations**

WATER INTENSITY %: 2015-2020  
GOAL: 10% REDUCTION BY 2020



Between 2015 and 2020, our water intensity decreased by 11.4%, surpassing our goal of 10% in 2019 and maintaining this performance through 2020. This efficiency improvement achieved a water saving in 2020 of around 1,630,000 m<sup>3</sup>.

Our performance is largely due to the result of the full implementation of our condensate and heat recovery systems in our manufacturing operations in Honduras, as well as to the continuous improvements we have made in our water management and product development processes.

In 2020, we reused almost 175,968 m<sup>3</sup> of treated wastewater from our Biotop water management system in Honduras, reducing the volume of freshwater needed for irrigation of the green areas surrounding our operations.

In 2020, we also completed a water risk assessment for our Honduras manufacturing operations. The main purpose of the assessment was to evaluate the necessary water supply demands and re-establish a hydrogeological baseline, which will be used to maintain and develop a more sustainable water strategy. We also initiated a groundwater assessment

<sup>6</sup> Values were assessed using 2015 as a baseline.

for our operations in Bangladesh. The results from the assessment will be reviewed in 2021.

We continuously look for innovative ways to conserve water and energy in our operations. For example, we have eliminated hot water losses in our chemical dye kitchens by developing an automatic batching colour system that can be programmed to use the exact quantity of hot water per quantity of dye needed. As a result, we were able to save 300,000 gallons of hot water in 2020.

**LOOKING AHEAD**

**In 2021, we plan to:**

- Complete a flood risk assessment in Honduras and a groundwater assessment in Bangladesh.
- Further reduce our freshwater intake and water consumption in Honduras, starting with evaluating various options to reuse more of our treated wastewater for irrigating the green areas around our operations.



**HEAT RECOVERY IN HONDURAS**

In Honduras, we use a heat recovery system and thermal energy produced by the effluent from our operations to heat water required for our manufacturing process. Between 2013 and 2020, our heat recovery system allowed us to generate approximately 6,300,000 m<sup>3</sup> of hot water from our wastewater. This represents an equivalent of 2,550 Olympic-size swimming pools. In 2020, we installed a similar system in our Bangladesh facility.

From 2015 to 2020, we reduced our effluent intensity by 21% (total effluent volume by kg of production).



## PATH TO A CIRCULAR ECONOMY

We strive to minimize waste in how we source, manufacture, and package our apparel. To do this, we collaborate with our customers, suppliers, and NGOs to move towards a more circular model that will help keep waste out of landfills.

### → OUR APPROACH

We are committed to reducing, reusing, and recycling materials, as well as using more sustainable materials. In addition to our [Global Environment and Energy Policy](#) and our EMS, our approach to waste management is guided by our General Solid Waste Management Procedure. At some of our facilities, we follow the Zero Discharge Hazardous Chemicals (ZDHC) guidelines to align with stakeholder requirements.

#### **Reduce, Recycle, and Reuse**

We are using 3D computer modelling to share product designs with our customers. This allows the customer to see the design and make changes based on the computer model rather than on a physical prototype or sample of the actual garment, which would need to be manufactured and shipped to them. By using computer modelling, we are decreasing resource consumption, including raw materials, energy, water, and waste.

We also reuse materials whenever possible. In fact, 100% of our fabric cutting scraps are recycled into fibre and used in new products, such as textiles, socks, industrial materials, and mops.

#### **Sustainable Materials**

We develop our yarns, fabrics, and garments with sustainable and responsible design in mind while also ensuring that our materials meet the quality standards and cost expectations of our customers. In addition, we continuously seek out opportunities to use recycled and/or more sustainable materials in both our apparel and its packaging.



“At Gildan, we’re trying to help our customers’ achieve their climate-related goals with more environmentally conscious clothes. It’s exciting to be able to make meaningful changes today by creating sustainable fabrics with less impact for a better tomorrow.”

– Christopher Levesque,  
Director, Product Development

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## MANAGING OUR WASTE

Our Waste Management System is an important component of our EMS and is aligned with the principles of 4R-D: Reduce, Reuse, Recycle, Recover, and Disposal. This system includes policies and procedures that outline our waste classification process, acceptable measures for handling specific waste, site-specific information, and documentation and reporting processes. Our Waste Management System covers the following wastes: solid, hazardous, biomedical, special, and 4R wastes.

### Packaging

Our largest use of packaging comes from the cartons we use for shipping products to our global network of distributors. More than 70% of the corrugate in these cartons is made from recycled paper.

Currently, we are examining options to use biodegradable plastic bags for our underwear and sock products. We are also evaluating recycled packaging materials for clothing insert boards and hang and swift tags. In addition, we are exploring ways to transition our hangers, which are currently made of 100% polyester material, to paper-press recycled material and/or bamboo.



### 2020 PERFORMANCE



**2015-2020: Gildan will reduce its landfill waste intensity by 10%, per kg of product<sup>6</sup>, from our company-owned operations.**



Between 2015 and 2020, Gildan decreased its total waste by 14% and landfill waste intensity decreased by 4.9%.

The peak in landfill waste intensity during 2016-2017 is attributed to the acquisition of yarn facilities and refurbishment efforts.

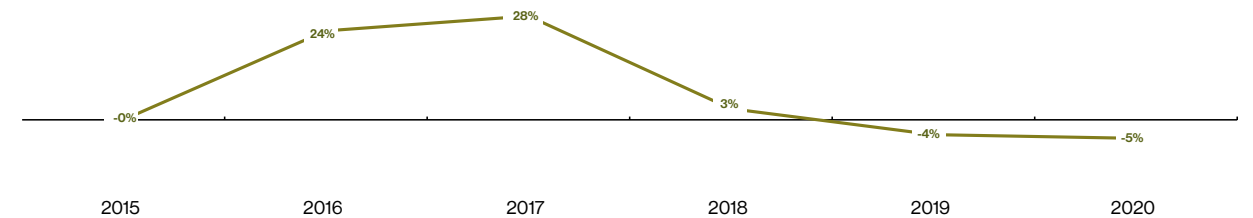
From 2016 to 2017, we sought to examine and better understand the waste streams coming from these new facilities, and we were able to recycle or repurpose 84% of our total waste in that timeframe and sought out ways to divert landfill waste.



Between 2015 and 2020, 371,745 tons of waste were recycled and diverted from landfill.

To further reduce waste sent to landfill, in 2020, we began transitioning our sewing threads and materials used for labels to recycle polyester and are currently evaluating options to use 100% recycled materials for twill tape, zippers, buttons, and draw cords. We are also exploring options to create 100% sustainable products made from 50% recycled polyester and 50% regenerated cotton.

LANDFILL WASTE INTENSITY % 2015-2020  
GOAL: 10% REDUCTION BY 2020



<sup>6</sup>Values were assessed using 2015 as a baseline year.



## WORKING TO SUPPORT THE PRODUCTION OF MORE SUSTAINABLE COTTON

Cotton is the primary fibre used in our products. While it supports economic livelihoods in local communities, cotton production is both water and energy intensive. In addition, poor agricultural practices can increase GHG emissions.

Gildan sources most of its cotton from the United States and is a member of the National Cotton Council (NCC). Over the past few years, we have participated in the NCC's Sustainability Task Force and supported the development of the U.S. Cotton Trust Protocol (USCTP), which aims to increase supply of sustainably grown cotton. We officially joined the USCTP in the first half of 2021.

Approximately 90% of the cotton for our apparel comes from the United States. In 2020, 3% of our total cotton supply came from suppliers certified by the Better Cotton Initiative (BCI), of which we are an active member, and we expect this proportion to increase to 5.5% in 2021.

In participating, we will encourage the sourcing of high-quality sustainably grown and ethically harvested U.S. cotton fiber under a rigorous science-based sustainability program and help minimize environmental and social risks in our supply chain.

## REDUCING OUR PACKAGING FOOTPRINT IN HONDURAS

In Honduras, our manufacturing team examined containers used to ship our fleece products and determined that by using containers of a different size, we could package our products more efficiently and increase the volume held per container by 25% while reducing the transportation of goods by 20%. This also helps decrease GHG emissions by reducing transportation.

In 2020, 22% of the total fleece we produced was shipped using the new containers. By the end of 2021, we expect to implement this across more than approximately 90% of our fleece production, eliminating the need for approximately 325 shipping containers.

We are also reducing the amount of plastic stretch film used for wrapping and protecting our products from damage during delivery. So far, we have reduced the amount of plastic stretch film by more than 55% per kilogram produced over a one-year period. This was accomplished after installing sensors to our wrapper machines that can detect the size of packaging and optimize how much wrapping is used. Sensors were installed at three of our textile facilities in Honduras, and we plan to install more at our other textile facilities moving forward.

At one of our textile facilities in Honduras, we also used 266,586 fewer cardboard tubes to roll and move fabric through production, replacing them with PVC tubes, which are reusable and more durable.

## LOOKING AHEAD

### In 2021, we plan to:

- Source more third-party sustainably certified cotton.
- Further reduce shipping and associated GHG emissions by expanding our modified product packaging initiative from 22% to over approximately 90% of our fleece products.
- Examine options for sustainable packaging for bags, hanger, tags, and other packaging components.

In 2020, Gildan received the REPREVE® Champions of Sustainability award for the third consecutive year, which was presented by Unifi, Inc., one of the world's innovators in recycled and synthetic yarns. The award recognizes brand, textile, and retail partners that have demonstrated a true commitment to supporting a sustainable world. By using REPREVE® branded recycled performance fibers in a variety of our socks – including those sold by GOLDTOE®, Peds,® and Under Armour® – Gildan has helped keep millions of plastic bottles out of the landfill.

## BIODIVERSITY AND AFFORESTATION

Promoting biodiversity and afforestation can lead to more robust ecosystems and help provide many benefits, such as hurricane storm surge protection, carbon sequestration, water filtration, fossil fuel generation, and oxygen production.

### → OUR APPROACH

Our approach to biodiversity and afforestation is governed by our Management of Biodiversity and Land Use Guidelines, our [Global Environment and Energy Policy](#), and our EMS. Through our actions, we seek to reduce our impact on biodiversity, particularly in protected or restored habitats and lands adjacent to protected natural areas, and on protected species listed on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species™. In addition, Gildan follows all local, national, and international biodiversity laws and regulations in each region where we operate.

Any Gildan-owned facility that has a natural area of more than 10 hectares and is in a rural area is required to conduct a biodiversity assessment every two years. Gildan also contributes to reforestation projects in the neighbouring communities of its operations at least once a year.

### SUPPORTING FLORA AND FAUNA

During our latest biodiversity assessment in Honduras, 38 bird species (including five new species), four reptile species, one fish species, and one mammal species were recorded living in and around our operations. Of the registered bird species, 87% were migratory.

In the Dominican Republic, five new species of birds and one new reptile species were observed. Two species that are considered threatened by the Red List of the IUCN were found: The bird *Fulica caribaea*, commonly known as the Caribbean Coot, and the reptile *Uromacer catesbyi*, commonly known as the Catesby's pointed snake.



“Migration is of utmost importance for many species of birds, and our lagoon system constitutes a very important site that offers shelter and food to them.”

– Results of biodiversity assessment of Gildan facility in Honduras



Our Company culture centres on our people. Their diverse global perspectives, coupled with our technical manufacturing expertise, enables us to tackle the most complex apparel manufacturing challenges. We believe that supporting our employees and their communities is paramount to our success. We have made continuous efforts to invest in employee benefits, health and safety, as well as community education and training.

# SOCIAL

## IN THIS SECTION

### RESPECTING HUMAN RIGHTS & SUPPORTING ETHICAL LABOUR PRACTICES

- LIVING WAGE
- ADDRESSING CHILD AND FORCED LABOUR
- RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

### PEOPLE & CULTURE

- LEARNING AND DEVELOPMENT
- DIVERSITY, EQUITY, AND INCLUSION
- EMPLOYEE BENEFITS
- HEALTH AND SAFETY

### OUR COMMUNITIES

- ECONOMIC DEVELOPMENT
- COMMUNITY ENGAGEMENT

## → OUR APPROACH

We aim to use our vertically integrated manufacturing process and global scale to be a force for good, and we know our impacts on people and communities extend well beyond our own business. We champion diversity, equity, and inclusion and are striving to ensure our workforce reflects the consumers we serve. We are committed to respecting human rights throughout our entire supply chain, empowering access to equal opportunities, supporting sustainable practices, and giving back to communities through our community investment initiatives.

## POLICIES AND ACCOUNTABILITIES

Our impact on society is guided by numerous policies, including the following:

- [Code of Conduct](#)
- [Diversity and Inclusion Policy](#)
- [Code of Ethics](#)
- [Global Health and Safety Policy](#)
- [Social & Sustainable Compliance Guidebook](#)
- [Human Rights Policy](#)
- [Whistleblowing Policy for Employees and External Stakeholders](#)
- [Stakeholder Engagement Policy](#)
- [Anti-corruption Policy and Compliance Program](#)
- [Modern Slavery Act Transparency Statement](#)
- [Global Anti-Harassment Policy](#)



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

POSITION	ACCOUNTABILITY
Chief Executive Officer	Overall accountability for issues related to social topics including human rights and ethical labour practices; people and culture; and, ensuring positive impact in our communities where we have operations.
President, Manufacturing Executive Vice-President, Chief Human Resources Officer and Legal Affairs	Accountability for ensuring that effective policies and programs are in place for effective risk management and oversight of social topics.
Vice President, Corporate Citizenship	Oversight of the implementation of our Global Social Compliance Program.
Senior Vice President, Global Supply Chain Management and Product Development	Accountability for ensuring that suppliers adhere to our policies and meet human rights standards.
Vice President, Human Resources, Manufacturing	Oversight of the implementation of our Global Health and Safety Management system.



## RESPECTING HUMAN RIGHTS AND SUPPORTING ETHICAL LABOUR PRACTICES

We seek to respect the human rights of all employees within our Company-owned operations and those of our suppliers.

### → OUR APPROACH

Our [Human Rights Policy](#) outlines Gildan and its third-party contractors' commitments to safeguarding human rights by adopting and adhering to Gildan's [Code of Conduct](#). Our Code of Conduct encompasses the standards set forth by the [International Labour Organization \(ILO\)](#), [Supplier Ethical Data Exchange \(SEDEX\)](#), and the [Fair Labor Association \(FLA\)](#). It is also aligned with 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 as part of our Code of Conduct training and encourage employees to report any suspected violations through our grievance mechanisms (see [pages 45 and 66](#)) for more information). On an ongoing basis, we monitor our training programs on human rights standards and update them as required.

Compliance with our Code of Conduct is a condition of doing business with us, and all contractors must consent through their commercial agreements that they have received, understood, and acknowledged the Code of Conduct. The Code of Conduct requires the implementation of management systems to ensure that each human rights principle included in the Code of Conduct is applied appropriately, ensuring appropriate

implementation, training and monitoring measures are in place.

Our [Social and Sustainable Compliance Guidebook](#) helps our employees, contractors, and suppliers meet Gildan's standards and improve their adherence to and/or application of laws, principles, conventions, standards, and codes that protect workers' rights.

We have grievance mechanisms in place for our employees, suppliers, and external stakeholders to confidentially report violations related to human rights (see [pages 45 and 66](#) for more information). We also maintain open and collaborative relationships with employees to ensure their views are represented (see [page 45](#) for more information).

## ENSURING RESPECT FOR HUMAN RIGHTS

Our Social Compliance Program helps guide our activities to ensure human rights are respected throughout our operations. Our Compliance Steering Committee, which is further described under Governance on [page 65](#), is made up of cross-functional managers who oversee the compliance program globally and ensure that ethics and integrity risks are addressed in a timely manner. The Committee reports quarterly on important compliance matters such as human rights to the Board's Corporate Governance and Social Responsibility Committee. Our Human Resources and Corporate Citizenship departments also play a key role in providing oversight to minimize risks related to human rights.

We monitor 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 through our Social Compliance Program. The program is designed to proactively ensure that all our Company-owned facilities, as well as our contractors, comply with our Code of Conduct, local and international laws, and best-practice industry codes that we adhere to, including those of WRAP, SEDEX, and FLA.



THE WORLD'S FIRST  
VERTICALLY-INTEGRATED  
APPAREL MANUFACTURER TO  
BE FLA ACCREDITED

Our Social Compliance Program has been accredited by the FLA since 2007, making Gildan the world's first vertically integrated apparel manufacturer to receive this accreditation. Gildan's Social Compliance Program was reaccredited in 2019 after the Company successfully demonstrated that it maintained policies and practices to identify and remediate unfair labour practices in its global supply chain. More information on Gildan's FLA Reaccreditation Report can be found [here](#).



## ASSESSING OUR HUMAN RIGHTS RISKS

Gildan recognizes and respects the right of employees regarding 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 we monitor this engagement through our Social Compliance Program. Our third-party contractors, are expected to respect workers rights regarding freedom of association and collective bargaining.

Further details on our social compliance program, including how we ensure human rights risks are minimized through our social compliance auditing, is described in further detail on [page 66](#) in our Governance section.



RISK	RISK RESPONSE
Freedom of association and collective bargaining	Gildan recognizes and respects the right of employees regarding 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 we monitor this engagement through our Social Compliance Program. Our third-party contractors, are expected to respect workers rights regarding 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 or contractor facilities. We perform periodic reviews of our health and safety protocols to ensure that we remain at the forefront of industry trends and best practices. The Company adapts policies and procedures as necessary to best protect the health and safety of employees during times of crisis, such as the COVID-19 pandemic in 2020.  Additionally, senior leaders across all business units track safety related KPI's on a weekly basis and meet and report on safety incidents and share lessons learned. Progress against health and safety KPI's are reviewed and reported to the Board of Directors on a quarterly basis to ensure that risks are managed, and mitigation is in place.
Women's rights	As established in the Convention on the Elimination of Discrimination Against Women, we recognize 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. We do 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 our policy.
Working hours	Gildan's Code of Conduct, which is based on ILO conventions 1 and 14, places strict limits on the working hours of Gildan employees and those of our third-party contractors. No employees of our third-party contractors are required to work more than a total of 60 hours per week, or the regular and overtime hours permitted by the law of the country where the employee works – whichever is less.

## 2020 PERFORMANCE

In 2020, 71 social compliance audits were performed on Gildan-owned facilities and third party contractors: 48 (68%) were performed by Gildan and/or third-party auditors and 23 (32%) by our customers and social compliance certifications such as WRAP and SMETA.

There were no major human rights violations identified through our 2020 social compliance audits. When violations are found, Gildan's social compliance team assesses the proposed mitigation plans for Gildan-owned facilities and contractors and determines whether plans are acceptable. In 2020, 100% of plans were reviewed and accepted by Gildan.

In 2020, disruptions related to COVID-19 and the two hurricanes in Central America in 2020 resulted in fewer audits conducted than in previous years.

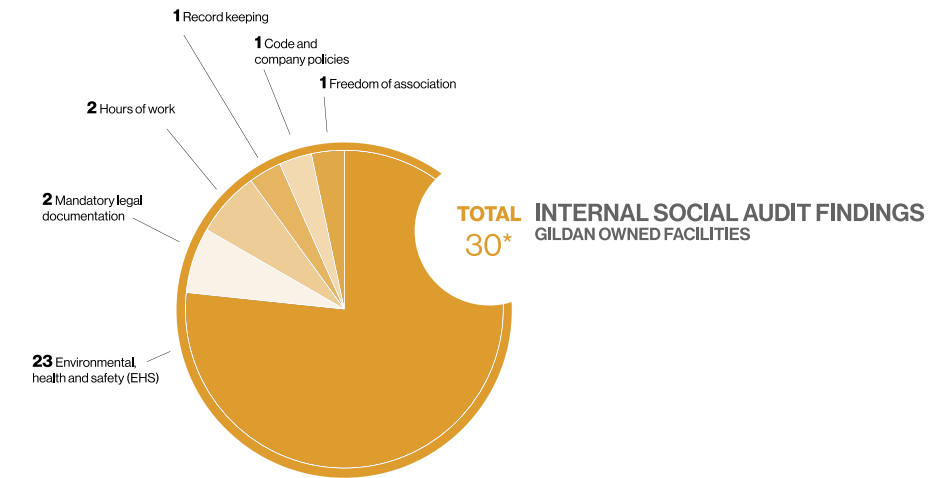
SOCIAL COMPLIANCE AUDITS	2020	2019	2018
Number of social compliance audits conducted at our Company-owned and third-party contractor facilities in Asia, Central America, the Caribbean, and North America	71	151	181
Number of social compliance audits conducted by our internal or third-party auditors on our behalf for Gildan-owned and third-party facilities	48	100	112
Number of social compliance audits conducted at Gildan-owned facilities by external auditors mandated by the FLA, Better Work, and WRAP, as well as by customers	23	51	69
% completion of our scheduled internal social compliance audits	65	100	84
Number of non-compliance incidents found at Gildan-owned facilities (% classified as being of minor or moderate severity)	30 (100)	152 (97)	191 (99)
Number of non-compliance incidents found at third-party facilities (% classified as being of minor or moderate severity)	254 (93)	491 (87)	505 (85)
Number of terminated contracts with third-party suppliers (e.g., non-compliances and/or other procurement considerations)	15	13	6

## LOOKING AHEAD

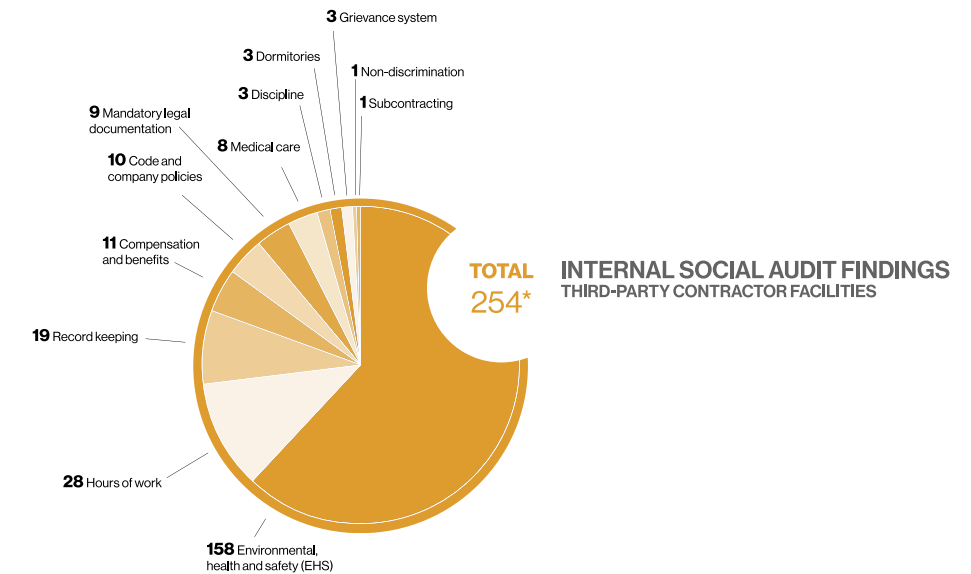
**In 2021, we plan to continue strengthening our support and respect for human rights through the following actions:**

- Joining the ILO Better Work Program in Bangladesh.
- Updating our [Social and Sustainable Compliance Guidebook](#) and initiating training for all our contractors worldwide on the topics covered in the Guidebook.
- Rolling out training on our [Human Rights Policy](#) for all employees in Gildan-owned and contractor facilities. This would also apply for newly hired employees.

## AREAS OF NON-COMPLIANCE FOUND DURING SOCIAL AUDITS IN 2020.



\*Of the 30 non-compliance findings, 11 were classified as minor and 19 as moderate. There were zero instances of non-compliance deemed to be major in 2020.



\*Of the 254 non-compliance findings for third-party contractor facilities, 101 as minor, 135 were classified as moderate and 18 as major in 2020.

Of the 284 total non-compliances identified in both owned and contractor facilities in 2020, 77% of the issues identified were remediated and resolved. In 2021 we will be working with our owned and contractor facilities to ensure the remaining 23% of issues are remediated.

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## LIVING WAGE

We believe that to support local economies and foster sustainable and inclusive growth, our employees should earn wages that cover both basic needs and provides some level of discretionary income.

### OUR APPROACH

To help ensure that our employees' salaries and benefits are sufficient to meet their basic needs, we have used the FLA's data-collection tool to help standardize the measurement criteria of wages at factories with comparable benchmarks. We also consider inflation trends related to food and housing, among other issues.

The Company approaches wages from a holistic perspective that focuses on the payment of legally established salaries, in-kind benefits, training and development opportunities, and support for community development. Participation of workers in local committees plays an important role in ensuring that benefits are adapted to local needs by giving them a voice in these decisions (see [page 45](#) for more information).

From 2017 to 2020, we have provided in excess of \$65 million towards in-kind benefits for employees located in countries where we have manufacturing operations. These benefits include transportation, subsidized meals, medical attention, and Christmas food baskets.

## 2020 IN KIND BENEFITS FOR EMPLOYEES



### 2020 PERFORMANCE

2017-2019: By 2019, 71% of Gildan-owned manufacturing facilities will test the FLA's data-collection tool.

	2020	2019
% of Gildan-owned manufacturing facilities that deployed the FLA data-collection tool.	100	94

By the end of 2020, 100% of Gildan-owned manufacturing facilities located in the Caribbean, Bangladesh and Central America used the FLA's data-collection tool. This tool has enabled us to calculate what workers are earning through a standardized metric and measure progress over time.

### LOOKING AHEAD

#### In 2021, we plan to:

- Develop and publish further details on our living wage analysis which will consider the FLA guidelines and other multi stakeholder initiatives.
- Continue to expand usage of the FLA's data-collection tool among our manufacturing contractors in the Americas and Asia.

## ADDRESSING CHILD AND FORCED LABOUR

### OUR APPROACH

Our [Statement on Modern Slavery and Human Trafficking](#) reaffirms our commitment to identifying and eradicating modern slavery and human trafficking from our supply chain and operations. In addition, our [Code of Conduct](#) unequivocally states that Gildan and its business partners will not under any circumstances use forced labour, including prison labour, indentured labour, bonded labour, or any other form of forced labour.

We are also signatories 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. Signatories of the commitment must work to ensure that no workers pay for their jobs and that they retain control of their travel documents and have full freedom of movement. In addition, all workers must be informed of the basic terms of their employment before leaving their home country. This commitment applies to all Gildan-owned and contracted manufacturing facilities.

### 2020 PERFORMANCE

In 2020, we provided a virtual refresher training session on our [Code of Conduct](#) to our employees and suppliers worldwide to reinforce our commitment to preventing child labour. In 2020, no significant risks of child labour or young workers exposed to hazardous work were observed anywhere in our operations or those of our contractors.

We do not have Company-owned manufacturing facilities in high-risk locations with regards to migrant labour, or protected indigenous territory, as per the

ILO 169 Convention. Additionally, in 2020, we did not receive any social or economic fines or sanctions under this Convention.

In 2019, we launched a migrant worker survey across all our contractor facilities worldwide to ensure that hiring practices were aligned to our [Code of Conduct](#), the FLA, and ILO guidelines. In 2020, we continued to request our contractor facilities to complete our migrant survey. Read more about how we ensure an ethical supply chain on [page 66](#).

### LOOKING AHEAD

#### In 2021, we plan to accomplish the following:

- Continue conducting our migrant worker survey and encourage our manufacturing contractors to also complete the survey.
- Continue to implement efforts to monitor and validate that no recruitment fees are paid by workers employed by our manufacturing contractors, which is part of our commitment to the American Apparel and Footwear Association related to responsible recruitment.
- Implement additional training with our Tier I<sup>9</sup> manufacturing contractors on human rights practices and issues related to migrant workers to re-enforce understanding of and compliance with our practices and procedures.
- We will be supporting a project in one contractor facility in China to promote the enrichment of the lives of the workers' children during the summer months in partnership with the Center for Child Rights and Business.

<sup>9</sup>Gildan manufacturing contractors refers to our Tier 1 suppliers where we have a commercial arrangement.

## RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The right of workers and employers to form and join organizations of their choosing is an integral part of a free and open society. These rights provide workers with a framework for engaging with management on wages, benefits, and the right to decent working conditions.

Today, approximately 53% of our employees globally are covered by a collective bargaining agreement established between unions and corresponding facilities.

### OUR APPROACH

We respect our employees' right to form or join any organization or association of their choosing, including unions. We also respect their right to engage in collective bargaining with us. Our [Social and Sustainable Compliance Guidebook](#) includes details on how our business partners must also respect this right.

Union agreements establish clear and formal lines of communications, where applicable, between workers and company management, which offers effective two-way communication focused on problem solving. Gildan has a zero-tolerance policy surrounding intimidation or attacks on union representatives and those considered to be human rights defenders.

The Company engages in constructive and open dialogue with union representatives, and with all employees through its established grievance mechanisms, with engagement monitored through our Social Compliance Program. We also have worker-management committees and/or roundtables in most

of our facilities, which allow employees to share their opinions and contribute to the management of various workplace issues, including health and wellness, workplace safety, and environmental stewardship.

Suggestion boxes are situated on the production floors and in cafeterias of all our manufacturing facilities in Central America, the Caribbean, Bangladesh, the United States, and Asia. Written messages are retrieved from the boxes on a regular basis by regional non-management employees. Submitted concerns primarily pertain to minor human resources and human rights matters, such as wages and benefits, health and safety, and industrial relations. We aim to fully resolve 100% of issues raised in a timely manner. In cases where suggestions may be classified as grievances, we align with steps in our [Whistleblowing Policy for Employees and External Stakeholders](#) to:

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 manufacturing 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.

Our Executive Vice President, Chief Human Resources Officer and Legal Affairs and our President, Manufacturing are accountable for ensuring that the rights of unions are upheld. The Vice President, Human Resources in our Manufacturing unit has day-to-day responsibility related to union matters.

### 2020 PERFORMANCE

**Set in 2017: Continue an open and constructive dialogue with labour stakeholders, including unions, civil society organizations, and governments.**

In 2020, we held several meetings with union representatives to review payments while government closures of facilities were underway during the COVID-19 pandemic. We also addressed support to vulnerable workers, including those with chronic diseases. In addition, we maintained an open dialogue while collaborating with labour groups in Central America and Haiti to address issues such as childcare and freedom of association. Our efforts included the following:

- Implementing programs to improve working conditions and regularly engaging with Better Work Haiti on remediation efforts (e.g., social security payments and wages).
- Training on human rights management systems at our manufacturing contractor facilities.
- Engaging with the Worker Rights Consortium on labour and union rights in Haiti.

In 2020, we received 934 employee suggestions/grievances, which is significantly lower than previous years, which may be related to fewer days of work due to shutdowns related to government-mandated COVID-19 restrictions and by the two hurricanes. As noted earlier, upon review, some suggestions are classified as grievances. In 2020 grievances were primarily related to minor human resources matters such as facility maintenance, cafeteria services, and industrial relations.

Number of grievances submitted by employees and resolved through grievance mechanisms			
	2020	2019	2018
Suggestions received	934	3,272	2,990
Suggestions resolved	755	2,908	2,699

### LOOKING AHEAD

**In 2021, we plan to accomplish the following:**

- Continue to provide training on freedom of association and collective bargaining agreements for our Central American manufacturing facilities to improve social dialogue and maintain effective communication between union groups, workers, and management teams.
- Start negotiations to renew three collective bargaining agreements in Honduras and three in Nicaragua.



○ EMPLOYEES HELP US ENHANCE OUR BIOSECURITY PROTOCOLS DURING COVID-19

Our employees played a critical role behind the successful implementation of our biosafety protocols at all our manufacturing facilities. With their support, we had no major COVID-19 outbreaks. We were able to enhance and expand on all national and international biosecurity recommendations using insights from our employees to enhance our COVID-19 measures. For example, we enhanced safety for more vulnerable workers by allocating special-use areas for them within common areas like our facility cafeterias.

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## PEOPLE AND CULTURE: CREATING THE WORK FOR TOMORROW, TODAY

We provide our employees with training and development opportunities to help them reach their full potential. We also strive to create fair and equal opportunities for all employees while treating everyone with respect and dignity and providing valuable benefits tailored to their needs.

### LEARNING & DEVELOPMENT

#### OUR APPROACH

The continued development and training of our employees is essential for empowering them to grow and pursue future opportunities for themselves and for the Company. We invest in training and development programs to help our employees expand their technical, professional, and interpersonal skills, starting with onboarding them after their first day of work.



We also provide office-based employees with free access to books, articles, videos, TedTalks, podcasts, and self-assessments.

Our Executive Vice President, Chief Human Resources Officer and Legal Affairs oversees learning and development.

#### 2020 PERFORMANCE

**Set in 2017: Continue working with local vocational training organizations to strengthen the technical skills of our employees and communities.**

In 2020, we continued our focus on leadership development, unconscious bias training, new employee onboarding, and EHS compliance training. We also provided additional training and tools to help leaders effectively manage remote teams of employees.

In 2020, due to the impact of COVID-19, much of our training was delivered virtually.

## LEADING THE GILDAN WAY

Leading the Gildan Way is our one-year global leadership program available for first-line managers to help equip them with the 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, in-class sessions (prior to COVID-19), and co-development activities with peers. The second cohort of 150 first-line managers completed the program in December 2020.

98% of employees who participated in the Leading the Gildan Way program said it achieved their expectations and learning objectives.



In Central America, supervisors manage more than 29,000 Gildan employees. To help them effectively manage and demonstrate leadership aligned with our core values, we launched the Gildan Genuine Training Leadership Certification program in 2018. This annual program includes both in-person and online learning and mentorship. Because of the COVID-19 pandemic, we paused the program in 2020. Instead, we shifted to focusing on maintaining skills taught to the program's first 500 graduates using virtual tools to refresh, measure, and track learning on topics such as productivity, communication, coaching, feedback, conflict solving, and decision making. Following this initiative, we surveyed employees of supervisors who had graduated from the program. The feedback received from the employees acknowledging that there were recognized improvements being made by their supervisors with respect to how they approached difficult situations. The feedback also highlighted positive leadership shown from the supervisors during the COVID-19 crisis demonstrating that supervisors were using the feedback also highlighted through the program.

As reflected in the table below, in 2020 there was a significant increase in training costs which related to specialised biosafety training for facilities located in the United States. Additionally, there were reduced training hours compared to previous years due to constraints related to the COVID-19 restrictions during 2020.

## LOOKING AHEAD

### In 2021, we plan to:

- Launch the third cohort of the Leading the Gildan Way Program.
- Launch the second cohort of the Gildan Genuine Training Leadership Certification Program.
- Launch the first Women in Leadership Program: Ignite your Impact.

## INVESTING IN OUR FUTURE IN CENTRAL AMERICA

In partnership with the Metropolitan University in Nicaragua, we provide partial and full scholarships to employees and their families as part of our “Writing Your Future” education program to help them complete their studies in business administration, industrial engineering, and other business-related areas. Courses are provided to employees at times that accommodate their schedules.

“ I am grateful to Gildan because they have always been there for me and have supported me throughout my career. ”

– Jorge Marchena, Employee from Gildan’s Rivas sewing facility, who received a degree in Industrial Engineering

GLOBAL TRAINING HOURS	2020	2019
Number of training hours	851,409	2,492,122
Investment \$(USD) in employee training	1.3M	1M
Number of training hours for the development of manufacturing employees’ technology skills	175,671	686,692
Percentage of employees who went through annual performance management process	93	100





## DIVERSITY, EQUITY AND INCLUSION



We are focused on fostering a culture of belonging and equity, where diversity is celebrated, and inclusion is the norm.

Diversity and inclusion are important areas of focus for Gildan. Providing a welcoming, inclusive, and accessible work environment helps us attract, hire, and retain engaged and talented employees. A diverse workforce also helps drive innovative thinking by welcoming a diversity of cultures, experiences, and perspectives.

### → 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, perspective, and other characteristics.

At Gildan, non-discrimination and equal opportunity is governed by our [Code of Conduct](#) and our global [Diversity and Inclusion Policy](#). The Compensation and Human Resources Committee of our Board of Directors oversees our diversity, equity, and inclusion activities and receives quarterly reports. Our Executive Vice President, Chief Human Resources Officer and Legal Affairs has day-to-day oversight and responsibility for diversity, equity, and inclusion (DEI).

In 2020, we brought together our areas of focus where we have had programs in place for many years into a formal DEI strategy.

### OUR STRATEGY IS BASED ON THE FOLLOWING FOUR PILLARS:



### PARTNERSHIPS THAT HELP MAKES US EVEN STRONGER

#### Catalyst

Since 2017, we have partnered with Catalyst, a global non-profit helping to accelerate the advancement of women in the workforce. This partnership offers our global workforce an extensive spectrum of free resources, such as virtual events, learning opportunities, research, social networking, webinars, and newsletters on topics related to workplace inclusion.



#### Association of Quebec Women in Finance (AFFQ)

Since 2018, we have partnered with the AFFQ, a network offering tools and development opportunities to further the careers of women in finance and other business-related fields.



**2020 PERFORMANCE**

Set in 2017: Continue to develop initiatives that will empower female employees and create further opportunities to rise into management positions.

In 2020, the total percentage of female employees in our global workforce remained at 45% when compared to 2019. Overall, there was a slight increase in women in leadership roles, which rose from 38% in 2019 to 39% in 2020. There was also a slight increase of junior female leaders, which rose from 40% in 2019 to 41% in 2020.

In 2020, we established an employee-led DEI Sharing Committee with representatives from various locations to increase dialogue, share activities, and increase knowledge.

**Working to Achieve Gender Parity**

In 2020, Gildan participated in the [Women in Governance Parity Certification in Canada](#), which evaluates organizational gender parity at the decision-making level and demonstrates our commitment to implementing mechanisms that help women at all levels achieve career advancement. Gildan was certified at the Bronze level.

The certification process identified both strengths and opportunities to help Gildan further close the gender gap.

**Building a Culture of Inclusion**

In 2020, we introduced “Inclusion Insights”, a quarterly internal series to raise awareness and provide tips on important topics such as race and ethnicity, unconscious bias, and more.



STRENGTHS	OPPORTUNITIES	OUR PLAN
<ul style="list-style-type: none"> <li>• Diverse pool of talent globally</li> <li>• Gender parity within all functions from technical to director levels</li> <li>• Good distribution of advancement opportunities for all genders</li> </ul>	<ul style="list-style-type: none"> <li>• Cultivate higher gender parity at senior vice president and executive levels.</li> <li>• Increase disclosure of DEI data to monitor trends and barriers to gender diversity.</li> <li>• Conduct a talent review of high-potential women.</li> <li>• Focus on succession planning for the advancement of women.</li> <li>• Encourage executive accountability for gender diversity.</li> </ul>	<ul style="list-style-type: none"> <li>• Create a global leadership development program for women.</li> <li>• Launch employee engagement and DEI survey.</li> <li>• Identify gaps in data and review existing data to identify trends.</li> <li>• Review our talent management process</li> <li>• Continue building succession plans for executive and vice president roles.</li> <li>• Identified the Executive Vice President, Chief Human Resources Officer and Legal Affairs as the senior executive sponsor for DEI across Gildan.</li> <li>• Launch revised DEI policy.</li> <li>• Use gender-neutral language in recruitment materials.</li> <li>• Revise job descriptions to remove potential barriers (biases).</li> <li>• Aim for gender parity in recruitment slates.</li> <li>• Select candidates “blindly” (no names) based on experience.</li> </ul>
<ul style="list-style-type: none"> <li>• Formalize gender parity in recruitment.</li> </ul>		

Each year, we come together for International Women's Day to celebrate women's achievements, raise awareness against bias, and take action for equality. To mark the event in 2020, we launched a mini-series that revisited some of the Company's professional development and women's empowerment initiatives directly from the point of view of the women impacted.

“*In Bangladesh, improving the status of women plays an important role in reducing gender-based discrimination. When women are supported, we as a society can drive sustainable growth and support better living standards for all.*”

– Lily Akter,  
Quality Assurance Coordinator, Bangladesh

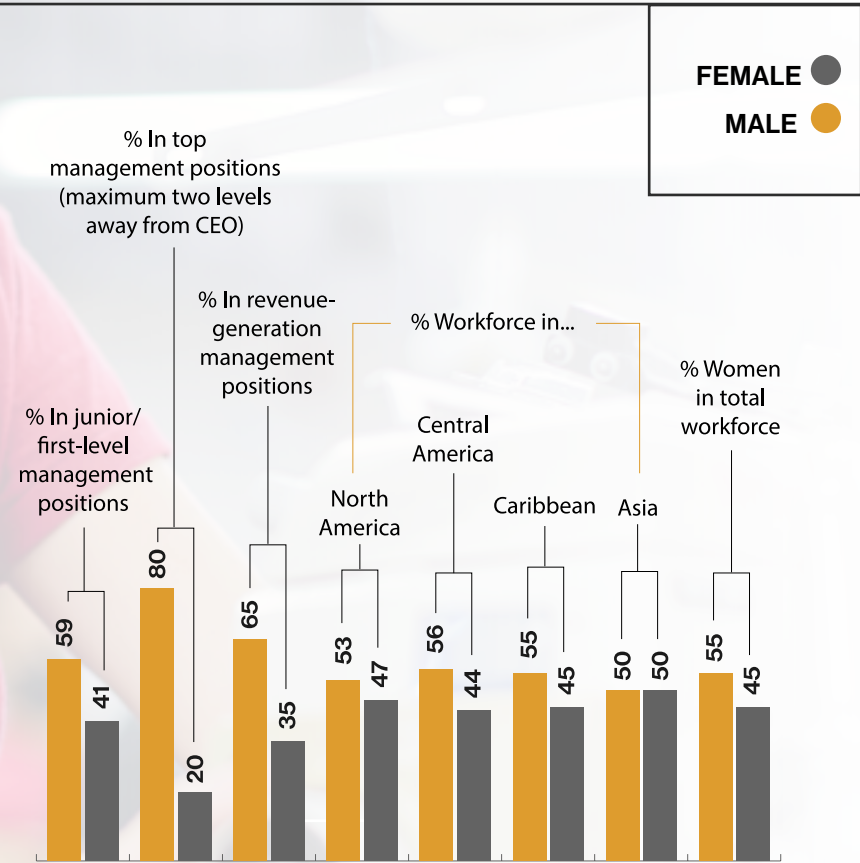


“*Through initiatives that teach leadership and professional development, women have the power to break gender paradigms.*”

– Elieth de los Angeles Martinez,  
Production Coordinator, Nicaragua



2020 WORKFORCE STATISTICS GRAPHS



Note: Percentages have been rounded to the nearest whole number.

EMPLOYEES BY AGE AND REGION AS A PERCENTAGE OF TOTAL WORKFORCE IN 2020				
REGION	UNDER 30	30-50	OVER 50	TOTAL
North America	1	3	2	6
Central America	43	32	1	76
Caribbean	4	5	0	9
Asia	4	6	0	10
<b>Total</b>	<b>52</b>	<b>45</b>	<b>3</b>	<b>100</b>

Note: Percentages have been rounded to the nearest whole number.

EMPLOYEES BY GENDER AND REGION AS A PERCENTAGE OF TOTAL WORKFORCE IN 2020				
REGION	PERMANENT		TEMPORARY	
	MALE	FEMALE	MALE	FEMALE
North America	3	3	1	1
Central America	42	33	56	39
Caribbean	5	4	1	2
Asia	5	5	0	0
<b>Total</b>	<b>55</b>	<b>45</b>	<b>58</b>	<b>42</b>

Note: Percentages have been rounded to the nearest whole number.

## LOOKING AHEAD

In 2021, we will prioritize inclusive policies and efforts to continue building a workforce that reflects the diversity of our local communities. Specifically, we plan to:

- Conduct a global employee survey to examine employee perceptions and views on DEI in each

region. The results will inform updates to our [Diversity and Inclusion Policy](#), the development of DEI targets, and a five-year DEI action plan.

- Launch diversity leadership training for all first-line managers.
- Establish nine-month global women in leadership program to promote and empower the advancement of women.

## PROGRESSIVE BENEFITS TO SUPPORT OUR EMPLOYEES AND THEIR FAMILIES

Investing in our people is a cornerstone of our success, and we want to reward their contribution and dedication to our Company. We believe that providing fair wages are important (see [page 44](#)), in supporting the communities where we operate. We are committed to providing resources and benefits that enable a high-performance culture and support our employees' abilities to thrive. Investing in the wellbeing of our employees also results in a more engaged, dedicated, and stable workforce, and reinforces Gildan as an employer of choice. This helps us to attract and retain a high-quality workforce, which can reduce costs associated with hiring and turn-over.

### OUR APPROACH

We seek to contribute to a higher standard of living for our employees by offering benefits such as free onsite medical clinics, vaccinations, medical programs (see [page 44](#)), support for working parents, financial assistance, subsidized meals, free transportation, and other benefits that help make life better and more convenient.

## MEDICAL BENEFITS

Access to high-quality, affordable, and consistent healthcare can be challenging in many of the areas where we operate. To ensure our employees receive the healthcare they need, we operate fully equipped medical clinics at our manufacturing facilities in Honduras, Nicaragua, the Dominican Republic, and Bangladesh. In addition to supporting employee health, these clinics reduce lost work time and transportation costs associated with travelling to external clinics.

During COVID-19 and in the aftermath of the hurricanes in Central America, we offered greater access to mental health telemedicine. We also offered additional paid time off for those needing to self-quarantine or care for a family member, and access to other wellness resources, either virtually or in-person where it was safe to do so. We also offered many of these benefits to employees' families.



## SUPPORTING PREVENTION OF BREAST CANCER

For the past 10 years, Gildan's annual breast cancer prevention awareness campaign, known as the Pink Tour, has helped raise awareness among thousands of women in our facilities across Central America and the Caribbean. With many women reluctant to visit health centres for routine exams and screenings during the COVID-19 pandemic, prevention awareness became even more important. In 2020, our Pink Tour went virtual with a variety of activities for both office and factory employees, including discussions on the importance of early diagnosis and stories of employees bravely fighting the disease.

### Supporting the Transition to Motherhood

For first-time moms, having a child is a significant life event. To help, we provide pre- and post-natal care as well as free maternity workshops moderated by Gildan's onsite medical staff in the Dominican Republic, Nicaragua, Honduras, and Bangladesh. Topics include exercise techniques to facilitate birth, caring for newborns, preparing the home for a new baby, and breastfeeding guidance.

### Working to Destigmatize Mental Health Challenges

The past year has been a time of increased stress and anxiety for people everywhere. To support our employees, we are offering a variety of resources for mental and emotional health. In North America and the Caribbean, employees and their families have access to free and confidential mental health counselling and stress management support through our Employee Assistance Program.

In Honduras and the Dominican Republic, employees have access to free and confidential counselling through the Gildan Saving Our Family program.

Common topics addressed include self-esteem, work-life balance, mental health, mindfulness practices, interpersonal relations, family budgeting, and personal finances. In 2020, both individual and family counselling were conducted virtually.

*"I am grateful for our counselor and for the Saving Our Family program. The advice and support I received has been extremely valuable for my family and work life, especially through times when I had many problems and felt that no one could help me."*

– Employee who received support through the Gildan Saving Our Family support program



*"Mental and emotional health are important focus areas when it comes to the overall wellbeing of our employees. This priority has become even more critical during COVID-19; beyond ensuring the physical health of our employees, we also recognize the importance of supporting emotional health in this time of increased isolation and uncertainty."*

– Mike Albright, Vice President Human Resources, Manufacturing

## Financial Wellness

The Company offers group-defined contribution plans to eligible employees in locations where such practice is prevalent and matches all or a portion of the employee's contributions up to a fixed percentage of the employee's salary. Benefits are also provided to employees through defined contribution plans administered by governments in select countries where we operate. We offer short-term benefits, which include wages, salaries, compensated absences, and bonuses. We also offer a long-term incentive plan, which includes stock options, performance share units and restricted share units.

Another way we support our employees' financial health is through Gildan employee cooperatives, which are independent legal entities like credit unions that encourage employees to grow their savings and access loans at lower interest rates. Supervised by an administrative manager, cooperatives provide Gildan employees with better access to loans at advantageous interest rates, which can otherwise be difficult to obtain in some countries. Participation is voluntary and available to all employees at our Central American and Caribbean operations. External auditors and professional advisors from our Finance Department ensure that the cooperatives are properly managed and operate in compliance with local regulations.

## Support to Balance Work, Life, and Daily Needs

At most of our manufacturing facilities, we provide free transportation for each working shift. Buses contracted by Gildan are stationed in different locations in the communities where we operate. At the end of each shift, buses provide transportation from our facilities to various drop-off locations.

Gildan also subsidizes the cost of meals provided at our cafeterias by supporting catering contractors with the payment of utilities, cleaning, and maintenance expenses, as well as providing fully equipped industrial

kitchens for meal preparation. Cafeteria services are available for all working shifts.

To help employees save time and money, we have stores inside one of our facilities in Nicaragua and one of our facilities in Honduras, which provide employees with non-perishable food and other household products at discounted prices. These one-stop shops allow employees to purchase items conveniently through a variety of payment methods, including payroll deduction, which provides interest-free credit. They can also order goods and have items delivered directly to their workplace. We exclusively use local suppliers to source items for our stores, creating further economic benefits for the community while at the same time reducing transportation costs and associated environmental impacts.

## 2020 PERFORMANCE

**Salaries, wages and other short-term employee benefits:** The following information covers all our operations. More information regarding short-term employee benefits, salaries, and wages is contained in our [2020 Annual Report](#).



Note: Due to COVID-19 related actions, salaries and wages were lower than in previous years.

MEDICAL BENEFITS	2020	2019	2018
Investments in medicine, vitamins, and vaccines for employees	\$1,169,206	\$772,671	\$889,000
Number of doctors/nurses on staff in our onsite medical clinics	56/80	55/93	54/89
Number of medical consultations provided by onsite medical staff	125,740*	195,000	260,000
Number of vaccines administered by onsite medical staff	14,251	15,000	17,000
Number of health fairs hosted at our facilities	6**	39	19
Number of employees who received one-on-one support through the Saving our Family Program***	3,090	2,000	2,441

\*Onsite screenings available at our facilities in Honduras.

\*\*In 2020, health fairs occurred in Honduras only. There were fewer health fairs due to COVID-19.

\*\*\*The Saving Our Family Program is available to employees in Honduras and the Dominican Republic and was offered virtually in 2020 in Honduras due to the COVID-19 regulations and biosafety measures.

FINANCIAL BENEFITS	2020	2019	2018
# of employees affiliated with financial cooperatives*	16,770	22,267	18,200
\$ granted as loans to employees through cooperatives *	\$8.7M**	\$20M	\$12M
\$ invested in subsidized meals and free transportation	\$10.1M	\$12.7M	\$12.8M

\*Represents employees in Honduras, Nicaragua, and the Dominican Republic.

\*\* Due to impacts related to COVID-19, granted loans were lower than in previous years.

**LOOKING AHEAD**

We plan to conduct a comprehensive employee engagement survey of our salaried population in 2021 and a partial engagement survey targeting 5,000 salaried employees.

**EMPLOYEE TURNOVER**

During 2020, we made the difficult decision to reduce our overall manufacturing workforce by approximately 13.5%. This was necessary for managing and aligning our operations with the evolving demand environment, which was significantly affected by the COVID-19 pandemic.

While our total employee turnover rate increased in 2020 due to workforce restructuring, our voluntary turnover rate fell by 50%. As the economy recovers in 2021 from disruptions related to COVID-19, we expect to hire and bring our workforce back to pre-pandemic levels to meet economic demands.

	2020	2019	2018
Total Employee Turnover Rate (%)	27	24	23
Voluntary Turnover Rate (%)	9	18	17

**PRIORITIZING THE HEALTH AND SAFETY OF OUR EMPLOYEES AND CONTRACTORS**

We are focused on strengthening our occupational health and safety performance and promoting a prevention and zero-harm culture for our employees and contractors. Operating safely is critical for achieving our long-term goals. By providing a safe and healthy work environment, we support a higher quality-of-life for workers and reduce absenteeism. This also helps to reduce the cost of worker compensation and medical claims that could result from a higher risk of workplace-related health problems or injuries.

**OUR APPROACH**

Our [Global Health and Safety Policy](#) applies to all our operations worldwide, outlining our commitment to the following:

- Ensuring compliance with applicable occupational health and safety laws in all countries in which we operate.
- Establishing goals and targets to measure our Occupational Health and Safety Management system's performance and communicate our progress.
- Educating and motivating our employees – as well as our business partners and communities – to work in a safe and responsible manner.
- Selecting business partners based on their ability to run safe and responsible operations.
- Fostering openness and dialogue on health and safety matters with both our internal and external stakeholders.
- Actively seeking continuous improvement opportunities to reduce risk.

The following two committees oversee Gildan's Health and Safety Program:

- The Global Health and Safety Steering Committee, comprised of senior management and chaired by the Executive Vice President, Chief Human Resources Officer and Legal Affairs.
- The Health and Safety Technical Committee comprised of health and safety managers and representatives from each of our geographic hubs.

Both committees, which meet four to six times per year, also address safety trends and share best practices.

Facility managers at each site are responsible for ensuring the implementation of health and safety management programs locally through our global Health and Safety Management System. Annual incentives for facility managers are based in part on progress against key health and safety objectives.



We have established joint management-worker health and safety committees at many of our manufacturing facilities as well as at many of our administrative offices and distribution centers. Committees meet monthly to review operational performance and discuss preventive measures. Committee members also perform facility inspections to identify potential health and safety issues, review any accidents, and create recommendations for improvements.

We track work-related injuries through our Global Safety Scorecard and senior leaders meet on a weekly basis and report on safety incidents and any share lessons learned. The performance scorecard is used at all our Company-owned facilities and contains data related to first aid, injuries, lost-time accidents, musculoskeletal disorders, lost workdays, working hours, injury, and severity rates. We review the scorecard and report progress to the Board of Director's Compensation and Human Resources Committee on a quarterly basis. In 2020, we launched a new health and safety database to improve global tracking of health and safety metrics that feed into our Global Safety Scorecard. In addition to measuring our injury and illness performance, we also measure our progress using leading indicators. Each employee makes contributions to the leading indicators as a part of their performance management.

Gildan encourages employees to speak up about real or suspected misconduct or hazardous situations, and to stop work when they are concerned about a potential work-related injury or illness that could harm them or one of their co-workers. Employees can report concerns to a member of the site management team, human resources, or a safety representative. Depending on the site, employees can also report concerns to safety committees and improvement teams. All employees are also able to anonymously report concerns through our grievance mechanisms, including our Ethics and Compliance Hotline (see [page 66](#)).

We reward and recognize employees (see [page 45](#)) who raise safety-related concerns and ideas, and we maintain strict policies against reprisals for employees who bring forward a grievance.

Health and safety orientations and job-specific training on hazards and operational controls are provided to all new employees. We also conduct ongoing health and safety training for employees across all levels at all Company-owned facilities. In 2020, training on health and safety focused on the following topics:

- COVID-19 biosafety protocols
- General safety rules
- Emergency response and first aid
- Evacuation and brigade procedures
- Forklift safety
- Industrial safety
- Fire control and prevention
- Lock-out/tag-out
- Electrical hazards
- Working at heights
- Accident reporting and investigation

We seek to proactively identify hazards and control risks by conducting site assessments and planned job observations at all our Company-owned sites. Whenever a safety incident occurs, we fully investigate the cause and implement action plans where necessary to address and remediate any issues and help eliminate future risks (see [page 57](#)). We also share lessons learned and make improvements to our practices, tools, training, and communication when needed.

## ○ REMEDIATING SAFETY ISSUES TO PREVENT FUTURE ACCIDENTS

At Gildan's facility in Mocksville, North Carolina, an employee broke his toe when lifting a motor for a dye package winder that slipped out of his hands. An investigation found that there was no procedure for the task, that on-the-job training was ineffective for the situation, and that appropriate material handling equipment to lift

and lower the motor had not been used. To eliminate future risks, we installed a u-hanger on the motor to facilitate lifting, fabricated a cart to transport the motor to and from the dye package winder, and updated the Job Safety Analysis and procedure for the task.



## ○ ENSURING HEALTH AND SAFETY ACROSS THE VALUE CHAIN

All Company-owned facilities are subject to periodic audits conducted by in-house health and safety coordinators and internal social compliance auditors. We are also audited by external third-party social compliance auditors, as well as by our customers.

All Gildan suppliers and contractors are expected to have a management system in place to ensure effective health and safety practices at their facilities, as detailed in our [Social and Sustainable Compliance Guidebook](#). For information on our auditing and due diligence of suppliers and contractors, see [pages 43](#) and [67](#).



Apparel manufacturing inherently poses physical risks through exposure to repetitive movements and vibrations, as well as the tendency for incorrect posture, which can contribute to musculoskeletal disorders. At all our facilities, we conduct health awareness campaigns and offer a comprehensive ergonomics program with the goal of identifying early symptoms of musculoskeletal disorders and areas for improvement. We also analyze data to determine which operations and roles have a higher risk exposure to musculoskeletal disorders and develop methods, trainings, and tools to reduce risks and further protect our employees.


Fire safety is a key focus of our [Global Health and Safety Policy](#). All Company-owned facilities have fire safety exits, and all employees actively participate in regular fire and safety drills. In addition, the vast majority of our facilities have built-in fire suppression systems.

At our Bangladesh facility, our dedicated Fire and Safety Committee was put in place to involve employees in mitigating risks and improving the effectiveness of preparedness and response activities. Elsewhere across our manufacturing network, our health and safety committees are responsible for managing fire safety.

 **2020 PERFORMANCE**

We reduced our work-related injury rate from 0.41 in 2019 to 0.40 in 2020. However, this was above our target of 0.39. While we achieved a 2% reduction in our work-related injury rate, we had a 41% increase in our severity rate from 2.84 in 2019 to 4.01 in 2020. This was mainly due to high severity accidents in the first and second quarter of 2020, our shift to reporting potential SIFs and the consequent reduction in working hours in the remainder of the year due to facility shutdowns related to the impact of COVID-19 and the hurricanes in Central America. As a result, we missed our target of 2.85.

In 2020, we started expanding our ergonomics program globally using a three-phased approach, which includes documentation, training, and deployment. In addition, our Health and Safety team is working to develop global ergonomic guidelines.

 **2017-2020: Expand and harmonize health and safety programs.**

In 2019 we started to revise our Safety Management System aligned to OSHAS 18001 requirements to ISO:45001, providing us a framework to harmonise our health and safety programs across the organization. As part of this effort, we updated and implemented our [Global Health and Safety Policy](#) across all our operations.

In 2020, we launched a new health and safety database to improve global tracking of health and safety metrics that feed into our Global Safety Scorecard. We also updated our process to ensure we implemented a harmonized process for global health and safety objectives across our operations.

In 2020, we also revised targets to focus on biosafety protocols and safety related to disaster clean up due to COVID-19 and the two hurricanes in Central America.

As a result, much of our health and safety efforts in 2020 were focused on protecting our employees from the risk of contracting COVID-19. This included implementing a stringent biosafety protocol in all our facilities, allowing us to mitigate the spread of COVID-19 while keeping our workers safe. During the hurricanes we also provided additional training to our contractors in Honduras supporting clean-up efforts.

 **2017-2020: By 2020, implement a near-miss reporting program in our manufacturing facilities.**

In 2019, we met with the Board of Directors to discuss our change in approach to incorporate SIFs as part of our health and safety monitoring program. We also harmonized and improved tracking, follow-up, and reporting of SIFs across all our operations. Since that time, we have been providing the Board of Directors with quarterly reports on safety metrics including SIFs which are reviewed and discussed during the Board meetings.

 **REWARDING EMPLOYEES FOR IDENTIFYING WAYS TO IMPROVE SAFETY**

In 2020, Gildan's U.S. yarn-spinning facilities introduced the Your Ideas, Great Results Program to encourage employees to submit ideas or concerns related to safety, incentivized through a reward program. This resulted in 177 submissions, of which 143 were approved and 115 have been implemented.

In our Clarkton, North Carolina, facility, for example, an employee noticed that a blind spot was putting some technicians at risk of getting struck by vehicles moving materials. We implemented recommendations based on the suggestions of employees involved in the incident and installed four interlocking portable safety barriers to block off the aisle in the area to prevent motorized traffic incidents.



**In 2020, we also:**

- Implemented a health and safety information system to support best practices in incident management, inspections, corrective actions, and job safety analysis.
- Provided training to management teams in Honduras, Dominican Republic, and Nicaragua on fire prevention and safety leadership.
- Provided training on health and safety to our five dedicated sewing contractors in Haiti in order to improve data collection and alignment with proper methodology.

Additionally, with respect to our contractors' facilities, in 2020, the lost-time injury frequency rate was 0.49 based on a coverage of 8.45%, which reflects six dedicated sewing contractors in Haiti out of 71 applicable Tier 1 contractors. ✓

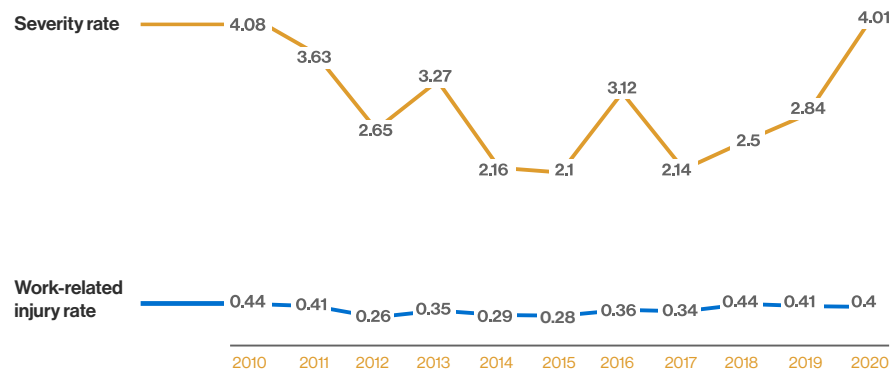
The work-related injury, lost-time injury, and severity rate tables above have been independently reviewed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 reporting standard. Gildan uses the Operational Control approach to establish its organizational boundary.

**LOOKING AHEAD**

**In 2021, we plan to:**

- Complete the development of our global ergonomics guidelines.
- Complete the transition of our health and safety management system to ISO 45001 and conduct health and safety audits based on ISO 45001 criteria at all Gildan manufacturing facilities.
- Based on results of a gap analysis in 2020, focus on improvements related to:
  - Fire prevention,
  - SIF prevention,
  - Machinery safety,
  - Emergency response plan for catastrophic scenarios,
  - Confined space entry,
  - Respiratory protection,
  - Cotton dust, and
  - Fall protection and prevention.

**GLOBAL WORK-RELATED INCIDENTS TEN-YEAR TRENDS**



2020 SAFETY STATISTICS			
	2020	2019	2018

% of employees globally represented by a local health and safety committee	97	96	96
# of training hours conducted on occupational health and safety (OHS) policies and procedures	207,481*	180,670	151,191

\*Number of training hours conducted on OHS included 44,534 hours related to biosafety protocols.

	2020	2019	2018
Number of internal health and safety audits performed by Gildan	27*	6	19**

\*In 2020, in addition to health and safety audits conducted at Gildan-owned facilities, we conducted 53 internal biosafety audits.  
\*\*2018 data includes environmental audits.

	2020	2019	2018
Fatalities	0	0	0
Work-related injury rate	0.40 ✓	0.41	0.44
Severity rate	4.01 ✓	2.84	2.50
Lost-time injury frequency rate (LTIFR) for employees (cases per million hours worked)	0.66 ✓	0.72	0.75
Lost Days	1,458	1,545	1,444

The tables above reflect data representing 100% of our facilities and provides a three-year trend related to our progress.

## OUR COMMUNITIES

We strive to create stronger communities in all regions where we operate through local economic development and community engagement programs.

### ECONOMIC DEVELOPMENT

As one of the largest apparel manufacturing companies in the world and an important employer in most of the regions where we operate, we aim to contribute to economic development through direct and indirect employment, investments in building facilities, and purchasing from local suppliers.

#### Supporting Local Suppliers

Gildan sources from local suppliers<sup>9</sup> wherever and whenever possible. This allows us to create value for a wide variety of local businesses, and, in turn, allows Gildan to reduce transportation costs and lead time. The COVID-19 pandemic further emphasized the benefits of buying locally, including:

- Reduced supply chain disruption
- Faster response on services and goods
- Ease of access due to proximity
- Expediated issue resolution

Over the years, we have witnessed the growth of supply chain ecosystems in the regions where we operate, spanning beyond the typical raw materials, trims, and accessory suppliers into areas such as educational and technical training, medical services, transportation, construction, maintenance, and food services.

### 2020 PERFORMANCE

The table below indicates the number of suppliers per region.

COUNTRY	2020
	NUMBER OF SUPPLIERS
Canada	330
United States	189
Bangladesh	539
Dominican Republic	559
Honduras	1,016
Mexico	560
Nicaragua	462
<b>Total</b>	<b>3,655</b>

In 2020, Gildan's total expenditures for materials and services with local suppliers in Bangladesh, Central America, and the Caribbean exceeded \$215 million.

### 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. Some countries in which we operate offer significantly lower tax rates than others, as a means of encouraging investment in the country, 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. Our overall tax rate is consistent with our operating structure and includes the effect of the different tax rates on earnings of our foreign subsidiaries.

## THINKING GLOBALLY, MANAGING LOCALLY

We believe that it is essential to fill leadership positions in our facilities with local talent wherever possible. Not only does this provide more opportunities and higher-paying jobs for members of the local community, but we believe that it also provides motivated and engaged management teams that are aligned with local cultures.

In 2020, 85% of managers at our manufacturing facilities were from the local community.



<sup>9</sup>In this context, local suppliers are those suppliers and contractors who are located in the countries in which we operate.

## COMMUNITY ENGAGEMENT

We play an active role in building stronger communities by partnering with community organizations to target and respond to the most pressing local needs. We are also committed to continue our legacy of providing humanitarian aid and disaster relief in the locations where we operate.



## OUR APPROACH

We seek to ensure that our community engagement activities are relevant to who we are as a business, reflect our core values, and are aligned with the needs of local communities. Our [Community Engagement Policy](#) and Community Investment Guidelines set out our approach and governance process. We support local communities through financial donations, employee volunteering, matching giving, and product donations. We work with our local teams to identify projects and partners.

### Gildan community engagement activities are focused on four areas:

- **Youth Education:** We focus on building and enhancing educational infrastructure, providing curriculum support and training for teachers, and engaging students on environmental awareness.
- **Active Living:** We support programs that encourage health, wellness, and an active lifestyle by investing in medical care, disease prevention, and health awareness activities.
- **Environment:** We support initiatives aimed at creating positive impacts for the environment through hands-on activities with families, schools, and our employees.
- **Entrepreneurship:** We support programs that promote entrepreneurial thinking, as well as programs that help entrepreneurs develop and grow businesses that address the varied skills required across our operations.

## KEEPING GIRLS IN SCHOOL IN BANGLADESH

According to the [World Economic Forum's 2021 Global Gender Gap Report](#), Bangladesh has made great progress in girls' education over the past 20 years, particularly within primary and secondary education. Yet, education outcomes for girls remains unequal with significant drop-out rates for girls due to a variety of factors including cultural bias, gender discrimination, and safety concerns.

As part of its commitment to creating stronger communities, Gildan is working to help Bangladeshi girls get the education they need and remain in school as they grow into adulthood.

Since 2017, Gildan has partnered with [Room to Read](#), an organization whose goal is to transform the lives of children through education and reducing gender inequality. Open to girls in grades 6 to 12, the program helps girls develop both standard education skills and knowledge about how to address common gender barriers. Girls receive guidance from local female mentors, allowing them to ask questions and learn about the effects of gender bias in their communities



safely and constructively. 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. At-need families also are eligible for financial support to help their daughters attend school as part of the program.

To date, Gildan has donated more than \$120,000 to the organization, helping nearly 350 girls access the education they need.

“We are proud of this partnership and the positive impacts it has left on the lives of girls. For many of them, the program is a catalyst to helping them secure better futures by giving them the skills to access more opportunities later in life.”

– Alquimedes George,  
Country Manager, Bangladesh

## 2020 PERFORMANCE

- 🎯 **Set in 2017: By 2019, conduct a Social Impact Study to accurately assess Gildan's positive impact on society for our Central American operations**

In 2019, we conducted a Social Return on Investment (SROI) study to understand the impact of our operations in Central America. The results of the study showed that our community involvement efforts are making quantifiable positive impacts in each region. For example, the study revealed that for every US dollar invested locally by the Company in Honduras, it generated an additional USD \$13 in value for Honduran society. In Nicaragua, the return on each dollar was even higher, amounting to USD \$19 in returned value for stakeholders across the nation. These results have helped inform our community investment strategy in Honduras and Nicaragua in 2020 where we focused on education, environmental programs aimed at improving water security and waste management and promoting active and healthy lifestyles. While some of our efforts were paused in 2020 due to COVID-19, we plan to invest in these areas moving forward.

- 🎯 **Set in 2016: Continue leveraging local capacity to support education, active living, entrepreneurship, and environmental programs.**

In 2020, we continued to carry out projects to support education. However, we shifted support from other areas of our community engagement to respond to the critical community needs in the face of COVID-19 and the hurricanes in Central America (see [page 21](#)).

- 🎯 **Set in 2017: By 2020, increase by 25% the number of sponsored schools at Gildan's manufacturing locations.**

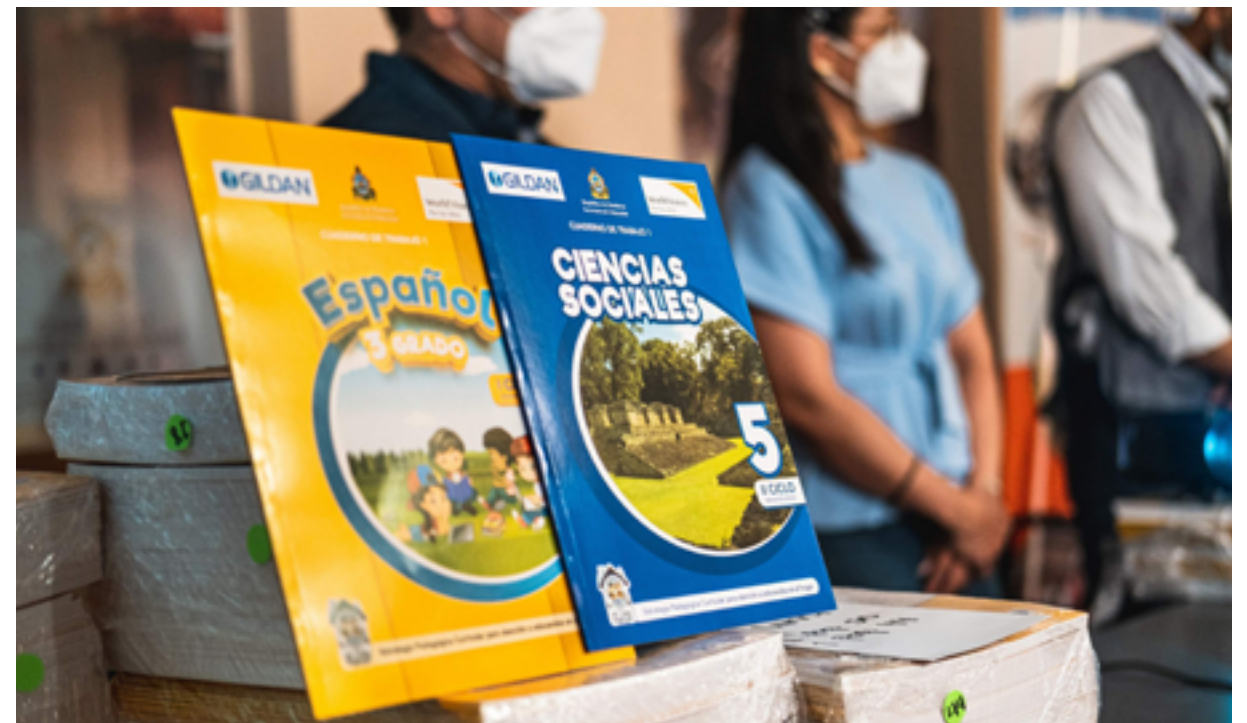
We achieved this target in 2019, increasing the number of schools we support from 27 to 371 at our

manufacturing locations. In 2020, we supported 354 schools in Central America and the Dominican Republic and partnered with Room to Read to continue the implementation of a girls' education program in Bangladesh. We also continued to support most schools that are part of our partnership with World Vision.

## ○ SUPPORTING EDUCATION IN HONDURAS

We have partnered with World Vision in Honduras since 2012 to support children through quality education, environmental conservation, leadership support, and violence prevention. In 2020, we donated 96,000 workbooks for students without internet access, technological kits to six schools, and computer tablets to students with limited resources in a local academic excellence group. Over the past two years, we have reached more than 147,000 children and more than 5,000 teachers through this partnership. The value of our donations during 2020 represented an investment of more than \$100,000.

In 2020, Gildan also signed an important technical-financial cooperation agreement with Fundación Merendón focused on the conservation of natural resources and the quality of life of the communities that reside in the Merendón mountain range of Honduras. The agreement focuses on contributing to the sustainability of natural resources through the implementation of environmental conservation programs and will help promote environmental education in local schools. The program will also seek to strengthen community water boards through training and workshops.



**Disaster Relief**

In 2020, Gildan initiated local humanitarian aid to support employees and local communities to recover and rebuild from the two back-to-back hurricanes (see [page 23](#)). Furthermore, we also responded to the bushfires in Australia that destroyed homes and millions of acres of land in late 2019 and early 2020. In partnership with Good360's Disaster Recovery Program, we donated more than 20,000 garments to help communities affected by droughts, floods, bushfires, and by the COVID-19 pandemic. Additionally, the Company supported the Fire Fight Australia-Concert for National Bushfire Relief with a donation of 16,000 t-shirts that were then sold to help raise funds for bushfire relief efforts. All profits from the sales went to organizations providing rescue, recovery, and rehabilitation services.




CHARITABLE GIVING	2020	2019	2018
Total community investment (\$)	1.2M	1.6M	1.9
Total in-kind giving (\$)	0.9M	0.6M	0.9M
<b>Total (\$)</b>	<b>2.1M</b>	<b>2.2M</b>	<b>2.8M</b>

 **LOOKING AHEAD**

In 2020, we conducted a benchmark to evaluate our current community investment areas of focus. We also conducted an internal assessment to identify community projects relevant for each of the countries where we operate. The results from the benchmark and assessment will inform updates to our [Community Engagement Policy](#) and governance structure, which we will launch by the end of 2021.

**In 2021, we also plan to:**

- Continue our partnership with World Vision to implement a two-year education program focused on building capacity for teachers and training students in information technology, violence prevention, and environmental conservation in Honduras.
- Launch community environmental programs focused on water and waste management with two communities in Honduras near our textile operations.
- Continue to engage with Room to Read to support education for girls in Bangladesh.



We consider strong and transparent corporate governance practices to be an important factor in our overall success and are committed to adopting and adhering to the highest standards in corporate governance to foster a culture of integrity, accountability, and transparency throughout our organization – starting at the top.

## GOVERNANCE

## CORPORATE GOVERNANCE

### OUR APPROACH

#### Board of Directors

An independent Board of Directors is crucial to ensuring effective oversight of Company management and currently nine out of ten Board members<sup>10</sup> are independent. The only non-independent Board member is our President and Chief Executive Officer, who is the founder of the Company. Our independent Board members meet, without the presence of management on a quarterly basis, and during special Board meetings as required. Only independent Board members sit on the Board's three committees: The Audit and Finance Committee, the Compensation and Human Resources Committee, and the Corporate Governance and Social Responsibility Committee.

Our Board of Directors follow comprehensive [Corporate Governance Guidelines](#) that go beyond compliance of Canadian and U.S. legislation and stock exchange requirements.

The Board is committed to diversity and has adopted a [Board Diversity Policy](#) that embodies its approach to achieving a mix of Board members that possess a balance and diversity of skills, experience, expertise, and perspectives. In July 2021, the Board updated the Board Diversity Policy reflecting a new and expanded definition of diversity. Additionally, the Board Diversity Policy now includes a thirty percent gender diversity target.

#### Key best practices in corporate governance reflected by the Board include:

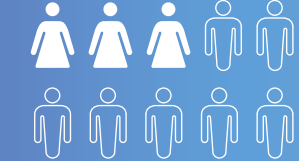
- All members of our Board are independent, except the CEO
- Only independent Directors serve on Board committees
- Annual election of Directors (no staggered terms)
- Directors elected individually (no slate voting)
- Majority vote Directors
- Board tenure and term limits
- Private sessions of independent directors at all Board and committee meetings
- Robust Shareholder Engagement Policy

For more information, please visit the [Governance page](#) of our website.

TWO THIRDS OF OUR THREE BOARD-LEVEL COMMITTEES ARE CHAIRED BY WOMEN



THREE OUT OF TEN DIRECTORS ARE WOMEN



ONE DIRECTOR SELF-IDENTIFIES AS A MINORITY GROUP



## IN THIS SECTION

CORPORATE GOVERNANCE

OUR UNWAVERING BUSINESS ETHICS AND INTEGRITY STANDARDS

RISK MANAGEMENT

DATA PRIVACY AND CYBERSECURITY

PUBLIC POLICY AND ADVOCACY

### 2020 PERFORMANCE

The following charts summarize the composition of our Board of Directors regarding tenure, gender diversity and age diversity as of March 2021.

#### Director Tenure

The following chart indicates the number of years each director has dedicated to the Company's Board as at March 9, 2021



● 6 - Less than 1-5 years  
● 3 - 3-6 to 10 years  
● 1 - More than 10 years

#### Directors Gender Diversity

The following chart indicates the gender of the directors of the Company's Board as at March 9, 2021.



● 7 Men  
● 3 women

#### Directors Age Diversity

The following chart indicates the age of each director of the Company's Board as at March 9, 2021



● 8 in their 60's  
● 2 directors in their 50's  
● 0 in their 70's

<sup>10</sup>In 2021, one member from our Board of Directors retired.



At the onset of the COVID-19 pandemic in March 2020, when it became necessary to make the difficult decision to furlough some employees due to the temporary government shut-down of our facilities (see page 21), the base salary of director-level employees and above were temporarily reduced for the period of April to June 2020 by 20% - 50%, and there were employees who were furloughed (see Employee Turnover on page 55). In addition, all annual base salary adjustments scheduled to take effect in March 2020 for the executive team, as well as for other executives were cancelled and a percentage of the Board's fees were reduced.

For more information on executive compensation and changes made in 2020, please see our 2020 Management Information Circular.

## OUR UNWAVERING BUSINESS ETHICS AND INTEGRITY STANDARDS

We are dedicated to maintaining the highest ethical standards throughout our operations and business practices worldwide. Our focus on high ethical standards allows the Company to mitigate and take corrective action against any recurring ethical or compliance violations. It also enables us to anticipate emerging issues and develop proactive programs to address them.

### → OUR APPROACH

Our approach towards ethics and governance is governed by our Compliance Steering Committee, an executive-level management committee that operates under the leadership of our President and Chief Executive Officer. The committee oversees the Company's global compliance programs in several areas, including ethics, environment, labour, human rights, fraud, bribery, health and safety, and sustainability, among others. The Committee is accountable to the Board of Directors and reports on important compliance matters to the Board's Corporate Governance and Social Responsibility Committee on a quarterly basis.

#### Five sub-committees report up to the Compliance Steering Committee:

- Ethics and Fraud Compliance Committee
- Financial and Securities Law Compliance Committee
- Operational Compliance Committee
- Tax Compliance Committee
- IT Cyber Security Committee

The following codes and policies provide the foundation to ethical behaviours and acceptable business practices at Gildan. Both our codes and policies apply to our global workforce, from our factory workers to our Board of Directors. Failure to comply can result in disciplinary action up to and including termination.

<b>CODE OF ETHICS</b>	Addresses matters such as conflicts of interest, anti-corruption laws, integrity and confidentiality of corporate records and information, protection and use of corporate assets, employee relations, protection of human rights, health and safety matters, insider trading, compliance with laws, and reporting of unethical or illegal behavior.
<b>ANTI-CORRUPTION POLICY AND COMPLIANCE PROGRAM</b>	Outlines our position 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.
<b>CODE OF CONDUCT</b>	Aligns with internationally recognized standards such as the ILO and the FLA. The Code is divided into 12 principles that state our position on fundamental labour rights and business practices.
<b>SOCIAL AND SUSTAINABLE COMPLIANCE GUIDEBOOK</b>	Provides a management system for our facilities, third-party contractors, and suppliers to meet Gildan's compliance standards and adhere to application of laws, principles, conventions, standards, and codes.

We conduct ongoing training and awareness initiatives focused on our Code of Ethics, Code of Conduct, and other policies. All new employees are required to acknowledge that they have read and understood our Code of Ethics and all employees are required to participate in annual reviews and re-certification programs related to the Company's codes and policies. Our Code of Conduct training is performed annually.

Our internal audit and social compliance department conducts periodic reviews of our owned facilities as well as all third-party contractor facilities to ensure ongoing compliance with our Code of Conduct and other policies.

## Reporting Violations and Grievances

Gildan has a [Whistleblowing Policy for Employees and External Stakeholders](#) for the receipt, retention, and treatment of complaints and concerns regarding improper practices or questionable acts by Gildan, its employees, officers, directors, consultants, contractors, agents, or suppliers. The Policy provides Gildan's employees and external stakeholders with communication channels that will allow them to raise concerns in confidence, and anonymously if desired, without fear of reprisals or retaliation. Employees can report concerns to their supervisor, department head, local Human Resources, or Legal department. Employees can also report concerns to:

- Chair of Gildan's Ethics and Fraud Committee
- Chair of the Board
- Chair of the Audit and Finance Committee
- Ethics and Compliance Hotline

To ensure that employees, suppliers, and other partners feel confident to speak up about any suspected misconduct, we provide a confidential Ethics and Compliance Hotline managed by an independent third-party service provider. The local toll-free hotline numbers are posted in each office or plant location and are published on the Gildan website. The hotline operates 24 hours a day, seven days a week, and is available in the local languages of each country in which Gildan operates. Gildan undertakes to investigate, remedy, and respond to all good faith complaints or concerns 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 and Finance Committee and Corporate Governance and Social Responsibility Committee of the Board of Directors, if necessary.

## ENSURING HIGH ETHICAL STANDARDS AMONG OUR SUPPLIERS AND CONTRACTORS

Compliance with our ethical, social, and environmental standards is a condition of doing business with Gildan and becoming part of our supply chain. All our third-party manufacturing contractors and key raw material suppliers are required to formally acknowledge these standards and agree to comply with them throughout the term of their relationship with us. Before taking on new contractors, we follow a rigorous due diligence process wherein we fully evaluate their ability to comply with our quality standards, cost structure, and the principles of our [Code of Conduct](#). We do this through mandatory audits conducted either by our internal auditors or, in some instances, by a third-party auditor.

Upon entering a relationship with a third-party contractor, our regional social compliance teams work with contractors to educate and assist the development of sound labour practices, effective labour compliance management systems, and policies and procedures, and to implement remediation where required.

Our auditors regularly assess our third-party manufacturing partners for compliance with our policies and guidelines in our [Social and Sustainable Compliance Guidebook](#). In the event of a non-compliance, our regional compliance teams work with our third-party contractors to develop a management action plan (MAP), ensuring appropriate mitigation is put in place to prevent recurrence. Progress on each MAP is tracked

through our Corporate Social Responsibility data platform. If a contractor facility is not able to demonstrate improvements within our prescribed timeframe, we reserve the right to terminate our relationship with them.



Ethics Leadership Alliance (BELA), a global community of companies that seek to practice and sustain ethical leadership while operating with continued integrity.

CG-AA-430b.3

205-2  
CG-AA-430b.2

102-34  
CG-AA-430b.1

GRI  
SASB

## 2020 PERFORMANCE

### From 2017-2020, 100% of Gildan's contractors worldwide will be trained on the Company's Social & Sustainable Compliance Guidebook.

In 2020, 100% of our contractors worldwide were trained on Gildan's [Social and Sustainable Compliance Guidebook](#). We are committed to providing refresher trainings at least annually to keep our contractors up to date on human and labour rights, health and safety trends, and other topics and on any changes to our Social Compliance Program.

In 2020, we received 26 calls through our Ethics & Compliance Hotline, the majority of which related to minor human resources issues specific to labour and workplace conduct issues.

In 2019, we launched a mandatory Company-wide compliance awareness training program to reinforce our ethical standards and expectations in our [Code of Ethics](#), [Code of Conduct](#), [Anti-Harassment Policy](#), and [Anti-Corruption Policy](#). Our target was to train all employees worldwide by the end of 2020. We conducted in-person training before the onset of the COVID-19 pandemic with employees in the United States, Central America and the Caribbean. During the pandemic, we shifted to virtual trainings for employees in Canada and Haiti. However, with ongoing restrictions and social distancing measures due to COVID-19, we were not able to complete training in all countries, including those where in-person training is necessary due to the structure of our workforce.

In December 2020, we invited all our Tier I suppliers to a Code of Conduct summit held virtually with approximately 50 suppliers from North America, Central America, and Asia attending.

STATISTICS	2020	2019	2018
Calls to Ethics & Compliance Hotline*	26	35	41
Reported breaches of anti-corruption laws	0	0	0
Number of employees dismissed or disciplined for corruption	0	0	0

SUPPLIERS	2020	2019	2018
Total number of audits of potential third-party contractor facilities and (% of the total unable to demonstrate adequate levels of compliance with our standards)**	10 (60)	15 (47)	21 (67)
Percentage of actively producing third-party contractor facilities audited at least once during the year	35	78	63
Number of non-compliance incidents found during audits of actively producing third-party contractor facilities	254	491	505
Percentage of non-compliance incidents classified as major in severity***	7	13	16
Number of existing third-party contractor contracts terminated due to unsatisfactory remediation	15	13	6
Number of business partner contracts terminated or not renewed due to violations of anti-corruption laws	0	0	0

\* The majority of calls to the Ethics and Compliance hotline were related to minor human resources issues, specifically labour and workplace conduct concerns.

\*\* Gildan did not award business to these facilities.

\*\*\* Incidents among our third-party suppliers classified as major in severity were related to hours of work (28%), environmental health & safety (28%), compensation and benefits (17%), record keeping (11%), mandatory legal documentation (11%), and subcontracting (5%).

## LOOKING AHEAD

### In 2021, we plan to:

- Continue in-person compliance awareness training, seeking to complete training of all employees globally by the end of the year.
- Host a refresher Code of Conduct training for our Tier I suppliers.
- Develop a stronger supplier incentive program that recognizes facilities not only for their performance, but also for implementing sustainability initiatives that have a positive impact on workers' lives and the environment throughout the supply chain.
- As a result of the recommendations provided by the FLA during our last self-assessment, we are in the process of evaluating the efficiency of our grievance mechanisms in our own and contractor facilities.

## RISK MANAGEMENT

A critical element of our business strategy is ensuring we have sound risk management practices in place to address the most material risks to the Company, including those related to ESG.

By understanding critical risks facing the Company's business and long-term strategy we can proactively put in place systems to mitigate them and foster an appropriate culture of risk awareness across the Company.

### POLICIES AND ACCOUNTABILITY

Our Board of Directors provides overall risk oversight based on our Risk Governance Framework that uses a holistic approach integrated in each Board-level Committee. Our framework includes specific processes and policies that allow for the continuous review and assessment of company risks, including those related to operations, finances, compliance, strategy, environment, social, human rights, civil unrest, and other risks. For more information on how the Board and Committees manage specific risks, see our [2020 Management Information Circular](#).

Gildan's management team is charged with managing risk on an ongoing basis. Our Vice President, Internal Audit, and Enterprise Risk Management reports directly to our Executive Vice President, Chief Financial and Administrative Officer and the Chair of the Audit and Finance Committee of the Board of Directors.

Our risk management team conducts an annual assessment of the strategic and operating risks to the Company. The results of the assessment are compiled into a robust risk registry that is used to develop and track mitigation strategies and key risk indicators. The results of this process are communicated to the Company's senior executive management team and



annually 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 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 social, environmental, and health and safety practices. Our social compliance team supports this process and conducts compliance audits for our Company-owned facilities and third-party contractors.

We also conduct annual cyber risk mitigation exercises by completing awareness outreach, ransomware

training, phishing tests, and external vulnerability scans. These exercises became especially important as Gildan transitioned to remote work due to COVID-19. For more information on our principal risks, see our [2020 Report to Shareholders](#). An overview of environmental risks – including ongoing risks due to climate change – can be found in the environment section of this report starting on [page 31](#).

## DATA PRIVACY AND CYBERSECURITY

We depend on our information systems to operate our business and make key decisions. Our business also involves the regular collection and use of sensitive and confidential information regarding employees, customers, business partners, vendors, and other third parties. We are committed to maintaining rigorous processes to protect this information and mitigate harm resulting from a cybersecurity event.

### OUR APPROACH

We use a risk-based approach to mitigate information security and data privacy risks. We seek to detect and investigate all incidents and prevent occurrence or recurrence.

Our approach is governed by our Information Security Policy, Data Privacy Policy, and Information Assets Protection Policy.

Our Information Security Committee, a cross-functional group chaired by our Chief Information Officer (CIO) includes membership from Legal, HR, Internal Audit, Risk Management, Security, Finance, IT, and Tax, Sustainability and Government Affairs, provides guidance to our IT team on risks and opportunities related to information security and data protection. This committee also oversees the development of IT policies, standards, procedures, and practices. It reports on its activities and provides recommendations to the Compliance Steering Committee, which in turn reports to the Corporate Governance and Social Responsibility Committee quarterly. In addition, our CIO provides a full report on cyber security to our Board of Directors each year.

All Gildan administrative and office employees receive mandatory annual training on information protection and cybersecurity. Certain groups, such as our financial

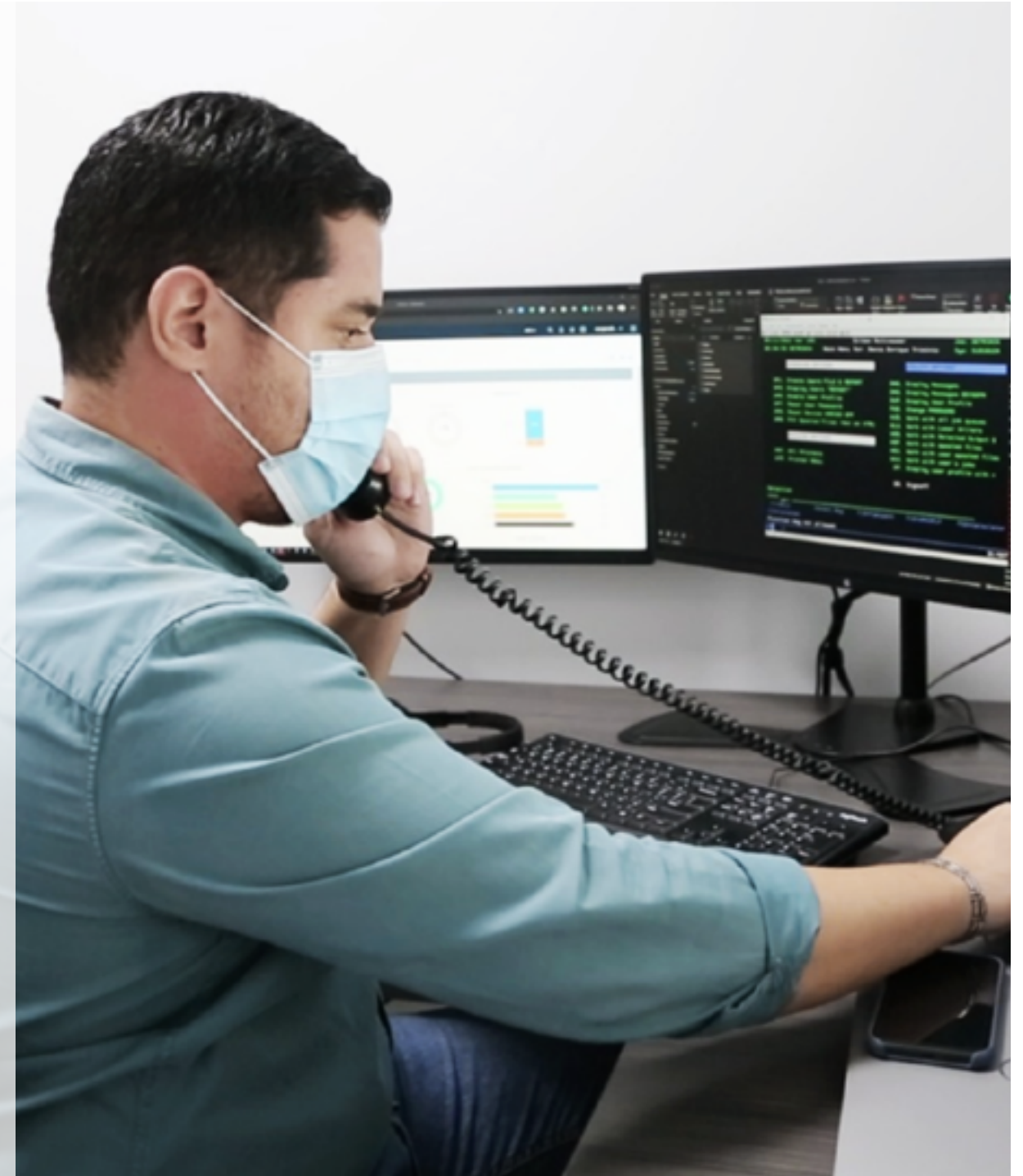
teams who deal with sensitive information, receive additional training. Employees are also regularly reminded to report any suspicious activity or loss of sensitive information to our IT and Legal departments.

### 2020 PERFORMANCE

There have been no material data security or privacy issues over the past three years. Expenses incurred from data security breaches and privacy violations have been negligible over this period. In 2020, no substantiated complaints have been received regarding breaches of customer privacy.

### LOOKING AHEAD

In 2021, we will continue our training efforts to enhance employee awareness on cybersecurity risks.



## PUBLIC POLICY AND ADVOCACY

We are committed to participating constructively and responsibly in the political process, and to providing 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 Corporate Governance and Social Responsibility Committee.

We engage in public policy debates primarily around trade issues by communicating information to government officials and policy makers in Canada, the United States, and other countries where we operate. Our Government Relations office is responsible for our advocacy activities with assistance from a range of private firms specializing in government affairs advocacy. We also work with industry and trade associations that represent the apparel industry and business community. The major industry and trade associations groups in which we participate in:

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

## 2020 PERFORMANCE

In 2020, we engaged policy makers in the following countries on the following key issues:

### **United States:**

- Renewal of the Caribbean Trade Partnership Act (CBTPA), which was set to expire in 2020. CBTPA allows for duty-free treatment of goods originating from Haiti under certain conditions. As the poorest country in the Western Hemisphere, CBTPA is a critical trade preference program that creates employment and economic activity in Haiti.

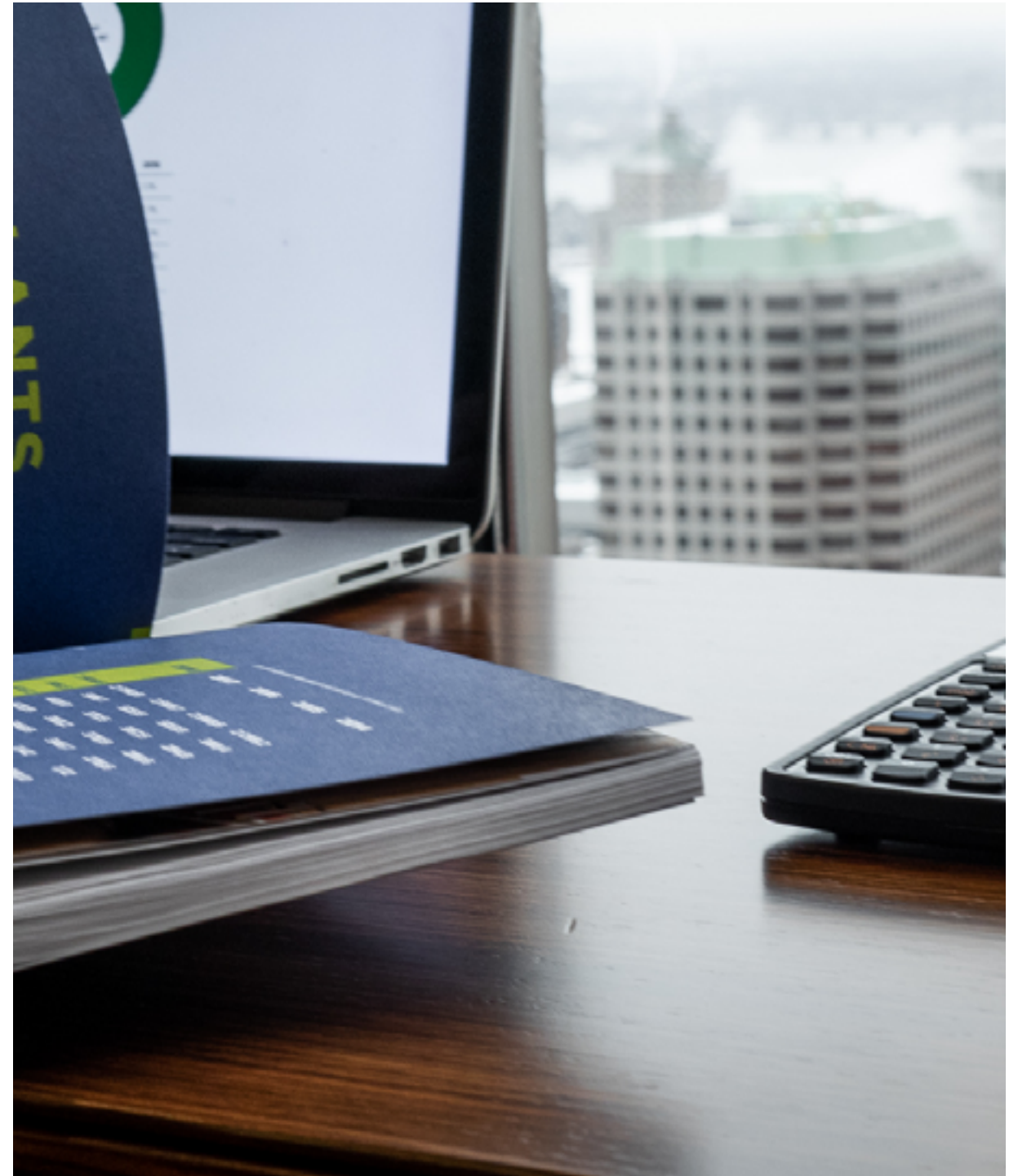
### **Honduras and the Dominican Republic:**

- Engagement on solutions to mitigate the social and economic impact of COVID-19 on workers and communities. Governments in both countries developed financial assistance programs for workers within different industries to avoid unemployment and social deterioration. Gildan also provided financial support to workers to complement government assistance in both countries and other countries where government support was not available.

### **Honduras:**

- Given the extreme impact of the 2020 hurricanes in Honduras and the likelihood of facing more severe weather conditions in the future, Gildan met with the Honduran government to discuss climate change and long-term plans to address natural disasters.

As a corporate policy, we do not make corporate political contributions.



## THIRD PARTY LIMITED ASSURANCE STATEMENT



### INDEPENDENT ASSURANCE OF SELECTED SUSTAINABILITY INDICATORS IN THE 2020 GENUINE RESPONSIBILITY ESG REPORT OF GILDAN ACTIVEWEAR INC: ISAE 3000 STATEMENT

This is a report by Corporate Citizenship for the Director of Global Sustainability, Gildan Activewear Inc ("Gildan").

Corporate Citizenship has undertaken limited assurance of selected sustainability indicators in the 2020 Genuine Responsibility ESG Report of Gildan (including Annexes), as detailed below:

- Total annual energy usage (GJ)
- Total annual water usage (m<sup>3</sup>)
- Total hazardous waste (tons)
- Total non-hazardous waste (tons)
- Total wastewater effluents (m<sup>3</sup>)
- Total scope 1 GHG emissions (tCO<sub>2</sub>e)
- Total scope 2 GHG emissions (tCO<sub>2</sub>e)
- Partial scope 3 GHG emissions (tCO<sub>2</sub>e)
- Total inorganic air emissions (tons)
- Total recharge of refrigerants (kg)
- Work-related injury rate for employees
- Lost-time injury frequency rate for employees
- Lost-time injury frequency rate for contractors (for operations in Haiti only)
- Injury severity rate for employees

The assurance covers the period from 1<sup>st</sup> January 2020 – 31<sup>st</sup> December 2020.

Gildan is entirely and solely responsible for the production and publication of the data assured, Corporate Citizenship for its assurance.

The assurance considers the published data related to Gildan activities in all countries in which it operates. Where the published indicator omits data from some part of Gildan's operations, the coverage of the assurance is as indicated in the corresponding section of the Report.

Our work has involved reviewing selected environmental and health and safety claims and data included in the report against the GRI principles for Defining Report Quality. The carbon emissions data has been prepared

in line with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard, and appropriate GHG conversion factors for company reporting.

GHG quantification is subject to inherent uncertainty due to factors such as incomplete scientific knowledge about the global warming potential of different GHGs and uncertainty around the models and parameters used in estimating GHG emissions.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, Assurance Engagements on Greenhouse Gas Statements).

Corporate Citizenship has complied with the requirements for independence, professional ethics, and quality control as stipulated by ISAE 3000. Our Protocol applies the principles of the IESBA Code to identify and evaluate threats to independence and apply safeguards to ensure that these are eliminated or reduced to an acceptable level. None of the personnel who delivered this assurance have worked with Gildan on subject matter that might compromise their objectivity.

#### ASSURANCE WORK PERFORMED

The assurance work was commissioned in February 2021 and was completed on 23<sup>rd</sup> July 2021. Detailed records were kept of meetings, interviews and correspondence relating to the assurance. The assurance process was undertaken by a multidisciplinary team of four, including a senior consultant, a consultant, an

analyst, and a director acting in a supervisory capacity. A second director reviewed our work and signed off this statement.

The assurance engagement was undertaken to a **limited level**, and involved the following activities:

1. In-depth management interviews with key persons responsible for Gildan's environment and health and safety performance to understand internal management processes, reporting and performance improvement in these areas.
2. A review of internal systems, procedures and guidelines used for data collection and reporting, in order to assess robustness.
3. "Virtual site visits" to two production plants in Honduras (RN2) and Bangladesh on 8th and 11th March 2021 to observe operations and interrogate site-level data systems related to environmental, health and safety reporting. During the period in which the assurance engagement was undertaken, travel was restricted due to the Covid-19 health contingency. As a result, site visits and interviews were undertaken remotely, following our standard assurance protocol as far as reasonably possible.
4. A review of year-on-year performance trends to identify any significant changes in operational eco-efficiency or health and safety and investigate the reasons behind these trends.
5. A review of GHG calculations for accuracy and consistency with the GHG Protocol and GRI guidelines, including review of conversion factors.
6. A review of group-wide data consolidation and reporting to check for errors or omissions in data analysis, consistency with a sample of underlying data sets and accuracy of reporting.

7. Examination of successive drafts of Gildan's 2020 Genuine Responsibility ESG Report to assess the reporting of environment, health and safety claims and data against the GRI Principles for Determining Report Quality.

#### **OUR EXPERIENCE AND INDEPENDENCE**

Corporate Citizenship is a specialist management consultancy, advising corporations that seek to improve their economic, social and environmental performance around the world and is a leading assessor of corporate responsibility and sustainability reports.

This is the sixth year that Corporate Citizenship has provided independent assurance services in relation to Gildan's corporate sustainability reporting and the second year that the personnel involved in the assurance team have provided this service. During the period under review, Corporate Citizenship LATAM (the office undertaking the assurance engagement) has also provided support to Gildan with their 2020 submission to the Dow Jones Sustainability Index CSA questionnaire. In addition, a separate office, Corporate Citizenship US, has provided support to Gildan on the development of their sustainability strategy.

#### **CONCLUSION**


Based on the scope of work and assurance procedures performed, nothing has come to our attention that causes us to believe that the sustainability data described above is not prepared, in all material respects, in accordance with the GRI Principles for Defining Report Quality and the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.

Corporate Citizenship Limited  
Santiago, Chile  
23<sup>rd</sup> July 2021





GO TO APPENDICES SECTION: [ESG PERFORMANCE TABLE](#) • [ESG SASB](#) • [ESG GRI INDEX](#)

AT GILDAN, WE ARE COMMITTED TO PROVIDING OUR STAKEHOLDERS TRANSPARENT DISCLOSURES IN AN EASY-TO-NAVIGATE WAY. THAT IS WHY WE HAVE COMPILED RELEVANT INDICATORS INTO THIS COMPREHENSIVE ESG PERFORMANCE TABLE. WE HAVE ALSO NOTED WHICH DATA HAS BEEN THIRD-PARTY VERIFIED AS INDICATED BY THIS ICON 

## ESG PERFORMANCE TABLE

# 2020

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 <sup>RD</sup> PARTY ASSURANCE
<b>ENVIRONMENT</b>										
<b>GREENHOUSE GASES<sup>1</sup></b>										
Absolute Scope 1 GHG Emissions	tCO <sub>2</sub> e	79,916	97,059	118,284	128,553	117,147	305-1		2.3.1	✓
Absolute Scope 2 GHG Emissions <sup>2</sup> (market-based method)	tCO <sub>2</sub> e	208,927	315,067	324,136	324,338	320,772	305-2		2.3.2	✓
Total Absolute GHG Emissions (Scope 1+2)	tCO <sub>2</sub> e	288,843	412,126	442,420	452,891	437,919			2.5.3	
GHG Emissions intensity (Scope 1+2) (per kg production)	tCO <sub>2</sub> e/Kg	0.00170	0.00149	0.00167	0.00176	0.00173	305-4			
Percentage emission intensity variation from 2015 baseline	%	-1	-13	-3	3	1				
Biogenic CO <sub>2</sub> emissions	tCO <sub>2</sub> e	143,531	327,005	293,149	319,272	--	305-1			
Absolute Scope 3 GHG Emissions <sup>3</sup> (partial)	tCO <sub>2</sub> e	39,685	34,620	321	--	--	305-3			✓
Air emissions - NO <sub>x</sub>	t	184	216	294	319	375	305-7			
Air emissions - SO <sub>2</sub>	t	344	321	517	499	552				
Total inorganic air emissions	t	528	536	811	818	928				✓
<b>ENERGY</b>										
Total fuel consumption from non-renewable sources	GJ	1,144,418	1,484,833	1,797,024	1,942,892	1,730,932	302-1		2.3.3	
Total fuel consumption from renewable sources (biomass)	GJ	1,593,152	3,629,657	3,253,863	3,500,994	1,987,021				
Non-renewable electricity <sup>4</sup> purchased	GJ	2,159,706	3,089,386	3,078,369	2,988,483	2,853,365				
Renewable electricity <sup>5</sup> purchased	GJ	6,972	0	0	0	0				
Total absolute direct energy	GJ	2,737,570	5,114,489	5,050,887	5,443,886	3,717,953	302-3			
Total absolute indirect energy	GJ	2,166,677	3,089,386	3,078,369	2,988,483	2,825,365				
Total absolute energy	GJ	4,904,248	8,203,875	8,129,256	8,432,369	6,543,318				✓
Percentage of renewable energy share	%	33	44	40	42	30	302-3			
Total costs of energy consumption <sup>6</sup>	\$ M USD	79.8	120.4	117.8	109.8	99.8	302-1			
Total energy intensity (per kg production)	GJ/KG	0.02880	0.02971	0.03066	0.03280	0.02589	302-3			
Percentage of intensity variation from 2015 baseline	%	-3	0.5	4	11	-12				

<sup>1</sup>Our GHG emissions are calculated in line with the GHG Protocols Accounting and Reporting Standard developed by the World Resources Institute and World Business Council for Sustainable Development. We use operational control as the consolidation approach for our emissions.

<sup>2</sup>We measure our absolute scope 2 GHG emissions according to the market-based method. The market-based estimate shown in the table, considers the specific electricity factor of our supply contract in Honduras.

<sup>3</sup>Absolute Scope 3 emissions are calculated from employee commuting, business air travel, upstream transportation and distribution and landfill waste. The emissions estimate for employee commuting considers bus transportation related to our sites in Honduras, Nicaragua, Dominican Republic and Mexico, which represented 85% of our total employee base at the end of 2020. Business travel emissions relate to the recorded distance of air travel and includes employees based in Honduras and Nicaragua, representing 73% of our employee base at the end of 2020. The emissions associated with the management of our landfill waste are estimated based on the tons of waste disposed recorded at our all of our global sites. Our upstream transportation and distribution emissions includes land transportation of goods and raw materials (yarn) in the U.S. and Bangladesh, and maritime transportation of one of our logistics services suppliers, which transports more than 80% of Gildan's containers between our manufacturing facilities and distribution centers throughout the Americas. The calculations use a distance-based method and emissions factors from the US EPA Emission Factors for Greenhouse Gas Inventories. For maritime transportation, we receive the data directly from the logistic services company, who use trade lane-specific emissions factors.

<sup>4</sup>This refers to non-renewable electricity purchased from the grid that supplies our different operations, for which we cannot be certain of the source. See GRI 302-1 for values reported in gigajoules (GJ).

<sup>5</sup>Solar Energy purchases in San Miguel.

<sup>6</sup>Numbers reported in previous years vary due to a change in calculation methodology.

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 <sup>RD</sup> PARTY ASSURANCE
<b>ENVIRONMENT</b>										
<b>WATER</b>										
Total water withdrawal	million m <sup>3</sup>	12.61	20.52	22.14	19.18	20.16	303-3			✓
Total water withdrawal from all areas with water stress	m <sup>3</sup>	0	0	0	0	0				
Total fresh groundwater withdrawal	million m <sup>3</sup>	11.96	18.22	20.03	18.55	--				
Total municipal water withdrawal	million m <sup>3</sup>	0.67	2.30	2.12	0.63	--				
Total net water consumption	million m <sup>3</sup>	1.94	1.80	4.07	3.38	--	303-5		2.3.4	
Water use intensity	m <sup>3</sup> /kg	0.07406	0.07431	0.08351	0.07458	0.07979				
Water use intensity variation from 2015 baseline	%	-11	-11	-0.1	-11	-5				
Wastewater-offsite treatment	million m <sup>3</sup>	0.60	1.91	3.12	0.59	0.77				
Wastewater-onsite treatment	million m <sup>3</sup>	10.08	16.81	14.96	15.20	16.70				
Total water discharge	million m <sup>3</sup>	10.68	18.72	18.08	15.79	17.47	303-4			✓
Percentage of Tier 1 and beyond Tier 1 supplier facilities compliance with wastewater discharge permits and/or contractual obligations <sup>7</sup>	%	100	100	100	100	100		CG-AA-430a.1		
<b>WASTE</b>										
Total non-hazardous waste generated	t	44,336	79,809	81,683	68,401	73,854	306-3	2.3.5		✓
Total waste used/recycled/sold	t	39,032	71,100	72,769	57,669	63,630				
Total waste disposed (landfilled)	t	5,303	8,709	8,914	10,732	10,223	306-5			
Total hazardous waste	t	1,211	531	593	819	622	306-3			✓
Special waste disposal	t	92	18	29	26	--				
Biomedical waste disposal	t	8	3	3	4	--				
Other hazardous waste disposal	t	1,111	510	560	790	--				
Total absolute waste	t	45,547	80,340	82,275	69,220	74,475	306-4			
Share of waste sent to landfill	%	12	11	11	16	14	306-5			
Total waste intensity (per kg production)	kg/kg	0.267	0.291	0.310	0.269	0.295	306-4			
Total waste intensity variation from 2015 baseline	%	-14.1	-6.5	-0.3	-13.5	-5.3	306-3			
Landfill waste intensity	kg/kg	0.031	0.032	0.034	0.042	0.040				
Landfill waste intensity variation from 2015 baseline	%	-4.9	-3.6	2.7	27.5	23.6				
<b>MATERIALS</b>										
Total weight of all plastic packaging	mt	560	788	870	995	--	301-1		2.6.2	
Coverage (as a percentage of cost of goods sold)	%	99.9	85.0	85.0	85.0	--				
<b>COMPLIANCE</b>										
Number of environmental violations of legal obligations/regulations	#	0	0	0	0	1	307-1		2.2.3	
Amount of fines/penalties related to the above	\$USD	0	0	0	0	171,000				
Environmental liability accrued at end of year	#	0	0	0	0	0				

<sup>7</sup>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 owned facilities are assessed for wastewater compliance, which is what has been reported here.

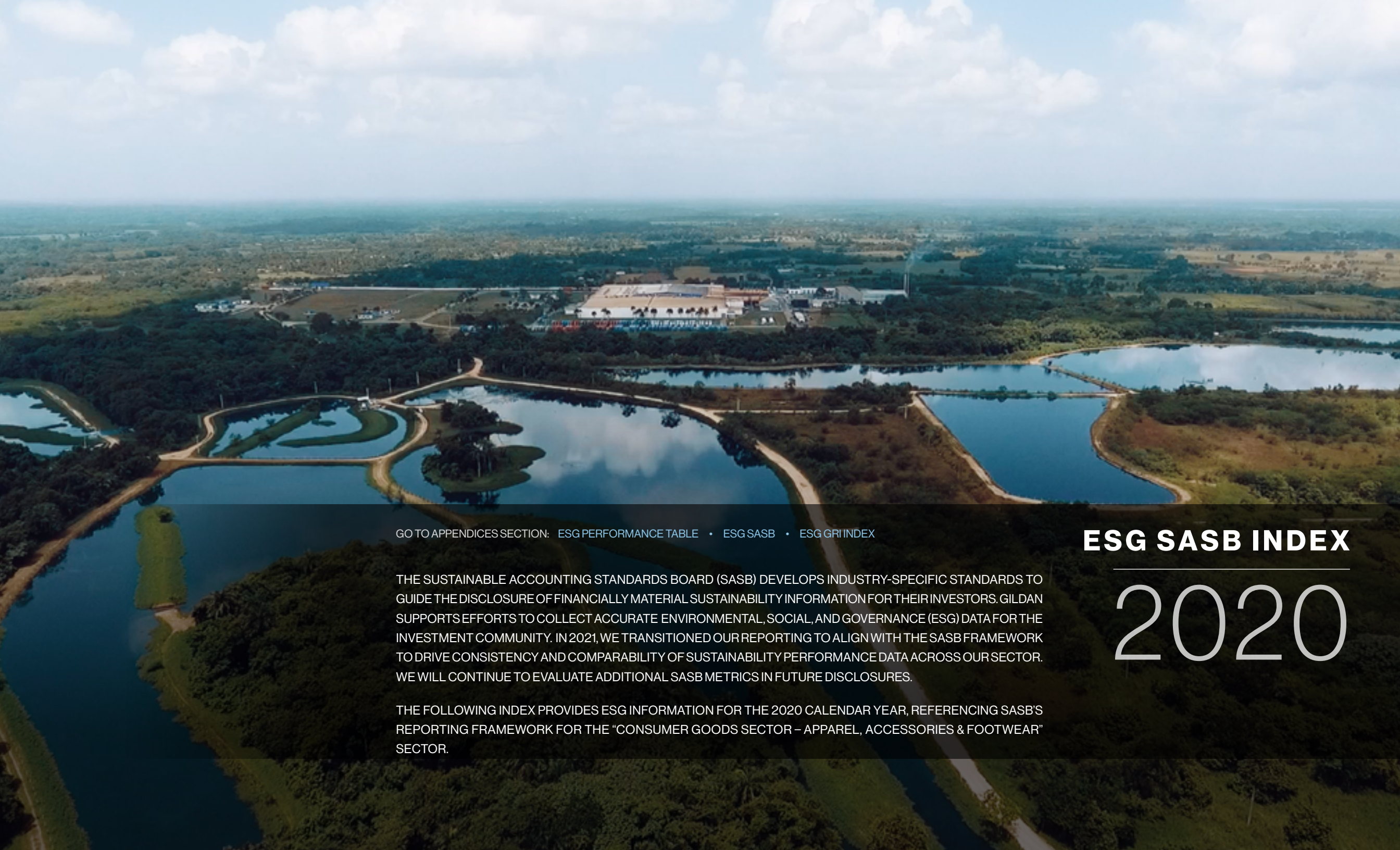
TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 <sup>RD</sup> PARTY ASSURANCE
<b>SOCIAL</b>										
<b>EMPLOYMENT</b>										
Total number of employees <sup>8</sup>	#	44,425	52,742	51,403	50,045	48,000	401-1			
Total number of permanent employees	#	44,030	52,641	51,164	49,498	--				
Total number of temporary employees	#	395	101	239	547	--				
Total number of new employees hired	#	6,627	14,982	12,731	--	--				3.5
Total rate of new employees hired	%	15	32	29	--	--				
Percentage of open positions filled by internal candidates	%	11	16	17	10	11				3.5
Percentage of employees covered by a collective bargaining agreement	%	53	52	55	54	44				3.26
<b>DIVERSITY &amp; EQUAL OPPORTUNITY</b>										
Total number of employees – female	#	19,987	23,972	24,249	23,685	22,560	405-1			3.21
Percentage of employees – female	%	45	45	47	47	47				
Total number of employees – North America	#	2,544	4,417	6,599	7,475	--				
Total number of employees – Central America	#	33,554	38,502	36,375	35,514	--				
Total number of employees – Caribbean	#	4,052	5,397	5,017	3,971	--				
Total number of employees – Asia	#	4,275	4,426	3,412	3,085	--				
Junior management positions – female	%	41	40	40	42	--				
Top management positions – female	%	20	26	20	15	--				
All management positions – female	%	39	38	38	42	41				3.21
Revenue generating management positions (i.e. sales) – female	%	35	38	32	23	33				
Number of local managers	#	512	600	556	474	--				
Percentage of local managers	%	85	83	84	87	83				
Daily free transportation provided (no. of employees)	#	20,338	30,633	30,802	25,354	--				
Daily subsidized meals (no. of employees)	#	36,645	47,167	33,163	39,429	--				
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>										
Work-related fatalities (employees)	#	0	0	0	0	--	403-9			3.73
Work-related fatalities (contractors)	#	0	0	0	0	--				
Work-related injury rate for employees	rate	0.40	0.41	0.44	0.34	0.36				✓
Severity rate for employees	rate	4.01	2.84	2.50	2.14	3.12				✓
Lost-time injury frequency rate (LTIFR) for employees	Cases per million hours worked	0.66	0.72	0.75	0.15	--			3.74	✓
Data coverage for LTIFR (percentage of employees)	%	100	100	100	100	--	403-9			3.75
Lost-time injury frequency rate (LTIFR) for contractors	Cases per million hours worked	0.49	15.85	9.28	--	--				✓
Data coverage for LTIFR (percentage of contractors) <sup>9</sup>	%	8	4	4	--	--				
Percentage of facilities with a formal joint management worker health and safety committee	%	86	75	83	87	--	404-4			

<sup>8</sup>Data reflects permanent and temporary employees, across North America, Central America, Caribbean, and Asia.

<sup>9</sup>Data coverage is related to our dedicated sewing contractors in Haiti. Calculations in 2020 reflect improved data collection methods.

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 <sup>RD</sup> PARTY ASSURANCE
<b>SOCIAL</b>										
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>										
Percentage of Gildan employees represented by formal OHS committees	%	97	96	96	77	80	404-4			
Hours of training conducted on OHS policies and procedures	hrs.	207,481	180,670	151,191	72,429	105,000	403-8			
Number of free medical consultations at onsite clinics globally	#	125,740	195,603	262,706	181,075	178,000	403-10			
Number of non-COVID vaccines administered	#	14,251	15,351	17,256	11,828	14,000				
Doctors on staff worldwide	#	56	55	54	43	37	403;404			
Nurses on staff worldwide	#	93	80	89	75	71	403;404			
<b>CUSTOMER RELATIONSHIP MANAGEMENT</b>										
Customer satisfaction measurement	#	4.40	4.05	4.00	3.92	4.05			1.5.2	
Confidence level of the survey that was performed to a representative sample of the total customer base	%	95	95	95	95	95			1.5.2	
<b>GOVERNANCE</b>										
Board diversity – gender female	%	30	27	30	33	30	102-18 405-1			
Shares held by the CEO (shown as a multiple of base salary)	#	95.76	94.24	87.1	90.09	24.78			1.1.10	
Average share ownership across other executive committee members (shown as multiple of base salary)	avg.	12.63	8.83	7.29	6.88	6.44				
Total percentage of government ownership	%	5.4	6	<5	<5	--			1.1.12	
<b>ETHICS, INTEGRITY, ANTI-COMPETITIVE BEHAVIOR AND ANTI-CORRUPTION</b>										
Total number of calls received regarding the Code of Conduct	#	26	35	41	61	23		1.4.7		
Political contributions	#	0	0	0	0	0	415-1	1.4.3		
<b>CYBERSECURITY AND DATA PRIVACY</b>										
Number of cybersecurity complaints received from outside parties and substantiated by the organization	#	0	0	0	--	--	418-1		1.12.3	
Number of complaints from regulatory bodies	#	0	0	0						
Total number of substantiated complaints received concerning breaches of customer privacy and losses of customer data	#	0	0	0						

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 <sup>RD</sup> PARTY ASSURANCE
<b>GOVERNANCE</b>										
<b>SUPPLY CHAIN</b>										
Percentage of Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment	%	40	--	--	--	--		CG-AA-430a.2		
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	%	0	--	--	--	--				
Percentage of new suppliers that were screened using social criteria	%	100	100	100	100	--	414-1			
Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct		100	100	100	100	--		CG-AA-430b.1		
Percentage of non-Tier 1 supplier facilities that have been audited to a labour code of conduct	%	0	0	0	0	--				
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits (rate)	%	7	13	15	14	--		CG-AA-430b.2		
<b>ECONOMIC</b>										
Lobbying, interest representation, or similar	\$USD	95,407	94,690	299,000	339,860	359,090			16.1	
Charitable donations (percentage of total costs)	%	68	26	27	11	35			3.6.2	
Community investments (percentage of total costs)	%	31	73	90	64	62				



GO TO APPENDICES SECTION: [ESG PERFORMANCE TABLE](#) • [ESG SASB](#) • [ESG GRI INDEX](#)

THE SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) DEVELOPS INDUSTRY-SPECIFIC STANDARDS TO GUIDE THE DISCLOSURE OF FINANCIALLY MATERIAL SUSTAINABILITY INFORMATION FOR THEIR INVESTORS. GILDAN SUPPORTS EFFORTS TO COLLECT ACCURATE ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) DATA FOR THE INVESTMENT COMMUNITY. IN 2021, WE TRANSITIONED OUR REPORTING TO ALIGN WITH THE SASB FRAMEWORK TO DRIVE CONSISTENCY AND COMPARABILITY OF SUSTAINABILITY PERFORMANCE DATA ACROSS OUR SECTOR. WE WILL CONTINUE TO EVALUATE ADDITIONAL SASB METRICS IN FUTURE DISCLOSURES.

THE FOLLOWING INDEX PROVIDES ESG INFORMATION FOR THE 2020 CALENDAR YEAR, REFERENCING SASB'S REPORTING FRAMEWORK FOR THE "CONSUMER GOODS SECTOR – APPAREL, ACCESSORIES & FOOTWEAR" SECTOR.

## ESG SASB INDEX

# 2020

TOPIC	METRIC	SASB CODE	DATA RESPONSE
Management of Chemicals	Discussion of processes to maintain compliance with restricted substances regulations.	CG-AA-250a.1	<p>Our processes to manage restricted substances are described in our Restricted Substances Code of Practice (RSCP) on our website and in our 2020 ESG report.</p> <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"> <li>1. Acknowledgement and agreement with the RSCP by suppliers and manufacturing contractors.</li> <li>2. Gathering of information on raw material before it is purchased and evaluating it using the Safety Data Sheet Screening Process, certification as Eco-Passport or Oeko-Tex® Standard 100, and third-party laboratory testing.</li> <li>3. Classification of raw material under one of the following: Approved, Approved with Condition, and Rejected.</li> </ol> <p><b>Our processes to manage restricted substances are described in our Restricted Substances Code of Practice (RSCP) on our website and in our 2020 ESG Report. See:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Restricted Substance Code of Practice</a></p> <p><b>See also:</b> 2020 ESG Report &gt; Environment &gt; Water &gt; Chemical Management Standards &gt; <a href="#">p.33</a></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 identifying comprehensive and innovative solutions to ensure that its products comply with all consumer product safety laws and other regulatory requirements as those requirements become effective, to providing its customers with all required information, and to meeting its 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-owned chemical facility is fully staffed with chemical engineers and industry specialists, allowing us greater oversight to manage risks and hazards associated with chemical products. We monitor and conduct periodic revisions of high-risk chemicals as required in our Restricted Substances Code of Practice (RSCP). The RSCP includes all banned and restricted substances in all of the countries where we operate and sell our products, as well as CPSIA requirements, REACH (SVHC list), Washington State Substance List, and California Proposition 65. We also include industry and NGO practices, standards, and initiatives; and our customers' own RSLs. All substances relevant to the textile industry are included in our RSL.</p> <p>OEKO-TEX: Gildan®, Comfort Colors®, Alstyle®, and Anvil® by Gildan® branded products are certified by the internationally recognized Oeko-Tex® Standard 100, 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 Oeko-Tex® Standard 100 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><b>Our processes to manage restricted substances are described in our Restricted Substances Code of Practices (RSCP) on our website and in our 2020 ESG Report. See:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Restricted Substance Code of Practice</a></p> <p><b>See also:</b> 2020 ESG Report &gt; Environment &gt; Water &gt; Chemical Management Standards &gt; <a href="#">p.33</a></p>
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements	CG-AA-430a.1	<p>We are one of the world's largest vertically integrated manufacturers of apparel, 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 1 and Tier 2 facilities for compliance with wastewater discharge permits and/or contractual agreements. However, 100% of Gildan-owned facilities are assessed for wastewater compliance. In addition, our Tier 1 facilities in America sew cut parts that are processed in our own textile facilities (Tier 2) where we measure wastewater parameters. Additionally, our third-party auditing process includes ensuring that we are compliant with relevant regulatory requirements related to wastewater discharge permits and/or contractual agreements.</p>
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2	<p>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. To date, more than 40% of our Tier 1 suppliers completed the Higg FEM.</p> <p><b>More details on how we manage the environmental performance of our suppliers is contained in our 2020 ESG Report. See:</b> 2020 ESG Report &gt; Environment &gt; Our Approach to the Environment &gt; Managing Our Supply Chain &gt; <a href="#">p.25</a></p>



TOPIC	METRIC	SASB CODE	DATA RESPONSE										
Labour Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor 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>2020</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> <tr> <td colspan="2"><i>Due to the government mandated COVID-19 restrictions, in 2020, we accepted external social compliance certifications from our suppliers, including those from the Worldwide Responsible Accredited Production (WRAP), SEDEX Members Ethical Trade Audit (SMETA), and Business Social Compliance Initiative (BSCI).</i></td> </tr> <tr> <td>Percentage of total audits of supplier facilities that were performed by an independent third-party auditor</td> <td>73</td> </tr> </tbody> </table> <p>Tier 2 suppliers must complete a pre-audit/self-assessment questionnaire in order to validate basic EHS and labour conditions at the factory. Our Social Compliance Program only covers our Tier 3 facilities.  <b>More detail is provided in the 2020 ESG report. See:</b> 2020 ESG Report &gt; Governance &gt; Our Unwavering Business Ethics and Integrity Standards &gt; Ensuring High Ethical Standards among our Suppliers and Contractors &gt; <a href="#">p.66</a>  <b>See also:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Code of Conduct</a>  <b>Gildan's Code of Conduct and Social and Sustainable Compliance Guidebook guides our labour audit process:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Social and Sustainable Compliance Guidebook</a></p>	Labour conditions in the supply chain	2020	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	<i>Due to the government mandated COVID-19 restrictions, in 2020, we accepted external social compliance certifications from our suppliers, including those from the Worldwide Responsible Accredited Production (WRAP), SEDEX Members Ethical Trade Audit (SMETA), and Business Social Compliance Initiative (BSCI).</i>		Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	73
	Labour conditions in the supply chain	2020											
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<i>Due to the government mandated COVID-19 restrictions, in 2020, we accepted external social compliance certifications from our suppliers, including those from the Worldwide Responsible Accredited Production (WRAP), SEDEX Members Ethical Trade Audit (SMETA), and Business Social Compliance Initiative (BSCI).</i>													
Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	73												
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	<p><b>See ESG Report for non-conformance (non-compliance) and corrective action rate:</b> 2020 ESG Report &gt; Social &gt; Respecting Human Rights and Supporting Ethical Labour Practices &gt; 2020 Performance &gt; <a href="#">p.43</a></p> <p><b>Audit Methodologies and Criteria:</b> CG-AA-430b.1 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 and 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. <b>See:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Social and Sustainable Compliance Guidebook</a></p> <p><b>Our Monitoring Guidelines serve as a reference for internal auditors to use while conducting audits. The categories below describe thresholds related to non-conformance and contractor expectations related to remedial efforts.</b></p> <ul style="list-style-type: none"> <li>• Minor non-conformity: Low-risk issue where improvement towards best practices is necessary. Remediation time frame: six months.</li> <li>• Moderate non-conformity: Negative impact on workers' rights and safety (non-critical). Remediation time frame: up to two months, depending on type of violation.</li> <li>• 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.</li> </ul> <p><b>See:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Code of Conduct</a></p> <p><b>Efforts to Increase Supply Chain Transparency:</b> Gildan's Social and Sustainable Compliance Guidebook outlines our approach with respect to increasing supply chain transparency and to build capacity among our suppliers in order to improve labour conditions. <b>See:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Social and Sustainable Compliance Guidebook</a>  <b>See also:</b> Website &gt; Responsibility &gt; Resources &gt; Modern Slavery Act Transparency Statement</p> <p><b>Building Capacity with Suppliers:</b> <b>See:</b> 2020 ESG Report &gt; Governance &gt; Our Unwavering Business Ethics and Integrity Standards &gt; Our Approach &gt; <a href="#">p.65</a>  <b>See also:</b> 2020 ESG Report &gt; Social &gt; Respecting Human Rights and Supporting Ethical Labour Practices &gt; Living Wage &gt; <a href="#">p.44</a>  <b>See also:</b> 2020 ESG Report &gt; Governance &gt; Our Unwavering Business Ethics and Integrity Standards &gt; Ensuring High Ethical Standards among our Suppliers and Contractors &gt; <a href="#">p.66</a></p>											
Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	<p><b>We have identified the following potential labour risks in our supply chain:</b></p> <ol style="list-style-type: none"> <li>1. Risks related to inappropriate compensation practices: Most of the non-compliance incidents found in this category include lack of payment of social insurance which is an industry-wide issue in some countries where suppliers are located. This could potentially result in workers not being covered under their countries' social insurance program.</li> <li>2. Risk of excessive working hours: Most of the non-compliance incidents found in this category include lack of an effective system to control worker overtime. This could potentially result in employees working excessive hours that violate local regulations and Gildan's policies and procedures.</li> </ol> <p><b>We have identified the following potential environmental health and safety risks in our supply chain:</b></p> <ol style="list-style-type: none"> <li>1. Environmental non-compliance: This includes expired environmental licenses, absence of appropriate permits for waste, and non-compliance with Gildan's EHS policies and procedures.</li> <li>2. Negative impacts to the surrounding environment: This includes improper practices being implemented by our suppliers that could result in adverse environmental impacts.</li> <li>3. Risk of unsafe working conditions: This includes suppliers lacking the appropriate health and safety management procedures and/or failing to adopt Gildan's health and safety policies or procedures.</li> </ol> <p><b>The following actions have been implemented to reduce labor and environmental risks:</b></p> <p><b>Social and Sustainable Compliance Audit Monitoring System:</b> Our Social and Sustainable Compliance Guidebook describes policies and procedures we expect our suppliers to put in place to mitigate risks related to social and environmental compliance matters. <b>See:</b> Website &gt; Responsibility &gt; Resources &gt; Policies &gt; <a href="#">Social and Sustainable Compliance Guidebook</a></p> <p><b>Stakeholder engagement:</b> <b>See:</b> Website &gt; Responsibility &gt; Resources &gt; Policies &gt; <a href="#">Stakeholder Engagement Policy</a>. <b>See also:</b> 2020 ESG Report &gt; Stakeholder Engagement &gt; <a href="#">p.19</a></p> <p><b>Ethical Labour practices:</b> More information regarding our ethical labour practices is contained in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Social &gt; Human Rights and Ethical Labour Practices &gt; Addressing Child and Forced Labour &gt; <a href="#">p.44</a></p> <p><b>COVID-19 Safety Risks:</b> During 2020, our Social Compliance team issued a questionnaire to third-party suppliers to assess their biosafety measures and provide recommendations. The assessment focused on ensuring health and safety practices, availability of medical services, and biosafety measures were in place. Ninety-two percent of contractors who completed the assessment reported they had trained their employees and staff on biosafety measures, and approximately 98% reported they had implemented biosafety measures in their facilities. Some of the measures implemented included temperature checks, wearing PPE (masks/face shields), providing hand sanitizer, sanitizing workstations, enforcing social distancing, and daily reminders to comply with mandatory safety protocols. Ninety-six percent of contractors reported they had an active emergency response system led by their facility's senior management to ensure that biosafety measures were effectively implemented, and 66% reported their facilities have a clinic with at least one doctor and one nurse available during working shifts. One-hundred percent of contractors that provide transportation to employees reported they ensure vehicles are sanitized on a regular basis.</p>											


Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	The description of environmental and social risks, which includes risks associated with sourcing raw materials, are described in SASB CG-AA-430b.3.														
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.2	<p>We source 90% of our cotton from the United States. The following table represented our percentage of raw materials in 2020 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</th> <th>Name of external environmental/sustainable certification</th> </tr> </thead> <tbody> <tr> <td><b>Raw material 2: Yarn (sourced)</b></td> <td>33%</td> <td>OEKO-TEX® Standard 100</td> </tr> <tr> <td><b>Raw material 4: Trims</b></td> <td>100%</td> <td>OEKO-TEX® Standard 100</td> </tr> <tr> <td><b>Raw Material 5: Cotton</b></td> <td>3%</td> <td>Better Cotton Initiative</td> </tr> <tr> <td><b>Raw Material 6: REPREVE®</b></td> <td>&lt;1%</td> <td>REPREVE®</td> </tr> </tbody> </table> <p>For a full description of our sustainable materials see 2020 ESG Report &gt; Environment &gt; Circular Economy&gt; Sustainable Materials &gt; <a href="#">p.35</a></p>	Raw materials with third-party certification	Percentage certified by third party	Name of external environmental/sustainable certification	<b>Raw material 2: Yarn (sourced)</b>	33%	OEKO-TEX® Standard 100	<b>Raw material 4: Trims</b>	100%	OEKO-TEX® Standard 100	<b>Raw Material 5: Cotton</b>	3%	Better Cotton Initiative	<b>Raw Material 6: REPREVE®</b>	<1%
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GO TO APPENDICES SECTION: [ESG PERFORMANCE TABLE](#) • [ESG SASB](#) • [ESG GRI INDEX](#)

AT GILDAN, WE ARE COMMITTED TO PROVIDING OUR STAKEHOLDERS WITH CREDIBLE AND TRANSPARENT DISCLOSURES IN AN EASY-TO-NAVIGATE WAY. THAT IS WHY WE HAVE COMPILED THIS CONTENT INDEX IN ACCORDANCE WITH THE INTERNATIONAL GLOBAL REPORTING INITIATIVE (GRI) STANDARDS (COMPREHENSIVE).

BELOW, YOU WILL FIND OUR 2020 RESPONSES TO DISCLOSURES IN THE GRI, INCLUDING SPECIFIC REFERENCES TO OUR ESG REPORT AND OUR ANNUAL REPORT. WHERE APPROPRIATE, WE HAVE INDICATED ANY OMISSIONS AND THE REASONS FOR THEM, AND WE HAVE ALSO NOTED WHICH DATA HAS BEEN THIRD-PARTY VERIFIED.

AS INDICATED BY THIS ICON 

## ESG GRI CONTENT INDEX


# 2020

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	Gildan Activewear Inc.
102-2	Activities, Brands Products Services	<b>See:</b> Gildan 2020 ESG Report > About Gildan > <a href="#">p. 9</a>
102-3	Location of headquarters	Montreal, Quebec, Canada
102-4	Location of operations	Our location of operations is outlined on our website. <b>See:</b> Website > Company > <a href="#">Our Factories</a> Our locations of operation are described in our 2020 ESG Report. <b>See:</b> Gildan 2020 ESG Report > About Gildan > <a href="#">p. 12</a>
102-5	Ownership and legal form	Gildan is a publicly traded company listed on both the New York Stock Exchange (NYSE-GIL) and the Toronto Stock Exchange (TSX-GIL.TO). Our head office is in Montreal, Canada, and our global sales and marketing office is located in Barbados. Our manufacturing operations are situated in four main hubs located in the United States, Central America, the Caribbean, and Bangladesh.
102-6	Markets served	Our locations of operation are described in our 2020 ESG Report. <b>See:</b> Gildan 2020 ESG Report > About Gildan > <a href="#">p. 9</a> Information about our locations of operation can also be found in our 2020 Annual Report. <b>See:</b> Gildan 2020 Annual Report > MD&A > <a href="#">p.7</a>
102-7	Scale of the organization	<b>See:</b> Gildan 2020 ESG Report > About Gildan > <a href="#">p. 9</a>
102-8	Information on employees and other workers	Information on employees and other workers is contained in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Social > Diversity Equity and Inclusion > <a href="#">p. 52</a>
102-9	Supply chain	Our supply chain is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > Our Unwavering Commitment to Business Ethics > Ethics and Integrity Standards > <a href="#">p.65</a> Environmental management of our supply chain is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> Our management of our supply chain during COVID-19 is described on our website. <b>See:</b> Website > Media > <a href="#">How Gildan is Managing and Minimizing Supply Chain Disruption During COVID-19</a>
102-10	Significant changes to the organization and its supply chain	Data have been updated to reflect the closure of our textile and sewing operations in Mexico in the first quarter of 2020. We will start to include data related to our newest sewing facility in Nicaragua and reflect our significant expansion in manufacturing capacity in Bangladesh in our 2021 ESG Report.
102-11	Precautionary Principle or approach	When any Canadian statutory decision-maker, court, or tribunal applies the Precautionary Principle in making its determination, we consider this principle in the conduct of our activities in like circumstances. The Precautionary Principle says that when an activity raises threats to human health or the environment, precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically.
102-12	External initiatives	Our 2020 external initiatives are described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Stakeholder Engagement > 2020 Performance > <a href="#">p.19</a>
102-13	Membership of associations	Our membership of associations is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Stakeholder Engagement > Our Approach > <a href="#">p.19</a> <b>See also:</b> 2020 ESG Report > Governance > Public Policy and Advocacy > <a href="#">p.70</a>
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	A statement from a senior decision-maker can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Message From Our CEO > <a href="#">p.5</a>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION						
<b>STRATEGY</b>								
102-15	Key impacts, risks and opportunities	<p>Key impacts, risks and opportunities are described in our 2020 Annual Report to Shareholders. <b>See:</b> 2020 Annual Report &gt; Financial Risk Management &gt; <a href="#">pp. 31-38</a></p> <p>Risk management is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Risk Management &gt; <a href="#">p. 68</a></p> <p>We have provided details around climate risks and opportunities in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Environment &gt; Climate Change and Energy Use &gt; <a href="#">p.26</a></p> <p><b>We have provided specific emerging climate risks in the table below:</b></p> <table border="1"> <tr> <td>Description of risk</td> <td> <p><b>Emerging Risk 1:</b> Climate change is a reality that affects each of us and has the potential to create challenges for all businesses in the future. Severe droughts in areas where we procure cotton, change in severity and frequency of tropical storms and hurricanes, third-party critical vendors in highly exposed natural catastrophe locations, are all impacts that can potentially disrupt our operations and supply chain. Also, the impact of major property, infrastructure, and/or environmental damage as well as loss of human life caused by extreme weather events and natural disasters can result in disruption to manufacturing and distribution activities due to such factors. .</p> <p><b>Emerging Risk 2:</b> Water is one of the world's most precious resources and plays a large part in the entire life cycle of apparel. It is used for growing cotton, which is our largest raw material input, as well as for the dyeing and finishing processes in textile production. 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We will continue to focus on efforts to reduce water usage and proactive investment in new technologies that reduce and/or recycle water.</p> <p>More information on how we are mitigating against emerging risks related to water is contained in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Environment &gt; Managing Our Water Resources &gt; 2020 Performance &gt; <a href="#">p.34</a></p> </td> </tr> </table>	Description of risk	<p><b>Emerging Risk 1:</b> Climate change is a reality that affects each of us and has the potential to create challenges for all businesses in the future. Severe droughts in areas where we procure cotton, change in severity and frequency of tropical storms and hurricanes, third-party critical vendors in highly exposed natural catastrophe locations, are all impacts that can potentially disrupt our operations and supply chain. 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<b>ETHICS &amp; INTEGRITY</b>								
102-16	Values, principals, standards and norms of behavior	<p>Our values, principals, standards and norms of behavior are described in our 2020 ESG Report. <b>See :</b> 2020 ESG Report &gt; About Gildan &gt; How We Operate &gt; <a href="#">p.11</a></p> <p><b>See also:</b> Website&gt; Company&gt; <a href="#">Vision, mission &amp; values.</a></p>						
102-17	Mechanisms for advice and concerns about ethics	<p>Mechanisms for advice and concerns about ethics are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Our Unwavering Commitment to Business Ethics and Integrity Standards&gt; Our Approach &gt; p.65</p> <p>Our official whistleblowing policy can be found on our website. <b>See:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Whistleblowing Policy for Employees and External Stakeholders.</a></p>						
102-18	Governance Structure	<p>Our Governance structure is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; ESG Governance &gt; <a href="#">p.18</a></p> <p>Our Governance structure is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Corporate Governance &gt; <a href="#">p.64</a></p> <p>Our website also details our governance process. <b>See:</b> Website &gt; Company &gt; <a href="#">Governance</a></p>						
102-19	Delegating Authority	<p>The Board has delegated to the Corporate Governance and Social Responsibility committee (CGSRC) the authority to oversee management's handling of economic, environmental, and social topics (see the CGSRC mandate).</p> <p>The delegating authority of our ESG governance process is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; ESG Governance &gt; <a href="#">p.18</a></p> <p>The activities of the Corporate Governance and Social Responsibility committee are outlined in the mandate of the CGSRC. <b>See :</b> Mandate of the CGSRC &gt; Mandate &gt; <a href="#">p.3</a></p> <p>A list of our Board of Directors can be found on our website. <b>See:</b> Website &gt; Making Apparel Better &gt; Company &gt; Leadership &gt; <a href="#">Board of Directors</a></p>						
102-20	Executive-level responsibility for economic, environmental and social topics	<p>Executive level responsibilities are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; ESG Governance &gt; <a href="#">p.18</a></p>						
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>Our 2020 stakeholder engagement activities are described in our 2020 ESG report. <b>See:</b> 2020 ESG Report &gt; Stakeholder Engagement &gt; <a href="#">p.19</a></p>						
102-22	Composition of the highest governance body and its committees	<p>The composition of the highest governance body and its committees is described in the 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Proxy Information Circular &gt; Election of Directors- Nominees &gt; <a href="#">pp. 11-16.</a></p>						

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION									
<b>ETHICS &amp; INTEGRITY</b>											
102-23	Chair of the highest governance body	The Chair of the Board of Directors is independent as detailed in the 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular > Independence of Directors > Independent Chair of the Board > <a href="#">pp.11-16</a>									
102-24	Nominating and selecting the highest governance body	The CGSRC is responsible for developing, reviewing, and monitoring criteria, as well as establishing procedures for selecting directors. The director selection process is detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular > Director Selection > <a href="#">pp. 66-67</a> Diversity considerations in Director selection are described in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular > Director Selection > <a href="#">p.66</a> Our Board Diversity policy can be found on our website. <b>See:</b> Website > Company > Governance Policies > <a href="#">Board Diversity Policy</a>									
102-25	Conflicts of interest	Our Corporate Governance Guidelines described our approach to conflicts of interest. <b>See:</b> Website > Media > Corporate Governance Guidelines > Conflicts of Interest > <a href="#">p.5</a> Our approach to conflicts of interest is also detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular > Election of Director -Nominees > <a href="#">p.11</a>									
102-26	Role of highest governance body in setting purpose, values and strategy	The role of the highest governance body in setting purpose values and strategy is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > ESG Governance > <a href="#">p.18</a>									
102-27	Collective knowledge of highest governance body	The CGSRC receives detailed quarterly reports on ESG trends, regulatory changes, and company ESG performance data. In 2020, all Board members attended a special education session moderated by an external service provider on ESG reporting, including an overview of the current landscape in ESG reporting standards, market trends shaping the future of ESG reporting, peer benchmarking, and best practices. <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Special Education Session</th> <th style="text-align: center;">Date</th> <th style="text-align: center;">Attendee</th> </tr> </thead> <tbody> <tr> <td>Participation in Diligent Insights continuing education session- Measuring Stakeholder Capitalism- ESG Metrics and the Board's role</td> <td style="text-align: center;">June 16th, 2020</td> <td style="text-align: center;">Maryse Bertrand</td> </tr> <tr> <td>Participation in PwC Governance Insights Center Hot topics that audit committee members are likely to focus on as they prepare for year-end committee meetings (including valuations and impairments, UBOR, SEC reminders and ESG reporting)</td> <td style="text-align: center;">December 10th, 2020</td> <td style="text-align: center;">Charles Herington</td> </tr> </tbody> </table> Further details on the collective knowledge of the highest governance body can be found in the 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular>Continuing Education> <a href="#">pp.71-72</a> The role of the highest governance body is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > ESG Governance > <a href="#">p.18</a>	Special Education Session	Date	Attendee	Participation in Diligent Insights continuing education session- Measuring Stakeholder Capitalism- ESG Metrics and the Board's role	June 16th, 2020	Maryse Bertrand	Participation in PwC Governance Insights Center Hot topics that audit committee members are likely to focus on as they prepare for year-end committee meetings (including valuations and impairments, UBOR, SEC reminders and ESG reporting)	December 10th, 2020	Charles Herington
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Participation in Diligent Insights continuing education session- Measuring Stakeholder Capitalism- ESG Metrics and the Board's role	June 16th, 2020	Maryse Bertrand									
Participation in PwC Governance Insights Center Hot topics that audit committee members are likely to focus on as they prepare for year-end committee meetings (including valuations and impairments, UBOR, SEC reminders and ESG reporting)	December 10th, 2020	Charles Herington									
102-28	Evaluating the highest governance body's performance	The CGSRC is responsible for implementing a process to assesses the performance and effectiveness of the Board as a whole, the Board committees, committee chairs, and individual directors. For fiscal 2020, questionnaires were distributed to each director for the purpose of evaluating the Board's responsibilities, functions, and operations, as well as the functions and operations of the Board's committees. Directors were also invited to make suggestions for improving the performance of the Chair of the Board, committee chairs, and individual directors. The questionnaire also included several open-ended questions designed to generate more feedback on key areas of focus for the Board during the year. In that regard, directors were asked to comment on the Board's effectiveness during fiscal 2020 in overseeing key strategic initiatives, including opportunities and risks, as well as the Company's operational and strategic performance against its key performance indicators and its response to the impact of the COVID-19 pandemic. The Board's oversight of ESG-related topics was addressed in this process. The results of the questionnaires were compiled by the Corporate Secretary on a confidential basis and a thematic report was submitted to the Chair of the Board and of the CGSRC. The Chair of the Board met with each director individually to engage in a full and frank two-way discussion on issues raised by the questionnaires. The report on the results of the questionnaires, as well as any issues raised during the individual interviews, were presented and discussed at the next regular meeting of the CGSRC. Based on the outcome of the discussion, the CGSRC Chair then presented to the Board the Committee's findings and its recommendations to enhance the performance and effectiveness of the Board and its committees. In late 2019, the CGSRC engaged an outside consultant to review recent trends and best practices on board and director evaluations. The Committee discussed the results of the report and decided to adopt further enhancements to its current process, including the use of a third-party facilitator every third year beginning in fiscal 2020 to complement the internal questionnaire-based process. They also decided to extend the process to include select members of the senior management team. Due to the impact of the COVID-19 pandemic, the new process was delayed to fiscal 2021. Accordingly, for fiscal 2021, an external facilitator will conduct individual interviews and will prepare a thematic report on the results of the interviews.									
102-29	Identifying and managing economic, environmental and social impacts	Every quarter, the ESG team prepares a report for our Board of Directors to review the social and environment status of our owned and contracted facilities. In 2020, we did not have any non-compliances related to human rights. However, if it were to happen, these would be reviewed by the Board. During the first quarter of 2020, our Corporate Citizenship Team prepared a summary of key interest points that were affecting our ESG strategy, one of them being human rights during the COVID-19 pandemic. As a result, several of our stakeholders reached out to us to understand the actions we were taking in response to the pandemic from a health and safety and social protection perspective. At the time, we engaged with our stakeholders to share the steps that we took to safeguard our employees, both for our own and contractor facilities. In addition, the Corporate Citizenship Team reinforced to the Board the importance of respecting and protecting human rights, as well as preventing and addressing the risk of adverse impacts on human rights linked to business activity, especially during the pandemic. The CC Team shared with the Board that implementing our different policies, procedures, and systems ( <a href="#">Code of Conduct</a> , <a href="#">Social &amp; Sustainable Compliance Guidebook</a> ) help to prevent adverse human rights impacts during difficult times. Environmental and climate change risks are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Our Climate Change Approach > <a href="#">p.28</a> Our approach to risk oversight is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > Risk Management > <a href="#">p.68</a> The Board's risk governance framework is described in the Board Governance Guidelines. <b>See:</b> Website > Media > Board Governance Guidelines > Risk Management > <a href="#">p.8-9</a>									
102-30	Effectiveness of risk management process	See GRI 102-29.									
102-31	Review of economic, environmental and social topics	Quarterly									
102-32	Highest governance body's role in sustainability reporting	The highest governance body's role in sustainability report is detailed in our Corporate Governance and Social Responsibility Committee Charter. <b>See:</b> Corporate Governance and Social Responsibility Committee Charter> Mandate > <a href="#">p.3</a>									

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION										
<b>ETHICS &amp; INTEGRITY</b>												
102-33	Communicating critical concerns	<p>Our process for communicating critical concerns is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Governance &gt; Our Unwavering Business Ethics and Integrity Standards &gt; <a href="#">p.65</a></p> <p>For more information, refer to the <a href="#">Company's Ethics &amp; Compliance</a> page.</p> <p>In addition, interested parties may communicate confidentially with the Chair of the Board or with non-management directors as a group regarding any concerns by mail at the address of the Company's head office at Tour KPMG, 600 de Maisonneuve West, Montréal, Québec, Canada, H3A 3J2, or by e-mail, care of the Corporate Secretary, at <a href="mailto:corporate.governance@gildan.com">corporate.governance@gildan.com</a>.</p> <p>All complaints and compliance issues are reported to the Ethics and Fraud Compliance Committee (which is a sub-committee of the Compliance Steering Committee), which will determine which issues need to be reported to the CGSRC. The Audit and Finance Committee of the Board is also notified by the Internal Audit Department if a complaint relates to accounting, internal controls, or audit matters, or if fraudulent conduct is involved. In such instances, the Audit and Finance Committee determines how the case will be handled.</p>										
102-34	Nature and total number of critical concerns	<p><b>See:</b> 2020 ESG Report &gt; Social &gt; Right to Freedom of Association and Collective Bargaining &gt; 2020 Performance &gt; <a href="#">p.45</a></p> <p><b>See also:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Whistleblowing Policy for Employees and External Stakeholders</a></p>										
102-35	Remuneration policies	<p>Director compensation is described in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; Compensation of Directors &gt; <a href="#">pp.18-20</a></p> <p>Executive compensation is described in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; Compensation Discussion and Analysis &gt; <a href="#">pp.21-54</a></p>										
102-36	Process for determining remuneration	<p>The process for determining compensation is detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; Determining Compensation &gt; <a href="#">p.24</a></p> <p>Benchmarking practices are also detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; <a href="#">pp.28-30</a></p> <p>Information on compensation consultation can also be found in the 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; Compensation Consultant &gt; <a href="#">p.25</a></p>										
102-37	Stakeholders' involvement in remuneration	<p>Stakeholders' involvement in remuneration is detailed in our 2020 Management Information Proxy Circular. <b>See:</b> 2020 Management Information Proxy Circular &gt; Annual "Say on Pay" Advisory Vote for Shareholders since 2011 &gt; <a href="#">p.10</a> and <a href="#">p.26</a></p>										
102-39	Percentage increase in annual total compensation ratio	<p>In response to the COVID-19 pandemic, the base salary of Director-level employees and above was temporarily reduced for the period of April to June 2020. The compensation for management-level employees did not increase in 2020. Furthermore, the annual salary increases were cancelled for salaried employees in 2020.</p>										
<b>STAKEHOLDER ENGAGEMENT</b>												
102-40, 102-43, 102-44	List of stakeholder groups	<p><b>A list of stakeholder groups can be found in our 2020 ESG Report. See:</b> 2020 ESG Report &gt; Stakeholder Engagement &gt; <a href="#">p.19</a></p>										
102-41	Collective bargaining agreements	<table border="1"> <thead> <tr> <th>Collective Bargaining Agreement</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>% of employees covered</td> <td>53</td> <td>52</td> <td>55</td> <td>54</td> </tr> </tbody> </table>	Collective Bargaining Agreement	2020	2019	2018	2017	% of employees covered	53	52	55	54
Collective Bargaining Agreement	2020	2019	2018	2017								
% of employees covered	53	52	55	54								
<b>REPORTING PRACTICES</b>												
102-45	Entities included in the consolidated financial statements	<p>Entities included in the consolidated financial statement are described in our 2020 Annual Report. <b>See:</b> 2020 Annual Report &gt; <a href="#">Significant Accounting Policies</a></p>										
102-46	Defining report content and topic Boundaries	<p>Report content and topic Boundaries are defined in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; About Gildan &gt; <a href="#">p.9</a></p>										
102-47	List of material topics	<p>A list of material topics can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Updating our Materiality Assessment &gt; <a href="#">p.14</a></p>										
102-48	Restatements of information	<p>Data for our newest yarn-spinning facilities in the United States has been included for the first time for environmental calculations.</p> <p>Environmental information pertaining to the Australian-based activewear distributor has been excluded from the 2020 calculations. We do not include environmental information from our Montreal, Shanghai, or Tokyo offices. However, we do include information from these offices in our Health and Safety calculations for the 2020 report.</p> <p>Due to enhanced reporting capabilities, there are changes in 2020 regarding data collection resulting in improved accuracy related to our workforce demographics. Any changes and/or restatements have been noted in the 2020 ESG report.</p>										

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION
<b>REPORTING PRACTICES</b>		
102-49	Changes in reporting	Data has been updated to reflect the closure of our textile and sewing operations in Mexico in the first quarter of 2020. In 2021, we will include data related to our newest sewing facility in Nicaragua and our planned manufacturing expansion in Bangladesh which will unfold over the next few years. In 2019, we purchased land near our existing facility in Bangladesh intended for the development of a large multi-plant manufacturing complex expected to house two large textile facilities and related sewing operations. Due to the pandemic and its related impact on global economic activity, we temporarily delayed major spending towards this expansion during 2020. In 2020, we focused our efforts on preparing the land for the construction phase expected to start in 2021. This included a peer review process, construction permits request, refurbishing offices, and finalizing facility designs. In 2021, we are resuming capital investment for manufacturing expansion projects.
102-50	Reporting period	The scope of this report highlights our company-wide environmental, economic, social, and governance performance and goals from January 1, 2020, through December 31, 2020.
102-51	Date of most recent report	2021 marks Gildan's 17 <sup>th</sup> sustainability report which was published on August 06, 2021. <b>See:</b> Website > Responsibility > Resources > Sustainability Reports > <a href="#">Gildan's 2020 ESG Report</a>
102-52	Reporting cycle	This ESG report reflects the activities that occurred in the 2020 calendar year.
102-53	Contact point for questions regarding the report	<b>Gildan Activewear Inc.</b> 600 de Maisonneuve Boulevard West, Suite 3300, Montreal, Quebec <b>Email:</b> cc@gildan.com <a href="#">Gildan's Corporate Website</a> <a href="#">Gildan's Sustainability Website</a>
102-54	Claims of reporting in accordance with the GRI standards.	This report has been prepared in accordance with the GRI Standards: Comprehensive Option. This report adheres to the GRI Standards content and quality principles: Stakeholder inclusiveness, Sustainability context, Materiality, Completeness, Accuracy, Balance, Clarity, Comparability, Reliability, and Timeliness.
102-55	GRI content index	<a href="#">2020 GRI Content Index</a>
102-56	External assurance	Gildan received third-party limited assurance from Corporate Citizenship on 14 indicators including: total annual energy usage, total annual water usage, total hazardous waste, total non-hazardous waste, total wastewater effluents, total scope 1 greenhouse gas (GHG) emissions, total scope 2 GHG emissions, partial scope 3 GHG emissions, total inorganic air emissions, total recharge of refrigerants, work-related injury rate for employees, lost-time injury frequency rate for employees, Lost-time injury frequency rate for contractors (for operations in Haiti only) and injury severity rate for employees.  These data have been prepared in accordance with the GRI Principles for Defining Report Quality, the World Resources Institute/World Business Council for Sustainable Development (WRI/WBSCD) GHG Protocol Corporate Accounting and Reporting Standard (Revised), and appropriate GHG conversion factors for company reporting.  Selected indicators contained in the report are indicated with a 



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																														
<b>ORGANIZATIONAL PROFILE</b>																																
201-1	Direct economic value generated and distributed	Our direct economic value generated and distributed can be found in our 2020 Annual Report. <b>See:</b> 2020 Annual Report > Selected Annual Information > <a href="#">p.12</a> <b>See also:</b> 2020 Annual Report > Notes to Consolidated Financial Statement > <a href="#">pp.107-111, pp.116-121</a>																														
201-2	Financial implications and other risks and opportunities due to climate change	We describe the financial implications and other risks and opportunities in our 2020 Annual Report. <b>See:</b> 2020 Annual Report > Risks and Uncertainties > <a href="#">pp.46-54</a> As part of our initial 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. <b>See:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > Our Climate Change Approach > <a href="#">p.28</a>																														
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 2020 Annual Report. <b>See:</b> 2020 Annual Report > Significant Accounting Policies > <a href="#">p.72</a>																														
201-4	Financial assistance received from government	All financial assistance received from government is described in our 2020 Annual Report. <b>See:</b> 2020 Annual Report > Supplementary Information Related to the Nature of Expenses > <a href="#">p.112</a>																														
<b>GRI-202 MARKET PRESENCE</b>																																
202-2	Proportion of senior management hired from the local community	In 2020, 85% (512 out of 605) of all managers at our manufacturing facilities were from the local community. We believe that this approach has a direct and positive impact on the quality of life of our workers, their families, and the communities in which we operate.																														
<b>GRI-204 PROCUREMENT PRACTICES</b>																																
204-1	Proportion of spending on local suppliers	In 2020, Gildan's total expenditures for materials and services with local suppliers in Bangladesh, Central America, and the Caribbean exceeded \$215 million. <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Country</th> <th style="text-align: center;">2020</th> <th style="text-align: center;">2019</th> </tr> <tr> <th></th> <th style="text-align: center;">Number of suppliers</th> <th style="text-align: center;">Number of suppliers</th> </tr> </thead> <tbody> <tr> <td>Canada</td> <td style="text-align: center;">330</td> <td style="text-align: center;">437</td> </tr> <tr> <td>United States</td> <td style="text-align: center;">189</td> <td style="text-align: center;">347</td> </tr> <tr> <td>Bangladesh</td> <td style="text-align: center;">538</td> <td style="text-align: center;">600</td> </tr> <tr> <td>Dominican Republic</td> <td style="text-align: center;">559</td> <td style="text-align: center;">527</td> </tr> <tr> <td>Honduras</td> <td style="text-align: center;">1,016</td> <td style="text-align: center;">990</td> </tr> <tr> <td>Mexico</td> <td style="text-align: center;">560</td> <td style="text-align: center;">750</td> </tr> <tr> <td>Nicaragua</td> <td style="text-align: center;">462</td> <td style="text-align: center;">512</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: center;"><b>3,655</b></td> <td style="text-align: center;"><b>4,001</b></td> </tr> </tbody> </table>	Country	2020	2019		Number of suppliers	Number of suppliers	Canada	330	437	United States	189	347	Bangladesh	538	600	Dominican Republic	559	527	Honduras	1,016	990	Mexico	560	750	Nicaragua	462	512	<b>Total</b>	<b>3,655</b>	<b>4,001</b>
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<b>GRI-205 ANTI-CORRUPTION</b>																																
205-1	Operations assessed for risks related to corruption	Our 2020 ESG Report describes how our operations are assessed for risks related to corruption. <b>See:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p. 65</a> The following policies help to guide our activities to ensure risks related to corruption. <b>See:</b> Website Responsibility > Resources > Codes and Policies > <a href="#">Code of Ethics</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > <a href="#">Global Anticorruption Policy and Compliance Program</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > <a href="#">Code of Conduct</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > <a href="#">Social and Sustainable Compliance Guidebook</a>																														
205-2	Communication and training about anti-corruption policies and procedures	Communication and training about anti-corruption policies and procedures through our social compliance program is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>																														

GRI-205 ANTI-CORRUPTION

205-3	Confirmed incidents of corruption and actions taken	We had zero breaches of anti-corruption laws within our operations during 2020. In addition, no instances related to corruption occurred that required us to dismiss or discipline employees, and no business partner contracts were terminated or not renewed due to violations of anti-corruption laws.
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GRI-206 ANTI-COMPETITIVE BEHAVIOUR

206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	In 2020, no legal actions were taken against Gildan for anti-competitive behaviour or violations of anti-trust or monopoly legislation, and no substantiated complaints have been received regarding breaches of customer privacy.
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GRI-207 TAX

207-1	Approach to tax	Our approach to tax is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Communities > How We Approach Taxation > <a href="#">p. 59</a>
207-2	Tax governance, control and risk management	More Information regarding our approaches towards tax is contained in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Communities > How We Approach Taxation > <a href="#">p.59</a> More information regarding our procedures around tax is contained in our 2020 Annual report. <b>See:</b> 2020 Annual Report > Risks and Uncertainties > Factors or circumstances that could increase our effective income tax rate > <a href="#">p. 50</a>
207-3	Stakeholder engagement and management of concerns related to tax	Our 2020 ESG Report contains information regarding public policies including matters related to tax. <b>See:</b> 2020 ESG Report > Stakeholder Engagement > <a href="#">p.19</a>
207-4	Country-by-Country reporting	Gildan does not publicly report country-by-country tax information. We do provide this information to the Canadian tax authorities as required by Canadian tax law. Gildan publicly discloses the percentage of its principal subsidiary jurisdictions and ownerships in its 2020 Annual Information Form. <b>See:</b> Website > Media > Reports > Annual Information Form > Corporate Structure > Incorporate Relationships > <a href="#">p.4</a> In 2020, subsidiaries not disclosed are those that represent 10% or less of Gildan's consolidated assets or Gildan's consolidated revenues. Together, in the aggregate, they represent more than 20% of Gildan's total consolidated assets and revenues.

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION															
<b>GRI-301 MATERIALS</b>																	
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its boundaries can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > <a href="#">p.24</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>															
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>															
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>															
301-1	Materials used by weight or volume	<table border="1"> <thead> <tr> <th>Materials Used</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Total weight of all plastic packaging (t)</td> <td>560.5</td> <td>788.4</td> <td>870.8</td> <td>995.2</td> </tr> <tr> <td>Coverage (as a percentage of cost of goods sold)</td> <td>99.9</td> <td>85.0</td> <td>85.0</td> <td>85.0</td> </tr> </tbody> </table>	Materials Used	2020	2019	2018	2017	Total weight of all plastic packaging (t)	560.5	788.4	870.8	995.2	Coverage (as a percentage of cost of goods sold)	99.9	85.0	85.0	85.0
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Coverage (as a percentage of cost of goods sold)	99.9	85.0	85.0	85.0													
301-2	Recycled input materials used	Our use of recycled input materials is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>															
301-3	Reclaimed products and their packaging materials	Our use of reclaimed products and their packaging materials are described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>															
<b>GRI-302 ENERGY</b>																	
103-1	Explanation of the material topic and its boundaries	An explanation of the material topic and its boundaries can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a>															
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>															
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303-1	Interactions with water as a shared resource	Our interaction with water as a shared resource is detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Managing Our Water Resources > <a href="#">p.33</a> <b>See also:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Water Resources > 2020 Performance > <a href="#">p.34</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>																																																
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<b>GRI-304 BIODIVERSITY</b>																																																			
103-1	Explanation of the material topic and its boundaries	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a>																																																	
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>																																																	
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>																																																	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our areas of biodiversity management are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment> Our Approach> <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a>																																																	
304-2	Significant impacts of activities, products, and services on biodiversity	Significant impacts of activities, products and services on biodiversity are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a>																																																	

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION
<b>GRI-304 BIODIVERSITY</b>		
304-3	Habitats protected or restored	Protected and restored habitats are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Biodiversity and Afforestation > <a href="#">p.38</a>
<b>GRI-305 EMISSIONS</b>		
103-1	Explanation of the material topic and its boundaries	An explanation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a>
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment> Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Climate Change and Energy Use > <a href="#">p.26</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>
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DISCLOSURE NUMBER | DISCLOSURE TITLE | DESCRIPTION

GRI-305 EMISSIONS

305-1 | Direct (Scope 1) GHG emissions

Direct (Scope 1) GHG emissions	2020	2019	2018	2017
Gross direct (Scope 1) GHG emissions in metric tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e)	79,916	97,059	118,284	128,553
Gases included in the calculation above: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>2</sub> , or all.	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC			
Biogenic CO <sub>2</sub> equivalent emissions (t)	143,531	327,005	293,149	319,272
Base year of the calculation	2015			
Source of the emissions factors and the global warming potential (GWP) rates used or reference to the GWP source.	Department for Business, Energy and Industrial Strategy (UK), Emission Factors for Greenhouse Gas Inventories (2020) The Climate Registry (2020) Greenhouse Gas Protocol (2019) IPCC AR4			
Standards, methodologies, assumptions and/or calculation tools used.	Greenhouse Gas Protocol (2019)			

Scope 1 Emissions By Business Unit Or Facility (2020)	GHG emissions (tCO <sub>2</sub> e)
Distribution Center	2,041
Hosiery	5,719
Textile	55,471
Yarn	1,597
Sewing	3,045
Garment Dyeing	2,410
Integrated Manufacturing (Textiles & Sew)	8,891
Others	742
<b>Total</b>	<b>79,916</b>

Scope 1 Emissions By Country (2020)	GHG emissions (tCO <sub>2</sub> e)
Canada	597
USA	2,736
Mexico	1,138
Honduras	55,046
Nicaragua	1,694
Dominican Republic	9,762
Bangladesh	8,891
Barbados	52
<b>Total</b>	<b>79,916</b>

Scope 1 emissions by type of source (2020)	GHG emissions (tCO <sub>2</sub> e)
Direct emissions-stationary combustion	71,352
Fugitive emissions	6,526
Direct emissions- mobile combustion	2,038
<b>Total</b>	<b>79,916</b>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																																																																											
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305-2	Energy indirect (Scope 2) GHG emissions	<table border="1"> <thead> <tr> <th><b>Energy indirect (Scope 2) GHG emissions</b></th> <th><b>2020</b></th> <th><b>2019</b></th> <th><b>2018</b></th> <th><b>2017</b></th> </tr> </thead> <tbody> <tr> <td>Gross indirect (Scope 2) GHG emissions in metric tons CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), market-based method</td> <td>208,927</td> <td>315,067</td> <td>324,136</td> <td>324,338</td> </tr> <tr> <td>Gases included in the calculation above: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFCs, SF<sub>6</sub>, NF<sub>2</sub>, or all.</td> <td colspan="4" style="text-align: center;">CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O</td> </tr> <tr> <td>Base year of the calculation</td> <td colspan="4" style="text-align: center;">2015</td> </tr> <tr> <td>Source of the emissions factors and the global warming potential (GWP) rates used or reference to the GWP source.</td> <td colspan="4" style="text-align: center;">Greenhouse Gas Protocol (AR4) eGRID 2021 (w/2019 Data) International Energy Agency (IEA) IPCC AR4</td> </tr> <tr> <td>Consolidation approach for emissions; whether equity share, financial control, or operational control</td> <td colspan="4" style="text-align: center;">Operational Control</td> </tr> <tr> <td>Standards, methodologies, assumptions and/or calculation tools used.</td> <td colspan="4" style="text-align: center;">Greenhouse Gas Protocol (2019), IPCC, EPA</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th><b>Scope 2 emissions by business unit or facility (2020), market-based method</b></th> <th><b>GHG Emissions (tCO<sub>2</sub>e)</b></th> <th><b>Scope 2 emissions by country (2020), market-based method</b></th> <th><b>GHG Emissions (tCO<sub>2</sub>e)</b></th> </tr> </thead> <tbody> <tr> <td>Distribution Center</td> <td>6,072</td> <td>Canada</td> <td>137</td> </tr> <tr> <td>Hosiery</td> <td>12,924</td> <td>USA</td> <td>112,580</td> </tr> <tr> <td>Textile</td> <td>60,780</td> <td>Mexico</td> <td>1,887</td> </tr> <tr> <td>Yarn</td> <td>108,009</td> <td>Honduras</td> <td>66,747</td> </tr> <tr> <td>Sewing</td> <td>11,421</td> <td>Nicaragua</td> <td>4,130</td> </tr> <tr> <td>Garment Dyeing</td> <td>2,106</td> <td>Dominican Republic</td> <td>20,555</td> </tr> <tr> <td>Integrated Manufacturing (Textiles &amp; Sew)</td> <td>1,906</td> <td>Bangladesh</td> <td>1,906</td> </tr> <tr> <td>Others</td> <td>5,710</td> <td>Barbados</td> <td>985</td> </tr> <tr> <td><b>Total</b></td> <td><b>208,927</b></td> <td><b>Total</b></td> <td><b>208,927</b></td> </tr> </tbody> </table>	<b>Energy indirect (Scope 2) GHG emissions</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	Gross indirect (Scope 2) GHG emissions in metric tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e), market-based method	208,927	315,067	324,136	324,338	Gases included in the calculation above: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>2</sub> , or all.	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O				Base year of the calculation	2015				Source of the emissions factors and the global warming potential (GWP) rates used or reference to the GWP source.	Greenhouse Gas Protocol (AR4) eGRID 2021 (w/2019 Data) International Energy Agency (IEA) IPCC AR4				Consolidation approach for emissions; whether equity share, financial control, or operational control	Operational Control				Standards, methodologies, assumptions and/or calculation tools used.	Greenhouse Gas Protocol (2019), IPCC, EPA				<b>Scope 2 emissions by business unit or facility (2020), market-based method</b>	<b>GHG Emissions (tCO<sub>2</sub>e)</b>	<b>Scope 2 emissions by country (2020), market-based method</b>	<b>GHG Emissions (tCO<sub>2</sub>e)</b>	Distribution Center	6,072	Canada	137	Hosiery	12,924	USA	112,580	Textile	60,780	Mexico	1,887	Yarn	108,009	Honduras	66,747	Sewing	11,421	Nicaragua	4,130	Garment Dyeing	2,106	Dominican Republic	20,555	Integrated Manufacturing (Textiles & Sew)	1,906	Bangladesh	1,906	Others	5,710	Barbados	985	<b>Total</b>	<b>208,927</b>	<b>Total</b>	<b>208,927</b>
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Standards, methodologies, assumptions and/or calculation tools used.	<p>Methodology used for Scope 3 calculations:</p> <ul style="list-style-type: none"> <li>The emissions estimate for employee commuting considers bus transportation related to our sites in Honduras, Nicaragua, Dominican Republic and Mexico, which represented 85% of our total employee base at the end of 2020.</li> <li>Business travel emissions relate to the recorded distance of air travel and includes employees based in Honduras and Nicaragua, representing 73% of our employee base at the end of 2020.</li> <li>The emissions associated with the management of our landfill waste are estimated based on the tons of waste disposed recorded at our all of our global sites.</li> <li>Our upstream transportation and distribution emissions includes land transportation of goods and raw materials (yarn) in the U.S. and Bangladesh, and maritime transportation of one of our logistics services suppliers, which transports more than 80% of Gildan's containers between our manufacturing facilities and distribution centers throughout the Americas. The calculations use a distance-based method and emissions factors from the US EPA Emission Factors for Greenhouse Gas Inventories. For maritime transportation, we receive the data directly from the logistic services company, who use trade lane-specific emissions factors.</li> </ul> <p>Note: In 2020, Gildan started collection Scope 3 emissions attributed to landfill waste.</p>																																																			
305-4	GHG emissions intensity	<table border="1"> <thead> <tr> <th>GHG emissions intensity</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Gross indirect (Scope 2) GHG emissions in metric tons CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), market-based method</td> <td>0.0017</td> <td>0.00149</td> <td>0.00167</td> <td>0.00176</td> </tr> <tr> <td>Gases included in the calculation above: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFCs, SF<sub>6</sub>, NF<sub>2</sub>, or all.</td> <td>-1</td> <td>-13</td> <td>-3</td> <td>3</td> </tr> <tr> <td>Organization specific metric- Total production (kg)</td> <td>170,307,958</td> <td>276,124,826</td> <td>265,162,481</td> <td>257,101,956</td> </tr> <tr> <td>Type of GHG emissions included in the intensity ratio whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3)</td> <td></td> <td>CO<sub>2</sub>e (Scope 1 &amp; Scope 2)</td> <td></td> <td></td> </tr> <tr> <td>Gases includes in the calculation: whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>, or all.</td> <td></td> <td>CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC</td> <td></td> <td></td> </tr> </tbody> </table>	GHG emissions intensity	2020	2019	2018	2017	Gross indirect (Scope 2) GHG emissions in metric tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e), market-based method	0.0017	0.00149	0.00167	0.00176	Gases included in the calculation above: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>2</sub> , or all.	-1	-13	-3	3	Organization specific metric- Total production (kg)	170,307,958	276,124,826	265,162,481	257,101,956	Type of GHG emissions included in the intensity ratio whether direct (Scope 1), energy indirect (Scope 2) and/or other indirect (Scope 3)		CO <sub>2</sub> e (Scope 1 & Scope 2)			Gases includes in the calculation: whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> , NF <sub>3</sub> , or all.		CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC																						
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																				
<b>GRI-305 EMISSIONS</b>																						
305-5	Reduction of GHG emissions	<table border="1"> <thead> <tr> <th>Reduction of GHG emissions</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>GHG emissions reduction from 2015 to 2020, based on 2020 level of production, in metric tons of CO<sub>2</sub> equivalent.</td> <td>3,331</td> </tr> <tr> <td>Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub> or all.</td> <td>CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O</td> </tr> <tr> <td>Base year or baseline</td> <td>2015</td> </tr> <tr> <td>Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) (tCO<sub>2</sub>e)</td> <td>Scope 1 -14141 Scope 2 -17471</td> </tr> <tr> <td>Standards methodologies, assumptions and or calculations used.</td> <td>Greenhouse Gas Protocol (2019)</td> </tr> </tbody> </table>	Reduction of GHG emissions	2020	GHG emissions reduction from 2015 to 2020, based on 2020 level of production, in metric tons of CO <sub>2</sub> equivalent.	3,331	Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> , NF <sub>3</sub> or all.	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O	Base year or baseline	2015	Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) (tCO <sub>2</sub> e)	Scope 1 -14141 Scope 2 -17471	Standards methodologies, assumptions and or calculations used.	Greenhouse Gas Protocol (2019)								
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305-6	Emissions of ozone-depleting substances (ODS)	<table border="1"> <thead> <tr> <th>Emissions of ozone-depleting substances (ODS)</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Production, imports and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent (t)</td> <td>6,526</td> </tr> <tr> <td>Substances included in the calculation</td> <td>CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O</td> </tr> <tr> <td>Source of the emission factors used</td> <td>Global warming potential (GWP) values relative to CO<sub>2</sub> (AR4)</td> </tr> <tr> <td>Standards, methodologies, assumptions, and/or calculation tools used</td> <td></td> </tr> </tbody> </table>	Emissions of ozone-depleting substances (ODS)	2020	Production, imports and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent (t)	6,526	Substances included in the calculation	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O	Source of the emission factors used	Global warming potential (GWP) values relative to CO <sub>2</sub> (AR4)	Standards, methodologies, assumptions, and/or calculation tools used											
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305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<table border="1"> <thead> <tr> <th>Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Nitrogen Oxide (NO<sub>x</sub>)</td> <td>183.8</td> <td>215.6</td> <td>293.9</td> <td>318.8</td> </tr> <tr> <td>Sulfur Dioxide (SO<sub>2</sub>) (t)</td> <td>343.9</td> <td>320.7</td> <td>517.2</td> <td>498.8</td> </tr> <tr> <td>Total inorganic air emissions (t)</td> <td>527.7</td> <td>536.2</td> <td>811.1</td> <td>817.6</td> </tr> </tbody> </table>	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	2020	2019	2018	2017	Nitrogen Oxide (NO <sub>x</sub> )	183.8	215.6	293.9	318.8	Sulfur Dioxide (SO <sub>2</sub> ) (t)	343.9	320.7	517.2	498.8	Total inorganic air emissions (t)	527.7	536.2	811.1	817.6
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<b>GRI-306 WASTE</b>																						
103-1	Explanation of the material topic and its boundaries	An explanation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a>																				
103-2	The management approach and its components	The management approach and its components are detailed in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Our Approach > <a href="#">p.25</a> <b>See also:</b> See 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a>																				
103-3	Evaluation of the management approach	An evaluation of the management approach is described in our 2020 ESG report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> 2020 ESG Report > Environment > Managing Our Supply Chain > <a href="#">p.25</a> <b>See also:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a>																				
306-1	Waste generation and significant waste-related impacts	Waste generation and significant waste-related impacts are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.36</a>																				
306-2	Management of significant waste-related impacts	Management of significant waste-related impacts are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Environment > Path to a Circular Economy > <a href="#">p.35</a> <b>See also:</b> 2020 ESG Report > Environment > Path to a Circular Economy > 2020 Performance > <a href="#">p.36</a>																				

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																																								
<b>GRI-306 WASTE</b>																																										
306-3	Waste generated	<table border="1"> <thead> <tr> <th>Waste generated</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Total waste generated (t) – non-hazardous and hazardous</td> <td>45,547</td> <td>80,340</td> <td>82,275</td> <td>69,220</td> </tr> <tr> <td>Total waste used/recycled/sold (t)</td> <td>39,032</td> <td>71,100</td> <td>72,769</td> <td>57,669</td> </tr> </tbody> </table>	Waste generated	2020	2019	2018	2017	Total waste generated (t) – non-hazardous and hazardous	45,547	80,340	82,275	69,220	Total waste used/recycled/sold (t)	39,032	71,100	72,769	57,669																									
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306-5	Waste directed to disposal	<table border="1"> <thead> <tr> <th>Waste directed to disposal</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Total waste sent to landfill (t)</td> <td>5,303</td> <td>8,709</td> <td>8,914</td> <td>10,732</td> </tr> <tr> <td>Total landfill waste intensity (kg waste/kg production)</td> <td>0.031</td> <td>0.032</td> <td>0.034</td> <td>0.040</td> </tr> <tr> <td>Share of landfill (%)</td> <td>11.6</td> <td>10.8</td> <td>10.8</td> <td>15.5</td> </tr> <tr> <td>Total hazardous waste (t)</td> <td>1,211.0</td> <td>530.88</td> <td>592.51</td> <td>819.12</td> </tr> <tr> <td>Special waste (t)</td> <td>92</td> <td>18</td> <td>29</td> <td>26.</td> </tr> <tr> <td>Biomedical waste (t)</td> <td>8.08</td> <td>3.10</td> <td>3.41</td> <td>3.96</td> </tr> <tr> <td>Other hazardous waste (t)</td> <td>1,111.0</td> <td>509.83</td> <td>560.13</td> <td>789.52</td> </tr> </tbody> </table>	Waste directed to disposal	2020	2019	2018	2017	Total waste sent to landfill (t)	5,303	8,709	8,914	10,732	Total landfill waste intensity (kg waste/kg production)	0.031	0.032	0.034	0.040	Share of landfill (%)	11.6	10.8	10.8	15.5	Total hazardous waste (t)	1,211.0	530.88	592.51	819.12	Special waste (t)	92	18	29	26.	Biomedical waste (t)	8.08	3.10	3.41	3.96	Other hazardous waste (t)	1,111.0	509.83	560.13	789.52
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<b>GRI 307 ENVIRONMENTAL COMPLIANCE</b>																																										
307-1	Non-compliance with environmental laws and regulations	There were zero non compliances to environmental laws and/or regulations in 2020.																																								
		<table border="1"> <thead> <tr> <th>Monetary and non-monetary environmental violations</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Total monetary value of significant fines (\$ USD)</td> <td>0</td> <td>0</td> <td>0</td> <td>171,000</td> </tr> <tr> <td>Cases brought through dispute resolution mechanisms</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> </tr> </tbody> </table>	Monetary and non-monetary environmental violations	2020	2019	2018	2017	Total monetary value of significant fines (\$ USD)	0	0	0	171,000	Cases brought through dispute resolution mechanisms	0	0	0	1																									
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<b>GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT</b>																																										
308-1	New suppliers that were screened using environmental criteria	In 2020, 100% of suppliers were screened using environmental criteria. <b>See:</b> 2020 ESG Report > Governance > Our Unwavering Business Ethics and Integrity Standards > <a href="#">p.65</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > <a href="#">Code of Conduct</a>																																								

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<b>GRI-401 EMPLOYMENT</b>																																																																																																																																															
103-1	Explanation of the material topic and its Boundary	An explanation of the topic and its boundary can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.40</a> <b>See also:</b> 2020 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > <a href="#">p.45</a>																																																																																																																																													
103-2	The management approach and its components	Our management approach is further detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.40</a> <b>See also:</b> 2020 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > <a href="#">p.45</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Progressive Benefits to Support our Employees and their Families > <a href="#">p.52</a>																																																																																																																																													
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	A list of benefits provided to our full-time and temporary employees can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Progressive Benefits to Support our Employees and their Families > <a href="#">pp.52</a> 100% of our own facilities have Payroll Departments to ensure that workers are paid regularly, in full, and on time. In addition, the Payroll Departments provide workers with pay slips detailing their wages along with their legitimate deductions.																																																																																																																																													
401-3	Parental leave	While the information is not compiled on a global basis, the Company supports and encourages employees to benefit from any available maternity, paternity, or parental leave program that is available in their respective country of employment. In Canada, for 2019 and 2020 combined, out of a total of 325 employees, nine women elected to take both maternity leave and parental leave, eight men elected to take paternity leave, and one man elected to take both paternity leave and parental leave. All these employees returned to work after their leave. Four employees (two women and two men) accepted a position in another organization within twelve months of their return to work. For Honduras, 869 employees from our textile and sewing facilities took maternity leave in 2020.																																																																																																																																													

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<b>GRI-403 OCCUPATIONAL HEALTH AND SAFETY</b>		
103-1	Explanation of the material topic and its Boundary	Explanation of the material topic and its boundary can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.55</a>
103-2	The management approach and its components	The management approach and its components are described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Prioritizing the Health & Safety of our Employees and Contractors > Our Approach > <a href="#">p.55</a>
103-3	Evaluation of the management approach	Evaluation of our management approach is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.55</a>
403-1	Occupational health and safety management system	Our occupational health and safety management system is described in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > Our Approach > <a href="#">p.55</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > Looking Ahead > <a href="#">p.58</a>
403-2	Hazard identification, risk assessment, and incident investigation	Hazard identification, risk assessment and incident investigation are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.56</a>
403-3	Occupational health services	Occupational health services are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Progressive Benefits to Support Employees and their Families > Medical Benefits > <a href="#">p.54</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	Worker participation, consultation and communication on occupational health and safety are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.57</a>
403-5	Worker training on occupational health and safety	Worker training on occupational health and safety is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.58</a>
403-6	Promotion of worker health	Our efforts to promote worker health are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Progressive Benefits to Support Employees and their Families > Medical Benefits > <a href="#">p.54</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > <a href="#">p.55</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our efforts to prevent and mitigate occupational health and safety impacts are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > Our Approach > <a href="#">p.55</a> <b>See also:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > Remediating Safety Issues to Prevent Future Accidents > <a href="#">p.56</a>

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403-9	Work-related injuries	Work-related injuries and other safety statistics are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Prioritizing the Health and Safety of our Employees and Contractors > 2020 Performance > 2020 Safety Statistics > <a href="#">p.58</a>																																																
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404-1	Average hours of training per year per employee	Average hours of training per year per employee is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Learning and Development > Leading the Gildan Way > <a href="#">p.47</a>																																																												
404-2	Programs for upgrading employee skills and transition assistance programs	Our programs for upgrading employee skills and transition assistance programs are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Learning and Development > <a href="#">p.48</a>																																																												
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103-2	The management approach and its components	An explanation of the management approach and its components is found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Diversity, Equity and Inclusion > Our Approach > <a href="#">p.49</a>																																																												
103-3	Evaluation of the management approach	An evaluation of our management approach is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > People and Culture > Diversity, Equity and Inclusion > 2020 Performance > <a href="#">p.50</a>																																																												
405-1	Diversity of governance bodies and employees	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Organization's governance bodies by gender</th> <th colspan="2">% (2020)</th> <th rowspan="2">Organization's governance bodies by age group</th> <th colspan="3">% (2020)</th> </tr> <tr> <th>M</th> <th>F</th> <th>Under 30</th> <th>30-50</th> <th>Over 50</th> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td>70</td> <td>30</td> <td>Board of Directors</td> <td>0</td> <td>0</td> <td>100</td> </tr> <tr> <td>The Corporate Governance and Social Responsibility Committee</td> <td>60</td> <td>40</td> <td>The Corporate Governance and Social Responsibility Committee</td> <td>0</td> <td>0</td> <td>100</td> </tr> <tr> <td>The Audit and Finance Committee</td> <td>67</td> <td>33</td> <td>The Audit and Finance Committee</td> <td>0</td> <td>0</td> <td>100</td> </tr> <tr> <td>The Compensation and Human Resources Committee</td> <td>71</td> <td>29</td> <td>The Compensation and Human Resources Committee</td> <td>0</td> <td>0</td> <td>100</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Local managers</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Total number of managers</td> <td>605</td> <td>722</td> <td>663</td> <td>548</td> </tr> <tr> <td>Number of local managers</td> <td>512</td> <td>600</td> <td>556</td> <td>474</td> </tr> <tr> <td>Percentage of local managers</td> <td>85</td> <td>83</td> <td>84</td> <td>87</td> </tr> </tbody> </table> <p>Number of employees by age and region is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report &gt; Social &gt; People and Culture &gt; Diversity, Equity and Inclusion &gt; 2020 Performance &gt; <a href="#">pp.51 - 52</a></p>	Organization's governance bodies by gender	% (2020)		Organization's governance bodies by age group	% (2020)			M	F	Under 30	30-50	Over 50	Board of Directors	70	30	Board of Directors	0	0	100	The Corporate Governance and Social Responsibility Committee	60	40	The Corporate Governance and Social Responsibility Committee	0	0	100	The Audit and Finance Committee	67	33	The Audit and Finance Committee	0	0	100	The Compensation and Human Resources Committee	71	29	The Compensation and Human Resources Committee	0	0	100	Local managers	2020	2019	2018	2017	Total number of managers	605	722	663	548	Number of local managers	512	600	556	474	Percentage of local managers	85	83	84	87
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103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its Boundary can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > <a href="#">p.45</a>																																																												
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407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Evaluation of our management approach can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > <a href="#">p.45</a>																																																												

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION												
<b>GRI-408 CHILD LABOR &amp; GRI-409 FORCED OR COMPULSORY LABOR</b>														
103-1	Explanation of the material topic and its Boundary	<b>An explanation of the material topic and its Boundary can be found in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a>												
103-2	The management approach and its components	100% of our own facilities have a Human Resources Department to ensure that workers' personal documents are not retained and/or workers' freedom of movement are not restricted. <b>An explanation of the management approach and its components can be found in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a>												
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408-1	Operations and suppliers at significant risk for incidents of child labour	There were zero of incidents of child labour or young workers exposed to hazardous work observed during FY 2020. <b>For operations and suppliers at significant risk for incidents of child labour. See:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a> <b>See also:</b> Website > Responsibility > Resources > Codes and Policies > Social & Sustainable Compliance Guidebook > <a href="#">p.21</a>												
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	In 2020, we did not have any cases related to forced labor at any of our facilities. As per our Code of Conduct, Gildan and its business partners will not use forced labor, including prison labor, indentured labour, bonded labor or any other form of forced labor. <b>See:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > Addressing Child and Forced Labour > <a href="#">p.44</a> <b>See also:</b> Website > Responsibility > Resources > <a href="#">Modern Slavery Act Transparency Statement</a>												
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103-2	The management approach and its components	<b>Own operations:</b> The day-to-day management of human and labour rights issues in our operations are coordinated by different departments. The Corporate Citizenship Department manages Gildan's social and environmental compliance programs. At Gildan's manufacturing facilities the Human Resources Department, which includes Health & Safety, Labour Relations, supports the implementation of Gildan's social compliance policies and procedures. Human Resources is also focused on compensation and benefits, recruitment & hiring, organizational development, training, women empowerment, grievance mechanisms, and others. The Human Resources Department works with the Legal Department and unions, where applicable, find collaborative solutions (through CBAs) that help improve our workers' lives. Both the Human Resources and Corporate Citizenship Social Compliance Teams receive training on human and labour rights issues and trends. Also, both Departments lead the Code of Conduct annual training for all employees. Once the training is finished, participants take a quiz to ensure that knowledge was gained. <b>Contractors:</b> Our Corporate Citizenship Social Compliance Team works with our contractors to audit implementation of our Code of Conduct and remediate any non-compliances, which may or may not be related to human rights. As follow-up, the Social Compliance Team guides and assists Gildan's contractors in the development of sound labour practices as well as effective labour compliance management systems, policies, and procedures. We work with our contractors' Human Resources and Social Compliance Departments to ensure Gildan's social compliance program is aligned to the facility's practices related to human rights and health and safety conditions. In addition, because the results of social compliance audits can have a direct effect on Gildan's sourcing decisions, our Social Compliance Team works with our Supply Chain Departments to monitor contractor performance. We also provide annual training to our Supply Chain Department on Responsible Sourcing and Production Practices. <b>The management approach and its components are further described in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > <a href="#">p.41</a>												
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410-1	Security personnel trained in human rights policies or procedures	<table border="1"> <thead> <tr> <th>Country</th> <th>Percentage of security personnel trained in human rights policies or procedures</th> <th>Whether training requirements apply to third-party organizations providing security personnel</th> </tr> </thead> <tbody> <tr> <td>Dominican Republic</td> <td>100% of contracted security personnel received training for the following: Code of Conduct, Code of Ethics, CTPAT, WRAP workplace standards. Refresher trainings are conducted on a weekly basis by blocks. Trainings last approximately 30 minutes. An average of 58 hours of training is reported per month.</td> <td rowspan="4">Code of Conduct training (including grievance mechanisms) is applicable to third-parties security services providing personnel.</td> </tr> <tr> <td>Honduras</td> <td>100% of contracted security personnel received training for the following: Code of Conduct and WRAP workplace standards.</td> </tr> <tr> <td>Nicaragua</td> <td>100% of contracted security personnel received training for the following: Code of Conduct, WRAP workplace standards, FLA Code of Conduct, Ethical Trade Initiative.</td> </tr> <tr> <td>Bangladesh</td> <td>100% of contracted security personnel received training for the following: Code of Conduct, and WRAP workplace standards.</td> </tr> </tbody> </table>	Country	Percentage of security personnel trained in human rights policies or procedures	Whether training requirements apply to third-party organizations providing security personnel	Dominican Republic	100% of contracted security personnel received training for the following: Code of Conduct, Code of Ethics, CTPAT, WRAP workplace standards. Refresher trainings are conducted on a weekly basis by blocks. Trainings last approximately 30 minutes. An average of 58 hours of training is reported per month.	Code of Conduct training (including grievance mechanisms) is applicable to third-parties security services providing personnel.	Honduras	100% of contracted security personnel received training for the following: Code of Conduct and WRAP workplace standards.	Nicaragua	100% of contracted security personnel received training for the following: Code of Conduct, WRAP workplace standards, FLA Code of Conduct, Ethical Trade Initiative.	Bangladesh	100% of contracted security personnel received training for the following: Code of Conduct, and WRAP workplace standards.
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<b>GRI 410 SECURITY PRACTICES &amp; GRI 412 HUMAN RIGHTS ASSESSMENT</b>														
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>In 2020, there were no human rights violations identified through our social compliance audits. To illustrate our social compliance audit process as it relates to human rights issues, we have provided two case studies.</p> <table border="1"> <thead> <tr> <th>Country</th> <th>Owned Facility</th> <th>Contractor Facility</th> </tr> </thead> <tbody> <tr> <td></td> <td> <p><b>Context</b></p> <p>Our Social Compliance Program ensures that all Company-owned and contractor facilities, comply with our <a href="#">Code of Conduct</a>, 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 Labour Association (FLA).</p> </td> <td> <p>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 <a href="#">Code of Conduct</a>, we expect that our third-party contractors uphold appropriate work standards aligned to our Codes and Policies. These expectations include the employees of our third-party contractors not being required to work more than a total of 60 hours per week or the regular and overtime hours allowed by the law of the country, whichever is less. Additionally, third-party contractors shall ensure that the regular work week does not exceed 48 hours and their employees must be allowed at least 24 consecutive hours of rest in every seven-day period with all overtime work is mutually agreed upon between the third-party contractor and their employees. We expect our third-party contractors are not to request overtime of their employees on a regular basis and shall compensate all overtime work at a premium rate.</p> </td> </tr> <tr> <td></td> <td> <p><b>Audit Process</b></p> <p>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 <a href="#">Code of Conduct</a> and the benchmarks outlined in our <a href="#">Social and Sustainable Compliance Guidebook</a>. 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 owned facility receives an Orange or Red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan. The following is an example of a Major non-compliance from an internal audit with Orange rating.</p> </td> <td> <p>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 <a href="#">Code of Conduct</a> and the benchmarks outlined in our <a href="#">Social and Sustainable Compliance Guidebook</a>. 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Some of the criteria includes having a formal note from the doctor validating that the employee is pregnant which includes number of months into the pregnancy and level of risk to the pregnancy as it relates to their work activities. There were concerns being raised regarding relocation procedures not being followed at one of our facilities. Pregnant employees were waiting longer to be relocated and assigned inappropriate job tasks given their condition (i.e., lifting heavy objects); and employees feeling harassed by their co-workers and production coordinators due to not reaching work related targets.</p> <p>In order to fully understand the scope of this issue: we conducted an internal social compliance audit and held worker interviews with a sample of six factory workers. During these interviews, employees expressed concerns about the timely relocation. Given the sensitivity of this non-compliance, auditors extended the sample size of the workers interviewed. 10 additional workers were interviewed and also added members of the Human Resources Department, medical staff, production and engineering departments to ensure the scope of the issue was fully understood. Based on interviews it was concluded that relocation procedures were not being followed by the supervisors. A sustainable action plan for the facility was implemented. This plan included conducting a root cause analysis to identify any additional measures to mitigate potential for future incidents.</p> </td> <td> <p>An important step in the auditing all third-parties involves conducting a review of documentation. The auditor verifies that the third-party contractor has properly implemented of all internal and external documentation applicable under Gildan's <a href="#">Social and Sustainable Compliance Guidebook</a> and local laws. The documents reviewed in this case included the following: manuals, payroll, social security payroll, contracts, legal permits, and others. 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412-1	Operations that have been subject to human rights reviews or impact assessments	<table border="1"> <thead> <tr> <th>Country</th> <th>Owned Facility</th> <th>Contractor Facility</th> </tr> </thead> <tbody> <tr> <td></td> <td>Our Social Compliance and Human Resources Departments worked collaboratively to understand the cause of this problem and concluded that supervisors were not adequately tracking relocation timeframes. Also, they concluded that the employees were not fully aware on how their work requirements, as well as the type of work being assigned, would change during their pregnancy.</td> <td>Gildan's Social Compliance and the third-party contractor Human Resources Departments worked collaboratively to understand the cause of this problem and concluded that the facility was facing worker sourcing and job planning issues.</td> </tr> <tr> <td></td> <td>Gildan is committed to maintaining a positive work environment, free of harassment and abuse and has implemented a zero-tolerance policy against retaliation, harassment, or intimidation of any kind. An aspect of the remediation plan for this case involved investigating on a Production Coordinator; this resulted in the application of disciplinary actions by terminating the employee's contract due to recurring inappropriate behavior. The other part of the remediation plan involved conducting a training that was coordinated by the Human Resources Department to refresh the Anti-Harassment Policy for middle management (supervisors, coordinators, chiefs, and managers).  The training also included a review of the labor benefits provided for pregnant employees and how their work would be adjusted during their term; this training is provided each month based on the new pregnancies reported.</td> <td>To remediate this action, the third-party contractor provided evidence that was reviewed by our Social Compliance team and confirmed, through a random selection of time records, to confirm that employees of our third-party contractors were no longer working longer than acceptable number of hours.</td> </tr> <tr> <td></td> <td>Gildan's social compliance monitoring team conducted a follow up visit six months afterwards to ensure that the action plan was implemented and to ensure there was no recurrence at this facility. Since the beginning of the audit process, the facility's Plant Manager as well as the Human Resources Manager, were fully involved in this case and ensured that practices changed drastically for the employees' benefit. As a result, no more cases of this nature have been reported in this facility.</td> <td>Gildan's social compliance auditor conducted a visit at our third-party contractor facility approximately six months later to ensure that there was no recurrence. The third party contractor had implemented practices and procedures to source appropriate number of workers and streamlined work planning processes. Our Social Compliance team also confirmed through interviews of employees working for the third-party contractor to confirm practices were being appropriately implemented.</td> </tr> <tr> <td></td> <td>During the follow-up process, the Social Compliance team supported the Human Resources Department to identify areas of improvement. The facility learned that although they trained employees on <b>Code of Conduct</b> and other internal policies related to harassment/abuse, they failed to ensure that supervisors were clear with the actions they would need to take for pregnant employees. The facility also learned that measuring the training's knowledge (through quizzes) would indicate if participants learned the content adequately.  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<b>A breakdown of social compliance audit related data can be found in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > Respecting Human Rights and Supporting Ethical Labour Practices > 2020 Performance > <a href="#">p.43</a>																	
412-2	Employee training on human rights policies or procedures	<b>Employees training on human rights policies or procedures</b>															
		<table border="1"> <thead> <tr> <th>Policy</th> <th>Hours of training</th> <th>Percentage of employees trained</th> </tr> </thead> <tbody> <tr> <td><b>Code of Conduct</b></td> <td>21,828</td> <td>49</td> </tr> <tr> <td><b>Code of Ethics</b></td> <td>22,996</td> <td>52</td> </tr> <tr> <td><b>Grievance Mechanisms</b></td> <td>17,463</td> <td>39</td> </tr> <tr> <td><b>Human Development</b></td> <td>9,640</td> <td>22</td> </tr> </tbody> </table>	Policy	Hours of training	Percentage of employees trained	<b>Code of Conduct</b>	21,828	49	<b>Code of Ethics</b>	22,996	52	<b>Grievance Mechanisms</b>	17,463	39	<b>Human Development</b>	9,640	22
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<b>Grievance Mechanisms</b>	17,463	39															
<b>Human Development</b>	9,640	22															
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Compliance with our ethical, social, and environmental standards is a condition of doing business with Gildan and becoming part of our supply chain. All our third-party manufacturing contractors and key raw material suppliers are required to formally acknowledge these standards and agree to comply with them throughout the term of their relationship with us. Before taking on new contractors, we follow a rigorous due diligence process wherein we fully evaluate their ability to comply with our quality standards, cost structure, and the principles of our <b>Code of Conduct</b> .															
<b>GRI-413 LOCAL COMMUNITIES</b>																	
103-1	Explanation of the material topic and its Boundary	<b>An explanation of the material topic and its Boundary can be found in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Our Communities > <a href="#">p.59</a>															

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION										
<b>GRI 414 SUPPLIER SOCIAL ASSESSMENT</b>												
103-2	The management approach and its components	<b>The management approach and its components are described in our 2020 ESG Report. See:</b> 2020 ESG Report > Social > Our Approach > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Social > Our Communities > <a href="#">p.59</a> <b>See also:</b> 2020 ESG Report > Social > Our Communities > Community Investment Pillars > <a href="#">p.60</a> <b>See also:</b> 2020 ESG Report > Operating with Agility and Resiliency During COVID-19 > <a href="#">p.21</a>										
103-3	Evaluation of the management approach	We assess the effectiveness of our community engagement by receiving feedback from local stakeholders. As well, we measure our performance against the goals and targets related to local community engagement. Our Social Return on Investment (SROI) study conducted in 2019 allowed us to quantify our main contributions to the regional economy and local development using the Integrated Social Value (ISV) methodology.										
413-1	Operations with local community engagement, impact assessments, and development programs	Our operations with local community engagement, impact assessment and development programs are detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > Stakeholder Engagement > <a href="#">p.19</a> <b>See also:</b> 2020 ESG Report > Social > Our Communities > Community Engagement > <a href="#">p.60</a>										
<b>GRI-413 LOCAL COMMUNITIES</b>												
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its Boundary can be found in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Social > <a href="#">p.41</a> <b>See also:</b> 2020 ESG Report > Governance > Business Ethics and Integrity > Ensuring High Ethical Standards among our Suppliers and Contractors > <a href="#">p.66</a>										
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103-3	Evaluation of the management approach	Evaluation of our management approach is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > Business Ethics and Integrity > Ensuring High Ethical Standards among our Suppliers and Contractors > <a href="#">p.66</a>										
414-1	New suppliers that were screened using social criteria	<table border="1"> <thead> <tr> <th>Screening of new suppliers</th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Percentage</td> <td colspan="4" style="text-align: center;">100</td> </tr> </tbody> </table>	Screening of new suppliers	2020	2019	2018	2017	Percentage	100			
Screening of new suppliers	2020	2019	2018	2017								
Percentage	100											
<b>GRI-415 PUBLIC POLICY</b>												
415-1	Political contributions	Gildan did not make any political contributions in 2020. Our Code of Ethics describes how we engage with political activities and public policy issues and can be found on our website. <b>See:</b> Website > Responsibility > Policies > Code of Ethics > <a href="#">pp.28-29</a>										
<b>GRI-417 MARKETING AND LABELING</b>												
417-1	Requirements for product and service information and labeling	Our <a href="#">Restricted Substances Code of Practice (RSCP)</a> ensure that there is a legal review of retailed packaging and ensures that all relevant information about the product, including the sourcing of components of the product is included. Any environmental claims on packaging, for example products containing like REPREVE® yarns (which is made from recycled plastic bottles), our Peds labels printed on 100% recycled paper and 100% recycled claims on pack bags are vetted to ensure compliance. <table border="1"> <thead> <tr> <th>Significant product or service categories covered and assessed for compliance</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Percentage</td> <td style="text-align: center;">75</td> </tr> </tbody> </table>	Significant product or service categories covered and assessed for compliance	2020	Percentage	75						
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION																
<b>GRI-417 MARKETING AND LABELING</b>																		
417-3	Incidents of non-compliance concerning marketing communications	No incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications were identified in 2020.																
<b>GRI-418 CUSTOMER PRIVACY</b>																		
103-1	Explanation of the material topic and its Boundary	An explanation of the material topic and its Boundary is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > <a href="#">p.64</a> <b>See also:</b> 2020 ESG Report > Governance > Data Privacy and Cybersecurity > <a href="#">p.69</a>																
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103-3	Evaluation of the management approach	Evaluation of the management approach is detailed in our 2020 ESG Report. <b>See:</b> 2020 ESG Report > Governance > Data Privacy and Cybersecurity > <a href="#">p.69</a>																
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Substantiated complaints concerning breaches of customer privacy and losses of customer data</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Number of complaints received from outside parties and substantiated by the organization</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Number of complaints from regulatory bodies</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Total number of substantiated complaints concerning breaches of customer privacy</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> </tbody> </table> <p>Gildan has not identified any substantiated complaints in the past three years.</p>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2020	2019	2018	Number of complaints received from outside parties and substantiated by the organization	0	0	0	Number of complaints from regulatory bodies	0	0	0	Total number of substantiated complaints concerning breaches of customer privacy	0	0	0
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<b>GRI-419 SOCIOECONOMIC COMPLIANCE</b>																		
419-1	Non-compliance with laws and regulations in the social and economic area	In 2020, Gildan did not report any incidents of non-compliance with laws and regulations in the social and economic area.																



## CONTACT US

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We value and welcome feedback from all stakeholders. Please send comments or questions about this report via email:

- [cc@gildan.com](mailto:cc@gildan.com)
- [communications@gildan.com](mailto:communications@gildan.com)