

SASB INDEX

The Sustainable Accounting Standards Board (SASB) develops industry-specific standards to guide the disclosure of financially material sustainability information for investors. Gildan supports efforts to collect accurate Environmental, Social, and Governance (ESG) data for the investment community. 2023 was Gildan’s third-consecutive year disclosing to the SASB framework. In 2020, we transitioned our reporting to align with the SASB framework to drive consistency and comparability of sustainability performance data across the Apparel, Accessories & Footwear sector. We will continue to evaluate additional SASB metrics in future disclosures.

The following index provides ESG information for the 2023 calendar year, aligned with the 2023-12 “Consumer Goods Sector – Apparel, Accessories & Footwear” Standard, Sustainable Industry Classification System® (SICS®) under the stewardship of the International Sustainability Standards Board CG-AA.

TOPIC	METRIC	SASB CODE	DATA RESPONSE						
Management of Chemicals	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	<p>We monitor and review our processes related to high-risk chemicals and follow all applicable laws and regulations. Our process includes three steps:</p> <ol style="list-style-type: none"><li>1. Acknowledging and agreeing with the Restricted Substances Code of Practice (RSCP) by suppliers and manufacturing contractors</li><li>2. Gathering of information on raw materials before purchase and evaluating information using the Safety Data Sheet Screening Process, certifying as Eco-Passport or STANDARD 100 by OEKO-TEX®, and testing by a third-party laboratory</li><li>3. Classifying raw materials under one of the following: approved, approved with condition, or rejected</li></ol> <p>We also provide training on the RSCP and chemical management to all our employees, contractors, and suppliers. In 2023, 100% of our key suppliers and finished product contractors acknowledged and agreed to the terms of our RSCP.</p> <p>Due to the fact that Gildan has a vertically integrated operating model, we report on our own manufacturing facilities – from raw material processing (Cascale Tier 3) to material production (Cascale Tier 2) to finished product assembly (Cascale Tier 1).</p> <p><b>Our processes to manage restricted substances are described in our RSCP on our website and in our 2023 ESG Report:</b> Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes and Policies &gt; <a href="#">Restricted Substances Code of Practice</a> 2023 ESG Report &gt; Environment &gt; Our Approach &gt; <a href="#">page 13</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 ensuring that our products comply with all consumer product safety laws and other regulatory requirements as those requirements become effective, providing our clients and customers with all required information, and meeting their individual needs. Consequently, we periodically perform a broad range of product testing at reputable and accredited third-party laboratories to help ensure compliance with consumer product safety requirements.</p> <p>Our Company-operated chemical facility is fully staffed with chemical engineers and industry specialists, allowing us greater oversight to manage risks and hazards associated with chemical products. We monitor and conduct periodic reviews of high-risk chemicals as required in our RSCP. The RSCP describes how we handle banned and restricted substances in countries where we operate and sell our products, including for compliance with Consumer Product Safety Improvement Act (CPSIA) requirements, REACH (Substance of Very High Concern list), and applicable legislation. As per our RSCP, we encourage our suppliers and finished product contractors to align with green chemistry principles. We also include industry and non-governmental organizations (NGO) practices, standards, and initiatives, and our customers’ own restricted substances lists.</p> <p>STANDARD 100 by OEKO-TEX®: 100% of brands manufactured by Gildan, including Gildan®, American Apparel®, Comfort Colors®, Gildan® Hammer™ GOLDTOE®, and Peds®, are certified by the internationally recognized STANDARD 100 by OEKO-TEX®, which allows producers and consumers to objectively assess the presence of harmful substances in textiles and apparel products based on approximately 100 human, ecological and performance-related test parameters. Achieving the STANDARD 100 by OEKO-TEX® requires meeting strict standards including the absence of restricted chemicals. It also involves an annual independent validation through an accredited laboratory that tests raw materials and finished products.</p> <p><b>Our processes to manage restricted substances are described in our RSCP on our website and in our 2023 ESG Report:</b> Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes and Policies &gt; <a href="#">Restricted Substances Code of Practice</a> See 2023 ESG Report &gt; Environment &gt; Our Approach &gt; <a href="#">page 13</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 with approximately 90% of our total revenues from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain.</p> <p>100% of Gildan-operated facilities are assessed for wastewater compliance. In addition, our finished product manufacturing facilities in the Americas sew and cut parts that are processed in our own textile facilities where we measure wastewater parameters. Additionally, our third-party auditing process ensures that we comply with relevant regulatory requirements related to wastewater discharge permits and/or contractual agreements.</p> <table><tr><th>Environmental impacts in the supply chain</th><th>2023</th></tr><tr><td>Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement</td><td>We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.</td></tr><tr><td>Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</td><td>We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.</td></tr></table>	Environmental impacts in the supply chain	2023	Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement	We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.	Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.
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Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430b.2	As noted in CG-AA-430a.1, approximately 90% of our total revenues come from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain. To date, 77% of our own cut and sew facilities have completed the Higg Facility Environmental Module (FEM), and 100% of our own textile facilities have completed the Higg FEM.															
			<table><tr><th>Environmental impacts in the supply chain</th><th>2023</th></tr><tr><td>Percentage of Tier 1 supplier facilities that have completed the Cascale's Higg FEM assessment¹</td><td>52 (24 out of 46 Tier 1 finished product contractor facilities)</td></tr></table> <p>More details on how we manage the environmental performance of our suppliers is contained in our 2023 ESG Report: 2023 ESG Report &gt; Environment &gt; Our Approach &gt; <a href="#">page 13</a></p>	Environmental impacts in the supply chain	2023	Percentage of Tier 1 supplier facilities that have completed the Cascale's Higg FEM assessment¹	52 (24 out of 46 Tier 1 finished product contractor facilities)											
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Labour Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	<table><tr><th>Environmental impacts in the supply chain</th><th>2022</th><th>2023</th></tr><tr><td>Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct² – Finished product contractors</td><td>100</td><td>91</td></tr><tr><td>Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct – Suppliers (including packaging, trim materials, labels, dyes, and chemicals)* – Suppliers</td><td>0</td><td>54</td></tr></table> <p>¹In 2023 we worked with Tier 1 suppliers (labels, dyes and chemicals, packaging, trims) in Bangladesh, the Dominican Republic, Honduras, and Nicaragua to study the results of any social audits conducted in their facilities in the past 12 months with a view to aligning these suppliers with our social compliance program.</p> <p>We accept external social compliance certifications such as Worldwide Responsible Accredited Production (WRAP), SEDEX Members Ethical Trade Audit (SMETA), Better Work, Social &amp; Labor Convergence Program (SLCP), and Business Social Compliance Initiative (BSCI) for our third-party finished product contractors in Asia and selected facilities in the Americas, reducing audit duplicity.</p> <table><tr><th>Environmental impacts in the supply chain</th><th>2022</th><th>2023</th></tr><tr><td>Percentage of total audits of supplier facilities that were performed by an independent third-party auditor</td><td>86*</td><td>71**</td></tr></table> <p>* The remaining 14% of total audits were conducted by an internal corporate representative. **The remaining 29% of total audits were conducted by an internal corporate representative.</p> <p>Other third-party suppliers (indirect) who meet certain risk and financial criteria must complete a pre-audit/self-assessment questionnaire to validate basic environmental, health and safety (EHS) and other labour conditions within their operation.</p> <p><b>More detail is provided in the 2023 ESG Report and our Code of Conduct:</b> 2023 ESG Report &gt; Governance &gt; Ethics and Integrity Standards &gt; Suppliers and Contractors Standards &gt; <a href="#">page 55</a> Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes and Policies &gt; <a href="#">Code of Conduct</a></p> <p><b>Gildan's Code of Conduct and Social &amp; Sustainable Compliance Guidebook guides our labour audit process:</b> Website &gt; Responsibility &gt; Resources &gt; Codes and Policies &gt; <a href="#">Social &amp; Sustainable Compliance Guidebook</a></p> <p><b>Audit methodologies and criteria</b> Gildan's finished product contractors³ will be audited to monitor the working conditions in compliance with Gildan's Code of Conduct and the benchmarks outlined in our Social &amp; Sustainable Compliance Guidebook. Each facility is inspected and audited for compliance. Auditors must be granted access to all areas of the facility. Not granting access is a zero-tolerance issue, leading to an “access-denied” status, preventing the supplier from doing business with Gildan. All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Social Compliance platform. In addition, internal auditors use our auditing guidelines as a reference when conducting audits.</p> <p>The categories below describe thresholds related to non-conformance and contractor expectations related to remedial efforts.</p> <ul style="list-style-type: none"><li>• Minor non-conformity: low-risk issue where improvement toward 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 Gildan's Code of Conduct, other codes the supplier adheres to, and/or the law, resulting in a severe impact on individual rights and/or physical safety. Remediation time frame: immediately</li></ul> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes and Policies &gt; <a href="#">Code of Conduct</a></p>	Environmental impacts in the supply chain	2022	2023	Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct² – Finished product contractors	100	91	Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct – Suppliers (including packaging, trim materials, labels, dyes, and chemicals)* – Suppliers	0	54	Environmental impacts in the supply chain	2022	2023	Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	86*	71**
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<sup>1</sup> Gildan uses a selection of third party finished product contractors to sew product and prepare it for sale. Suppliers that do not have wet manufacturing processes are encouraged to use dyed yarns as raw materials, and they use Gildan manufactured textile.

<sup>2</sup> As a vertically integrated manufacturer, the scope of Tier 1 suppliers covered in the metric includes finished product contractors.

<sup>3</sup> For the purposes of reporting, Tier 1 supplier facilities are defined as finished product manufacturing facilities.

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			<p><b>Types of audits</b></p> <p>These are the types of audits that may be conducted in a facility:</p> <ul style="list-style-type: none"><li>• Announced: the exact audit date is communicated to the facility</li><li>• Semi-announced: the facility is aware that an audit will be conducted within a specific time period (a window is provided weeks before)</li><li>• Unannounced: auditors arrive directly at the facility without prior notification</li></ul> <p><b>Types of auditors</b></p> <p>Audits may be conducted by our internal auditors and/or external auditors, according to the type of audit (audits on behalf of Gildan or its customers).</p> <p><b>Audit results</b></p> <p>Audit results are categorized from green to black based on the number and severity of findings against our Code of Conduct and the benchmarks outlined in our Social &amp; Sustainable Compliance Guidebook (page 6). Green and yellow ratings may be cleared for continued business, orange and red require improvement within a set timeframe, and a black rating corresponds to a zero-tolerance issue (see page 7 of our Guidebook) and results in termination of the contract once open orders are completed.</p> <table><tr><th></th><th>Case #1 (own facility): Health and safety</th><th>Case #2 (contractor facility): Compensation and benefits</th><th>Case #3 (contractor facility): Hours of work</th></tr><tr><td>Context</td><td colspan="3">Our Social Compliance program ensures that third-party finished product contractors comply with our Code of Conduct, local and international laws, including applicable International Labour Organization (ILO) conventions, and industry codes from WRAP, SEDEX, and the Fair Labor Association (FLA). As per our Code of Conduct, we expect that our finished product contractors uphold appropriate work standards aligned to our codes and policies. 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If a finished product contractor or our own facility receives an orange or red rating following an audit, our Social Compliance team will work with the facility's management to remediate issues found and establish an action plan.</td></tr><tr><td>Case</td><td>As part of Gildan's Social Compliance audit, our team conducted a facility walkthrough to verify the facility's physical integrity, as well as the health and safety conditions of the employees. During the walkthrough, the team identified a lack of danger/warning signs in the maintenance workshop area.</td><td>As part of Gildan's Social Compliance auditing process at one of our third-party finished product contractors in Asia, the auditors reviewed manuals, payroll, social security payroll, contracts, legal permits, and other documents. While reviewing July and August 2023 payrolls, they identified that 3,051 workers had not been paid the arrears of minimum wage increments that were effective starting on July 1, 2023.</td><td><p>Our auditing process included validating employees' time-in and -out records allowing the auditor to assess employees' working hours and help ensure that employees were not working excessive hours. Auditors also verified if there were discrepancies in hours paid (both regular and overtime). While conducting the assessment, auditors identified that the facility:</p><ul style="list-style-type: none"><li>• Did not have complete payroll/attendance records for the selected time periods</li><li>• Did not have a procedure when payroll or attendance systems were not generated correctly</li><li>• Only used a manual record for hours of work completed by supervisors</li></ul><p>As a result, we implemented an action plan, which included conducting a root cause analysis to identify additional measures to mitigate potential future incidents.</p></td></tr><tr><td>Root-cause analysis</td><td>Gildan's Social Compliance, Health and Safety, and Human Resources teams concluded that the primary cause was appropriate signage not in place.</td><td>Gildan's Social Compliance team and the finished product contractor's Human Resources department concluded that the facility did not pay the arrears of minimum wage for July and August 2023 because the contractor's Human Resources department did not communicate this change on time to their management team and the Finance department.</td><td>Gildan's Social Compliance team and the contractor's Human Resources department worked together to determine that the root cause included technical issues related to the attendance record system and current procedures in place.</td></tr></table>		Case #1 (own facility): Health and safety	Case #2 (contractor facility): Compensation and benefits	Case #3 (contractor facility): Hours of work	Context	Our Social Compliance program ensures that third-party finished product contractors comply with our Code of Conduct, local and international laws, including applicable International Labour Organization (ILO) conventions, and industry codes from WRAP, SEDEX, and the Fair Labor Association (FLA). 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			Remediation plan	The facility placed the missing signs in the areas identified and is working to ensure that high-risk areas have appropriate signage in place at all times.	The finished product contractor and the Social Compliance team took the following actions:  1. The contractor's Human Resources department immediately calculated all the arrears of July and August 2023 and sent the pay slip to the factory owner for approval. It also organized a meeting with the Finance department to explain the wage increase and other local regulatory updates. Finally, the contractor's Human Resources department created a process to notify all workers in a timely manner about the updates regarding their compensation and benefits. The contractor also created a process to monitor future compensation and benefit changes.  2. In November 2023, the contractor facilitated outstanding payments to their workers.	The facility: <ul style="list-style-type: none"><li>• Implemented a procedure in case of technical issues</li><li>• Enhanced procedures related to attendance records in case of technical issues</li></ul> Communicated procedural changes to employees and supervisors
			Follow-up	Among other practices, the facility was required to review the importance of ensuring danger / warning signs are placed in required areas at all times.  A corrective action plan was developed and evidence was provided to Gildan's Social Compliance team to demonstrate that the signage issues had been rectified.	Our Social Compliance team will monitor the corrective action plan to help ensure the contractor follows the appropriate process and makes required updates as needed.	As per the contractor's corrective action plan, the contractor is to re-enforce the use of the enhanced procedure in the event of future technical issues related to the attendance record system.
			Lessons learned	Increased employee awareness regarding having safety signage in place to prevent workplace incidents.	Increased awareness of the need to ensure contractors have a system in place to monitor changes with respect to employee compensation and benefits to maintain compliance with labour regulations.	Increased awareness of the need for contractors to have a secondary process to ensure timely and accurate wages are paid to contractor employees to mitigate risks should technical issues arise.
			<b>Remediation process</b> A facility is required to work on an immediate remediation plan when a serious violation of Gildan's Code of Conduct is identified during the audit process and has caused, or may cause, a negative impact on worker safety and well-being. A remediation process should include: <ul style="list-style-type: none"><li>• In-depth investigation to confirm the non-compliance</li><li>• Corrective action plan, which includes:<ul style="list-style-type: none"><li>› Interviews with affected stakeholders</li><li>› Documentation review (e.g., trainings, policies, and procedures)</li><li>› Root-cause analysis</li></ul></li></ul> Gildan's Social Compliance team works with facility managers to provide advice and recommendations on how to best address issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities provide details and evidence of their remediations, which are subject to verification through follow-up audits. These can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and demonstrate improvements within a prescribed timeframe. The categories below describe thresholds related to non-conformance and our expectations or contractors related to remedial efforts. <ul style="list-style-type: none"><li>• Minor non-conformity: low-risk issue where improvement toward 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 Gildan's Code of Conduct, other codes the supplier adheres to, and/or the law, resulting in a severe impact on workers' rights and/or physical safety. Remediation time frame: immediately</li></ul>			

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			<p><b>Corrective action plan</b></p> <p>In addition to the remediation process, a corrective action plan (CAP) is required for all non-compliances identified in an audit process. The following are examples of what a CAP should include, but may not be limited to:</p> <ul style="list-style-type: none"><li>• Photos of corrective actions</li><li>• Training attendance list</li><li>• Evidence of review of a policy / internal procedure</li></ul> <p><b>Follow-up</b></p> <p>Gildan reviews remediation trends year-by-year to identify facilities that have made progress in remediation or facilities that show a lack of commitment and progress to improve working conditions. We conduct systematic follow-ups to verify the progress made toward resolving the issues with the objective of helping the facility improve its overall performance and remain in compliance with our Code of Conduct.</p>															
	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	<table><tr><th>Labour conditions in the supply chain</th><th>2022</th><th>2023</th></tr><tr><td>Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits</td><td>55% (24 major non-compliances in our Tier 1 finished product contractor facilities³)</td><td>36% (15 major non-compliance in our Tier 1 finished product contractor facilities³)</td></tr></table> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes and Policies &gt; <a href="#">Social &amp; Sustainable Compliance Guidebook</a> &gt; page 7</p> <p><b>See also:</b> 2023 ESG Report &gt; Social &gt; Human Rights and Ethical Labour Practices &gt; 2023 Performance &gt; <a href="#">page 30</a></p> <p><b>Audit methodologies and criteria</b></p> <p>CG-AA-430b.1 contains information regarding processes on how we evaluate our suppliers. Additionally, our audit methodologies and criteria are described on <a href="#">page 8-10</a> in our <a href="#">Social &amp; Sustainable Compliance Guidebook</a>. We have internal processes, which outline the steps that our internal auditors should use to conduct their audits.</p> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes and Policies &gt; <a href="#">Social &amp; Sustainable Compliance Guidebook</a></p> <p>Our Monitoring Guidelines are described in CG-AA-430a.1 as per our <a href="#">Audit Methodologies and Criteria</a></p> <p><b>Efforts to increase supply chain transparency:</b> Gildan's Social &amp; Sustainable Compliance Guidebook outlines our approach to increase supply chain transparency and build supplier capacity to improve labour conditions.</p> <p>In 2022, we began updating Gildan's Code of Conduct and Social &amp; Sustainable Compliance Guidebook focusing on forced labour, child labour, grievance mechanisms, and living wages. In 2023, we continued the review process and updates to our policy and processes. In 2024, we plan to complete our updates and implement changes related to our Code of Conduct and Social &amp; Sustainable Compliance Guidebook.</p> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes and Policies &gt; <a href="#">Social &amp; Sustainable Compliance Guidebook</a></p> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; <a href="#">Modern Slavery Act Transparency Statement</a></p> <p><b>Efforts to build capacity with suppliers:</b> Our efforts to build capacity with suppliers are detailed in the following sections of our 2023 ESG Report.</p> <p>2023 ESG Report &gt; Governance &gt; Ethics and Integrity Standards &gt; Our Approach &gt; <a href="#">page 55</a></p> <p>2023 ESG Report &gt; Social &gt; Human Rights and Ethical Labour Practices &gt; Living Wage &gt; <a href="#">page 31</a></p> <p>2023 ESG Report &gt; Governance &gt; Ethics and Integrity Standards &gt; Suppliers and Contractors Standards &gt; <a href="#">page 55</a></p> <p><b>Supply chain non-conformances categorized by geographic region</b></p> <table><tr><th>Region*</th><th>Contractors (finished product)</th><th>Gildan-operated</th></tr><tr><td>Americas</td><td>86 (across 13 facilities audited)</td><td>95 (across 15 facilities audited)</td></tr><tr><td>Asia</td><td>139 (across 33 facilities audited)</td><td>4 (across 1 facility audited)</td></tr></table> <p><small>*Gildan did not work with contractors from Africa in 2023.</small></p>	Labour conditions in the supply chain	2022	2023	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	55% (24 major non-compliances in our Tier 1 finished product contractor facilities³)	36% (15 major non-compliance in our Tier 1 finished product contractor facilities³)	Region*	Contractors (finished product)	Gildan-operated	Americas	86 (across 13 facilities audited)	95 (across 15 facilities audited)	Asia	139 (across 33 facilities audited)	4 (across 1 facility audited)
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TOPIC	METRIC	SASB CODE	DATA RESPONSE
	Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	<p><b>For more information on our labour risks in our supply chain, please see the Human Rights and Ethical Labour section of this report</b> see <a href="#">pages 28-30</a></p> <p><b>Environmental health and safety risks in the supply chain</b></p> <p>1. <b>Fire safety:</b> Health and safety is a salient human rights risk for Gildan. Specifically, in 2023, we identified fire safety was noted as the risk category with the highest number of non-compliances across our supply chain audit results in the last 12 months. Potential risk increases if safety drills are not conducted on a regular basis to prepare for a real emergency. During our routine audits, we identified cases of expired fire permits and partially blocked fire exits. In some of our finished product contractor facilities, fire drills had not been conducted and there was limited access to fire extinguishers.</p> <p>We received corrective action plans from all contractors who had fire safety non-conformances (all minor or moderate) and approved 100% of these action plans.</p> <p>We followed up on all corrective action plans and closed all those where evidence was provided to demonstrate that the non-compliance had been rectified.</p> <p>2. <b>Chemical management:</b> In 2023, we identified two findings in three of our own facilities and 22 minor and moderate findings in our finished product contractor facilities. Examples included 1) the lack of general order and housekeeping in dyestuff weight storage rooms, which could cause a fire or potential injury or accident to workers in the area and 2) the manipulation of a specific chemical, which could cause an unsafe/inadequate working condition.</p> <p>We received corrective action plans from all contractors who had chemical management non-conformances (all minor or moderate) and approved 100% of these action plans.</p> <p>We followed up on all corrective action plans and closed all those where evidence was provided to demonstrate that the non-compliance had been rectified.</p> <p>3. <b>Personal Protective Equipment (PPE):</b> In 2023, we identified 22 minor and moderate findings related to the use of PPE in our finished product contractor facilities. Examples includes the use of inappropriate PPE for the work task, PPE not being used by a contractor's employees in areas where the use PPE was mandatory, and a contractor's employees not being given PPE.</p> <p>We received corrective action plans from all finished product contractors who had PPE non-conformances (all minor or moderate) and approved 100% of these action plans.</p> <p>We followed up on all corrective action plans and closed all those where evidence was provided to demonstrate that the non-compliance had been rectified.</p> <p><b>The following actions have been implemented to reduce EHS and other labour risks:</b></p> <p>Managing labour risks:</p> <ol style="list-style-type: none"><li>1. Maintain Social Compliance program</li><li>2. Provide clear and concise labour practice guidelines and requirements to which our finished product contractors must follow and adhere to remain part of our supply chain</li><li>3. Implement ongoing social audits at our Company-operated facilities and throughout our supply chain</li><li>4. Perform periodic social audits to help ensure compliance with local regulations and Gildan's policies and procedures</li><li>5. Engage with organizations that promote and defend workers' interests (such as the right to freedom of association)</li></ol> <p><b>Managing health and safety risks:</b></p> <p>Gildan uses tools to identify hazards and assess risks including the following:</p> <ol style="list-style-type: none"><li>1. Job safety analysis</li><li>2. Quantitative risk assessments</li><li>3. Equipment risk assessments</li><li>4. Use of PPE</li><li>5. Electrical hazards</li><li>6. Confined space</li><li>7. New chemical requests</li><li>8. Contractor management</li><li>9. Safe work permits</li><li>10. Hot work permits</li></ol>

TOPIC	METRIC	SASB CODE	DATA RESPONSE												
			<p><b>Managing environmental risks:</b></p> <p>Our Social &amp; Sustainable Compliance Guidebook describes how to develop policies and procedures, including details on our audit process, which we expect all our suppliers to adhere to and put in place to mitigate risks related to social and environmental compliance matters. To allow us greater oversight in managing risks and hazards associated with chemical products, Gildan's Company-operated chemical facility is fully staffed with chemical engineers and industry specialists.</p> <p>These processes are supported by our EHS team in each facility. Training is available to employees who are tasked with completing these processes.</p> <p>We use the results of qualitative and quantitative risk assessments to identify improvement opportunities, focusing on higher risks within each operation. We establish plans at least annually to address the risk.</p> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes and Policies &gt; <a href="#">Social &amp; Sustainable Compliance Guidebook</a></p> <p><b>Ethical Labour practices:</b> More information regarding our ethical labour practices is contained in our 2023 ESG Report:</p> <p>2023 ESG Report &gt; Social &gt; Human Rights and Ethical Labour Practices &gt; Addressing Child and Forced Labour &gt; <a href="#">page 31</a></p>												
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.3	<p>Cotton represents approximately 80% of our total fibre input. The remaining 20% is represented mainly by polyester, including certified recycled polyester (9.2% <input checked="" type="checkbox"/> in 2023).</p> <table><tr><th>Priority raw material</th><th>Environmental or social factors</th><th>Discussion of business risks or opportunities</th><th>Management strategy</th></tr><tr><td>Cotton</td><td>Climate change impacts</td><td><p>Extreme weather events resulting from climate change could potentially disrupt the supply and quality of our raw materials and increase our sourcing costs.</p><p>Cotton yield may be negatively impacted by climate change by approximately 1% to 7% over the next 10 years.</p><p>In addition, changing climate conditions may impact cotton quality and our ability to deliver and distribute product.</p></td><td><p>To conduct the analysis described in Gildan's <a href="#">2022 Climate Change Disclosure report</a>, we leveraged data from IPCC's Sixth Assessment report and the latest academic research on cotton at the time to understand future cotton availability and supply. With continued improvements in farming practices, our analysis also showed growth in cotton supply.</p><p>As identified in our 2022 Climate Change Disclosure report, we source most of our cotton in the United States and, based on the analysis, we expect U.S. cotton production to be more resilient to climate change impacts like heat stress, total rainfall, extreme rainfall, and strong winds compared to other major cotton-producing countries analysed (including Brazil, Pakistan, India, and China).</p><p>In 2023, we sourced 43% of our cotton from the United States from regions considered to be high risk for water stress,<sup>4</sup> however none are categorized as extremely high risk. In addition, two-thirds of U.S. cotton production is rain fed. Our U.S. cotton purchases in 2023 were from regions that receive between 41.3 and 54.1 inches of annual precipitation.<sup>5</sup></p><p>We will continue to monitor emerging data on changes in the cotton landscape, update our quantitative climate modelling tool as necessary, and adjust our cotton sourcing strategy if required.</p></td></tr><tr><td>Cotton</td><td>Regulatory compliance issues associated with the priority raw material</td><td><p>We expect to see increased legislation related to supply chain sustainability over the coming years, focusing on supplier due diligence, engagement with suppliers on environmental and social issues, and traceability.</p></td><td><p>As part of our Next Generation ESG strategy, one of our targets includes sourcing 100% sustainable cotton by 2025. This is defined as third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes.</p><p>In-scope third-party verified programs include verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton. In 2023, we sourced 35.7% <input checked="" type="checkbox"/> of our cotton supply from suppliers certified by U.S. Cotton Trust Protocol (USCTP) or Better Cotton (formerly BCI).</p><p>More information on our sustainable cotton strategy can be found on <a href="#">page 20</a> of our 2023 ESG Report.</p></td></tr></table>	Priority raw material	Environmental or social factors	Discussion of business risks or opportunities	Management strategy	Cotton	Climate change impacts	<p>Extreme weather events resulting from climate change could potentially disrupt the supply and quality of our raw materials and increase our sourcing costs.</p> <p>Cotton yield may be negatively impacted by climate change by approximately 1% to 7% over the next 10 years.</p> <p>In addition, changing climate conditions may impact cotton quality and our ability to deliver and distribute product.</p>	<p>To conduct the analysis described in Gildan's <a href="#">2022 Climate Change Disclosure report</a>, we leveraged data from IPCC's Sixth Assessment report and the latest academic research on cotton at the time to understand future cotton availability and supply. 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<sup>4</sup> World Resources Institute, Aqueduct Water Risk Analysis.

<sup>5</sup> [Rainiest states in the U.S. 2023 | Statista](#).

TOPIC	METRIC	SASB CODE	DATA RESPONSE			
			Priority raw material	Environmental or social factors	Discussion of business risks or opportunities	Management strategy
			Cotton and Polyester	Price volatility of the priority raw material	<p>Expected fluctuations in crude oil or petroleum prices could affect the cost of petroleum-based and derivative materials used in our business such as polyester fibres. We are exposed to price fluctuations in cotton raw materials due to the high quantities we purchase.</p> <p>We have established a target of sourcing 30% recycled polyester or alternative fibre yarns by 2027, however, post-consumer recycled materials are subject to price fluctuations.</p> <p>This risk is further compounded by enhanced legislation related to single-use plastics reducing the overall availability of post-consumer recycled materials.</p>	<p>To mitigate price fluctuations and help ensure stable supply of raw materials, we engage in long-term contracts leveraging, where available, Gildan's negotiating power. We also identify alternative regions for sourcing polyester (virgin and recycled) to mitigate potential supply chain risks.</p> <p>As of June 2024, we are running pilots focused on utilising textile waste from our manufacturing processes and incorporating the materials back into a prototype recycled fibre to be spun into a Gildan yarn in our U.S. yarn facilities. We are also identifying new ways to incorporate regenerated cellulose into our products, as well as using modified polyester technologies, which could displace virgin polyester in certain large volume products. The results of these pilots will inform our future plans.</p> <p>Further detail on these projects can be found on <a href="#">page 20</a> of our 2023 ESG Report.</p>
			Cotton and Polyester	Customer demand for products containing the priority raw material	<p>We expect an increase in customer preference toward more sustainably made apparel, which could result in decreased revenues and demand for less-sustainable products.</p>	<p>Over the years Gildan has invested in sustainability. This includes at the raw material sourcing-level through the purchase of raw materials backed by a sustainability certification such as USCTP, Better Cotton and Global Recycled Standard-certified polyester. It also includes throughout our vertically integrated manufacturing operations.</p> <p>As such, we are well positioned in our market to benefit from customer preferences turning toward sustainably made apparel containing sustainably produced and/or recycled raw materials.</p>
			Cotton	Labour and Human Rights Practices	<p>Worldwide, 60% of all child labourers 5 to 17 years of age work in agriculture.<sup>6</sup></p> <p>The ILO recognises that forced labour – including State-orchestrated forced labour – is prevalent in cotton production in some parts of the world.<sup>7</sup></p>	<p>In 2023, 35.7% <input checked="" type="checkbox"/> of cotton used in our products was sourced through third-party verified programs such as the USCTP and Better Cotton. When sourcing cotton from outside of the U.S., Gildan performs additional risk-based due diligence with supply chain tracing.</p> <p>Since 2022, Gildan has been enhancing its practices to further prevent the supply of materials made with forced labour and child labour from high-risk areas. Gildan does not source any yarn or cotton-containing finished goods from countries that prevent a thorough due diligence of the origin of the raw materials. In addition, Gildan engaged an independent third-party to map and vet Gildan's Asian yarn vendors' supply chains. This included a thorough vetting of yarn spinners and confirmation of their compliance with Gildan's Code of Conduct. Based on this exercise, Gildan adopted a list of approved nominated vendors from which Gildan's contract finished good suppliers must source cotton and cotton-blended yarns for Gildan materials.</p> <p>Gildan will continue to vet all new Asian vendors of cotton-containing yarns, and to update vendor compliance reviews annually.</p> <p>As an additional vetting measure, Gildan has initiated random isotopic sample testing on goods sourced from Asia and is following supply chain traceability trends. Vetting aims to ensure vendors are not directly or indirectly sourcing products from areas that have been identified as high risk for forced labour or other human rights violations, which often result in import bans in countries where we sell our products.</p>

<sup>6</sup> [Child labour in agriculture \(IPEC\) \(ilo.org\).](#)  
<sup>7</sup> [Industry-specific Risk Factors • Business & Human Rights Navigator \(unglobalcompact.org\).](#)



SASB INDEX CONT'D

TOPIC	METRIC	SASB CODE	DATA RESPONSE																	
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.4	<table><tr><th rowspan="2">Priority raw material (name)</th><th rowspan="2">Amount purchased (metric tonnes)</th><th colspan="2">Amount certified, by standard</th></tr><tr><th>Certification/standard</th><th>Amount certified (metric tonnes)</th></tr><tr><td>Cotton</td><td>239,358</td><td>Better Cotton or USCTP</td><td>85,468</td></tr><tr><td>Polyester</td><td>60,858</td><td>Global Recycled Standard</td><td>5,588</td></tr></table>				Priority raw material (name)	Amount purchased (metric tonnes)	Amount certified, by standard		Certification/standard	Amount certified (metric tonnes)	Cotton	239,358	Better Cotton or USCTP	85,468	Polyester	60,858	Global Recycled Standard	5,588
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			For a full description of our sustainable materials see 2023 ESG Report > Environment > Circularity > <a href="#">page 20</a>																	
Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	CG-AA000.A	Tier 1 suppliers: finished product contractors (n. 46), yarns and raw materials (49 yarn suppliers, nine cotton suppliers, and eight polyester suppliers).																	