



Statement of Use	Gildan Activewear Inc. has reported the information cited in this GRI content index for the period January 1, 2023, to December 31, 2023, with reference to the GRI Standards.	
DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 2: General Disclosures 2021		
2-1	Organizational details	<p>Gildan Activewear Inc is a publicly traded company listed on both the New York Stock Exchange (NYSE – GIL) and the Toronto Stock Exchange (TSX – GIL.TO). Our headquarters is in Montreal, Canada.</p> <p>Gildan 2023 ESG report > About Gildan > page 7</p> <p>Information about our entities can also be found in our 2023 Report to Shareholders. See Management's Disclosure and Analysis:</p> <p>2023 Report to Shareholders > Management's Discussion and Analysis > page 7</p> <p>See also Material Accounting Policy Information</p> <p>2023 Report to Shareholders > Material Accounting Policy Information > page 33</p>
2-2	Entities included in the organization's sustainability reporting	<p>Information about our entities can also be found in our 2023 Report to Shareholders. See Management's Disclosure and Analysis:</p> <p>2023 Report to Shareholders > Management's Discussion and Analysis > page 7</p> <p>See also Material Accounting Policy Information:</p> <p>2023 Report to Shareholders > Material Accounting Policy Information > page 33</p> <p>See also our 2023 ESG Report:</p> <p>Gildan 2023 ESG report > About Gildan > page 7</p> <p>The entities included in our sustainability reporting are outlined on our website. See Our Factories:</p> <p>Website > Company > Our Factories</p>
2-3	Reporting period, frequency and contact point	<p>The scope of this report highlights our Company-wide environmental, social, and governance (ESG) performance and goals from January 1, 2023, to December 31, 2023.</p> <p>This ESG report reflects the activities that occurred in the 2023 calendar year.</p> <p>Gildan releases its ESG report annually. The date of publication of the 2023 ESG report was June 17, 2024.</p> <p>The point of contact is:</p> <p>Gildan Activewear Inc. 600 de Maisonneuve Boulevard West, Suite 3300 Montreal, Quebec, H3A 3J2</p> <p>cc@gildan.com</p> <p>https://gildancorp.com/en/</p>
2-4	Restatements of information	<p>All restatements of information, including rationale for restatements, can be found in our Basis of Reporting:</p> <p>Gildan 2023 ESG Report > Basis of Reporting</p> <p>There were no material restatements of information in 2023.</p>
2-5	External assurance	<p>Information regarding our external assurance process can be found in our 2023 ESG report: See Third Party Limited Assurance Statement:</p> <p>2023 ESG Report > Third Party Limited Assurance Statement > pages 67-68</p> <p>Selected indicators contained in this report are indicated with a  </p>

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2-6	Activities, value chain and other business relationships	<p>Gildan is active in the Textile, Apparel and Luxury Goods sector as defined by the Global Industry Classification Standard (GICS®)</p> <p>Information about our brands, products, and customers can be found in our 2023 Report to Shareholders. See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > Our Business > pages 5-8</p> <p>Information about sales, marketing, and distribution can be found in our 2023 Report to Shareholders See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > Our Business > pages 5-8</p> <p>Our locations of operation and markets served can be found in our 2023 ESG Report: 2023 ESG report > About Gildan > page 7</p> <p>Information about our supply chain including our activities is described in our 2023 Report to Shareholders. See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > Our Operations > pages 6-7</p> <p>Environmental management of our supply chain is described in our 2023 ESG report. See Environment: 2023 ESG Report > Environment > Our Approach > page 13</p> <p>See Economic Development for number of local suppliers and estimated monetary payments. See Economic Development: 2023 ESG Report > Community Engagement > Economic Development > page 52</p> <p>Any changes to the organization and its supply chain have been updated and are reflected in our 2023 Report to Shareholders. See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > Our Operations > pages 5-8</p>
2-7	Employees	<p>Information about employees can be found in our 2023 Report to Shareholders. See Management's Discussion and Analysis: 2023 Report to Shareholders > Management's Discussion and Analysis > page 7</p> <p>Information regarding employees, including breakdowns by region and gender, can be found in our 2023 ESG Report. See: 2023 ESG Report > About Gildan > page 7 2023 ESG Report > Employee Wellbeing > pages 36-38 2023 ESG Report > ESG Data Table > Social > Workforce > pages 97-103</p>
2-8	Workers who are not employees	<p>This information as per the GRI is not currently reported.</p> <p>All workforce information can be found in our 2023 ESG Report: See ESG Data Table: 2023 ESG Report > ESG Data Table > pages 97-99</p>
2-9	Governance structure and composition	<p>Our governance structure is described in our 2023 ESG Report. See Corporate Governance: 2023 ESG Report > Governance > Corporate Governance > page 54</p> <p>Further information on our governance structure and composition can be found in our 2023 Management Information Circular. See About the Board: 2023 Management Information Circular > Governance > About the Board > pages 38-56</p> <p>For competencies relevant to the impacts of the organization, see Skills and Development: 2023 Management Information Circular > Skills and Development > pages 53-57</p> <p>Our website also details our governance process. See: Website > Company > Governance</p>
2-10	Nomination and selection of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee of our Board of Directors is responsible for developing, reviewing, and monitoring criteria, as well as establishing procedures for selecting Directors. The Director selection process is detailed in our 2023 Management Information Circular. See: 2023 Management Information Circular > About the Shareholder Meeting > pages 12-15 2023 Management Information Circular > Governance > Recruiting New Directors > page 48</p> <p>Further information regarding Board composition, including Board diversity considerations in Director selection, are described in our 2023 Management Information Circular. See About the Board: 2023 Management Information Circular > Governance > About the Board > pages 38-58</p> <p>Our Board Diversity Policy can be found on our website. See Board Diversity Policy: Website > Company > Governance Policies > Board Diversity Policy</p>
2-11	Chair of the highest governance body	<p>The Chair of the Board of Directors is independent, as detailed in the 2023 Management Information Circular: See About the Nominated Directors: 2023 Management Information Circular > Election of Directors > About the Nominated Directors > pages 16, 37-39</p>

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2-12	Role of the highest governance body in overseeing the management of impacts	<p>The role of the highest governance body in setting our purpose, values, and strategy is described in our 2023 ESG Report. See: 2023 ESG Report > Corporate Governance > ESG Governance > page 58</p> <p>Further information regarding the Corporate Governance and Social Responsibility Committee can be found in our 2023 Management Information Circular. See Corporate Governance and Social Responsibility Committee: 2023 Management Information Circular > Year in Review > Corporate Governance and Social Responsibility Committee > page 34</p>
2-13	Delegation of responsibility for managing impacts	<p>The Board of Directors has delegated to the Corporate Governance and Social Responsibility Committee of the Board the authority to oversee management’s handling of economic, environmental, and social topics. The activities of the Corporate Governance and Social Responsibility Committee are outlined in the mandate of the Corporate Governance and Social Responsibility Committee. See Mandate: Mandate of the Corporate Governance and Social Responsibility Committee > Mandate > page 1-4</p> <p>The delegating authority of our ESG governance process is described in our 2023 ESG Report. See Corporate Governance: 2023 ESG Report > Governance > ESG Governance > page 58</p> <p>Executive level responsibilities are described in our 2023 ESG Report. See ESG Governance: 2023 ESG Report > Governance > ESG Governance > page 58</p>
2-14	Role of the highest governance body in sustainability reporting	<p>The report is reviewed and approved by the Disclosure Committee and the final report is signed off by the Chief Financial and Administrative Officer, under the purview of the Chief Executive Officer. Determining what to include in this report begins with an understanding of our impacts throughout our value chain, which include our associations with business partners, our work undertaken for clients, and our thought leadership activities.</p> <p>The highest governance body's role in sustainability reporting is detailed in our Corporate Governance and Social Responsibility Committee Charter. See Mandate: Website > Company > Governance > Corporate Governance and Social Responsibility Committee > pages 1-4</p>
2-15	Conflicts of interest	<p>Our Corporate Governance Guidelines describe our approach to conflicts of interest. See: Website > Company > Corporate Governance Guidelines > pages 4-5</p> <p>Public board memberships of all Directors are disclosed in our 2023 Management Information Circular: See Election of Directors: 2023 Management Information Circular > Election of Directors > page 51</p> <p>Our approach on disclosure of conflicts of interest is also detailed in our 2023 Management Information Circular: See Disclosure of Conflicts of Interest and Related Party Transactions: 2023 Management Information Circular > Director Independence > pages 42-43</p>
2-16	Communication of critical concerns	<p>Our process for communicating critical concerns is described in our 2023 ESG Report. See Reporting Violations and Grievances: 2023 ESG Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > page 56</p> <p>The number and nature of concerns reported can be found in our 2023 ESG Report. See Reporting Violations and Grievances: 2023 ESG Report > Governance > Reporting Violations and Grievances > page 56</p> <p>For more information, including our Whistleblowing Policy for Employees and External Stakeholders, refer to the Company's Ethics & Compliance page.</p>
2-17	Collective knowledge of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee receives detailed quarterly reports on ESG trends, regulatory changes, and Company ESG performance data.</p> <p>Further details on the collective knowledge of the highest governance body can be found in the 2023 Management Information Circular. See Continuing Education: 2023 Management Information Circular > Continuing Education > pages 56-57</p>
2-18	Evaluation of the performance of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee is responsible for monitoring and evaluating performance. The Committee, which is comprised of 100% independent Directors, monitors the composition and performance of the Board and its committees. For more information, see Corporate Governance and Social Responsibility Committee: 2023 Management Information Circular > Year in Review > Corporate Governance and Social Responsibility Committee > pages 34</p>
2-19	Remuneration policies	<p>Director compensation is described in our 2023 Management Information Circular. See Director Compensation: 2023 Management Information Circular > Director Compensation > pages 57-58</p> <p>Executive compensation is described in our 2023 Management Information Circular. See Executive Compensation: 2023 Management Information Circular > Executive Compensation > pages 59-93</p> <p>Specific detail regarding Executive remuneration related to objectives and performance on ESG topics can also be found in our 2023 ESG Report. See Progress Against Our Next Generation Targets: 2023 ESG Report > Progress Against Next Generation Targets > page 11</p>

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2-20	Process to determine remuneration	<p>The process for determining compensation is detailed in our 2023 Management Information Circular. See Director Compensation: 2023 Management Information Circular > Director Compensation > pages 57-58</p> <p>The process for determining executive compensation can be found in our 2023 Management Information Circular. See Corporate Governance: 2023 Management Information Circular > Compensation Governance > pages 63-66</p> <p>Details regarding the role of the independent third party can be found in our 2023 Management Information Circular. See Independent Advice: 2023 Management Information Circular > Independent Advice > pages 65-66</p> <p>Details regarding stakeholder engagement can be found in our 2023 Management Information Circular. See Have Your Say on Executive Pay: 2023 Management Information Circular > Have Your Say on Executive Pay > page 14</p>
2-21	Annual total compensation ratio	<p>This information is not specifically calculated. However, the increase in compensation applicable to a top-paid executive in each country is governed by the same budget for annual increases that is applicable to any employee of the applicable country. It is therefore expected that the increase will be in the same range as the country average.</p>
2-22	Statement on sustainable development strategy	<p>A statement from a senior decision maker can be found in our 2023 ESG Report. See Leadership Message: 2023 ESG Report > Message from our President and CEO > page 5</p>
2-23	Policy commitments	<p>When any Canadian statutory decision maker, court, or tribunal applies the Precautionary Principle in making its determination, we consider this principle in the conduct of our activities in similar circumstances. The Precautionary Principle says that when an activity raises threats to human health or the environment, precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically.</p> <p>Our policy commitment approvals are detailed in our 2023 ESG Report. See Policies and Accountabilities: 2023 ESG Report > Social > Policies and Accountabilities > page 27</p> <p>Information regarding the communication of our policy commitments can be found in our 2023 ESG Report. See Our Approach: 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > Our Approach > page 28</p> <p>Further details regarding the extent to which our policy commitments apply to our organization and business relationships can be found in our 2023 ESG Report. See Human Rights and Ethical Labour Practices: 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > pages 28-30</p> <p>Our full list of social policies can be found in our 2023 ESG Report. See Human Rights and Ethical Labour Practices: 2023 ESG Report > Social > Human Rights and Ethical Labour Practices > pages 28-30</p>
2-24	Embedding policy commitments	<p>Information regarding the embedding of policy commitments can be found in our 2023 Management Circular. See Year in Review: 2023 Management Information Circular > Year in Review > pages 29-35</p> <p>Processes are further described in the Mandate of the Corporate Governance and Social Responsibility Committee. See Mandate: Website > Company > Governance > Corporate Governance and Social Responsibility Committee</p> <p>Our approach to embedding these commitments is described in our 2023 ESG Report. See Policies and Accountabilities: 2023 ESG Report > Social > Policies and Accountabilities > page 27</p> <p>2023 ESG Report > ESG Data Table > Social Compliance > Human Rights Worker Training > page 97</p>
2-25	Processes to remediate negative impacts	<p>Information regarding the process to remediate negative impacts can be found in our 2023 ESG Report. See Ethics and Integrity Standards: 2023 ESG Report > Governance > Ethics and Integrity Standards > pages 55-57</p> <p>Information regarding the percentage of employees trained on grievance mechanisms can be found in our 2023 ESG Report. See Employee Training on Human Rights: 2023 ESG Report > ESG Data Table > Employee Training on Human Rights > page 97</p> <p>Our Whistleblowing Policy can be found on our website. See Whistleblowing Policy for Employees and External Stakeholders: Website > Responsibility > Respect for Transparency > Codes and Policies > Whistleblowing Policy for Employees and External Stakeholders</p> <p>Further information regarding remediation processes can be found in our Code of Ethics: Website > Responsibility > Respect for Transparency > Code of Ethics</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Mechanisms for advice and concerns about ethics are described in our 2023 ESG Report. See Ethics and Integrity Standards: 2023 ESG Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > page 56</p> <p>Our Whistleblowing Policy can be found on our website. See Whistleblowing Policy for Employees and External Stakeholders: Website > Responsibility > Respect for Transparency > Codes and Policies > Whistleblowing Policy for Employees and External Stakeholders</p>

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2-27	Compliance with laws and regulations	In 2023, Gildan did not report any non-compliances with laws and regulations in the social and economic area, nor the environmental area.
2-28	Membership associations	Our membership in associations is described in our 2023 ESG Report. See Stakeholder Engagement and Public Policy and Advocacy: 2023 ESG Report > Governance > Stakeholder Engagement > page 59 2023 ESG Report > Governance > Public Policy and Advocacy > page 63
2-29	Approach to stakeholder engagement	Our approach to stakeholder engagement is described in our 2023 ESG Report. See Stakeholder Engagement and Public Policy Advocacy: 2023 ESG Report > Governance > Stakeholder Engagement > page 59 2023 ESG Report > Governance > Public Policy and Advocacy > page 63 Further details can be found in our stakeholder engagement policy. See Stakeholder Engagement Policy: Website > Responsibility > Respect for Transparency > Codes and Policies > Stakeholder Engagement Policy
2-30	Collective bargaining agreements	Approximately 52% of our global employees are covered by a collective bargaining agreement. For a detailed breakdown of employees covered by a collective bargaining agreement, see our ESG Data Table: 2023 ESG Report > ESG Data Table > Collective Bargaining Agreements > page 96 Information regarding provisions for employees not covered by a collective bargaining agreement can be found in our 2023 ESG report. See Right to Freedom of Association and Collective Bargaining: 2023 ESG Report > Social > Right to Freedom of Association and Collective Bargaining > page 34-35
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Our latest materiality assessment was conducted in 2021. For more information regarding the process to determine material topics, please see our 2021 ESG report: 2021 ESG Report > Next Generation ESG Strategy > Materiality Assessment > page 12
3-2	List of material topics	A list of material topics can be found in our 2023 ESG Report. See Areas of Focus: 2023 ESG Report > Next Generation ESG Strategy > Areas of Focus > page 9
3-3	Management of material topics	An overview of our targets related to material issues can be found in our 2023 ESG Report. See Targets and SDG Alignment: 2023 ESG Report > Targets and SDG Alignment > page 10 An explanation of our material topics, including details regarding our impacts, commitments, targets, actions, evaluation, and stakeholder engagement, can be found in the following sections of our 2023 ESG Report: Climate Change and Energy Use: 2023 ESG Report > Environment > Climate Change and Energy Use > page 15 Managing our Water Resources: 2023 ESG Report > Environment > Water Management > page 18 Circularity: 2023 ESG Report > Environment > Circularity > pages 19-23 Human Rights and Ethical Labour: 2023 ESG Report > Social > Human Rights and Ethical Labour > pages 28-30 Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Diversity, Equity and Inclusion: 2023 ESG Report > Social > Diversity, Equity and Inclusion > pages 41-44 Community Engagement: 2023 ESG Report > Social > Community Investment > pages 49-52 TCFD Alignment: Website > Responsibility > Respect for Transparency > ESG Reports > 2022 Climate Disclosure Report

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GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Our direct economic value generated and distributed can be found in our 2023 Report to Shareholders. See Operating Results: 2023 Report to Shareholders > Operating Results > pages 9-21
201-2	Financial implications and other risks and opportunities due to climate change	As part of our climate change disclosure aligned with the TCFD recommendations, we conducted a qualitative analysis of the financial implications and other risks and opportunities due to climate change. In 2022, we published our first stand-alone Climate Change Disclosure Report informed by and structured in accordance with the four central pillars of the TCFD recommendations. See: 2022 Climate Change Disclosure Report > pages 15-24 Further information is reflected in our 2023 ESG Report. See Climate Change Risks and Opportunities: 2023 ESG Report > Environment > Climate Change Risks and Opportunities > page 17 We describe the financial implications and other risks and opportunities in our 2023 Report to Shareholders. See Risks and Uncertainties: 2023 Report to Shareholders > Risks and Uncertainties > page 39, 44-45
201-3	Defined benefit plan obligations and other retirement plans	In locations where employees are eligible for pension plans, all plans are defined as contribution based. There are no defined benefit pension plans. Our pension plans are described in detail in our 2023 Report to Shareholders. See Material Accounting Policy Information: 2023 Report to Shareholders > Material Accounting Policy Information > page 75
201-4	Financial assistance received from government	All financial assistance received from a government is described in our 2023 Report to Shareholders. See Government Assistance: 2023 Report to Shareholders > Supplementary Information Relating to the Nature of Expenses > Government assistance > page 105
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We are working towards understanding appropriate living wages in our operating countries. We will continue to report on progress in future years. For partial information, See Living Wage: 2023 ESG Report > Social > Living Wage > page 31
202-2	Proportion of senior management hired from the local community	In 2023, 84% (561 out of 667) of all managers at our manufacturing facilities were from the local communities. See Community Engagement: 2023 ESG Report > Social > Community Engagement > page 52 2023 ESG Report > ESG Data Table > Workforce > Employee Categories > page 98
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	This section is not applicable to Gildan and its operations and activities.
203-2	Significant indirect economic impacts	This information is currently unavailable. We are working towards understanding our significant indirect economic impacts over the coming reporting years.
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	In 2023, Gildan's total expenditures for materials and services with local suppliers exceeded \$1.6 billion (2022: \$1.3 billion). Further information can be found in our 2023 ESG Report. See Economic Development: 2023 ESG Report > Social > Economic Development > page 52
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Our 2023 ESG Report describes how our operations are assessed for risks related to corruption. See Ethics and Integrity Standards: 2023 ESG Report > Governance > Ethics and Integrity Standards > pages 55-57 The following policies help to guide our activities to ensure risks related to corruption: Website > Company > Ethics and Compliance > Code of Ethics Website > Responsibility > Respect for Transparency > Codes and Policies > Anti-corruption Policy and Compliance Program Website > Responsibility > Respect for Transparency > Codes and Policies > Code of Conduct Website > Responsibility > Respect for Transparency > Codes and Policies > Social and Sustainable Compliance Guidebook

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205-2	Communication and training about anti-corruption policies and procedures	Communication and training on anti-corruption policies and procedures, available through our Social Compliance Program, are described in our 2023 ESG Report. See Human Rights and Ethical Labour Practices: 2023 ESG Report > Governance > Ethics and Integrity Standards > pages 55-57 2023 ESG Report > ESG Data Table > Social > Employee Training on Human Rights > page 97
205-3	Confirmed incidents of corruption and actions taken	Details on confirmed incidents of corruption and actions taken can be found in our 2023 ESG Report. See Reporting Violations and Grievances: 2023 ESG Report > Governance > Reporting Violations and Grievances > page 56
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2023, no legal actions were taken against Gildan for anti-competitive behaviour or violations of anti-trust or monopoly legislation, and no substantiated complaints were received regarding breaches of customer privacy.
GRI 207: Tax 2019		
207-1	Approach to tax	Our approach to tax is described in our 2023 ESG Report: See: 2023 ESG Report > Social > How We Approach Taxation > page 52 Our Approach to Tax can be found here: Website > Reports and Filings > Supplemental Info (IFRS) > Tax Strategy
207-2	Tax governance, control, and risk management	More information regarding our procedures around tax is contained in our 2023 Report to Shareholders. See Factors or Circumstances that Could Increase our Effective Income Tax Rate: 2023 Report to Shareholders > Risks and Uncertainties > Factors or Circumstances that Could Increase our Effective Income Tax Rate > page 42-44 More information regarding our approaches towards tax is contained in our 2023 ESG Report. 2023 ESG Report > Social > How We Approach Taxation > page 52 Our Tax Strategy can be found here: Website > Investors > Tax Strategy
207-3	Stakeholder engagement and management of concerns related to tax	Our Approach to Tax can be found here: Website > Reports and Filings > Supplemental Info (IFRS) > Tax Strategy
207-4	Country-by-country reporting	Gildan does not publicly report country-by-country tax information. We do provide this information to the Canadian tax authorities as required by Canadian tax law, as well as other applicable jurisdictions in which we operate when required by law. Gildan publicly discloses the percentage of its principal subsidiary jurisdictions and ownerships in its 2023 Annual Information Form. See Incorporate Relationships: Website > Investors > Reports and filings > Reports > 2023 Annual Information Form > Corporate Structure > Incorporate Relationships > page 4 The subsidiaries that have been omitted do not represent individually more than 10% of the consolidated assets and 10% of the consolidated revenues of Gildan, or in the aggregate more than 20% of the total consolidated assets and the consolidated revenues, as at, and for the year ended January 1, 2024.
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Information regarding materials used by weight can be found in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-21 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Materials > page 91
301-2	Recycled input materials used	Our use of recycled input materials is described in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-21 Further detail is provided in our Basis of Reporting: 2023 Basis of Reporting > Percentage Recycled Polyester or Alternative Fibre Yarns> page 77 Further information can be found in our ESG Data Table: 2023 ESG Report > 2023 ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > 2023 ESG Data Table > Environment > Materials > page 91

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301-3	Reclaimed products and their packaging materials	<p>Our use of reclaimed products and their packaging materials input materials is described in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-22</p> <p>Further detail is provided in our Basis of Reporting: 2023 Basis of Reporting > Percentage Recycled and Sustainable Packaging and Trim Material > page 78</p> <p>Further information can be found in our ESG Data Table: 2023 ESG Report > 2023 ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > 2023 ESG Data Table > Environment > Materials > page 91</p>
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	<p>Energy data is collected from each site and uploaded in Gildan's environmental database. Fuels volume/mass is converted automatically to energy units (GJ, kWh, Mmbtu, etc.)</p> <p>Information regarding energy consumption across all Gildan operations can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > 2023 ESG Data Table > Environment > Energy > pages 84-86</p>
302-2	Energy consumption outside of the organization	This metric is not currently tracked.
302-3	Energy intensity	<p>Information regarding energy intensity across all Gildan operations can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Energy > pages 84-86</p>
302-4	Reduction of energy consumption	This metric is currently unavailable.
302-5	Reductions in energy requirements of products and services	This metric is currently unavailable.
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	<p>Information regarding interactions with water as a shared resource can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p> <p>More information can be found in: 2023 ESG Report > Environment > Biodiversity and Afforestation > pages 24-25</p>
303-2	Management of water discharge-related impacts	<p>Information regarding interactions with water as a shared resource can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p>
303-3	Water withdrawal	<p>Information regarding water withdrawal can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Water Intensity > page 77</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > ESG Data Table > Environment > Water > pages 87-88</p>
303-4	Water discharge	<p>Information regarding water discharge can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Water > page 87</p>

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303-5	Water consumption	<p>Information regarding water consumption can be found in our 2023 ESG Report. See Water Management: 2023 ESG Report > Environment > Water Management > page 18</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Water Intensity > page 77</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Water > page 88</p>
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>Gildan does not operate sites owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity value outside protected areas.</p> <p>More information can be found in our 2023 ESG Report. See Biodiversity and Afforestation: 2023 ESG Report > Environment > Biodiversity and Afforestation > pages 24-25</p>
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Information regarding significant impacts on biodiversity can be found in our 2023 ESG Report. See Biodiversity and Afforestation: 2023 ESG Report > Environment > Biodiversity and Afforestation > pages 24-25</p>
304-3	Habitats protected or restored	<p>Information regarding habitats protected or restored can be found in our 2023 ESG Report. See Biodiversity: 2023 ESG Report > Environment > Biodiversity > pages 24-25</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Biodiversity > page 90</p>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Information regarding operational sites, protected areas, and areas of high biodiversity can be found in our 2023 ESG Report. See Biodiversity and Afforestation: 2023 ESG Report > Environment > Biodiversity and Afforestation > pages 24-25</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Biodiversity > page 90</p>
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	<p>Information regarding Scope 1 GHG emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Scope 1 GHG Emissions > page 73</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > ESG Data Table > Environment > Emissions > page 82</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Information regarding Scope 2 GHG emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Scope 2 GHG Emissions > page 74</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table: Next Generation ESG Strategy Targets > page 80 2023 ESG Report > ESG Data Table > Environment > Emissions > pages 82-83</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Information regarding Scope 3 GHG emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Scope 3 GHG Emissions > pages 75-76</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Emissions > page 83</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
305-4	GHG emissions intensity	Information regarding GHG emissions intensity can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Emissions > page 81
305-5	Reduction of GHG emissions	Information regarding reduction of GHG emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Emissions > page 81
305-6	Emissions of ozone-depleting substances (ODS)	Information regarding fugitive emissions from refrigerants can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Direct Scope 1 GHG emissions by source > page 82
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information regarding air emissions can be found in our 2023 ESG Report. See 2023 Energy & Emissions Data: 2023 ESG Report > Environment > 2023 Energy & Emissions Data > pages 16-17 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Air emissions > page 84
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Information regarding waste generation and impacts can be found in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-23 Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Environment > Waste > page 77 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Waste > pages 88-89
306-2	Management of significant waste-related impacts	Information regarding management of waste-related impacts can be found in our 2023 ESG Report. See Circularity: 2023 ESG Report > Environment > Circularity > pages 19-23 Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Total manufacturing waste sent to landfill > page 77 2023 Basis of Reporting > Total waste recycled and reused> page 77
306-3	Waste generated	Information regarding waste generated can be found in our 2023 ESG Report. See Waste Management: 2023 ESG Report > Environment > Circularity > pages 22-23 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Waste > page 88
306-4	Waste diverted from disposal	Information regarding waste diverted from disposal can be found in our 2023 ESG Report. See Waste Management: 2023 ESG Report > Environment > Circularity > pages 19-22 Further detail regarding calculation methodologies used can be found in our Basis of Reporting: 2023 Basis of Reporting > Total manufacturing waste sent to landfill > page 77 2023 Basis of Reporting > Total waste recycled and reused > page 77 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Waste > page 89

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
306-5	Waste directed to disposal	<p>Information regarding waste directed to disposal can be found in our 2023 ESG Report. See Waste Management: 2023 ESG Report > Environment > Circularity > page 22</p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Total manufacturing waste sent to landfill > page 77</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Environment > Waste > page 89</p>
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	<p>All our suppliers and contractors must adopt sound environmental management practices under our GE&E Policy. We screen 100% of our suppliers that are over a financial threshold of services provided using environmental criteria.</p> <p>Information regarding screening new suppliers using environmental criteria can be found in our 2023 ESG Report. See Our Approach: 2023 ESG Report > Environment > Our Approach > pages 13-14</p>
308-2	Negative environmental impacts in the supply chain and actions taken	<p>These data are not currently measured.</p>
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	<p>Information regarding new employee hires and employee turnovers can be found in our 2023 ESG Report. See Diversity, Equity, and Inclusion: 2023 ESG Report > Social > Diversity, Equity, and Inclusion > pages 41-44</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > New Employees Hires > page 102</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>A list of benefits provided to our full-time and temporary employees can be found in our 2023 ESG Report. See Employee Wellbeing: 2023 ESG Report > Social > Employee Wellbeing > pages 36-38</p> <p>100% of Gildan-operated facilities have payroll departments to ensure that workers are paid regularly, in full, and on time. In addition, our payroll departments provide workers with pay slips detailing their wages, along with their legitimate deductions.</p>
401-3	Parental leave	<p>Information regarding parental leave can be found in our 2023 ESG Report. See Diversity, Equity, and Inclusion: 2023 ESG Report > Social > Diversity, Equity, and Inclusion > pages 41-44</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Parental leave > page 101</p>
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	<p>We do not provide this information as notice periods vary in various markets.</p>
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	<p>Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p> <p>Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health and Safety > pages 92-93</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>Information regarding hazard identification, risk assessment, and incident investigation can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
403-3	Occupational health services	Information regarding our occupational health services can be found in: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93
403-4	Worker participation, consultation, and communication on occupational health and safety	Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93
403-5	Worker training on occupational health and safety	Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93
403-6	Promotion of worker health	Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93
403-8	Workers covered by an occupational health and safety management system	Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93
403-9	Work-related injuries	Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Further detail regarding calculation methodologies can be found in our Basis of Reporting: 2023 Basis of Reporting > Lost Time Incident Rate for Employees (LTIR) > page 78 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93
403-10	Work-related ill health	Information regarding the occupational health and safety management system can be found in our 2023 ESG Report. See Global Health and Safety: 2023 ESG Report > Social > Global Health and Safety > pages 45-48 Further detail regarding annual data can be found in our ESG Data Table: 2023 ESG Report > ESG Data Table > Social > Health & Safety > pages 92-93
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Information regarding average hours of training per employee can be found in our 2023 ESG Report. See Training and Development: 2023 ESG Report > ESG Data Table > Workforce Benefits > Investment in worker training > page 96
404-2	Programs for upgrading employee skills and transition assistance programs	Information regarding employee skills and transition assistance programs can be found in our 2023 ESG Report. See Learning and Development: 2023 ESG Report > Social > Learning and Development > pages 39-40

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
404-3	Percentage of employees receiving regular performance and career development reviews	Information regarding performance and career development reviews can be found in our 2023 ESG Report. See Training and Development: 2023 ESG Report > ESG Data Table > Social > Workforce Benefits > Performance evaluation > page 97
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Information regarding the diversity of governance bodies and employees can be found in our 2023 ESG Report. See: 2023 ESG Report > ESG Data Table > Social > Diversity > page 99-100 2023 ESG Report > ESG Data Table > Social > Workforce > page 99-100 2023 ESG Report > ESG Data Table > Social > Gender Representation > page 97-98
405-2	Ratio of basic salary and remuneration of women to men	Information regarding the ratio of basic salary and remuneration of women to men can be found in our 2023 ESG Report. See Salary Ratios: 2023 ESG Report > ESG Data Table > Social > Female-to-male average monthly salary ratios > pages 101-102
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Information regarding incidents of discrimination and corrective actions can be found in our 2023 ESG Report. See: 2023 ESG Report > Social > Human Rights and Ethical Labour Standards > Social Compliance > 2023 Performance > page 30 2023 ESG Report > ESG Data Table > Social > Social Compliance Audits > Internal Social Audit Findings – Gildan-Operated Facilities > page 94
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information regarding child labour can be found in our 2023 ESG Report. See Right to Freedom of Association and Collective Bargaining: 2023 ESG Report > Social > Human Rights and Ethical Labour Standards > Social Compliance > Right to Freedom of Association and Collective Bargaining > pages 34-35
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Information regarding child labour can be found in our 2023 ESG Report. See Modern Slavery: 2023 ESG Report > Social > Human Rights and Ethical Labour Standards > Modern Slavery > pages 32-33
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Information regarding forced labour can be found in our 2023 ESG Report. See Modern Slavery: 2023 ESG Report > Social > Human Rights and Ethical Labour Standards > Modern Slavery > pages 32-33
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Information regarding security personnel trained in human rights can be found in our 2023 ESG Report. See Security Personnel Trained in Human Rights Policies and Procedures: 2023 ESG Report > ESG Data Table> Social > Workplace Benefits > Security Personnel Trained in Human Rights Policies and Procedures > page 97
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	These data are currently unavailable.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Information regarding local community engagement and development programs can be in our 2023 ESG Report. See Community Engagement: 2023 ESG Report > Social > Community Engagement > pages 49-52

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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
413-2	Operations with significant actual and potential negative impacts on local communities	These data are currently unavailable. We are looking to expand our visibility in this area in coming years.
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Information regarding new suppliers screened using social criteria can be found in our 2023 ESG Report. See New Suppliers Screened Using Social Criteria: 2023 ESG Report > ESG Data Table > Social Compliance > New Suppliers Screened Using Social Criteria > page 94
414-2	Negative social impacts in the supply chain and actions taken	Information regarding negative impacts in the supply chain and actions taken can be found in our 2023 ESG Report. See Human Rights Compliance Program: 2023 ESG Report > Social > Social Compliance Program > page 30
GRI 415: Public Policy 2016		
415-1	Political contributions	Gildan reported 0 (zero) direct or indirect political contributions in 2023.
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Our Restricted Substances Code of Practice (RSCP) outlines the health and safety impacts related to chemicals in our products. See: Website > Responsibility > Respect for Transparency > Codes and Policies > Restricted Substances List
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	This information is currently unavailable.
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	This information is currently unavailable.
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2023, there were no incidents of non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	In 2023, there were no incidents of non-compliance concerning marketing communications.
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2023, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data.