

ESG REPORT 2024



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INTRODUCTION

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ABOUT THIS REPORT



LEADERSHIP MESSAGE



ABOUT GILDAN



NEXT GENERATION ESG STRATEGY



ABOUT THIS REPORT


Our Environmental, Social, and Governance (ESG) Report outlines how we are delivering against our vision of Making Apparel Better®. It provides detailed information about our activities, and performance from January 1st 2024, through December 31st, 2024, unless otherwise indicated.


The terms “we,” “us,” “our,” and “Gildan” as used in this Report refer collectively to Gildan Activewear Inc. and its subsidiaries unless otherwise indicated. We report only on assets that we operate, unless otherwise indicated, and provide year-over-year trends where possible. All dollar figures reported are in U.S. dollars.

The Report has been prepared with reference to the requirements of the Global Reporting Initiatives (GRI) Universal Standards and is aligned with the Sustainability Accounting Standards Board (SASB)¹ standards. We also report in alignment with the relevant United Nations (UN) Sustainable Development Goals (SDGs), where we believe we have the greatest impact.

Data provided in this Report pertains to Gildan-operated, large-scale manufacturing facilities. Where relevant, we also report on ancillary properties, such as offices, distribution centres, third-party finished product contractors,² and raw material suppliers. To overcome the challenge of synthesizing data from numerous jurisdictions, some of which have different

reporting requirements, methods, and standards, we have consolidated information where possible. In other areas, information is presented separately or for a single jurisdiction.³

We engaged a third party to conduct limited assurance on select environmental and social performance indicators. Assured indicators are identified with the symbol  throughout this Report. Refer to [KPMG LLP's Independent Practitioners' Limited Assurance Report](#) for selected environmental and social performance indicators.

Community investment figures for the 2024 fiscal year were independently verified by LBG Canada (formally the London Benchmarking Group) using the LBG model, a recognized global standard for managing, measuring, and reporting community investment. Verified indicators are identified with the symbol  throughout the Report. Refer to [LBG's Independent Verification Statement](#) for select community investment indicators.

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

We value and welcome feedback from all stakeholders. Please send comments or questions about this Report to: CC@GILDAN.COM OR COMMUNICATIONS@GILDAN.COM

LEARN MORE

Information about our policies, governance, and management approach, as well as practices related to our key ESG issues is available on our corporate [website](#).

ADDITIONAL RESOURCES ON OUR WEBSITE INCLUDE:

- ▶ [GRI INDEX](#)
- ▶ [SASB INDEX](#)
- ▶ [BASIS OF REPORTING](#)
- ▶ [2024 ASSURANCE STATEMENTS](#)

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

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

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



MESSAGE FROM THE PRESIDENT AND CEO

I am pleased to introduce Gildan’s 21st annual ESG Report.

At Gildan, ESG is one of three key pillars of our overall strategic business plan, the Gildan Sustainable Growth (GSG) strategy. ESG has always been, and will continue to be, fundamental to our strategy.

Over the years, ESG has been foundational to support our low-cost manufacturing, unlocking innovative solutions and our ability to meet changing customer and consumer needs; attracting and retaining an engaged, experienced, and highly skilled workforce; maintaining the trust and support of the communities in which we operate; and effectively anticipating and responding to evolving societal expectations and regulations.

It is also why we have been consistently recognized as one of Canada’s Best 50 Corporate Citizens by Corporate Knights and were included in the Dow Jones Best-in-Class North America Index (formerly the Dow Jones Sustainability™ North America Index) for the 12th consecutive year.


As a leader in the global apparel industry, we recognize our role in producing apparel responsibly. That is why we continue to prioritize and invest in our workforce, innovative solutions, and our communities through our Next Generation ESG strategy and targets.

2024 PROGRESS

Leveraging innovative technologies and proprietary processes, we used less and reused more water in our garment dyeing, hosiery, and textile facilities in Honduras, the Dominican Republic, and Bangladesh. This, in part, helped us reach our water intensity target. Moving forward, we will focus on sustaining progress as we continue to build on our GSG strategy.

We also more than doubled the amount of sustainable cotton⁴ that we sourced compared to 2023 and are on track to source 100% sustainable cotton by the end of 2025. In addition, we tested several new combinations of yarns with varying amounts

of recycled polyester and cotton and were pleased to find they not only met our quality standards but did so at an affordable price. Moving forward, we will continue to explore our ability to scale the use of these materials in more of the brands and styles our decorators and consumers love.

These and other efforts are also helping us meet our climate targets. In 2024, at the same time we ramped up production at our newest facility in Bangladesh, we released 16.8%  less Scope 1 and 2 greenhouse gas (GHG) emissions globally compared to our 2018 base year.⁵ Simultaneously, we completed our three-year Scope 3 GHG emissions supply chain engagement program and are now focused on pursuing decarbonization initiatives with our major suppliers that account for about 80% of our total Scope 3 emissions.

Of course, none of these achievements would be possible without the ongoing hard work of our ~50,000 employees. Their unwavering dedication, innovation, and enthusiasm makes our Company and our communities stronger, better, and more prepared for the future.

As I travel to our facilities, I see teams that respect and support each other and put pride and passion behind their work. This makes me proud to lead Gildan and of the continued investments that we make in our employees’ health, safety, and financial well-being.

In 2024, we achieved ISO 45001 certification in two additional facilities. ISO 45001 certification is an international standard for occupational health and safety management systems. It provides a framework to improve employee safety, reduce workplace risks, and create better, safer working conditions.

We remain committed to fair and responsible compensation for all our employees. In 2024, we reviewed our living wage definition to align with the Fair Labor Association’s and Global Living Wage Coalition’s definitions, as reflected in our updated [Approach to Wages statement](#). In 2025, we are conducting a

new socio-economic survey in three Gildan-operated facilities in the Dominican Republic, Honduras, and Nicaragua, and we will continue to work across our sector and value chain to support living wage efforts.

2024 also marked the Company’s 40th anniversary. As I look back over the past four decades, one thing is clear: Gildan has always been and will always be inherently connected to the communities in which we operate. They provide us with the dedicated workforce and local suppliers we need to be successful and we in turn provide jobs, local investment, and philanthropic support.

Honduras, where we have our largest manufacturing hub worldwide and employ over 16,000 highly trained workers, provides an excellent example. For over 25 years, we have been a partner with the communities around our facilities there. And so, it was with immense pride that in 2024 we were recognized by World Vision Honduras as an outstanding strategic partner for our social commitment and contribution to sustainable development in the country. Our partnership with World Vision on the Childhood Education and Transformation program is just one example of how we are impacting thousands of students, helping increase their resiliency and putting them on a path towards promising futures.

As I look forward, I see an equally promising future for Gildan – one in which we continue to grow and evolve responsibly to ensure our legacy of positive impact on people and the planet.

Finally, I want to thank our Board of Directors, employees, customers, shareholders, and partners for their ongoing support, which allows us to be our best and deliver on our GSG strategy.



Glenn J. Chamandy,
President and CEO



Glenn J. Chamandy
PRESIDENT AND CEO

⁴ We consider the following types of cotton to be sustainable: sustainable cotton provided through third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes. Sustainable cotton from third-party verified programs includes, for example, verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton.

⁵ 2018 absolute Scope 1 and Scope 2 (market-based) GHG emissions were 753,356 tCO₂e.

AT A GLANCE

HEADQUARTERS

Montreal, Canada

YEAR FOUNDED

1984

GLOBAL EMPLOYEES

~50,000

COUNTRIES WITH OPERATIONS

12

NUMBER OF OWNED BRANDS

18

NET SALES IN 2024

\$3.27 Billion

SALES DERIVED FROM PRODUCTS WE MANUFACTURE

~90%

ABOUT GILDAN

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

2024 RECOGNITIONS

- Included on the Dow Jones Best-in-Class North America Index (formerly the Dow Jones Sustainability™ North America Index) for its ongoing efforts towards ESG initiatives, marking its 12th consecutive year of inclusion in this index and inclusion in the 2025 Sustainability Yearbook by S&P Global for the 13th consecutive year
- Achieved a CDP Climate Change score of A- and were included in CDP's Leadership Band in 2025 for our 2024 climate change disclosure – marking the fifth time that Gildan has achieved this recognition
- Named in the inaugural edition of TIME's World Most Sustainable Companies
- Ranked as one of Canada's Most Responsible Companies by Newsweek (in partnership with Statista)
- Recognized as one of Canada's Best 50 Corporate Citizens by Corporate Knights for the third consecutive year
- Recognized by the Honduran Foundation for Corporate Social Responsibility (FUNDAHRSE) with its FUNDAHRSE Seal 2024 award for our commitment to ESG

HOW WE OPERATE

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

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

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

For more information on how we operate, consult our [2024 Annual Report to Shareholders](#) and Management Discussion and Analysis or the [Vertical integration page](#) on our corporate website. For more information about our factories and third-party contractors, visit the [Our factories page](#) on our corporate website.

Gildan's Sustainable Growth strategy

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

Our core values

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



We believe in our people



We act like entrepreneurs



We operate responsibly

THE POWER OF VERTICAL INTEGRATION

STRONG OVERSIGHT

of our supply chain enabling better governance and greater visibility over our operations

ENHANCED EFFICIENCY

through the use of highly standardized and cost-effective processes across our manufacturing footprint
























REDUCED RISK OF DISRUPTION

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

NEXT GENERATION ESG STRATEGY

Announced in 2022, our Next Generation ESG strategy grounds our commitment to making meaningful advancements in key ESG areas by 2030. It was informed by our 2021 materiality assessment (see our [2021 ESG Report](#), page 12), which redefined our ESG strategy and pushed our sustainability approach even further, taking into account key topics of interest to our stakeholders that could have the greatest impact on our business. With 10 targets, the strategy ensures strategic alignment and governance for key ESG aspects across the organization.

See the [Basis of Reporting](#) for definitions and underlying processes applied for the collection and reporting of selected ESG key performance indicators (KPIs) subject to limited assurance.

TARGET ⁶	2024 PROGRESS	UN SDG	PAGE REFERENCE
ENVIRONMENT			
Reduce Scope 1 and Scope 2 GHG emissions by 30% (compared to a 2018 base year) ⁷ and reduce Scope 3 emissions by 13.5% by 2030 (compared to a 2019 base year)	Reduced our absolute total Scope 1 and Scope 2 (market-based) GHG emissions to 626,644 tCO ₂ e  , which is a 16.8%  reduction from our 2018 base year emissions of 753,356 tCO ₂ e Our Scope 3 emissions fell from 2,530,884 tCO ₂ e in our 2019 base year to 2,245,056 tCO ₂ e  in 2024, which represents an 11.3%  reduction	 	See pages 9-10
Reduce water intensity by 20% by 2030 (compared to a 2018 base year)	Reduced water intensity at our operated manufacturing facilities from 0.08302 m ³ /kg in 2018 (base year) to 0.06213 m ³ /kg  in 2024, representing a 25.2%  reduction per kilogram produced		See page 11
Source 100% sustainable cotton by 2025	Increased the percentage of sustainable ⁸ cotton we sourced from 35.7% in 2023 to 77.3% 	 	See pages 12-13
Zero manufacturing waste to landfill by 2027	Reduced our total manufacturing waste sent to landfill from 945 MT in 2023 to 903 MT  , which represents 0.92% of our manufacturing waste from Gildan-operated manufacturing sites		
Source 30% recycled polyester or alternative fibre and/or yarns by 2027	Increased the percentage of recycled polyester or alternative fibre and/or yarns from 9.2% in 2023 to 18.9% 		
75% recycled and sustainable packaging and trims SKUs (related to apparel) by 2027	Increased our total SKUs of packaging and trims specific to apparel (which include carton, polyester, paper, and cotton-poly trims) containing recycled materials and/or that have relevant sustainability certifications from 46.6% in 2023 to 60.0% ⁹ 		
SOCIAL			
Achieve gender parity for the collective group of employees representing director-level and above positions by 2027	The percentage of women holding director-level and above positions remained at 32.3% 		See page 23
Attain ISO 45001 certification across all Gildan-operated facilities by 2028	Two additional Gildan facilities achieved ISO 45001 certification, bringing the total number of certified facilities to five		See page 24
Gradually increase spending to allocate 1% of pre-tax earnings ¹⁰ towards community investment initiatives by 2026	Donated \$2.8M  in cash and in-kind donations, plus management costs, representing 0.47% of pre-tax earnings ¹¹		See pages 25-27
GOVERNANCE			
Fully align with the TCFD by 2025	Our key performance indicator to fully align to TCFD by 2025 is under review due to significant changes to the disclosure landscape including, among others, the introduction of the International Sustainability Standards Board’s global sustainability disclosure standards in 2024		

⁶ For more information on these targets and metrics, including related risks and assumptions, please refer to [“Caution regarding forward-looking statements.”](#)

⁷ As per [Science Based Targets initiative \(SBTi\)](#), the target boundary includes land-related emissions and removals from bioenergy feedstocks.

⁸ Sustainable cotton provided through third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes. Sustainable cotton from third-party verified programs includes, for example, verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton.

⁹ Percentage of total sustainable packaging and trims divided by total SKUs (related to apparel available for purchase to customers) is calculated monthly. An average of the monthly percentage is calculated for the purposes of reporting (12-month weighted average).

¹⁰ Evaluated on the basis of adjusted net earnings, which is a non-GAAP financial measure. See "About non-GAAP financial measures" on [page 32](#).

¹¹ Based on adjusted net earnings of \$490M, ([Gildan's 2024 Report to Shareholders](#), page 11).

ESG GOVERNANCE

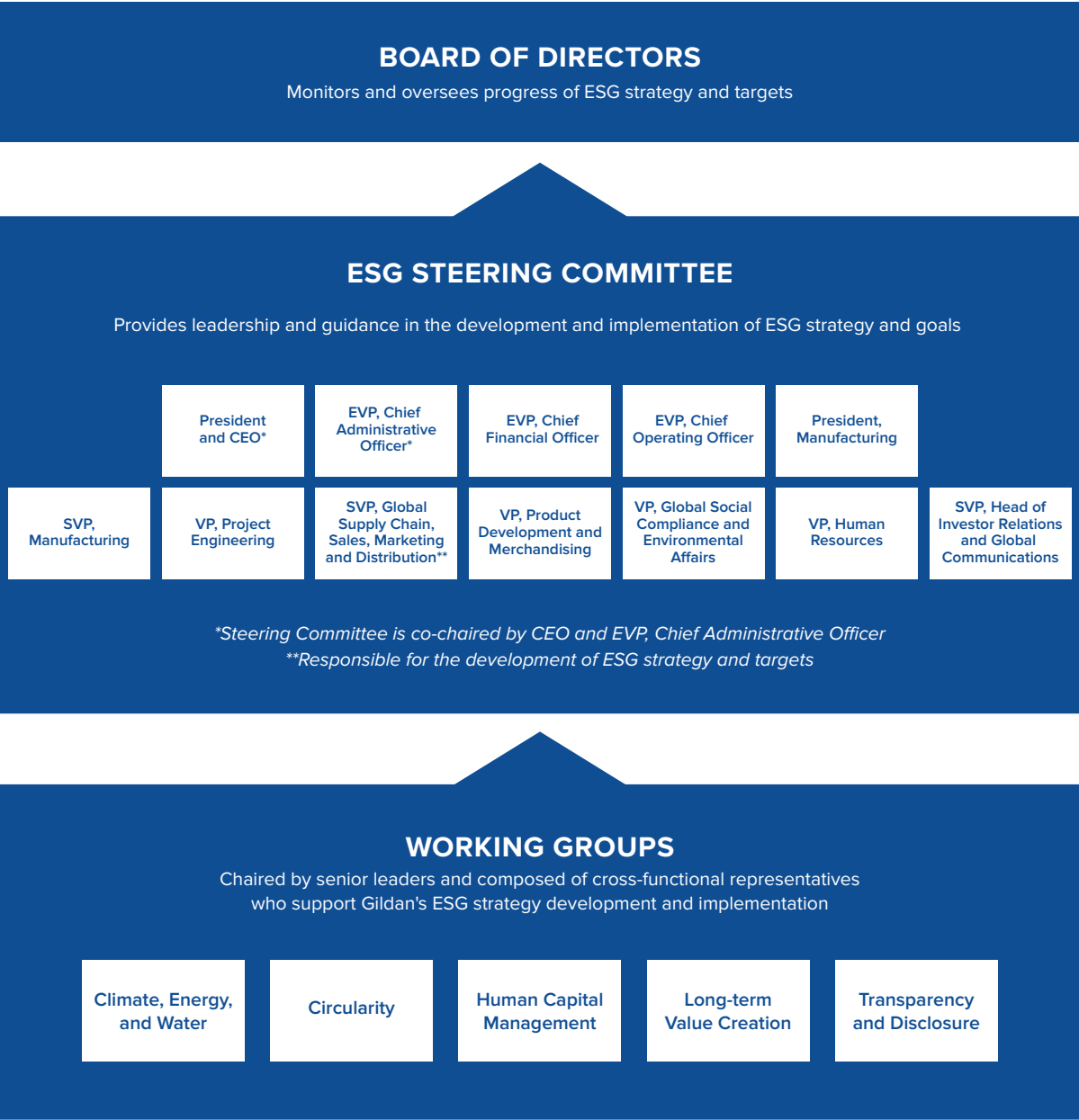
Our Board of Directors oversees the progress of our Next Generation ESG strategy and targets. The Corporate Governance and Social Responsibility Committee (Governance Committee) is responsible for overseeing our ESG policies and practices, including those relating to the environment, labour and human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

The Board receives a comprehensive report on ESG matters at each quarterly meeting that highlights key developments, issues, and risks. Our Senior Vice-President, Global Supply Chain, Sales, Marketing, and Distribution and our Vice-President, Global Social Compliance and Environmental Affairs also report on ESG performance metrics to the Governance Committee on a quarterly basis.

Our ESG Steering Committee is co-chaired by our President and Chief Executive Officer and our Executive Vice-President, Chief Administrative Officer, and comprised of executive and senior management. It is tasked with developing and overseeing the execution and monitoring of our Next Generation ESG strategy. Five working groups are chaired by senior leaders and made up of cross-functional representatives who support ESG strategy development and implementation. The ESG Steering Committee meets on a quarterly basis. As noted in our [2024 Management Information Circular](#), ESG is integrated into the Company's overall financial and operating performance with certain ESG targets directly linked to the Company's Sustainability Linked Loan and executive compensation:

- Climate Change: Our goal is to reduce Gildan's Scope 1 and Scope 2 GHG emissions by 30% by 2030, compared to a 2018 base year¹²
- Circularity: By 2027, we aim to ensure that 75% of Gildan's packaging and trims specific to apparel SKUs will contain recycled or sustainable materials, reflecting our dedication towards circularity and resource efficiency
- Diversity, Equity, and Inclusion: Our goal is to achieve gender parity at 40% for employees in director-level and above positions by 2027, emphasizing the focus on creating a diverse, equitable, and inclusive workplace

¹² 2018 absolute Scope 1 and Scope 2 (market-based) GHG emissions were 753,356 tCO₂e.



STAKEHOLDER ENGAGEMENT

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

ENVIRONMENT

SECTIONS

ENVIRONMENTAL STEWARDSHIP ▶

CLIMATE CHANGE AND ENERGY ▶

WATER MANAGEMENT ▶

CIRCULARITY ▶

BIODIVERSITY ▶



Risks from climate change and biodiversity loss are particularly acute for our sector, our supply chain, and many of the communities in which we operate. At Gildan, we are doing our part by working to reduce our GHG emissions, minimize waste, optimize resources, and reduce our overall impact on the planet.

ENVIRONMENTAL STEWARDSHIP

Gildan is finding innovative ways to address customer preferences for more sustainable apparel, while also reducing waste, increasing energy efficiency, and protecting the environment.

OUR APPROACH

Our [Global Environment and Energy \(GE&E\) Policy](#), [Restricted Substances Code of Practice \(RSCP\)](#), and Environmental Management System (EMS) govern our environmental stewardship across our operations. We conduct internal audits of Gildan-operated facilities based on environmental risk, at a minimum every two years. When we find instances of non-conformities or improvement opportunities, we work closely with the facility to identify the main reasons for the issue and establish a plan to bring the facility into compliance in a timely fashion.

Additionally, we ask suppliers that provide goods and services over a certain threshold about their practices aligned with our [Code of Conduct](#) through a questionnaire that includes environmental criteria. We conduct internal audits of finished product contractors against the environmental and social standards in our [Social & Sustainable Compliance Guidebook](#) as part of our monitoring program.

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ GLOBAL ENVIRONMENT AND ENERGY (GE&E) POLICY
- ▶ SOCIAL & SUSTAINABLE COMPLIANCE GUIDEBOOK
- ▶ 2024 PERFORMANCE



CLIMATE CHANGE AND ENERGY

We seek to identify and capitalize on climate-related opportunities while implementing risk mitigation to minimize negative impacts. This helps ensure our business is resilient in the long-run and can continue to be a reliable supplier for our customers.



¹³ In June 2023, Gildan received confirmation that the SBTi had validated our Scope 1 and Scope 2 GHG emissions target as well as our Scope 3 GHG emissions target.

OUR APPROACH

We are working to reduce our Scope 1 and 2 GHG emissions by investing in:




- Energy-efficiency projects and technologies
- Energy management information systems to monitor our energy use
- Low-carbon solutions such as biomass
- Renewable energy

We are also collaborating with our suppliers to reduce our Scope 3 GHG emissions (see [p.10](#)).

2024 HIGHLIGHTS

- Completed the installation of photovoltaic (PV) solar panels at one of our sites in Bangladesh, which are expected to supply 15% of the site's energy
- Completed our three-year Scope 3 GHG emissions supply chain engagement program
- Continued implementation of an energy management information system (EMIS) in Bangladesh; we anticipate beginning implementation of an EMIS in 2025 in the Dominican Republic
- Continued implementing operational efficiency projects across all manufacturing facilities

SCOPE 1 AND SCOPE 2 GHG EMISSIONS

Our total Scope 1 GHG emissions increased from 102,244 tCO₂e in 2023 to 126,920 tCO₂e . Our total Scope 2 GHG emissions (market-based) increased from 422,824 tCO₂e in 2023 to 499,723 tCO₂e . In absolute terms, this equals total Scope 1 and Scope 2 (market-based) GHG emissions of 626,644 tCO₂e  in 2024. While this represents an increase from 2023, it is a decrease from our 2018 base year of 753,356 tCO₂e.

Factors influencing our increase in emissions included higher production volumes compared to 2023 and the scale-up of production at our new manufacturing site in Bangladesh. Our increased Scope 1 emissions were driven by a 96% increase in diesel consumption over 2023 in Bangladesh due to reduced availability of natural gas in the region. The increase in our Scope 2 (market-based) emissions was mainly due to a 5% increase in the emissions factor from our private electricity supplier in Honduras.




SCOPE 3 GHG EMISSIONS

In 2024, we completed our three-year supply chain engagement program (see chart to the right). Looking ahead, we plan to develop a roadmap focused on decarbonization initiatives for our major suppliers with a focus on our raw materials and logistics suppliers, which account for about 80% of our total Scope 3 emissions.

LEARN MORE

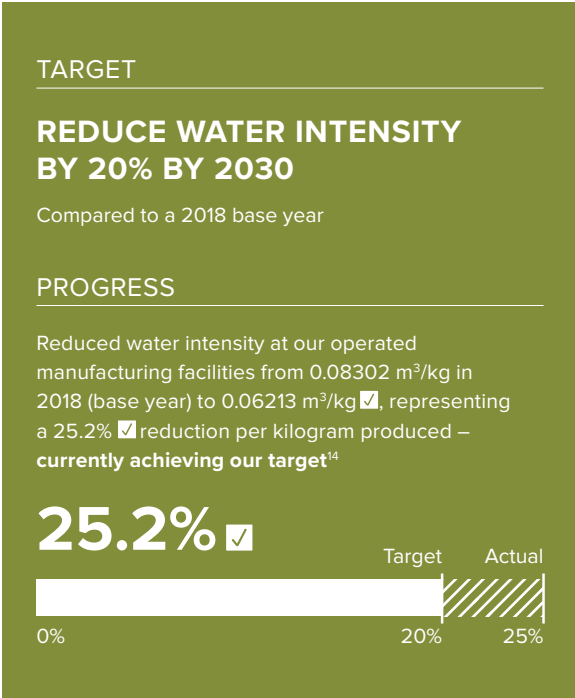
- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ GLOBAL ENVIRONMENT AND ENERGY (GE&E) POLICY
- ▶ SOCIAL & SUSTAINABLE COMPLIANCE GUIDEBOOK
- ▶ 2024 PERFORMANCE

SUPPLY CHAIN ENGAGEMENT THREE-YEAR PROJECT

	2022 PHASE 1	2023 PHASE 2	2024 PHASE 3
	109 key suppliers	117 key suppliers	114 key suppliers
	1 st survey deployed including questions on supplier maturity on climate matters	2 nd survey conducted including specific questions on GHG emissions and reporting Suppliers were assessed for knowledge on emissions and reporting	3 rd survey conducted including more specific questions on GHG emissions and reporting Reassessed supplier maturity level based on emissions impact rather than spend
	2 educational webinars conducted informing suppliers on accounting for Scope 1 & 2 emissions	Continued basic education by grouping suppliers into climate maturity tiers. More mature suppliers received a more in-depth training Microsite was launched as an early access portal for suppliers to view educational content	Continued educational webinars focused on decarbonization practices and renewable energy sources enhancing supplier capabilities to address decarbonization efforts

WATER MANAGEMENT

We seek innovative ways to minimize our water consumption and help ensure that the water we use is treated and returned to the environment in accordance with local regulations and Gildan standards.



¹⁴ We will continue to monitor any significant changes in the coming months that could affect trends due to operational variables (colour/style/mix).
¹⁵ While Gildan is not a signatory of ZDHC, in 2024, all our wastewater treatment facilities at our textile operations were tested under the ZDHC guidelines.
¹⁶ Reuse includes reusing unloading water in other processes.
¹⁷ The Aqueduct Water Risk Atlas is a tool for assessing water-related risks created by the World Resources Institute (WRI), an international environmental non-governmental organization.
¹⁸ Textile and hosiery facilities represent our most important water withdrawal.
¹⁹ The data on the Pigment Pure™ process are based on approximate comparisons with conventional reactive dyeing.

OUR APPROACH

We are continuously enhancing our water management practices. To reduce our water intensity, we leverage systems that allow us to integrate practices focused on reusing and recycling water while investing in water optimization projects. We also follow and comply with the Zero Discharge Hazardous Chemicals (ZDHC)¹⁵ Wastewater Program and our internal wastewater treatment operations manual at our textile, garment dyeing, and hosiery facilities.

Looking ahead, we intend to evaluate a broader water stewardship strategy based on water risks and comprehensive water-related targets to assess how to enhance our water use efficiency. This evaluation will help us further understand how we use water and the impact of our operations on the communities where we operate.

“Reducing water intensity means being smarter and more efficient with how we use water in all our operations. Whether it is in our production facilities or our offices, every drop counts. By investing in water optimization projects, we are not just reducing water waste, but also becoming more sustainable and responsible stewards of this precious resource.”

Rossana Gonzalez, Director, Corporate Environment

2024 HIGHLIGHTS

- At our garment dyeing facility in Honduras, we completed the introduction of a method to reuse our water in our dyeing process rather than sending it to our wastewater treatment process where it would be discharged
- Implemented a new innovative process that conserves resources at our textile facilities in Honduras, the Dominican Republic, and Bangladesh. Through 2024, it was used in 75.4% of our textile production, allowing us to save approximately 32,678 tonnes of steam and 327,961 m³ of water in Honduras and the Dominican Republic
- We scaled up the reuse¹⁶ of process water at our textile plants in Honduras and the Dominican Republic, saving approximately 88,881 m³ of water

CREATING APPAREL WITH LESS WATER AND ENERGY

Dyeing is a water-intensive process in apparel making. To make it less so, we have introduced Pigment Pure™. This proprietary dyeing process uses, on average, three times less water, consumes less energy, and has a quicker processing time versus other traditional dyeing processes.¹⁹ We use Pigment Pure™ to produce apparel for our Comfort Colors® lifestyle brand.

WATER USE

The majority of our water withdrawal in 2024 came from ground-water. See water withdrawal by source on [page 41](#).

Based on the Aqueduct Water Risk Atlas tool,¹⁷ we operate five facilities in Honduras that conduct water-intensive activities and are in a low-water stress region where the ratio of water demand to supply is less than 10%. Our textile facility in the Dominican Republic is in a low-medium water stress region, where the ratio of demand to supply is between 10-20%. Our two facilities in Bangladesh are in an extremely high water stress region, where the ratio of demand to supply is above 80%.

Country	Activity ¹⁸	Baseline Water Stress
Bangladesh	Textile	Extremely High (>80%)
Dominican Republic	Textile	Low-Medium (10-20%)
Honduras	Textile and hosiery	Low (<10%)

LEARN MORE

► GOVERNANCE AND MANAGEMENT APPROACH

► 2024 PERFORMANCE

CIRCULARITY

By embedding circularity into our product development and manufacturing operations, we tackle environmental concerns and foster innovation throughout our teams and processes.

OUR APPROACH

We seek to support circularity throughout the life cycle of our products; from the design and the materials we use, to our efforts to reduce the amount of waste that ends up in landfill through recycling and reuse.



TARGETS

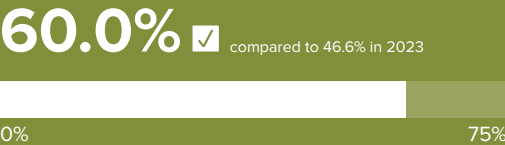
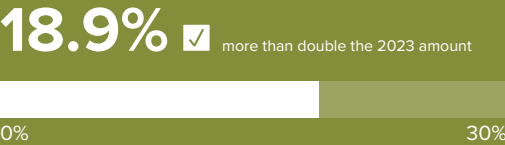
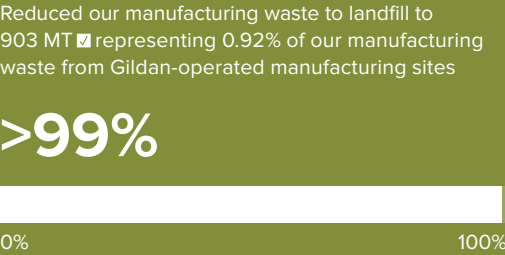
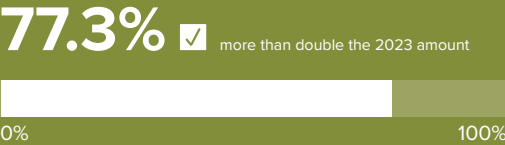
SOURCE 100% SUSTAINABLE COTTON²⁰ BY 2025

ZERO TOTAL MANUFACTURING WASTE TO LANDFILL BY 2027²¹

SOURCE 30% RECYCLED POLYESTER OR ALTERNATIVE FIBRE AND/OR YARNS BY 2027

75% RECYCLED AND SUSTAINABLE PACKAGING AND TRIMS BY 2027

PROGRESS



2024 HIGHLIGHTS

Design

- Continued use of 3D design technology within the product development process to reduce the creation of physical samples

Raw materials

- All of the recycled polyester that we source is certified through the [Global Recycled Standard](#), ensuring compliance with recognized recycling and environmental standards
- Began directly sourcing verified U.S. cotton²⁰ to manufacture yarn in Bangladesh

Waste from our operations

- Completed updating waste mapping at 96% of our manufacturing sites and began mapping at our distribution centres. We will use results to identify reduction opportunities and enhance the accuracy of our reporting
- Reduced 70% of poly bag consumption on our wholesale imprintables t-shirt packaging

End-of-life

- Explored more ways for people to recycle their apparel at end of use including through our GOLDTOE® brand partnership with TerraCycle, an international recycling leader. In 2024, over 190,000 used socks of all brands (equal to over 19,000 pounds of socks) were collected through the [GOLDTOE®-sponsored recycling program](#) at no direct cost to consumers. Once collected, TerraCycle recycles the socks into raw formats to be used by manufacturers to make new products

²⁰ We consider the following types of cotton to be sustainable: sustainable cotton provided through third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes. Sustainable cotton from third-party verified programs includes, for example, verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton.

²¹ Our preferred alternative methods of disposal include reusing/recycling, sending to third-party partners and energy recovery. See the ESG Performance Tables, [page 42-44](#).

FIBRE INNOVATION

We work internally and with external partners to increase the use of recycled materials in our apparel. This includes testing new yarn combinations with varying amounts of recycled polyester and cotton. Where these materials meet our global textile quality standards, including requirements for durability, print performance, and comfort, we expand their use across brands and styles. All recycled polyester inputs are certified by our direct vendors under the [Global Recycled Standard](#), and we verify recycled content in garment form by using third-party testing such as [TÜV SÜD](#).



LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ 2024 PERFORMANCE

In 2024, Gildan was one of 20 companies to sign a Memorandum of Understanding for Strengthening Circular Economy Actions in Honduras.

- 1 Partnering with scrap converters who collect post-consumer apparel and post-industrial textile material (scrap) for blending into recycled fibre
- 2 Working to identify supply chain partners to convert Gildan’s post-industrial cotton scrap into recycled cotton material
- 3 Working with partner converters who shred scrap into recycled fibre and spin yarn for Gildan’s use in Gildan products
- 4 Within our U.S. yarn facilities, combining recycled shoddy with virgin cotton and spinning into yarn. We are testing yarns with varying amounts of recycled and virgin materials
- 5 Converting yarns into new material such as fabrics, drawcords, pocket lining, hosiery, and hood lining. To become part of our apparel, material must meet our high-quality standards without sacrificing affordability

REPREVE® CHAMPIONS OF SUSTAINABILITY

In 2024, Gildan received the REPREEVE® Champions of Sustainability award once more, presented by Unifi Inc., one of the world’s innovators in recycled and synthetic yarns. This award recognizes Gildan as one of 90 global brands, textile, and retail partners that have committed to, and taken steps towards, fostering a more sustainable world.

Since the beginning of our partnership in 2017 with REPREEVE®, and with the help of REPREEVE®’s innovative performance fibres that incorporate recycled plastic, we have helped redirect 94 million plastic bottles from conventional waste streams.

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



BIODIVERSITY

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

OUR APPROACH

We carry out an environmental impact assessment at each Gildan-operated facility before initially starting operations to understand potential risks to wildlife and ecosystems and take steps to prevent or address any adverse impacts.

At facilities in rural areas of more than 10 hectares, we conduct a biotic assessment at least every two years to understand whether there are any locally threatened or endangered species included in the [International Union for Conservation of Nature \(IUCN\) Red List](#), migratory species, or native species impacted by our operations and the local natural environment in general.



In the Dominican Republic, Gildan employees from our Dortex, Las Americas 1, and San Isidro facilities participated in a local beach cleanup.

NATURE-BASED SOLUTION TO TREAT WASTEWATER AND PROTECT BIODIVERSITY

One way we aim to minimize our impact, as well as increase our positive impact (no net loss), on wildlife is through our Biotop wastewater treatment lagoon systems in the Dominican Republic and Honduras (Learn more about our Biotop systems on our corporate [website](#)). In 2024, we worked with an external consultant to conduct biodiversity assessments of both systems. In Honduras, we found 24% more bird species than in our 2023 assessment. The diversity index used to estimate the bird community's biodiversity resulted in a value of 5.38, which is classified as "high" biodiversity.²² All species identified in the 2024 study in Honduras were recorded as Least Concern on the IUCN Red List, with no threatened species or species requiring a conservation plan identified. The 2024 assessment of our Biotop in the Dominican Republic identified 8.3% more bird species than in our 2023 assessment. We identified one near-threatened species – Trachemys stejnegeri (Northern Slider).

²² The Margalef Diversity index was used to estimate the biodiversity of the bird community based on the numerical distribution of individuals of different species relative to the number of individuals in the analyzed sample. In this case, the values used were as follows: 46 bird species and 4,242 individuals (birds).



In Nicaragua, more than 400 employees from our San Marcos, Annic, and Chinandega facilities logged over 3,000 volunteering hours to plant 8,839 forest and fruit plants including cacao, creole lemons, and mangoes on local farms.

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ 2024 PERFORMANCE

SUPPORTING CONSERVATION OF CRITICAL WATER BASINS

While our water goal focuses on our own operations, we work with multiple organizations on various initiatives, some of which are summarized below.

DOMINICAN REPUBLIC

2024 marked year two of our three-year \$40,000 partnership with the Santo Domingo Water Fund (FASD) to support the conservation of the Ozama River Basin. Through our support and efforts by Gildan volunteers, the project seeks to increase forest cover and promote better agricultural practices along the densely inhabited basin. In the past two years, Gildan volunteers, along with other community volunteers, have planted more than 12,000 trees as part of the project.

Gildan also works with the Institute of Environmental Law to support the Eco-School Program. Through this collaboration, Gildan supports students across 12 schools as part of an International Environmental Awareness initiative. The program includes educational talks on solid waste management and reforestation, as well as the types and importance of endemic species. It also includes reforestation activities. During 2023 and 2024, more than 5,000 students, 400 teachers, and 1,300 community members and parents have participated.

HONDURAS

We are part of the Alliance for the Water Security of San Pedro Sula, which seeks to conserve water and support the integrated management of water basins within the Merendón Reserve Zone. The Merendón watershed supplies 80% of the water used by the city of San Pedro Sula.

For World Water Day, Gildan participated in Water for Peace and Development of Honduras Forum organized by the Ministry of Environmental Resources, Water for People, Global Water Partnership Central America, and the Alliance for Water Security of San Pedro Sula. Participants discussed integrated water resource management and access to drinking water and sanitation services.

For our work with local partners, see [page 26](#).

SOCIAL

SECTIONS

HUMAN RIGHTS AND ETHICAL
LABOUR PRACTICES ▶

EMPLOYEE WELL-BEING ▶

LEARNING AND DEVELOPMENT ▶

DIVERSITY, EQUITY, AND INCLUSION ▶

GLOBAL HEALTH AND SAFETY ▶

COMMUNITY ENGAGEMENT ▶



We embrace our responsibility to treat people with respect and dignity by striving to provide rewarding, safe, and healthy work environments. We strive to foster a company culture where employees are valued. We aim to create fair and equal opportunities for all. We expect the same of our suppliers. We also seek to positively impact socio-economic development in communities where we operate through job creation, charitable giving, partnerships, and employee volunteerism.

HUMAN RIGHTS AND ETHICAL LABOUR PRACTICES

We are committed to both respecting workers' rights and enforcing the fair and ethical treatment of all people who manufacture and distribute Gildan's products worldwide.

OUR APPROACH

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

We also expect our finished product contractors to operate in full alignment with our policies, procedures, and guidance related to human rights such as our Code of Conduct, Code of Ethics, and Social & Sustainable Compliance Guidebook.

2024 HIGHLIGHTS

- New employees in all Gildan locations received training on Gildan's Code of Conduct and Code of Ethics as part of their onboarding process
- 93% of employees in all Gildan-operated manufacturing locations received their annual Code of Conduct refresher training, which includes training on human rights and how to report suspected violations
- 88% of our finished product contractors completed their annual Code of Conduct refresher training
- Completed the roll-out of the Open Worker Line (OWL) app at 75% of Gildan-operated manufacturing facilities (early 2025)
- In Bangladesh, we successfully completed a social compliance assessment from Better Work.²³ This initiative reviews compliance with international and national labour laws. Our Gildan-operated facilities in Nicaragua and our finished contractor facility in Haiti were previously also assessed by Better Work
- Continued to roll out capacity-building sessions and social compliance audits in Bangladesh to strengthen supply chain traceability and improve human rights and workers' well-being

REPORTING SUSPECTED HUMAN RIGHTS VIOLATIONS

In early 2025, we completed the roll-out of the Open Worker Line (OWL) app at 75% of Gildan-operated manufacturing facilities. Through OWL, workers can anonymously report concerns, grievances, or complaints, as well as provide any supporting evidence, via their smartphone. Human Resources receives immediate notification. The issue submitted is then analyzed and assessed for its level of severity, remediated, and closed.

“ At Gildan, our ESG practices are firmly anchored in our unwavering commitment to upholding the human rights of our employees. This includes ensuring that grievance mechanisms are effective in the remediation of any potential or actual human rights impacts. The OWL app supports this commitment, as well as the well-being and welfare of our employees.”

German Reyes, Director, Social Compliance

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ GLOBAL HUMAN RIGHTS POLICY
- ▶ CODE OF CONDUCT
- ▶ CODE OF ETHICS
- ▶ SOCIAL & SUSTAINABLE COMPLIANCE GUIDEBOOK
- ▶ RESPONSIBLE PRODUCTION AND SOURCING POLICY
- ▶ GLOBAL ANTI-HARASSMENT, ANTI-DISCRIMINATION, AND ANTI-VIOLENCE POLICY
- ▶ 2024 PERFORMANCE

²³ Better Work is a joint initiative by the International Labour Organization (ILO) and the International Finance Corporation (IFC) that aims to improve working conditions and promote competitiveness in global supply chains.

LIVING WAGE

We strive to meet or exceed local requirements with respect to total compensation globally. This compensation includes legally established salaries, as well as cash and in-kind benefits.²⁴

OUR APPROACH

As stated in our [Code of Conduct](#), Gildan provides its employees with the legal minimum wage or the prevailing industry wage in the countries where it operates, whichever is higher. Gildan complies with all applicable legal requirements on wages, and provides all fringe benefits required by law, contract, or as established in applicable collective bargaining agreements.

In 2024, we reviewed our living wage definition to align with the Fair Labor Association's and Global Living Wage Coalition's definition. We have updated [Our Approach To Wages](#) statement to reflect this living wage definition and to outline additional efforts we are taking.

2024 HIGHLIGHTS

- Concluded an agreement for a pilot that will begin in 2025 with Wise Responder. The project, which will take place in three Gildan-operated facilities in Honduras, Nicaragua, and the Dominican Republic, will review compensation practices using Wise Responder's Poverty Zero Index
- Participated in several industry groups to support living wage efforts, including the Fair Compensation Dashboard Taskforce and a pilot project related to the Fair Labor Association's Factory List
- Collaborated in the Anker Research Institute's In-Kind Benefits Advisory Committee to support the analysis and review process of guidelines for valuing in-kind benefits across different sectors

LEARN MORE

- ▶ [GOVERNANCE AND MANAGEMENT APPROACH](#)
- ▶ [OUR APPROACH TO WAGES](#)
- ▶ [2024 PERFORMANCE](#)



²⁴ Examples of in-kind benefits that we offer in select countries include free on-site medical clinics, vaccinations and medicine programs, parental leave, financial assistance, subsidized meals, and free transportation.

MODERN SLAVERY

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

OUR APPROACH

Our [Modern Slavery Report](#) affirms our commitment and details our approach to identifying and eradicating modern slavery in all its forms from our supply chains and operations. We take measures to identify, prevent, and mitigate the risk of human rights violations in both our own vertically integrated operations and in the operations of our finished product contractors. We employ robust due diligence measures, particularly when sourcing cotton from outside the United States.

If a non-compliance with Gildan’s policies against modern slavery occurs in Gildan-operated or finished product contractor facilities, Gildan will take immediate action to mitigate, address, and resolve the matter within the shortest possible timeframe.

If such non-compliance is not promptly and satisfactorily remediated, with assurance of nonrecurrence, Gildan will consider taking further action, including, but not limited to, termination of contractual relationship and/or notification to law enforcement agencies.

2024 HIGHLIGHTS

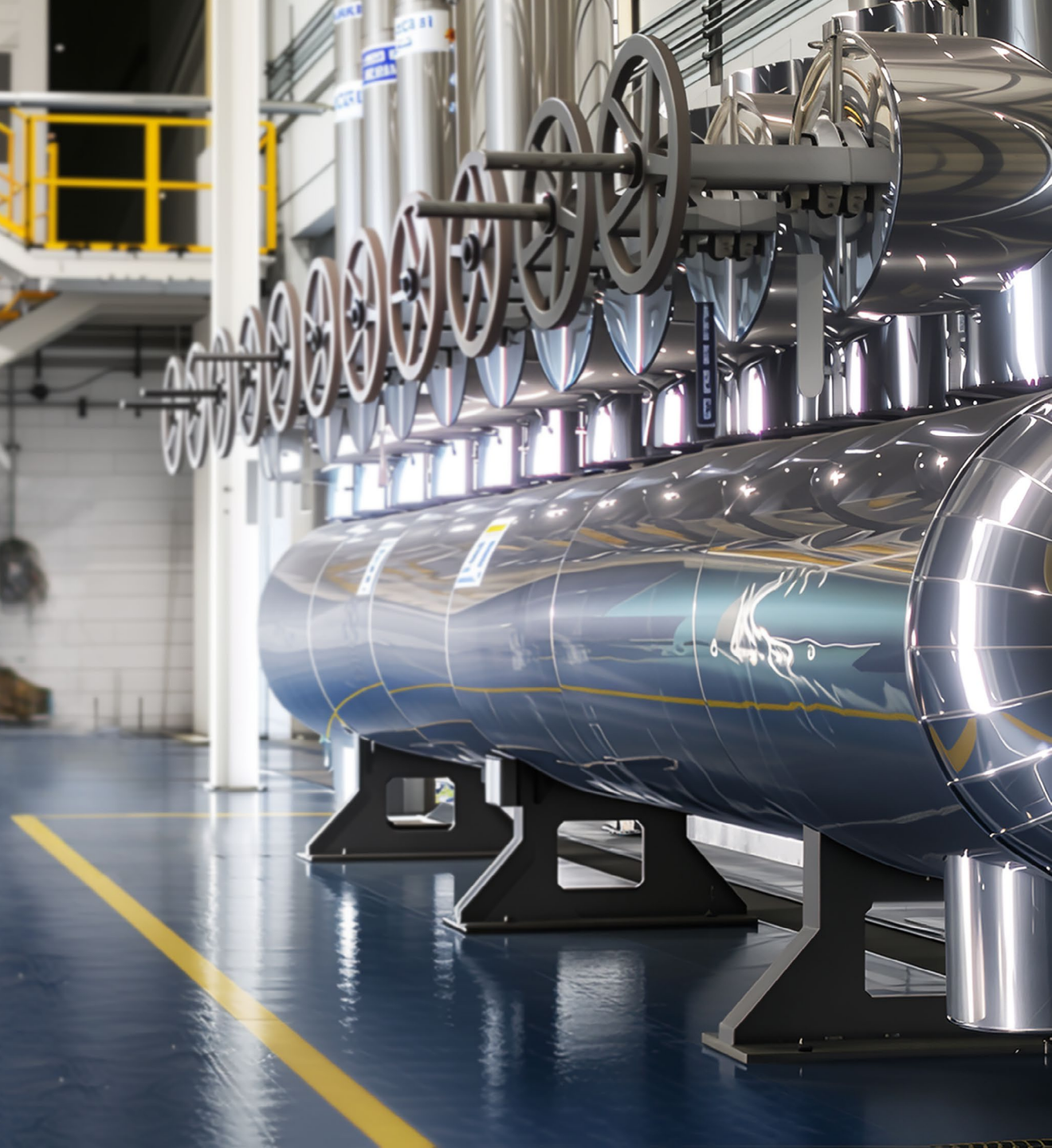
- Incurred no incidents of child labour in Gildan-operated or our finished product contractor facilities
- Incurred no incidents of young workers exposed to hazardous work in Gildan-operated or our finished product contractor facilities
- Identified two forced labour findings related to work shifts in one Gildan-operated facility in the Dominican Republic, which are in the process of being remediated at the time of this Report
- Identified one forced labour non-compliance related to overtime hours in a finished product contractor facility, which has been remediated
- Updated our annual compliance training to include modern slavery
- Had zero social or economic fines or sanctions under the ILO 169 Convention on Indigenous and Tribal Peoples
- 100% of our finished product contractors reported that they have not employed migrant workers in their operations through our annual migrant worker survey

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ MODERN SLAVERY REPORT
- ▶ SOCIAL & SUSTAINABLE COMPLIANCE GUIDEBOOK
- ▶ 2024 PERFORMANCE

COTTON SUPPLY CHAIN

To mitigate risks associated with modern slavery and other human rights violations, Gildan engages in additional risk-based supply chain tracing for all cotton sourced internationally. Learn more in our [Modern Slavery Report](#).



RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We consider upholding freedom of association and the right to organize and bargain collectively a fundamental human right of our workers and those of our suppliers.

OUR APPROACH

Gildan respects employees' rights to form or join any organization or association of their choosing, including unions, and to engage in collective bargaining with us. We have a no-tolerance policy regarding intimidation or attacks on union representatives or individuals considered as human rights defenders.

At the end of 2024, approximately 54% of our employees globally were covered by a collective bargaining agreement established between unions and corresponding facilities.

2024 HIGHLIGHTS

- Completed collective bargaining negotiations at two sewing facilities in Honduras, resulting in wage increases, and one in Nicaragua that increased the value of Christmas baskets and food vouchers
- Continued to provide both in-person and virtual refresher training on freedom of association and collective bargaining agreements through our annual Code of Conduct training at Gildan-operated and finished product contractor facilities globally
- Conducted a freedom of association and collective bargaining agreement training for our plant managers and vice-presidents in Honduras and Nicaragua

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ 2024 PERFORMANCE



EMPLOYEE WELL-BEING

We want our employees and their families to be the best they can be – and we are committed to helping them get there. Investing in the well-being of our employees means a more engaged, dedicated, and stable workforce, and it reinforces Gildan as an employer of choice in the regions where we operate.

OUR APPROACH

We offer a range of benefits and resources to eligible employees worldwide that support their and their families’ physical, mental, and financial well-being.

Supporting access to healthcare

Outside of the U.S., many of our manufacturing facilities operate in areas without convenient access to high-quality health services. To support access to care, we operate fully equipped medical clinics at our manufacturing facilities in Bangladesh, the Dominican Republic, Honduras, and Nicaragua. Employees can visit the clinics for medical appointments, preventative services, screenings, and vaccinations, at no cost.

In 2024, two of our clinics in Honduras were recognized for their outstanding health initiatives by the Honduran Social Security Institute. This recognition places both clinics within the top ten health clinics nationwide.

In addition to our on-site health clinics, in Honduras, we organize annual health fairs where employees and their families can receive free medical services from healthcare professionals in gynaecology, pediatrics, urology, dermatology, ophthalmology, cardiology, and dentistry. In 2024, we also provided information on dengue prevention, a critical health risk for people living in this region.

PROVIDING HELP IN TIMES OF NEED

In August 2024, Bangladesh faced severe flooding – the worst in decades in many areas. Several of our employees and their families were impacted. To support them, Gildan donated home goods to help replace some of what they had lost.

“At Gildan, we believe in standing by our employees during challenging times and adversity and fostering a strong sense of community.”

Mohammad Shahidul Islam, Distribution Centre Leader

ADDRESSING DOMESTIC VIOLENCE

Graduates of our Empodera program with World Vision in Honduras, Nicaragua, and the Dominican Republic received training to help identify fellow employees who may be victims of domestic or gender-based violence and refer them to support.

In the Dominican Republic, we also trained our on-site medical personnel to assist employees who may be living with domestic or gender-based violence. We also hosted the Living without Violence Campaign with the Ministry of Women of the Dominican Republic in observance of the International Day for the Elimination of Violence against Women.

>6,500

PEOPLE ATTENDED HEALTH FAIRS AT THREE OF OUR FACILITIES IN HONDURAS IN 2024

“Activities such as this are vital to Gildan because they enhance the physical and emotional well-being of our employees and foster a healthier, more motivated, and committed workplace. This event was also made possible thanks to collaboration with the unions. Together, we created a space where employees benefited from essential healthcare services while feeling supported by a company that listens and responds to their needs.”

Laura Aguilar, Senior Manager, Human Resources



ADDRESSING MENTAL HEALTH

We provide resources and support such as employee assistance programs to help employees manage stress, anxiety, and overall mental health. In addition, our facilities hold special events to support local needs. Here are some examples from 2024.

Australia	All new employees were trained and received accreditation as part of our Skilled Mental Health program. The program teaches skills to identify early signs of mental health issues.
Dominican Republic	<p>Conducted a survey to assess the psychosocial issues facing our employees. Based on results, we hosted talks on emotional management, microaggressions, stress management, and gender violence prevention.</p> <p>>10,600 hours dedicated to mental health education, including direct consultations and group therapy available to all employees.</p>
Honduras	Offered the Family Rescue program through which employees have access to weekly mental health counselling sessions.
United States	Partnered with the National Alliance on Mental Health (NAMI) to host an on-site mental health awareness event.

PROMOTING FINANCIAL WELL-BEING

In addition to competitive compensation, we offer resources and host events to help our employees manage their finances. Here are highlights from 2024.

- **Bangladesh:** Concluded our 18-month Financial Literacy program with World Vision Bangladesh. The initiative trained over 1,000 of our female employees, along with their spouses, in financial management skills
- **Honduras:** Created alliances with local businesses to provide our employees with savings opportunities through discounts on purchases and services
- **Nicaragua:** Nearly 1,000 women participated in workshops to strengthen their financial expertise
- **United States and Barbados:** Sponsored financial well-being seminars for our employees

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ 2024 PERFORMANCE



At the closing ceremony of our Financial Literacy program in Bangladesh, couples shared their inspiring journeys and the benefits they gained. The program led to a significant increase in the number of women opening bank accounts, boosting savings rates, and promoting family budgeting practices.

LEARNING AND DEVELOPMENT

Lifelong learning is essential to unlocking our employees’ full potential. We help our employees prepare for the future by enabling them to build the skills and expertise needed to succeed.

OUR APPROACH

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

2024 HIGHLIGHTS

- Over 3.9 million training hours provided to employees worldwide
- Updated our flagship program Leading the Gildan Way for first-time managers, adding new content and development activities to help managers lead
- Introduced Elevate your Team Performance training for managers globally
- Launched My Leadership Journey, a learning curriculum based on our core competencies and structured by proficiency level. More than 700 employees completed courses
- Developed a global mentoring program with senior leaders and graduates of our leadership programs that will launch in 2025
- Launched a mentorship program in Honduras and Nicaragua to support leadership development
- Introduced a development program in the Dominican Republic to prepare operations employees for roles as supervisors
- Held our first Lean Six Sigma Academy programs in Bangladesh and at our distribution centre in the U.S. Employees completed the four-month training, implementing Kaizens. The training helped participants build their skills in problem-solving, statistical analysis, and process control

SUPPORTING WOMEN IN TRADES

Vikiana De La Cruz Serverino completed Gildan-supported training to move into her role as an electronic technician at Gildan in the Dominican Republic.

“I am proud because the role has a lot of responsibilities and has historically been held by men. By taking on this role, I am empowering myself and the women around me to expand their opportunities.”

Vikiana De La Cruz Serverino



LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ 2024 PERFORMANCE

DIVERSITY, EQUITY, AND INCLUSION

At Gildan, we believe that prioritizing the inclusion of different backgrounds, experiences, and perspectives fosters a culture of innovation and belonging, where everyone has an equitable opportunity to thrive.

TARGET

ACHIEVE GENDER PARITY FOR THE COLLECTIVE GROUP OF EMPLOYEES REPRESENTING DIRECTOR-LEVEL AND ABOVE POSITIONS BY 2027

PROGRESS

32.3%  GENDER PARITY for the collective group of employees representing director-level and above positions

OUR APPROACH

We support diversity, equity, and inclusion in our workforce through targeted talent acquisition, talent management, training and development, and retention strategies. We embrace the differences that each employee brings to the Company, including gender, gender identity and expression, ethnicity, race, nationality, religion, sexual orientation, socio-economic status, physical ability, age, language, political affiliation, family or marital status, veteran status, experience, education, and perspective.

What we do:

- Apply a strategic approach to increase diverse representation and equity throughout the Company
- Create and strive to improve our inclusive culture to promote a sense of belonging among all employees
- Ensure transparency, visibility, and accountability throughout Gildan

2024 HIGHLIGHTS

- Maintained gender parity levels within our global workforce, which is made up of 43% women and 57% men
- Gender breakdown of permanent employees for each geographical region (North America, Central America, the Caribbean, and Asia) ranged from 39–61% parity range
- Earned the UN's Gold Gender Equality Seal at our operations in the Dominican Republic for the second consecutive year with the Ministry of Women Affairs
- Certified at the Silver level by the Women in Governance for the 2024 Parity Certification program in the U.S. and Canada
- Signed an agreement with World Vision to implement a women's empowerment program in Honduras, Nicaragua, and the Dominican Republic
- Introduced Authentic Connections, an online employee communications series on engagement and inclusion
- Created a Global Inclusion email inbox for employees to ask questions or request resources related to diversity, equity, and inclusion

SUPPORTING CAREER DEVELOPMENT FOR WOMEN

We support various programs for women throughout Gildan to develop their skills, build confidence, and create a pathway for advancement. For example, Gildan's Women in Leadership program – Ignite Your Impact – brings together women at the manager-level and above for hands-on training, development assignments, and networking opportunities with Gildan executives and Board members. Since the launch of this six-month program in 2021, 80 women from six countries have participated. In total, 46% have been promoted or offered lateral moves into new positions at Gildan after completing the program.

ENCOURAGING INCLUSIVE COMMUNICATIONS

In the Dominican Republic, to create a more inclusive environment for employees with deafness, Gildan includes interpreters at quarterly meetings, as well as during audits and medical situations. We also offer sign language training for our hearing employees. Through 2024, nearly 90 employees have completed training. Read more about [Gildan's Sign Language Program](#).

MARKING CANADA'S INDIGENOUS HISTORY

To honour National Truth and Reconciliation Day in Canada, and to contribute to building awareness and dismantling biases surrounding First Nations and Indigenous Peoples, we hosted a workshop with Yann Allard-Tremblay, Assistant Professor of Political Science at McGill University and a member of the Huron-Wendat First Nation. The session focused on the importance of Land Acknowledgements – their significance and how to use them respectfully in both personal and professional settings.



To celebrate International Men's Day, we hosted a global webinar on men's well-being, mental health, physical health, and social issues including the importance of breaking down stigmas around vulnerability.



For International Women's Day, we held a week of events that included workshops, online trainings, panels with female leaders, and other activities.

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ GLOBAL DIVERSITY, EQUITY, AND INCLUSION POLICY
- ▶ GLOBAL ANTI-HARASSMENT, ANTI-DISCRIMINATION, AND ANTI-VIOLENCE POLICY
- ▶ 2024 PERFORMANCE

GLOBAL HEALTH AND SAFETY

We view health and safety through the lens of prevention and zero harm, for both our employees and the employees of our contractors.

TARGET

ATTAIN ISO 45001²⁵ CERTIFICATION AT ALL COMPANY-OPERATED FACILITIES BY 2028

PROGRESS

2 additional facilities attained certifications related to ISO 45001,

BRINGING THE TOTAL NUMBER TO 5


By achieving ISO 45001 certification across our operations, we aim to enhance and build on our efforts to reduce occupational injuries and diseases, and improve and protect the general wellness of our employees.

OUR APPROACH

Our [Global Health and Safety Policy](#) guides our actions across our operations worldwide. It includes:

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

2024 PERFORMANCE

- Our Lost-time Injury Rate (LTIR) increased for employees (cases per 200,000 hours worked) from 0.10 in 2023 to 0.12  in 2024. However, it remained below our 2020 baseline of 0.13. Our employee severity rate also increased from 2.17 in 2023 to 2.31 in 2024. However, it remained lower than our 2020 baseline of 4.01. These results were driven by an increase in recordable incidents attributed to heat-related issues in Bangladesh and hand injuries at our textile facilities in Rio Nance, Honduras, related to the handling of equipment and tools. In Bangladesh, we have implemented

a heat protocol that requires daily temperature monitoring with additional breaks provided and a pause in operations when the heat index rises above certain levels. To mitigate the increase in hand injuries, we trained over 300 supervisors at our Rio Nance facility on safety leadership, hazard identification, and safety controls

- Achieved two additional certifications related to ISO 45001 – at our Chinandega sewing facility in Nicaragua and at our Dortex textile facility in the Dominican Republic. This brings the total number of our facilities that have received certification to five (following the certification of three Gildan sewing facilities in 2023 in the Dominican Republic). Facilities in other regions are continuing the implementation of ISO 45001 system and operational requirements to achieve certification
- Launched a three-part global ergonomics program based on our new Global Ergonomic Guidelines. Through site-based ergonomics committees, employees receive health awareness and relaxation and exercise breaks to help prevent musculoskeletal injuries
- Rolled out a Near Miss program to encourage employees to report near-miss incidents across Gildan-operated facilities globally
- Continued to introduce visible felt leadership (VFL)²⁶ with 204 senior leaders and people managers in Nicaragua and Honduras now trained in the concept

CELEBRATING A MILESTONE

In November 2024, our distribution centre in Charleston, S.C., achieved two years without a lost-time accident. This represented 730 days – over 1 million working hours – of ensuring our facility remains a safe place to work. This reflects the hard work and dedication of our employees who, through activities such as our Safety Shields program and Safety Committee meetings, are encouraged and empowered to take an active role in the safety of both their jobs and their workplace.

WORLD SAFETY DAY

Over 2,900 employees from Gildan-operated facilities in Bangladesh participated in World Safety Day. Activities promoted safe manual lifting, the use of closed shoes, machine safety, and forklift and pedestrian safety.

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ GLOBAL HEALTH AND SAFETY POLICY
- ▶ 2024 PERFORMANCE

²⁵ ISO 45001 is an international standard for occupational health and safety management systems.
²⁶ VFL is based on the concept of leadership that is visible to every employee and is felt by them to be genuine.

COMMUNITY ENGAGEMENT

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

TARGET

INCREASE ANNUAL CONTRIBUTIONS TO AN AMOUNT EQUAL TO 1% OF THE COMPANY’S PRE-TAX EARNINGS²⁷ BY 2026

PROGRESS

0.47%



OUR APPROACH

In collaboration with local Gildan teams, we focus most of our community investment dollars in three core areas, as well as to support disaster relief efforts:

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

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

2024 HIGHLIGHTS

- Allocated more than \$2.8 million 🌟 to community investment
- Gildan employees logged 38,918 hours of volunteer time



QUALITY EDUCATION

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

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

Here are select examples of our various partnerships in 2024:

Bangladesh: Signed a three-year, \$150,000 agreement with World Vision Bangladesh to implement the Empowering Next Generation project. It aims to improve literacy rates among children ages 9-11 years of garment workers in Savar, engage communities in supporting children’s education, and strengthen skills of local educators and other stakeholders to sustain the program.

Honduras: Continued to work with [World Vision Honduras](#) as part of the Childhood Education and Transformation program Phase



IV in the cities of Choloma, Villanueva, and Quimistán. Since the two-year agreement was signed in 2023, the program has:

- Helped 29 schools develop contingency and risk reduction plans
- Trained parents and caregivers of 3,447 children on positive parenting and 586 people on disaster risk management
- Reached 7,763 children through disaster risk reduction initiatives and 2,000 parents and leaders in risk management and mitigation initiatives
- Provided food nutrition education to 1,200 children

Gildan provided additional support for school equipment and infrastructure projects estimated to benefit more than 10,000 children. To date, we have contributed over \$800,000 through the four phases of the program.

U.S.: Extended our partnership with the South Carolina Aquarium through a \$25,000 grant to support the Aquarium’s educational programs. Our 2023 contribution helped the Aquarium reach 5,621 students and 501 teachers across the state. With our 2024 funding, the Aquarium aims to provide core standards-based science, technology, engineering, and mathematics (STEM) education programs about Earth’s ecosystem, natural habitats, marine life, and conservation to more than 6,500 students kindergarten through 12th grade in South Carolina.

²⁷ Evaluated on the basis of adjusted net earnings, which is a non-GAAP financial measure. See "About non-GAAP financial measures" on [page 32](#).



During the celebration of World Vision's 50th anniversary in Honduras, Gildan received recognition as an outstanding strategic partner for its social commitment and contribution to sustainable development in the country.

GOOD HEALTH AND WELL-BEING



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

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

Here are select examples of our various activities in 2024:

Australia: Partnered with the National Breast Cancer Foundation on a fundraising campaign during October Breast Cancer Awareness Month. For every product sold across our portfolio in Australia, Gildan contributed 5 cents to the Foundation, which supports breast cancer research.

Barbados: Supported the Barbados Cancer Society's Walk for the Cure by donating 14,960 t-shirts and printing artwork for the initiative.

Canada: Through a three-year, \$150,000 partnership with Fitspirit, we are fostering the mental health, personal development, and leadership skills of teenage girls in Montreal through physical activity.

Honduras: Following our 2023 donation of pediatric surgery equipment to the Honduran Pediatric Association-Sula Valley Chapter, 1,369 medical services have been provided to children at the Mario Catarino Rivas Hospital, the second largest public hospital in the country.

Nicaragua: Donated a high-performance laboratory refrigerator to store medicines for chemotherapy and equipment for biopsies to the Nicaraguan Commission for Aid to Children with Cancer. Valued at \$17,000, this equipment is meant to support faster diagnosis and more effective treatment of children.

Bangladesh: In collaboration with SAJIDA Foundation, Gildan committed \$45,000 towards a flood response initiative in Feni, Noakhali, Cumilla, and Laxmipur—areas affected by the 2024 floods. With Gildan's support, 200 households will gain access to improved water, sanitation, and hygiene facilities, while 615 households will receive agricultural inputs and income-generation assistance, helping families rebuild their livelihoods and enhance their resilience against climate disasters.



RESOURCES PROTECTION



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

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

Here are select examples of our various partnerships in 2024:

Dominican Republic: Signed a \$100,000 agreement with the Asociación Dominicana de Planificación Familiar to support the Youth Participation for a Protected Environment and Healthy Community project. This project seeks to raise awareness among youth in San Luis of health and environmental issues and help them lead community initiatives to preserve public spaces and the San Luis Ecological Park.

Nicaragua: Continued to support the Sow to Harvest program for an eighth year. Since 2016, we have planted 45,645 forest plants on over 23 hectares in Rivas, Carazo, and Chinandega.

To learn how we protect environmental resources through other partnerships, see [page 14](#).

GILDAN EMPLOYEES GIVE BACK

Through our employee volunteering program, Respect in Action, we encourage employees to give back to their local communities.

In 2024, we held our inaugural Global Employee Volunteer Month during which 663 Gildan employees volunteered 3,776 hours supporting education, the environment, and other areas aligned with the Company's [Community Investment Policy](#).

Below are select examples from 2024:

Australia: Packed care kits with clothing that were distributed to charities and nonprofit organizations that serve people in need.

Bangladesh: Provided over 500 students with school supplies, hygiene packs, first-aid kits, and other necessities.

Barbados: Assisted with the painting and refurbishment of a multipurpose community court for basketball, volleyball, and netball, along with the beautifications to create a clean and safe space for recreation and relaxation.

Canada: Helped create home libraries for children from low-income and historically excluded communities by assembling book bags and writing inspirational notes.

Dominican Republic: Distributed kits with school supplies to help over 3,500 students prepare for the school year.

Honduras: Led games and contests around environmental topics for nearly 100 students.

Singapore: Sorted and packed food donations at a local food bank to support families in need and reduce food waste.

U.S.: Packed and distributed backpacks with school supplies to local schools, supporting over 2,200 students.

For more information on how Gildan employees volunteer to support biodiversity in our local communities, see [page 14](#).



LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ COMMUNITY INVESTMENT POLICY
- ▶ 2024 PERFORMANCE

HELPING IN TIMES OF DISASTER

During 2024, Gildan responded to help those impacted by natural disasters.

U.S.: Donated nearly \$200,000 worth of apparel to help those impacted by Hurricane Helene – \$92,387 through our Charleston facility and an additional \$106,862 to raise funds for nonprofits at a benefit concert. Gildan also donated apparel worth \$18,000 to Sharing and Caring of Benton County, Arkansas, to support those impacted by severe weather and tornadoes.

Honduras: Gildan donated 219,288 items of apparel to the Secretary of Social Development and the Solidarity Action Program to cover basic clothing needs of the most vulnerable populations countrywide. Through this donation, we also supported families affected by Tropical Storm Sara. Gildan also donated hygiene kits, sleeping pads, and food valued at \$8,731 to support those affected by floods in Honduras during the month of November.



In the wake of Hurricane Helene, Gildan employees in Charleston, S.C., worked quickly, filling a container with 43,000 items including socks, fleece, underwear, and t-shirts. Employees also collected and delivered essential items like water, diapers, and non-perishable food.

GOVERNANCE

SECTIONS

CORPORATE GOVERNANCE ▶

ETHICS AND INTEGRITY STANDARDS ▶

DATA PRIVACY AND CYBERSECURITY ▶



Good corporate governance provides the framework to manage our business and carry out our responsibilities for the short- and long-term benefit of our shareholders, employees, and communities.

CORPORATE GOVERNANCE

Our Board of Directors helps ensure effective oversight of the Company’s management. As of December 31st, 2024, seven out of eight Gildan Board members were independent.²⁸ The only non-independent director is Gildan’s President and CEO, Glenn J. Chamandy.

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

The Governance committee reviews and monitors the implementation of the [Board Diversity Policy](#) and reports the results to the Board annually. In April 2022, the Board committed to achieving at least 30% women representation on the Board by our 2023 annual meeting of shareholders. This commitment is further to the Board’s prior stated objective in 2021 to have at least 30% representation of persons who self-identify as women, visible minorities, Aboriginal peoples (First Nations, Inuit, and Métis), and/or persons with disabilities, as well as to have representation on the Board of at least one racially/ethnically diverse director.

The Board has confirmed again in 2025 its commitment to these targets and initiated a director recruitment process taking into account its diversity targets among other criteria, including considering an increase to the Board’s size over time, in order to broaden its diversity attributes and enhance its overall skillset. The Board has specifically committed to achieving the appointment of at least one racially or ethnically diverse member of the Board at or prior to the Company’s 2026 annual shareholders’ meeting. As of December 31st, 2024, the Board achieved 25% female representation with a total of two directors out of the eight directors who self-identified as women in accordance with the Canadian Employment Equity Act.²⁸

²⁸ As of April 30th, 2025, three (37.5%) out of eight directors are women.

The Governance Committee reviews the composition, skills, and diversity of the Board to identify gaps and target specific expertise to enhance the Board’s composition and the breadth and depth of expertise. Please see our [2024 Management Information Circular](#) for our director skills matrix.

Best practices in corporate governance reflected by our Board include:

- Directors may serve on a maximum of four public company boards
- Only independent directors serve on Board committees
- Annual election of directors (no staggered terms)
- Directors elected individually in non-contested elections (no slate voting)
- Board tenure and term limits (15 years of service or age 75, whichever occurs earlier)
- Private sessions of independent directors at all Board and committee meetings
- Proactive engagement and collaboration with shareholders and other stakeholders
- Strong Board education, as well as new director onboarding

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

LEARN MORE

- ▶ [CORPORATE GOVERNANCE](#)
- ▶ [BOARD STATISTICS](#)

EXECUTIVE COMPENSATION

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

Since 2022, a portion of the executive short-term incentive program is tied to the advancements of ESG targets to create greater alignment between executive compensation and shareholder interest. Gildan’s ESG goals represent 25% of their strategic performance assessment. Further information on executive compensation can be found in our [2024 Management Information Circular](#).

RISK MANAGEMENT

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

Our Board of Directors oversees our risk governance framework, which lays out specific policies and processes for the continuous assessment of risks to our business. These include risks related to operations, finances, compliance, cybersecurity, strategy, and the environment, including climate change, as well as geopolitical, macro-economic, social, and human rights risks.

For information on the risks we have identified and the actions we are taking to mitigate them, see our [2024 Report to Shareholders](#) and [2022 Climate Change Disclosure Report](#).



ETHICS AND INTEGRITY STANDARDS

We are committed to maintaining high ethical standards in all our operations and business practices worldwide.

OUR APPROACH

Our [Code of Ethics](#) and [Code of Conduct](#) guide our employees in making decisions that are consistent with Gildan's core values and guiding principles. All new employees are asked to read, acknowledge, and certify that they will comply with both when they join Gildan. Employees in supervisory positions or in non-supervisory positions with job functions that require an especially high standard of compliance must complete an annual certification process for our Code of Ethics.

Our [Anti-Corruption Policy and Compliance Program](#) outlines our policy against bribery and all other forms of prohibited payments, including facilitation payments.

Reporting violations and grievances

Employees can report concerns by calling the [Ethics and Compliance Hotline](#) using a local toll-free number or by submitting a report online. The service is available in the local language of each country where we operate. This information will be kept confidential, consistent with the need to conduct an adequate investigation and to the fullest extent of the law.

In addition, workers at most of Gildan-operated facilities can report concerns, grievances, or complaints through suggestion boxes, round tables, our open-door policy, as well as our digital grievance mechanism, the Open Worker Line (OWL) app.

For more information on our reporting channels, see our corporate [website](#).

2024 HIGHLIGHTS

- 100% of employees who were asked to complete the annual compliance certification completed it²⁹
- New employees in all Gildan locations received training on Gildan's Code of Conduct and Code of Ethics as part of their onboarding process
- 93% of employees in all Gildan-operated manufacturing locations received their annual Code of Conduct refresher training³⁰
- 88% of our finished product contractors completed their annual Code of Conduct refresher training
- Completed the roll out of the OWL app at 75% of Gildan-operated manufacturing facilities (see [page 16](#))
- Provided ongoing communications to employees about our policies including those related to privacy, insider trading, whistleblowing, and gifts and entertainment
- Added a toll-free number to our Ethics and Compliance Hotline in Bangladesh and translated our annual compliance training and certification into Bengali



LEARN MORE

- ▶ [GOVERNANCE AND MANAGEMENT APPROACH](#)
- ▶ [CODE OF CONDUCT](#)
- ▶ [CODE OF ETHICS](#)
- ▶ [GLOBAL WHISTLEBLOWING POLICY FOR EMPLOYEES AND EXTERNAL STAKEHOLDERS](#)
- ▶ [PUBLIC POLICY AND ADVOCACY](#)
- ▶ [SOCIAL AND SUSTAINABLE COMPLIANCE GUIDEBOOK](#)
- ▶ [2024 PERFORMANCE](#)

²⁹ This includes all employees in supervisory positions and all employees in non-supervisory positions whose particular job functions require a high standard of compliance with the policies. In addition, new employees in all Gildan locations received training on Gildan's Code of Conduct and Code of Ethics as part of their onboarding process.

³⁰ We coordinate with our facilities to ensure that employees who were not able to receive the training complete it accordingly.

DATA PRIVACY AND CYBERSECURITY

We are vigilant in protecting our internal systems and the security of our employee, customer, and supplier data.

OUR APPROACH

We take a risk-based approach to information security and privacy, seeking to detect and investigate all incidents and prevent occurrence or recurrence. Employees are regularly reminded to report suspicious activity or loss of sensitive information.

2024 HIGHLIGHTS

- 100% of our technology-enabled employees received ongoing awareness and phishing exercises
- Gildan administrative and office employees received mandatory annual online training on information protection and cybersecurity
- Zero material complaints received regarding customer privacy
- Zero confirmed material cyber breaches, data security, or privacy issues over the past five years
- Our Montreal headquarters and data centres achieved ISO 27001 certification, an internationally recognized standard for information security management
- Introduced an internal artificial intelligence (AI) policy to help ensure the safe and ethical use of AI across our operations. Information on our Policy was included in our annual information protection and cybersecurity training
- Conducted a cybersecurity intrusion test, cyber maturity health check, and a ransomware crisis management tabletop exercise
- Rolled out new network segmentation technology to our distribution backend systems, enhancing their isolation and protection from cyber threats

LEARN MORE

- ▶ GOVERNANCE AND MANAGEMENT APPROACH
- ▶ 2024 PERFORMANCE



CAUTION REGARDING FORWARD-LOOKING STATEMENTS

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

Forward-looking statements are inherently uncertain and the results or events predicted in such forward-looking statements may differ materially from actual results or events. Forward-looking statements are subject to significant risks and uncertainties, including those related to climate, political, social, financial, geopolitical and economic impacts in our operational countries and in the markets we serve. This encompasses disruptions to manufacturing and distribution activities due to such factors as operational issues, disruptions in transportation logistic functions, labour disruptions, political or social instability, weather-related events, natural disasters, epidemics and pandemics, international trade disruptions, and other unforeseen adverse events. Forward-looking statements are also subject to significant risks and uncertainties related to negative publicity as a result of actual, alleged, or perceived violations of human rights, labour and environmental laws or international labour standards, or unethical labour or other practices by Gildan or one of its third-party contractors, as well as those other risks described under the “Risks and uncertainties” section of our 2024 Annual Report to Shareholders Management’s Discussion and Analysis (MD&A) and under the “Caution regarding forward-looking statements” section of our MD&A for the quarter ended March 31st, 2025. Furthermore, Gildan’s projected capital expenditures, including those resulting from its Sustainable Growth strategy, and the potential benefits anticipated from these initiatives, are outlined in our 2024 Annual Report to Shareholders. Additionally, we expound upon our ESG objectives and their anticipated benefits, encompassing goals related to climate, energy, water, circularity, human capital management, long-term value creation, and transparency and disclosure. Many of the standards and metrics utilized in compiling this Report, along with the underlying data informing such metrics, are subject to ongoing development. They are established

on expectations and assumptions deemed reasonable at the time of preparation, yet should not be interpreted as guarantees. These standards, metrics, expectations, and assumptions have not always undergone third-party verification and their disclosure may fluctuate due to revisions or updates in framework requirements, data availability, alterations in our business landscape, governmental policy shifts, or other factors, some of which may lie beyond our direct control.

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

Furthermore, assumptions and risk factors relating to GHG emissions reduction and supplier engagement targets are integral to our ESG strategy. Achieving these targets relies on several key assumptions, including the successful acquisition of a significant amount of high-quality credible carbon credits and/or renewable energy certificates (RECs) to offset or reduce our GHG emissions. Ensuring the permanence of additionalities, the successful implementation of various corporate initiatives to reduce emissions, and adherence to science-based targets are critical for achieving our goals. Challenges such as the availability, cost and reversibility of carbon credits and RECs, as well as changes in legislation or public perception, may impact our efforts.

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

We direct your attention to the Company’s filings with the Canadian securities regulatory authorities and the U.S. Securities and Exchange Commission, as well as the risks delineated in the “Financial risk management,” “Critical accounting estimates and judgments,” and “Risks and uncertainties” sections of our 2024 Annual Report to Shareholders’ MD&A. These filings provide a comprehensive discussion of risks, assumptions, and uncertainties that may result in Gildan’s actual results and experiences significantly differing from anticipated results.

There can be no assurance that the expectations represented by our forward-looking statements will prove to be correct. Forward-looking statements contained in this ESG Report are intended to inform readers about management’s assessment of Gildan’s future ESG plans and operations and may not be appropriate for other purposes. Unless otherwise stated, forward-looking statements contained in this Report are made as of May 20th 2025, and we do not undertake any obligation to update publicly or to revise any forward-looking statements, whether as a result of new information, future events, or otherwise unless required by applicable legislation or regulation. The forward-looking statements contained in this Report are expressly qualified by this cautionary statement.

This Report is intended to provide information from a different perspective and in more detail than is required to be included in documents filed under securities laws. This Report also addresses certain matters that may bear significance; however, readers should not interpret significance as necessarily reaching the threshold of materiality stipulated for compliance with U.S. federal or Canadian securities laws, even if the terms “material” or “materiality” are used within this report. Given the uncertainties inherent in making disclosures, and the inherent difficulty in determining materiality well in advance, readers should recognize the challenges in assessing whether we will meet our plans, targets, or goals in advance, considering the uncertain estimates, assumptions, and timelines presented herein. This Report may contain website addresses or hyperlinks to websites that are not owned or controlled by the Company. Such addresses or hyperlinks are provided solely for the recipient’s convenience; the Company is not responsible for these websites or their content, or for any loss or damage that may arise from their use. Unless otherwise indicated, the information contained in this Report has not been audited.

About non-GAAP financial measures

We use non-GAAP financial measures to assess our operating performance and financial condition. These measures do not have any standardized meanings prescribed by the International Financial Reporting Standards (IFRS) and are therefore unlikely to be comparable to similar measures presented by other companies. Accordingly, they should not be considered in isolation or as a substitute for measures of performance prepared in accordance with IFRS. In this Report, we refer to non-GAAP financial measures, including adjusted net earnings. Such financial measures are used to measure our performance and financial condition from one period to the next, which excludes the variation caused by certain adjustments that could potentially distort the analysis of trends in our operating performance, and because we believe such measures provide meaningful information on the Company’s financial performance and financial condition. Please see “Definition and reconciliation of non-GAAP financial measures” in our 2024 Annual Report to Shareholders’ MD&A for the definition and complete reconciliation of all non-GAAP financial measures used and presented by the Company to the most directly comparable IFRS measures, which sections are incorporated by reference into this Report.

APPENDIX



ESG PERFORMANCE TABLES



2024 ESG PERFORMANCE TABLES




























The Environmental, Social, and Governance (ESG) performance data in this document provide a consolidated view of Gildan’s non-financial performance. It should be read in conjunction with our [2024 ESG Report](#) and [Basis of Reporting](#), which includes additional details on select performance data in this document.

Our goal is to address the information needs of our stakeholders by providing clear and decision-useful ESG data. Please note:

- ESG data represent the period of January 1st to December 31st, 2024, or status as of December 31st, 2024
- ESG data reported in the ESG Performance Tables reflect all assets that we operate, unless otherwise noted. Operational control is defined as the authority to introduce and implement operating policies. Greenhouse gas (GHG) emissions are reported using an operational control approach defined in alignment with the World Resources Institute and the World Business Council for Sustainable Development GHG Protocol
- A list of our assets can be found in our [2024 Report to Shareholders](#). Financial data are reported in U.S. dollars
- Totals may not add up to 100 due to rounding
- The indicators reported in our ESG Performance Tables reflect both external reporting frameworks and the interests of our stakeholders. Where we added new indicators to improve our transparency, it was sometimes not reasonable and/or possible to calculate historical data points. We have noted in the tables when historical data for a directly comparable scope are not available
- We engaged a third party to conduct limited assurance on select environmental and social performance indicators. Assured indicators are identified with the symbol 
- Select community investment figures for the 2024 fiscal year were independently verified by LBG Canada (formally the London Benchmarking Group) using the LBG model, a recognized global standard for managing, measuring, and reporting community investment. Verified indicators are identified with the symbol 

NEXT GENERATION ESG STRATEGY: TARGETS AND KPIs

The following provides our progress against our Next Generation ESG strategy and targets. A number of ESG key performance indicators (KPIs) underwent independent assurance as indicated in the table below.



ESG TARGETS AND KPIs	2024	2023	2022	REFERENCE	SDGs
Reduce absolute total Scope 1 and Scope 2 (market-based) GHG emissions by 30% by 2030 from a 2018 base year and reduce indirect Scope 3 GHG emissions by 13.5% by 2030 from a 2019 base year¹					
Absolute total Scope 1 and 2 (market-based) GHG emissions (tCO₂e)	626,644 	525,068	671,244	DJSI 2.6.7	 
Percentage change in absolute Scope 1 and 2 (market-based) GHG emissions (%), compared to 2018 base year	-16.8 	-30.3	-10.9	DJSI 2.6.7	
Indirect Scope 3 GHG emissions (tCO₂e)	2,245,056 	2,187,084	3,001,554	DJSI 2.2.3, GRI 305-3	
Percentage change in indirect Scope 3 GHG emissions compared to 2019 base year (%)	-11.3 	-13.6	18.6		
Reduce water intensity by 20% by 2030 (compared to 2018 base year)					
Water intensity (m³/kg)	0.06213 	0.06732	0.06775		
Percentage change in water intensity compared to 2018 base year (%)	-25.2 	-18.9	-18.4		
Source 100% sustainable cotton by 2025					
Percentage of sustainable cotton sourced (%)	77.3 	35.7	21.7		 
Zero total manufacturing waste to landfill by 2027					
Total manufacturing waste sent to landfill (MT)	903 	945	2,415		
Total waste recycled and reused (MT)²	98,514 	74,879	68,089	DJSI 2.4.1	
Source 30% recycled polyester or alternative fibre and/or yarns by 2027					
Percentage of recycled polyester or alternative fibres and/or yarns sourced (%)	18.9 	9.2	1.6		
75% recycled and sustainable packaging and trims by 2027					
Percentage of recycled and sustainable packaging and trim SKUs (related to apparel) (%)	60.0 	46.6	14.2		
Achieve gender parity for the collective group of employees representing director-level and above positions by 2027					
Percentage of women composing the collective employee group of director-level and above (%)	32.3 	34.3	30	DJSI 3.1.4, GRI 405-1	
Attain ISO 45001 certification across all Company-operated facilities by 2028					
ISO 45001 certification (%)	15	8	0		
Gradually increase spending to allocate 1% of pre-tax earnings towards community investment initiatives by 2026					
Community investment allocation compared to pre-tax earnings (%)	0.47 	0.4 	0.2		
Total cash and in-kind donations (\$M)	2.8 	1.9 	1.1		

¹ As per the Science Based Targets initiative (SBTi), the target boundary includes land-related emissions and removals from bioenergy feedstocks.
² Gildan began tracking reuse programs in 2023 and integrated this data with the previously reported metric "Total manufacturing waste recycled." Consequently, the combined metric is now categorized under "Total waste recycled and reused."


ENVIRONMENT

METRIC	2024	2023	2022	REFERENCE
EMISSIONS				
Absolute total Scope 1 and 2 (market-based) GHG emissions (tCO ₂ e)	626,644	525,068	671,244	DJSI 2.6.7
Percentage change in absolute total Scope 1 and 2 (market-based) GHG emissions (%), compared to 2018 base year (%)	-16.8	-30.3	-10.9	DJSI 2.6.7
Indirect Scope 3 GHG emissions (tCO ₂ e)	2,245,056	2,187,084	3,001,554	DJSI 2.2.3, GRI 305-3
Percentage change in indirect Scope 3 GHG emissions compared to 2019 base year (%)	-11.3	-13.6	18.6	
GHG emissions intensity (Scope 1 and 2 (market-based))				
GHG emissions intensity ratio for the organization (tCO ₂ e / kg total production)	0.00230	0.00205	0.00229	GRI 305-4
Organization-specific metric: total production (kg)	272,200,216	255,945,796	292,777,926	GRI 305-4
Percentage emissions intensity variation from 2018 base year (%)	-19.0	-27.8	-19.3	GRI 305-4
Reduction of GHG emissions				
GHG emission reduction since 2018 (tCO ₂ e)	-126,712	-228,288	-82,112	
Direct Scope 1 GHG emissions				
Gross direct (Scope 1) GHG emissions (tCO ₂ e)	126,920	102,244	120,838	DJSI 2.2.1, GRI 305-1
Biogenic CO ₂ equivalent emissions (tCO ₂ e) ³	221,570	230,485	240,670	GRI 305-1
Direct Scope 1 GHG emissions by process				
Distribution centre (tCO ₂ e)	949	1,017	1,874	GRI 305-1
Hosiery (tCO ₂ e)	8,070	5,920	14,281	GRI 305-1
Textile (tCO ₂ e)	59,331	57,607	62,731	GRI 305-1
Yarn (tCO ₂ e)	475	588	1,463	GRI 305-1
Sewing (tCO ₂ e)	3,676	4,256	5,507	GRI 305-1
Garment dyeing (tCO ₂ e)	3,235	3,376	12,216	GRI 305-1
Integrated manufacturing (textiles and sewing) (tCO ₂ e)	49,934	28,241	21,265	GRI 305-1
Other (tCO ₂ e)	1,251	1,240	1,502	GRI 305-1




³ Calculation considers biogenic emissions from biomass process.

Metric	2024	2023	2022	Reference
Direct Scope 1 GHG emissions by country				
Australia (tCO ₂ e)	28,16	0	Not available	GRI 305-1
Bangladesh (tCO ₂ e)	50,703	28,544	21,658	GRI 305-1
Barbados (tCO ₂ e)	16.16	36	33	GRI 305-1
Canada (tCO ₂ e)	Not available	Not available	Not available	GRI 305-1
China (tCO ₂ e)	Closed ⁴	Not available	Not available	GRI 305-1
Dominican Republic (tCO ₂ e)	14,244	21,239	17,387	GRI 305-1
Honduras (tCO ₂ e)	58,673	48,455	75,620	GRI 305-1
Nicaragua (tCO ₂ e)	1,994	2,541	3,268	GRI 305-1
United States (tCO ₂ e)	1,262	1,428	2,873	GRI 305-1
Direct Scope 1 GHG emissions by source				
Direct emissions – stationary combustion (tCO ₂ e)	119,856	93,056	109,330	GRI 305-1
Fugitive emissions from refrigerants (tCO ₂ e)	3,571	5,668	7,997	GRI 305-1
Direct emissions – mobile combustion (tCO ₂ e)	3,493	3,520	3,511	GRI 305-1
Electricity indirect (Scope 2) GHG emissions				
Gross indirect (Scope 2) GHG emissions (tCO ₂ e) market-based method	499,723 	422,824	550,406	DJSI 2.2.2, GRI 305-2
Gross indirect (Scope 2) GHG emissions (tCO ₂ e) location-based method	303,465 	299,081	360,222	DJSI 2.2.2, GRI 305-2
Scope 2 emissions by process (market-based method)				
Distribution centre (tCO ₂ e)	8,082	6,760	8,428	GRI 305-2
Hosiery (tCO ₂ e)	60,745	34,356	49,540	GRI 305-2
Textile (tCO ₂ e)	195,459	156,657	217,275	GRI 305-2
Yarn (tCO ₂ e)	168,951	187,077	217,607	GRI 305-2
Sewing (tCO ₂ e)	12,722	12,527	15,194	GRI 305-2
Garment dyeing (tCO ₂ e)	14,311	6,461	16,375	GRI 305-2
Integrated manufacturing (textiles and sewing) (tCO ₂ e)	19,957	6,272	5,770	GRI 305-2

⁴ In 2024, we closed our administrative office in Shanghai.

METRIC	2024	2023	2022	REFERENCE
Other (tCO ₂ e)	19,496	12,715	20,218	GRI 305-2
Scope 2 emissions by country (market-based method)				
Australia (tCO ₂ e)	27.04	29	Not available	GRI 305-2
Bangladesh (tCO ₂ e)	21,719	7,771	7,156	GRI 305-2
Barbados (tCO ₂ e)	900.06	816	727	GRI 305-2
Canada (tCO ₂ e)	Not available	Not available	Not available	GRI 305-2
China (tCO ₂ e)	Closed ⁵	6	19	GRI 305-2
Dominican Republic (tCO ₂ e)	22,164	21,772	27,389	GRI 305-2
Honduras (tCO ₂ e)	277,853	196,953	288,351	GRI 305-2
Nicaragua (tCO ₂ e)	4,469	4,564	5,124	GRI 305-2
United States (tCO ₂ e)	172,593	190,913	221,641	GRI 305-2
Other indirect (Scope 3) GHG emissions				
Indirect Scope 3 GHG emission (tCO ₂ e)	2,245,056 	2,187,084	3,001,554	DJSI 2.2.3, GRI 305-3
1. Purchased goods and services	1,739,057	1,670,877	2,295,500	DJSI 2.2.3, GRI 305-3
2. Capital goods	39,663	40,705	53,070	DJSI 2.2.3, GRI 305-3
3. Fuel and energy-related activities	147,613	165,318	199,171	DJSI 2.2.3, GRI 305-3
4. Upstream transportation and distribution	119,249	123,866	218,565	DJSI 2.2.3, GRI 305-3
5. Waste generated in operations	10,242	11,087	11,760	DJSI 2.2.3, GRI 305-3
6. Business travel	3,334	2,957	1,165	DJSI 2.2.3, GRI 305-3
7. Employee commuting	78,584	68,732	93,902	DJSI 2.2.3, GRI 305-3
8. Upstream leased assets	Not applicable to Gildan	Not applicable to Gildan ⁶	Not applicable to Gildan ⁶	DJSI 2.2.3, GRI 305-3
9. Downstream transportation and distribution	25,136	27,105	28,841	DJSI 2.2.3, GRI 305-3
10. Processing of sold products	Not applicable to Gildan	Not applicable to Gildan ⁶	Not applicable to Gildan ⁶	DJSI 2.2.3, GRI 305-3
11. Use of sold products	Not applicable to Gildan	Not applicable to Gildan ⁶	Not applicable to Gildan ⁶	DJSI 2.2.3, GRI 305-3

⁵ In 2024, we closed our administrative office in Shanghai.
⁶ In 2022 and 2023, we incorrectly reported that these data were not available instead of not applicable to Gildan.

METRIC	2024	2023	2022	REFERENCE
12. End-of-life of sold products	82,178	76,437	99,579	DJSI 2.2.3, GRI 305-3
13. Downstream leased assets	Not applicable to Gildan	Not applicable to Gildan ⁷	Not applicable to Gildan ⁷	DJSI 2.2.3, GRI 305-3
14. Franchises	Not applicable to Gildan	Not applicable to Gildan ⁷	Not applicable to Gildan ⁷	DJSI 2.2.3, GRI 305-3
15. Investments	Not applicable to Gildan	Not applicable to Gildan ⁷	Not applicable to Gildan ⁷	DJSI 2.2.3, GRI 305-3
Air emissions				
Nitrogen oxide (NOx) (t)	800	502	349	GRI 305-7
Sulphur dioxide (SO ₂) (t)	438	386	416	GRI 305-7
ENERGY				
Energy consumption				
Total energy consumed within the organization (GJ)	7,862,018 	7,575,584	8,548,246	GRI 302-1
Total fuel consumption within the organization from non-renewable sources (GJ)	1,894,099	1,458,777	1,773,590	GRI 302-1
Total fuel consumption within the organization from residual by-product incineration with energy recovery (GJ) ⁸	2,492,207	2,592,476	2,707,036	GRI 302-1
Total electricity consumption from non-renewable sources (GJ)	3,456,810	3,505,509	4,050,621	GRI 302-1
Total electricity consumption from renewable sources (GJ) ⁹	18,902	18,823	17,000	GRI 302-1
Total non-renewable energy consumption (GJ)	5,350,908 	4,964,286	5,824,211	DJSI 2.3.1
Total renewable and alternative energy consumption (GJ)	2,511,110 	2,611,298	2,724,036	DJSI 2.3.1
Percentage of renewable and alternative energy consumed (%) ¹⁰	32	34	32	
Energy consumption outside of the organization (GJ)	Not available	Not available	Not available	GRI 302-2
Total electricity, heating, cooling, and steam sold (GJ)	0	0	0	GRI 302-1
Self-generated and consumed steam (GJ)	2,492,207	2,592,476	2,707,036	GRI 302-1
Total cost of energy consumed (\$M)	130	122	146	
Energy consumption by country				
Australia (GJ)	556	161	Not available	GRI 302-1

⁷ In 2022 and 2023, we incorrectly reported that these data were not available instead of not applicable to Gildan.

⁸ This title was changed from what was reported in 2022. Residual by-products represent different materials incinerated at our biomass facilities and are considered to have less environmental impact than conventional fossil fuels.

⁹ Solar energy purchased in Honduras and Nicaragua.

¹⁰ Alternative energy includes biomass energy.





METRIC	2024	2023	2022	REFERENCE
Bangladesh (GJ)	1,001,309	543,344	448,322	GRI 302-1
Barbados (GJ)	5,478	5,278	4,760	GRI 302-1
Canada (GJ)	Not available	Not available	Not available	GRI 302-1
China (GJ)	Closed ¹¹	34	110	GRI 302-1
Dominican Republic (GJ)	1,110,209	1,058,527	1,047,879	GRI 302-1
Honduras (GJ)	3,453,524	3,501,792	4,178,747	GRI 302-1
Nicaragua (GJ)	101,605	94,637	105,040	GRI 302-1
United States (GJ)	2,189,337	2,371,812	2,763,388	GRI 302-1
Energy consumption by source				
Electricity (GJ)	3,475,712	3,524,332	4,067,621	GRI 302-1
Propane (GJ)	179,406	160,715	223,682	GRI 302-1
Fuel oil (bunker) (GJ)	753,157	683,998	755,586	GRI 302-1
Diesel (GJ)	394,282	228,515	134,655	GRI 302-1
Natural gas (GJ)	566,442	384,197	657,898	GRI 302-1
Biomass (GJ)	2,492,207	2,592,476	2,707,036	GRI 302-1
CNG (GJ)	811	1,352	1,769	GRI 302-1
Energy consumption by process				
Distribution centre (GJ)	76,301	77,396	94,155	GRI 302-1
Hosiery (GJ)	426,392	346,317	398,135	GRI 302-1
Textile (GJ)	3,755,801	3,852,453	4,377,445	GRI 302-1
Yarn (GJ)	2,129,196	2,309,144	2,685,859	GRI 302-1
Sewing (GJ)	194,854	196,513	238,827	GRI 302-1
Garment dyeing (GJ)	225,803	195,215	221,599	GRI 302-1
Integrated manufacturing (textiles and sewing) (GJ)	980,103	530,237	433,745	GRI 302-1
Other (GJ)	73,568	68,308	98,481	GRI 302-1


¹¹ In 2024, we closed our administrative office in Shanghai.

METRIC	2024	2023	2022	REFERENCE
Energy intensity				
Absolute direct energy (GJ)	4,386,306	4,051,252	4,480,626	
Absolute indirect energy (GJ)	3,475,712	3,524,332	4,067,621	
Total energy intensity (GJ/kg)	0.02888	0.0296	0.0292	GRI 302-3
Organization-specific metric: total production from textile and hosiery factories (kg)	272,200,216	255,945,796	292,777,926	
Percentage intensity variation (compared to a 2018 base year) (%)	-17.7	-15.7	-16.8	
Energy intensity by country				
Australia (GJ/kg)	0	0	Not available	GRI 302-3
Bangladesh (GJ/kg)	0.0037	0.0021	0.0015	GRI 302-3
Barbados (GJ/kg)	0	0	0	GRI 302-3
Canada (GJ/kg)	0	0	0	GRI 302-3
China (GJ/kg)	Closed ¹²	Not available	Not available	GRI 302-3
Dominican Republic (GJ/kg)	0.0041	0.0041	0.0036	GRI 302-3
Honduras (GJ/kg)	0.0127	0.0137	0.0143	GRI 302-3
Nicaragua (GJ/kg)	0.0004	0.0004	0.0004	GRI 302-3
United States (GJ/kg)	0.008	0.0093	0.0094	GRI 302-3
Energy intensity by source				
Electricity (GJ/kg)	0.0128	0.0138	0.0139	GRI 302-3
Propane (GJ/kg)	0.0007	0.0006	0.0008	GRI 302-3
Fuel oil (bunker) (GJ/kg)	0.0028	0.0027	0.0026	GRI 302-3
Diesel (GJ/kg)	0.0014	0.0009	0.0005	GRI 302-3
Natural gas (GJ/kg)	0.0021	0.0015	0.0023	GRI 302-3
Biomass (GJ/kg)	0.0092	0.0101	0.0093	GRI 302-3
CNG (GJ/kg)	0	8	0	GRI 302-3

¹² In 2024, we closed our administrative office in Shanghai.

Metric	2024	2023	2022	Reference
Energy intensity by process				
Distribution centre (GJ/kg)	0.0003	0.0003	0.0003	GRI 302-3
Hosiery (GJ/kg)	0.0016	0.0014	0.0014	GRI 302-3
Textile (GJ/kg)	0.0138	0.0151	0.015	GRI 302-3
Yarn (GJ/kg)	0.0078	0.009	0.0092	GRI 302-3
Sewing (GJ/kg)	0.0007	0.0008	0.0008	GRI 302-3
Garment dyeing (GJ/kg)	0.0008	0.0008	0.0008	GRI 302-3
Integrated manufacturing (textiles and sewing) (GJ/kg)	0.0036	0.0021	0.0015	GRI 302-3
Other (GJ/kg)	0.0003	0.0003	0.0003	GRI 302-3
WATER				
Water discharge				
Total water discharge (ML)	15,810	16,264	18,772	DJSI 2.5.1, GRI 303-4
Total water discharge to areas with water stress (ML)	2,151	1,582	Not available	GRI 303-4
Water discharge by destination				
Surface water (on-site treatment) (ML)	14,992	15,371	17,827	GRI 303-4
Third-party destinations (off-site treatment) (ML)	818	893	944	GRI 303-4
Number of incidents of non-compliance with discharge limits at Gildan-operated facilities	0	0	0	GRI 303-4
Gildan facilities in compliance with wastewater discharge permits and/or contractual obligations (%)	100	100	100	
Zero Discharge Hazardous Chemicals (ZDHC) related to wastewater reporting				
Textiles facilities reporting on ZDHC wastewater effluent (%)	100	100	100	
Water withdrawal by source				
Total water withdrawal (ML)	16,911	17,230	19,835	DJSI 2.5.1, GRI 303-3
Total water withdrawal from all areas with water stress (ML)	2,527	1,889	0	DJSI 2.5.1, GRI 303-3
Groundwater (ML) (fresh groundwater)	15,996	16,243	18,892	DJSI 2.5.1, GRI 303-3
Freshwater (ML)	15,996	16,243	18,892	DJSI 2.5.1, GRI 303-3
Other water (ML)	0	0	0	DJSI 2.5.1, GRI 303-3

METRIC	2024	2023	2022	REFERENCE
Third-party water (ML)	915	988	943	DJSI 2.5.1, GRI 303-3
Freshwater (ML)	915	988	943	DJSI 2.5.1, GRI 303-3
Other water (ML)	0	0	0	DJSI 2.5.1, GRI 303-3
Water withdrawal by process				
Distribution centre (ML)	30	28	Not available	GRI 303-3
Hosiery (ML)	995	779	Not available	GRI 303-3
Textile (ML)	11,497	12,663	Not available	GRI 303-3
Yarn (ML)	865	946	Not available	GRI 303-3
Sewing (ML)	261	281	Not available	GRI 303-3
Garment dyeing (ML)	613	518	Not available	GRI 303-3
Integrated manufacturing (textiles and sewing) (ML)	2,480	1,889	Not available	GRI 303-3
Other (ML)	170	125	Not available	GRI 303-3
Water intensity				
Total water withdrawal (m³)	16,911,368	17,230,746	19,834,845	
Water intensity (m³/kg)	0.06213 	0.06732	0.06775	
Percentage change in water intensity compared to 2018 base year (%)	-25.2 	-18.9	-18.4	
Water consumption				
Total water consumption from all areas (ML)	1,102	967	1,063	GRI 303-5
Total water consumption from water-stressed areas (ML)	377	307	0	GRI 303-5
Exposure of suppliers to water risks				
Percentage of purchased cotton originating from water-stressed areas (%)	27	43	Not available	DJSI 2.5.2
WASTE				
Total manufacturing waste sent to landfill (MT)	903 	945	2,415	
Reduction from base year (2021) (%) (specific to manufacturing waste only)	-66	-65	-10.4	
Manufacturing waste recycled (MT)	58,873	80,382	77,328	
Total waste disposed (MT)	10,533 	10,192	11,261	
Total waste recycled (MT)	68,231	74,879	68,089	

METRIC	2024	2023	2022	REFERENCE
Total waste reused (MT)	30,284	0	0	
Total waste recycled and reused (MT) ¹³	98,514 	74,879	68,089	
Share of total waste sent to landfill (%)	4	6.2	9.7	
Annual total waste generation intensity (kg per kg production)	0.4006	0.332	0.273	
Total waste generated (MT)	109,047	85,071	80,001	GRI 306-3
Category 1: non-hazardous (MT)	108,183	84,001	79,240	GRI 306-3
Category 2: hazardous (MT)	864	1,069	761	GRI 306-3
Manufacturing waste generated (MT)	98,533	80,382	77,328	GRI 306-3
Category 3: manufacturing waste – non-hazardous (MT) ¹⁴	97,716	79,356	76,589	GRI 306-3
Category 4: manufacturing waste – hazardous (MT) ¹⁵	817	1,027	739	GRI 306-3
Waste diverted from disposal				GRI 306-4
Category 1: non-hazardous (MT)	98,299	74,755	67,979	GRI 306-4
Category 2: hazardous (MT)	215	124	110	GRI 306-4
Category 3: manufacturing waste – non-hazardous (MT)	88,942	71,209	65,963	GRI 306-4
Category 4: manufacturing waste – hazardous (MT)	214.96	122	109	GRI 306-4
Waste directed to disposal				GRI 306-5
Category 1: non-hazardous (MT)	9,884	9,246	11,261	GRI 306-5
Category 2: hazardous (MT)	649	946	651	GRI 306-5
Category 3: manufacturing waste – non-hazardous (MT)	8,775	8,146	10,626	GRI 306-5
Category 4: manufacturing waste – hazardous (MT)	602.26	905	630	GRI 306-5
Waste diverted from disposal, by recovery option				
Category 1: non-hazardous waste (MT)	98,299	74,755	67,979	GRI 306-4
Preparation for reuse – on-site (MT)	30,284	Not available	Not available	GRI 306-4
Recycling – off-site (MT)	68,016	74,755	67,979	GRI 306-4

¹³ In 2024, we initiated separate tracking of the reuse metric across all manufacturing sites. The combined metric under "Total waste recycled and reused" is now reported as two distinct metrics: "Total waste recycled" and "Total waste reused." As a result, the figures under "Recycling" cannot be directly compared to those from 2022 and 2023. To make the metric comparable, refer to the metric identified as "Total waste recycled and reused."

¹⁴ Category 3 is a subcategory of Category 1 (non-hazardous).

¹⁵ Category 4 is a subcategory of Category 2 (hazardous).

METRIC	2024	2023	2022	REFERENCE
Other recovery operations	0	0	0	GRI 306-4
Category 2: hazardous waste – off-site (MT)	215	124	110	GRI 306-4
Preparation for reuse (MT)	0	Not available	0	GRI 306-4
Recycling (MT)	215	124	110	GRI 306-4
Other recovery operations	0	0	0	GRI 306-4
Waste directed to disposal, by disposal operation				
Category 1: non-hazardous waste – on-site (MT)	5,058	3,958	3,531	GRI 306-5
Incineration (with energy recovery) (MT)	5,058	3,958	3,531	GRI 306-5
Incineration (without energy recovery) (MT)	0	0	0	GRI 306-5
Landfilling (MT)	0	0	0	GRI 306-5
Other disposal options (MT)	0	0	0	GRI 306-5
Category 1: non-hazardous waste – off-site (MT)	4,826	5,288	7,730	GRI 306-5
Incineration (with energy recovery) (MT)	0	0	0	GRI 306-5
Incineration (without energy recovery) (MT)	438	4	3	GRI 306-5
Landfilling (MT)	4,388	5,284	7,728	GRI 306-5
Other disposal options (MT)	0	0	0	GRI 306-5
Category 2: hazardous waste – off-site (MT)	649	946	651	GRI 306-5
Incineration (with energy recovery) (MT)	0	0	0	GRI 306-5
Incineration (without energy recovery) (MT)	648	945	651	GRI 306-5
Landfilling (MT)	0.12	0.22	0.12	GRI 306-5
Other disposal options (MT)	0	0	0	GRI 306-5
Pre- and post-production waste				
Quantity of pre-production waste (MT)	45,847	41,081	Not available	
Quantity of post-production/pre-consumer waste generated (MT)	64	106	Not available	
Quantity of textiles destroyed (MT) ¹⁶	1,155	758	Not available	




¹⁶ This total includes post-production/pre-consumer waste generated.

METRIC	2024	2023	2022	REFERENCE
Sale of factory seconds (MT) ¹⁷	6,442	7,650	6,223	
BIODIVERSITY				
IUCN Red List Species and National Conservation List species with habitats in areas affected by operations				
Threatened species identified during Biotop assessments	0	0	0	GRI 304-4
Honduras (#)	0	0	0	GRI 304-4
Dominican Republic (#)	0	0	0	GRI 304-4
Bird species of least concern reported ¹⁸				
Honduras (#)	46	37	37	GRI 304-4
Dominican Republic (#)	65	60 ¹⁹	58	GRI 304-4
Sites used for operational activities (#)	2	2	2	
Biodiversity impact assessments conducted at operational sites (#)	2	2	2	
Sites assessed in proximity to critical biodiversity (#)	0	0	0	
Sites assessed that have a biodiversity management plan (#)	0	0	0	
COMPLIANCE				
Environmental violations of legal obligations/regulations (#)	0	0	0	
Fines/penalties related to the above (\$M)	0	0	0	
Environmental liability accrued at end of year (\$M)	0	0	0	
Number of environmental audits performed in Gildan-operated facilities	16	20	17	
Number of non-compliances found during environmental audits	65	134	91	
Gildan-operated facilities that have completed the Cacsale's Higg Facility Environmental Module (Higg FEM) assessment (#)	17	16	11	SASB CG-AA-430a.2
Finished products contractors that have completed the Higg FEM assessment (%)	62	52	50	SASB CG-AA-430a.2

¹⁷ Factory seconds are retail items slightly imperfect that are sold, and are diverted from landfill, avoiding destruction. Values are approximate based on average weight of products sold.

¹⁸ Values reported in the 2022 ESG Report reflect studies conducted in early 2023 and have been repeated in the 2023 column to reflect work conducted in the same year.

¹⁹ This data point was incorrectly reported as 58 in Gildan's 2023 ESG report.

Metric	2024	2023	2022	Reference
MATERIALS				
Wood/paper fibre packaging				
Total weight of wood/paper fibre packaging (MT)	26,101	29,603	Not available ²⁰	DJSI 2.3.6
Total weight of packaging that has recycled or certified content (MT)	19,997	22,290	Not available ¹⁸	DJSI 2.3.6
Percentage of wood/paper fibre packaging that has recycled or certified content (%)	77	75	Not available ²¹	DJSI 2.3.6
Plastic packaging ²²				
Total weight of plastic packaging (MT)	2,544	1,469	Not available ²¹	DJSI 2.3.7
Total weight of plastic packaging that has recycled content (MT)	693	175	Not available ²¹	DJSI 2.3.7
Percentage of plastic packaging that has recycled or certified content (%)	27	12	Not available ²¹	DJSI 2.3.7
Fibre input ²³				
Cotton	81	80	80	
Polyester	19	20	20	
Raw materials with third-party verification (% of total weight)				
Recycled polyester or alternative fibres and/or yarns sourced (%)	18.9 	9.2	1.6	
Sustainable cotton sourced (%) ²⁴	77.3 	35.7	21.7	
Percentage net sales from products certified STANDARD 100 by OEKO-TEX™	90	90	80	
REPREVE™ (%)	<1	<1	<1	
Sustainable packaging and trims				
Recycled and sustainable packaging and trim SKUs (related to apparel) (%)	60.0 	46.6	14.2	

²⁰ We made enhancements to our reporting methodology in 2023 to be more comprehensive and accurate, and as such, historical data is no longer comparable and was not included in this table.



²¹ We made enhancements to our reporting methodology in 2023 to be more comprehensive and accurate, and as such, historical data is no longer comparable and was not included in this table.

²² Reflects packaging from operations in Central America and Bangladesh.

²³ Fibre input includes the weight of cotton and polyester fibres purchased and spun at our spinning facilities, as well as contained in our sourced yarns and sourced products. Other types of synthetic fibres included in purchased yarns or sourced products represent less than 1% of our total fibres consumption and are not included in this metric.

²⁴ We consider the following types of cotton to be sustainable: sustainable cotton provided through third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes. Sustainable cotton from third-party verified programs includes, for example, verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton.

METRIC	2024	2023	2022	REFERENCE
LOCAL SUPPLIERS				
Total local suppliers by country (#)	2,667	2,796	2,858	
Bangladesh (#)	454	34	264	
Canada (#)	256	269	251	
Dominican Republic (#)	355	378	530	
Honduras (#)	612	647	693	
Nicaragua (#)	318	312	360	
United States (#)	672	1,156	760	
Local suppliers (global total) (\$M)	1,286	1,598	1,322	GRI 204-1
HEALTH AND SAFETY				
Medical benefits				
Medical consultations at on-site clinics globally (#)	258,780	232,966	277,806	
Vaccines administered (#)	13,694	16,688	23,633	
Cost of medicine, vitamins, and vaccines globally (\$M)	1.4	1.4	2.3	
Doctors on staff worldwide (#)	65	60	74	
Nurses on staff worldwide (#)	91	92	105	
Safety statistics				
Training hours conducted on occupational health and safety (OHS) policies and procedures (#)	163,561	127,765	142,612	
Health and safety audits performed by Gildan (#)	12	9	14	
Work-related fatalities – employees (#)	0 <input checked="" type="checkbox"/>	0	0	DJSI 3.5.3, GRI 403-9
Work-related fatalities – for selected contractors in Bangladesh (#)	0 <input checked="" type="checkbox"/>	0	0	DJSI 3.5.3
Fatalities as a result of work-related ill health – employees (#)	0	0	Not available	GRI 403-10
High-consequence work-related injuries (excluding fatalities) (#)	1	1	Not available	GRI 403-9
Work-related injury rate (TRIR) for employees (based on 200,00 hours)	0.34	0.23	0.24	GRI 403-9
Severity rate for employees (based on 200,00 hours) (SEV)	2.31	2.17	3.00	

METRIC	2024	2023	2022	REFERENCE
Lost-time injury rate (LTIR) for employees (cases per 200,000 hours worked)	0.12 	0.10	0.11	DJSI 3.5.4
LTIR for contractors – for selected contractors in Bangladesh (cases per 200,000 hours worked)	0.48 	0.34	0.06 ²⁵	DJSI 3.5.5
Data coverage for LTIR – employees (%)	100	100	100	
Workers covered by OHS				
Facilities with a formal joint management worker health and safety committee (%)	91	90	90	
Percentage of employees globally represented by formal health and safety committees (%)	99	97	99	GRI 403-8
Health programs participation				
Facilities with back and shoulder health program (#)	7	3	2	
Employees participating in the back and shoulder health program (#)	705	728	240	
Bangladesh				
Employees participating in health campaigns (#)	4,155	5,700	5,400	
Contractor safety training program coverage (%)	100	100	100	
Honduras				
Sewing employees participating in the visible felt leadership (VFL) program (#)	57	64	26	
Management employees participating in the Seven Insights into Safety Leadership program (#)	60	17	9	
Nicaragua				
Sewing employees participating in the visible felt leadership (VFL) program (#)	83	0	0	
Management employees participating in the Seven Insights into Safety Leadership program (#)	160	43	49	
United States				
Number of employees that participated in safety awareness programs (#)	1,776	1,843	2,100	
Number of participation in on-site wellness programs	357	964	537	
SOCIAL COMPLIANCE AND SUPPLIER STANDARDS				
Due diligence process for finished product contractors				
New finished product contractors that went through a due diligence process (#) ²⁶	12	2	13	DJSI 1.7.5
New finished product contractors screened using social criteria (%)	100	100	100	DJSI 1.7.5

²⁵ Data coverage only related to five dedicated third-party finished product contractors in Haiti.
²⁶ Finished product contractors include all of Gildan's third-party sewing contractors, as well as all third-party sock suppliers. These suppliers are classified as Tier 1, representing entities with whom we maintain direct business relationships.

METRIC	2024	2023	2022	REFERENCE
New finished product contractors unable to demonstrate adequate levels of compliance with our policies, programs, and/or standards (%)	42	0	54	
Significant finished product contractors (Tier 1) (#)	16	21	22	DJSI 1.7.5
Percentage of total manufacturing spend on significant finished product contractors (Tier 1) (%)	9	15	Not available	DJSI 1.7.5
Social compliance scope				
Total number of finished product contractor facilities covered by our Social Compliance program (#)	45	46	44	DJSI 1.7.5, SASB CG-AA-000.A
Total number of finished product contractor facilities fully dedicated to Gildan's production (#)	9	9	Not available	DJSI 1.7.5
Social compliance audits				
Total number of audits at Gildan-operated and finished product contractor facilities (#)	65	58	76	
Total number of Gildan-operated facilities that were audited (#)	20	16	Not available	
% of audits at Gildan-operated facilities that were conducted by our Social Compliance team	35	69	Not available	
% of audits at Gildan-operated facilities that were conducted by third-party auditors	65	31	Not available	
Total number of finished product contractor facilities that were audited (#)	45	42	Not available	SASB CG-AA-430b.1/ DJSI 1.7.6
% of audits at finished product contractor facilities that were conducted by our Social Compliance team	38	29	Not available	
% of audits at finished product contractor facilities that were conducted by third-party auditors on behalf of Gildan	62	71	Not available	
Finished product contractor facilities audited at least once during the year (%)	100	91	73	
Completion of scheduled internal social compliance audits at Gildan-operated and finished product contractor facilities (%)	97	105	90	
Audits conducted by finished product contractors that included a trade union representative (#)	0	0	Not available	FTI 4.2
Workers interviewed off-site as part of audits (#)	0	0	Not available	FTI 4.2
External audits				
Audits conducted at Gildan-operated facilities by external auditors as directed by Fair Labor Association, Better Work, and Worldwide Responsible Accredited Production as well as by customers (#)	36	35	27	
Non-compliances at Gildan-operated facilities				
Total non-compliances (#)	87	99	175	
Health and safety (#)	70	88	112	
Environment (#)	0	0	Not available	
Document and inspection (#)	4	4	12	
Grievance procedure (#)	0	1	5	


METRIC	2024	2023	2022	REFERENCE
Hours of work/overtime (#)	10	1	15	
Discrimination (#)	0	1	0	
Freedom of association and collective bargaining (#)	0	0	0	
Employment relationship (#)	1	4	Not available	
Forced labour (#)	2	0	0	
Other (#)	0	0	31	
Non-compliances at finished product contractors facilities				
Total non-compliances (#)	253	225	422	
Health and safety (#)	158	149	271	
Environment (#)	6	8	Not available	
Document and inspection (#)	31	21	35	
Grievance procedure (#)	3	1	9	
Hours of work/overtime (#)	31	25	33	
Employment relationship (#)	13	10	23	
Child labour (#)	0	0	Not available	
Forced labour (#)	1	2	Not available	
Freedom of association and collective bargaining (#)	0	0	Not available	
Harassment or abuse (#)	0	1	Not available	
Compensation and benefits (#)	9	5	20	
Discrimination (#)	1	2	1	
Other (#)	0	0	30	
Severity of non-compliances				
Non-compliances at Gildan-operated facilities	87	99	175	
Minor and moderate (#)	87	92	163	
Major (#)	0	7	12	
Non-compliances at finished product contractor facilities	253	225	422	
Minor and moderate (#)	226	210	398	

METRIC	2024	2023	2022	REFERENCE
Major (#)	27	15	24	
Priority non-conformance rate for suppliers' labour code of conduct audits (%)	60 ²⁷	36	55 ²⁸	SASB CG-AA-430b.2
Finished product contractors with non-compliance incidents that were terminated (#)	0	0	Not available	DJSI 1.7.6
Finished product contractors with major non-compliances (#)	12	8	Not available	DJSI 1.7.6
Corrective action plans (CAPs) and capacity building program				
Finished product contractors under a CAP to address non-conformances (minor, moderate, and major findings) (#)	43	42	Not available	DJSI 1.7.6
Finished product contractors supported in CAP implementation (#)	43	42	Not available	DJSI 1.7.6
Corrective action rate for priority non-conformance (major findings) at suppliers facilities (%)	100	100	100	SASB CG-AA-430b.2
Suppliers in capacity building programs (#)	4	23	Not available	
Collective bargaining agreements and trade unions				
Employees covered under collective bargaining agreements (%)	54	52	46	DJSI 3.1.7, GRI 2-30
Finished product contractors that have independent, democratically elected trade unions (#)	4	6	Not available	FTI 5.1
Due diligence process for suppliers				
Supplier due diligence assessments undertaken (new assessments and renewals) (#)	153	205	Not available	
Potential suppliers with whom we did not do business due to unsatisfactory due diligence assessment (#)	7	14	Not available	
WORKFORCE BENEFITS				
In-kind benefits for employees				
Meals (\$M)	6.2	6.4	7.9	
Transportation (\$M)	6.2	6.9	7.6	
Investment in worker training				
Total hours of training provided by the organization to employees (#M)	3.97	2.54	2.01	
Average spent per full-time employee (FTE) on training and development (\$/FTE)	24	32	35	DJSI 3.3.1, GRI 404-1
Average hours per FTE of training and development (#)	80	60	40	DJSI 3.3.1
Performance evaluation				
Total employees who received a performance review during the reporting year (#)	17,753	14,466	16,639	GRI 404-3

²⁷ The increase in 2024 is mainly attributed to a higher number of supplier audits performed including facilities audited for the first time. First-time audits generally identify a higher number of findings than do audits in facilities that have been previously audited.

²⁸ Our 2022 value was updated to reflect a change in our calculation methodology. As per the SASB Apparel, Accessories & Footwear standard, the priority non-conformance rate is calculated as the number of priority non-conformances identified in the supply chain divided by the total number of facilities audited.

METRIC	2024	2023	2022	REFERENCE
Human rights worker training				
Code of Conduct (# hours)	25,158	17,676	32,321	GRI 2-24
Code of Ethics (# hours)	22,208	16,752	34,984	GRI 2-24
Grievance mechanisms (# hours)	18,964	18,235	31,258	GRI 2-24
Human development (# hours)	35,881	38,030	43,512	GRI 2-24
Security personnel trained in human rights policies and procedures (# employees / % employees)	752 / 100	761 / 100	763 / 100	GRI 410-1
Financial benefits				
Total salaries, wages, and short-term benefits (\$M)	561.7	583.8	631.6	
WORKFORCE GENDER REPRESENTATION				
Total number of employees (#)	49,470	42,552	50,322	GRI 2-7
Total workforce gender representation (% male / % female)	57 / 43	57 / 43	55 / 45	DJSI 3.1.4, GRI 405-1
United States (only) female employee base (%)	40	40	39	DJSI 3.1.4, GRI 405-1
Full-time permanent employees all regions (# male / # female)	28,076 / 21,284	24,084 / 18,335	27,889 / 22,341	GRI 2-7
Asia (# male / # female)	6,190 / 4,007	3,966 / 2,823	3,072 / 2,632	GRI 2-7
Caribbean (# male / # female)	2,709 / 2,247	2,735 / 2,358	2,680 / 2,260	GRI 2-7
Central America (# male / # female)	17,481 / 13,845	15,751 / 12,023	20,243 / 16,201	GRI 2-7
North America (# male / # female)	1,696 / 1,186	1,632 / 1,131	1,894 / 1,248	GRI 2-7
Part-time permanent employees all regions (# male / # female)	25 / 7	20 / 2	21 / 5	GRI 2-7
Asia (# male / # female)	0 / 3	0 / 1	0 / 1	GRI 2-7
Caribbean (# male / # female)	0 / 0	0 / 0	0 / 0	GRI 2-7
Central America (# male / # female)	0 / 0	0 / 0	0 / 0	GRI 2-7
North America (# male / # female)	25 / 4	20 / 1	21 / 4	GRI 2-7
Full-time temporary employees all regions (# male / # female)	49 / 25	72 / 34	41 / 51	GRI 2-7
Asia (# male / # female)	3 / 1	1 / 1	1 / 3	GRI 2-7
Caribbean (# male / # female)	1 / 7	8 / 5	5 / 11	GRI 2-7
Central America (# male / # female)	41 / 15	62 / 28	33 / 31	GRI 2-7

METRIC	2024	2023	2022	REFERENCE
North America (# male / # female)	4 / 3	1 / 0	2 / 6	GRI 2-7
Part-time temporary employees all regions (# male / # female)	1 / 1	1 / 4	2 / 5	GRI 2-7
Asia (# male / # female)	0 / 1	0 / 2	0 / 1	GRI 2-7
Caribbean (# male / # female)	0 / 0	0 / 0	0 / 0	GRI 2-7
Central America (# male / # female)	0 / 0	0 / 0	0 / 0	GRI 2-7
North America (# male / # female)	1 / 0	1 / 2	2 / 4	GRI 2-7
Employee categories				
Managers (#) ²⁹	673	667	666	
Management positions (% male / % female) ²⁹	62 / 38	61 / 39	61 / 39	DJSI 3.1.4, GRI 405-1
Local managers (%)	72	84	83	
Revenue-generating management positions (e.g., sales) (% male / % female)	67 / 32	68 / 32	68 / 32	DJSI 3.1.4, GRI 405-1
STEM-related positions (% male / % female)	65 / 35 ³⁰	80 / 20	80 / 20	DJSI 3.1.4, GRI 405-1
Information technology (IT) workforce (% male / % female)	77 / 23	77 / 23	76 / 24	DJSI 3.1.4, GRI 405-1
R&D positions (% male / % female)	57 / 43	60 / 40	56 / 44	DJSI 3.1.4, GRI 405-1
Production and distribution employees (% male / % female)	48 / 52	48 / 52	48 / 52	DJSI 3.1.4, GRI 405-1
Top management positions (max. two levels away from CEO) (% male / % female) ³¹	73 / 27	71 / 29	77 / 23	DJSI 3.1.4, GRI 405-1
Women composing the collective employee group of director-level and above (% female)	32.3 	34.3	30	
Top-level management positions (max. two levels away from CEO) (# females)				
Under 30 (#)	0	0	0	GRI 405-1
30–50 (#)	5	7	5	GRI 405-1
Over 50 (#)	8	8	8	GRI 405-1
Junior / first-level management positions (# females)				
Under 30 (#)	3	8	9	GRI 405-1
30–50 (#)	162	189	198	GRI 405-1
Over 50 (#)	29	45	41	GRI 405-1

²⁹ Includes junior, middle, and senior management positions.
³⁰ Variation from 2023 to 2024 due to reclassification of job titles.
³¹ Includes senior vice-presidents and vice-presidents.

Metric	2024	2023	2022	Reference
Workforce by Age Group				
Global workforce				
Under 30 (%)	52	50	53	GRI 405-1
30–50 (%)	44	46	44	GRI 405-1
Over 50 (%)	4	4	4	GRI 405-1
Asia				
Under 30 (%)	55	47	45	GRI 405-1
30–50 (%)	44	52	53	GRI 405-1
Over 50 (%)	1	1	1	GRI 405-1
Caribbean				
Under 30 (%)	43	46	45	GRI 405-1
30–50 (%)	52	50	51	GRI 405-1
Over 50 (%)	5	4	4	GRI 405-1
Central America				
Under 30 (%)	55	55	57	GRI 405-1
30–50 (%)	43	44	41	GRI 405-1
Over 50 (%)	2	2	1	GRI 405-1
North America				
Under 30 (%)	20	18	20	GRI 405-1
30–50 (%)	46	47	45	GRI 405-1
Over 50 (%)	34	35	35	GRI 405-1
Race/Ethnicity Demographic				
Total U.S. employees who self-identify as a member of an underrepresented racial or ethnic group (%)	57	54	54	DJSI 3.1.5, GRI 405-1
Total U.S. female employees who self-identify as a member of an underrepresented racial or ethnic group (%)	23	22	21	DJSI 3.1.5, GRI 405-1
Asian (%)	5	5	6	DJSI 3.1.5, GRI 405-1
Black or African American (%)	32	31	29	DJSI 3.1.5, GRI 405-1
Hispanic or Latino (%)	20	18	16	DJSI 3.1.5, GRI 405-1

METRIC	2024	2023	2022	REFERENCE
White (%)	40	44	46	DJSI 3.1.5, GRI 405-1
Indigenous or Native (%)	0	1	0	DJSI 3.1.5, GRI 405-1
Not specified (%)	3	2	2	DJSI 3.1.5, GRI 405-1
NEW EMPLOYEE HIRES				
Total number of new employee hires at the global-level (#)	19,522 ³²	9,851	16,399	DJSI 3.4.1, GRI 401-1
Gender representation of new employee hires (% male / % female)	58 / 42	59 / 41	58 / 42	GRI 401-1
Total new employees hired (% of workforce)	39	23	33	GRI 401-1
Open positions filled by internal candidates (%)	35	30	20	DJSI 3.4.1
Asia				
Under 30 (% male / % female)	15 / 9	10 / 5	4 / 4	DJSI 3.4.1
30–50 (% male / % female)	4 / 3	5 / 2	2 / 1	DJSI 3.4.1
Over 50 (% male / % female)	0 / 0	0 / 0	0 / 0	DJSI 3.4.1
Total (% male / % female)	18 / 12	15 / 7	6 / 5	DJSI 3.4.1
Caribbean				
Under 30 (% male / % female)	4 / 3	8 / 8	5 / 4	DJSI 3.4.1
30–50 (% male / % female)	1 / 1	2 / 3	1 / 2	DJSI 3.4.1
Over 50 (% male / % female)	0 / 0	0 / 0	0 / 0	DJSI 3.4.1
Total (% male / % female)	5 / 5	11 / 11	6 / 6	DJSI 3.4.1
Central America				
Under 30 (% male / % female)	24 / 18	19 / 13	32 / 21	DJSI 3.4.1
30–50 (% male / % female)	6 / 6	5 / 4	5 / 4	DJSI 3.4.1
Over 50 (% male / % female)	0 / 0	0 / 0	0 / 0	DJSI 3.4.1
Total (% male / % female)	29 / 24	24 / 17	37 / 25	DJSI 3.4.1
North America				
Under 30 (% male / % female)	2 / 1	4 / 3	4 / 2	DJSI 3.4.1
30–50 (% male / % female)	2 / 1	4 / 3	3 / 2	DJSI 3.4.1
Over 50 (% male / % female)	1 / 0	1 / 1	1 / 1	DJSI 3.4.1

³² Increase over 2023 due to ramp up of production in Bangladesh and Central America.

METRIC	2024	2023	2022	REFERENCE
Total (% male / % female)	5 / 3	10 / 6	8 / 5	DJSI 3.4.1
PARENTAL LEAVE				
Employees entitled to parental leave (# male / # female)	17,480 / 21,296	13,431 / 18,104	14,696 / 22,443	GRI 401-3
Employees who took parental leave (# male / # female)	667 / 1,003	517 / 1,252	551 / 1,680	GRI 401-3
Parental leave: employee retention rate				
Employees who returned to work in reporting period after parental leave (# male / # female)	681 / 924	512 / 1,093	171 / 312	GRI 401-3
Employees that were due to return to work in the reporting year after parental leave ended (#)	682 / 1,026	516 / 1,252	Not available	GRI 401-3
Return to work rate (% male / % female)	100 / 90	99 / 87	100 / 98	GRI 401-3
EMPLOYEE ENGAGEMENT ³³				
Percentage of network employees who are engaged (%)	Not available	70	Not available	DJSI 3.4.6
Percentage of network employees who responded to the survey (%)	Not available	82	Not available	DJSI 3.4.6
Percentage of hourly employees who are engaged (%)	81	83	Not available	
Percentage of hourly employees who responded to the survey (%)	95	92	Not available	
FEMALE-TO-MALE AVERAGE MONTHLY SALARY RATIO (GLOBAL)				
Executive level – base salary only (%)	0	0	0	DJSI 3.6.1, GRI 405-2
Executive level – base salary + other cash incentives (%)	0	0	0	DJSI 3.6.1, GRI 405-2
Management level – base salary only (%)	93	94	87	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	93	93	87	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	139	152	97	DJSI 3.6.1, GRI 405-2
Female-to-male average monthly salary ratio (Bangladesh)				
Management level – base salary only (%)	100	116	81	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	96	116	79	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	75	70	61	DJSI 3.6.1, GRI 405-2
Female-to-male average monthly salary ratio (Dominican Republic)				
Management level – base salary only (%)	89	83	91	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	88	82	91	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	94	123	134	DJSI 3.6.1, GRI 405-2

³³ Our Global Engagement and Inclusion surveys are done bi-annually, staggering hourly and networked surveys. In 2024, we surveyed a cross-section of hourly employees, excluding Bangladesh. Our next networked survey is scheduled for 2025.

METRIC	2024	2023	2022	REFERENCE
Female-to-male average monthly salary ratio (Honduras)				
Management level – base salary only (%)	82	85	81	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	81	85	80	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	97	97	119	DJSI 3.6.1, GRI 405-2
Female-to-male average monthly salary ratio (Nicaragua)				
Management level – base salary only (%)	64	68	64	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	62	66	58	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	93	94	105	DJSI 3.6.1, GRI 405-2
Female-to-male average monthly salary ratio (United States)				
Management level – base salary only (%)	89	87	84	DJSI 3.6.1, GRI 405-2
Management level – base salary + other cash incentives (%)	89	86	81	DJSI 3.6.1, GRI 405-2
Non-management level – base salary only (%)	91	91	88	DJSI 3.6.1, GRI 405-2
EMPLOYEE TURNOVER				
Voluntary turnover rate (%)	19	21	21	DJSI 3.4.5, GRI 401-1
Total employee turnover rate (%)	26	41	26	DJSI 3.4.5, GRI 401-1
Global female turnover rate (%)	25	43	Not available	DJSI 3.4.5, GRI 401-1
Global male turnover rate (%)	26	40	Not available	DJSI 3.4.5, GRI 401-1
Asia				
Under 30 (%)	35	19	35	DJSI 3.4.5, GRI 401-1
30–50 (%)	17	12	16	DJSI 3.4.5, GRI 401-1
Over 50 (%)	17	10	8	DJSI 3.4.5, GRI 401-1
Caribbean				
Under 30 (%)	61	53	45	DJSI 3.4.5, GRI 401-1
30–50 (%)	28	29	22	DJSI 3.4.5, GRI 401-1
Over 50 (%)	11	15	0	DJSI 3.4.5, GRI 401-1
Central America				
Under 30 (%)	27	48	29	DJSI 3.4.5, GRI 401-1

SOCIAL CONT'D

METRIC	2024	2023	2022	REFERENCE
30–50 (%)	16	42	15	DJSI 3.4.5, GRI 401-1
Over 50 (%)	7	33	6	DJSI 3.4.5, GRI 401-1
North America				
Under 30 (%)	79	155	138	DJSI 3.4.5, GRI 401-1
30–50 (%)	43	58	50	DJSI 3.4.5, GRI 401-1
Over 50 (%)	23	39	26	DJSI 3.4.5, GRI 401-1
Employee turnover by management level				
Junior management (%)	11	16	12	DJSI 3.4.5
Middle management (%)	13	14	6	DJSI 3.4.5
Senior management (%)	15	17	2	DJSI 3.4.5
CUSTOMER RELATIONSHIP MANAGEMENT				
Customer satisfaction measurement (scale of 1 to 5)	4.11	4.21	4.55	DJSI 3.6.2
Percentage of customers covered (%)	57	68	71	DJSI 3.6.2
Percentage of total customers using our online services solutions/sales platform (%)	80	45	83	DJSI 3.6.2
Percentage of revenues generated online (e.g. through direct sales, advertising, etc.) (%)	88	89	97	DJSI 3.6.2
COMMUNITY INVESTMENT				
Total community investment (spend/\$) ³⁴	1.5	0.9	0.5	
Total in-kind giving (\$)	0.8	0.6	0.5	
Management costs (\$)	0.4	0.3 ³⁵	Not available	
Total cash and in-kind donations (\$M)	2.8 ³⁶ ★	1.9 ★	1.1	
Ratio of community investment on pre-tax earnings (%)	0.47 ★	0.40 ★	0.19	
Total volunteering hours (#)	38,918	36,126	12,947	

³⁴ Includes cash donations and financial value of volunteering hours during work time.
³⁵ For 2023, we are including management costs of \$309,965 in our calculation methodology.
³⁶ Includes management costs.

GOVERNANCE

METRIC	2024	2023	2022	REFERENCE
BOARD STATISTICS				
Director tenure				
Less than 5 years (#)	7	7	6	DJSI 1.2.7
6–10 years (#)	0	3	3	DJSI 1.2.7
More than 10 years (#)	1	1	1	DJSI 1.2.7
Tenure (# average)	5.7 ³⁷	7.7	8.4	DJSI 1.2.7
Director gender diversity				
Board of Directors (% male / % female)	75 / 25	64 / 36	70 / 30	GRI 405-1, DJSI 1.2.5
Corporate Governance and Social Responsibility Committee (% male / % female)	75 / 25	50 / 50	50 / 50	DJSI 1.2.5
Audit and Finance Committee (% male / % female)	75 / 25	67 / 33	83 / 17	DJSI 1.2.5
Compensation and Human Resources Committee (% male / % female)	50 / 50	50 / 50	67 / 33	DJSI 1.2.5
Executive Officers (% male / % female)	100 / 0	100 / 0	100 / 0	DJSI 1.2.5
Director age diversity				
Board of Directors				
Under 30 (%)	0	0	0	GRI 405-1
30–50 (%)	25	0	0	GRI 405-1
Over 50 (%)	75	100	100	GRI 405-1
Corporate Governance and Social Responsibility Committee				
Under 30 (%)	0	0	0	GRI 405-1
30–50 (%)	50	0	0	GRI 405-1
Over 50 (%)	50	100	100	GRI 405-1
Audit and Finance Committee				
Under 30 (%)	0	0	0	GRI 405-1
30–50 (%)	25	0	0	GRI 405-1
Over 50 (%)	75	100	100	GRI 405-1

³⁷ Glenn J. Chamandy is one of the founders of Gildan and average board tenure is [5.7] years including Mr. Chamandy's time on the board from May 1, 1984 to December 10, 2023 and since his reappointment in May 2024.

METRIC	2024	2023	2022	REFERENCE
Compensation and Human Resources Committee				
Under 30 (%)	0	0	0	GRI 405-1
30–50 (%)	25	0	0	GRI 405-1
Over 50 (%)	75	100	100	GRI 405-1
Geographical location				
Canada (#)	4	6	5	
United States (#)	4	4	4	
Other (#)	0	1	1	
Board structure				
Independent directors (#)	7	10	9	DJSI 1.2.1
Board effectiveness				
Board meeting attendance (% average)	98	98	100	DJSI 1.2.6
Minimum of attendance for all members required (%)	75	75	75	DJSI 1.2.6
Maximum mandates for non-executive/independent directors (#)	3	3	3	DJSI 1.2.6
Board experience				
Independent or non-executive members with industry experience (e.g., excludes executives) (#)	4	8	4	DJSI 1.2.8
Ownership				
Shares held by the CEO (shown as a multiple of base salary) (#)	54.3	Not available	90.7	DJSI 1.2.11
Average share ownership across other executive committee members (shown as a multiple of base salary)	26.1	12	10.4	DJSI 1.2.11
Total government ownership (%)	0	0	0	DJSI 1.2.11
CEO-to-employee pay ratio				
Total annual compensation of the CEO (\$M)	26.4 ³⁸	10.2	9.7	DJSI 1.2.15
Mean annual compensation of all employees, excluding the CEO	12,114	13,720	12,806	DJSI 1.2.15
Mean employee compensation and the total annual compensation of the CEO (ratio)	2,182	746	759	DJSI 1.2.15

³⁸ This includes a special aspirational incentive plan (AIP) grant of \$13.1 million awarded in December 2024. The AIP is built as a four-year plan, with a fifth-year extension period, and is based on achieving share price hurdles with the opportunity for increased vesting and a higher payout with each successive threshold. The AIP requires a significant appreciation in share price prior to any payout and is entirely at risk. Its implementation reflects the outcome of engagement with, and feedback received from, shareholders. For more information, see the [2024 Management Information Circular](#).

METRIC	2024	2023	2022	REFERENCE
ETHICS				
Ethics and anti-corruption statistics				
Calls to ethics and compliance hotline (#)	31	37	28	
Reported breaches of Anti-corruption Policy and Compliance program (#)	0	0	1	DJSI 1.5.5, GRI 205-3
Employees dismissed or disciplined for breaches of the Anti-corruption Policy and Compliance program (#)	0	0	0	GRI 205-3
Business partner contracts terminated or not renewed due to violations or breaches of the Anti-corruption Policy and Compliance program (#)	0	0	5	GRI 205-3
Reported breaches by employees related to money laundering	0	0	0	
Reported breaches by employees related to insider trading	0	0	0	
Grievances received by suggestion boxes and/or other local means (#)	3,372	3,110	3,229	
Grievances resolved (#)	3,167	3,040	3,211	
Grievances outstanding (#)	205	70	18	
Legal actions				
Legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant (#)	0	0	0	GRI 206-1
Total number of significant instances of non-compliance with laws and regulations (#)	0	0	Not available	GRI 2-27
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling (#)	0	0	Not available	GRI 417-2
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship (#)	0	0	Not available	GRI 417-3
Cybersecurity and data privacy				
Total number of information security breaches (#)	0	0	Not available	DJSI 1.9.3
Total number of clients, customers, and employees affected by the breaches (#)	0	0	Not available	DJSI 1.9.3
Cybersecurity complaints received from outside parties and substantiated by the organization (#)	0	0	0	GRI 418-1
Complaints from regulatory bodies (#)	0	0	0	GRI 418-1
Substantiated complaints received concerning breaches of customer privacy and losses of customer data (#)	0	0	0	GRI 418-1
Policy influence				
Lobbying, interest representation, or similar (\$M)	0.21	0.10	0.16	DJSI 1.6.1
Total contributions and other spending related to public policy (\$M)	0.62	0.62	0.32	DJSI 1.6.1

