



# 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 1<sup>st</sup> to December 31<sup>st</sup>, 2024, or status as of December 31<sup>st</sup>, 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		

<sup>1</sup> As per the Science Based Targets initiative (SBTi), the target boundary includes land-related emissions and removals from bioenergy feedstocks.  
<sup>2</sup> 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 <sub>2</sub> 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 <sub>2</sub> 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 <sub>2</sub> 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 <sub>2</sub> e)	-126,712	-228,288	-82,112	
Direct Scope 1 GHG emissions				
Gross direct (Scope 1) GHG emissions (tCO <sub>2</sub> e)	126,920	102,244	120,838	DJSI 2.2.1, GRI 305-1
Biogenic CO <sub>2</sub> equivalent emissions (tCO <sub>2</sub> e) <sup>3</sup>	221,570	230,485	240,670	GRI 305-1
Direct Scope 1 GHG emissions by process				
Distribution centre (tCO <sub>2</sub> e)	949	1,017	1,874	GRI 305-1
Hosiery (tCO <sub>2</sub> e)	8,070	5,920	14,281	GRI 305-1
Textile (tCO <sub>2</sub> e)	59,331	57,607	62,731	GRI 305-1
Yarn (tCO <sub>2</sub> e)	475	588	1,463	GRI 305-1
Sewing (tCO <sub>2</sub> e)	3,676	4,256	5,507	GRI 305-1
Garment dyeing (tCO <sub>2</sub> e)	3,235	3,376	12,216	GRI 305-1
Integrated manufacturing (textiles and sewing) (tCO <sub>2</sub> e)	49,934	28,241	21,265	GRI 305-1
Other (tCO <sub>2</sub> e)	1,251	1,240	1,502	GRI 305-1




<sup>3</sup> Calculation considers biogenic emissions from biomass process.

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

<sup>4</sup> In 2024, we closed our administrative office in Shanghai.

METRIC	2024	2023	2022	REFERENCE
Other (tCO <sub>2</sub> e)	19,496	12,715	20,218	GRI 305-2
Scope 2 emissions by country (market-based method)				
Australia (tCO <sub>2</sub> e)	27.04	29	Not available	GRI 305-2
Bangladesh (tCO <sub>2</sub> e)	21,719	7,771	7,156	GRI 305-2
Barbados (tCO <sub>2</sub> e)	900.06	816	727	GRI 305-2
Canada (tCO <sub>2</sub> e)	Not available	Not available	Not available	GRI 305-2
China (tCO <sub>2</sub> e)	Closed <sup>5</sup>	6	19	GRI 305-2
Dominican Republic (tCO <sub>2</sub> e)	22,164	21,772	27,389	GRI 305-2
Honduras (tCO <sub>2</sub> e)	277,853	196,953	288,351	GRI 305-2
Nicaragua (tCO <sub>2</sub> e)	4,469	4,564	5,124	GRI 305-2
United States (tCO <sub>2</sub> e)	172,593	190,913	221,641	GRI 305-2
Other indirect (Scope 3) GHG emissions				
Indirect Scope 3 GHG emission (tCO <sub>2</sub> 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 <sup>6</sup>	Not applicable to Gildan <sup>6</sup>	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 <sup>6</sup>	Not applicable to Gildan <sup>6</sup>	DJSI 2.2.3, GRI 305-3
11. Use of sold products	Not applicable to Gildan	Not applicable to Gildan <sup>6</sup>	Not applicable to Gildan <sup>6</sup>	DJSI 2.2.3, GRI 305-3

<sup>5</sup> In 2024, we closed our administrative office in Shanghai.  
<sup>6</sup> 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 <sup>7</sup>	Not applicable to Gildan <sup>7</sup>	DJSI 2.2.3, GRI 305-3
14. Franchises	Not applicable to Gildan	Not applicable to Gildan <sup>7</sup>	Not applicable to Gildan <sup>7</sup>	DJSI 2.2.3, GRI 305-3
15. Investments	Not applicable to Gildan	Not applicable to Gildan <sup>7</sup>	Not applicable to Gildan <sup>7</sup>	DJSI 2.2.3, GRI 305-3
Air emissions				
Nitrogen oxide (NOx) (t)	800	502	349	GRI 305-7
Sulphur dioxide (SO <sub>2</sub> ) (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) <sup>8</sup>	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) <sup>9</sup>	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 (%) <sup>10</sup>	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

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

<sup>8</sup> 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.

<sup>9</sup> Solar energy purchased in Honduras and Nicaragua.

<sup>10</sup> 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 <sup>11</sup>	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





<sup>11</sup> 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 <sup>12</sup>	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

<sup>12</sup> 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) <sup>13</sup>	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) <sup>14</sup>	97,716	79,356	76,589	GRI 306-3
Category 4: manufacturing waste – hazardous (MT) <sup>15</sup>	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

<sup>13</sup> 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."

<sup>14</sup> Category 3 is a subcategory of Category 1 (non-hazardous).

<sup>15</sup> 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) <sup>16</sup>	1,155	758	Not available	




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

METRIC	2024	2023	2022	REFERENCE
Sale of factory seconds (MT) <sup>17</sup>	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 <sup>18</sup>				
Honduras (#)	46	37	37	GRI 304-4
Dominican Republic (#)	65	60 <sup>19</sup>	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

<sup>17</sup> 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.

<sup>18</sup> 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.

<sup>19</sup> 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 <sup>20</sup>	DJSI 2.3.6
Total weight of packaging that has recycled or certified content (MT)	19,997	22,290	Not available <sup>18</sup>	DJSI 2.3.6
Percentage of wood/paper fibre packaging that has recycled or certified content (%)	77	75	Not available <sup>21</sup>	DJSI 2.3.6
Plastic packaging <sup>22</sup>				
Total weight of plastic packaging (MT)	2,544	1,469	Not available <sup>21</sup>	DJSI 2.3.7
Total weight of plastic packaging that has recycled content (MT)	693	175	Not available <sup>21</sup>	DJSI 2.3.7
Percentage of plastic packaging that has recycled or certified content (%)	27	12	Not available <sup>21</sup>	DJSI 2.3.7
Fibre input <sup>23</sup>				
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 (%) <sup>24</sup>	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	

<sup>20</sup> 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.



<sup>21</sup> 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.

<sup>22</sup> Reflects packaging from operations in Central America and Bangladesh.

<sup>23</sup> 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.

<sup>24</sup> 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 <sup>25</sup>	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 (#) <sup>26</sup>	12	2	13	DJSI 1.7.5
New finished product contractors screened using social criteria (%)	100	100	100	DJSI 1.7.5

<sup>25</sup> Data coverage only related to five dedicated third-party finished product contractors in Haiti.  
<sup>26</sup> 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 <sup>27</sup>	36	55 <sup>28</sup>	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

<sup>27</sup> 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.

<sup>28</sup> 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 (#) <sup>29</sup>	673	667	666	
Management positions (% male / % female) <sup>29</sup>	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 <sup>30</sup>	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) <sup>31</sup>	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

<sup>29</sup> Includes junior, middle, and senior management positions.  
<sup>30</sup> Variation from 2023 to 2024 due to reclassification of job titles.  
<sup>31</sup> 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 <sup>32</sup>	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

<sup>32</sup> 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 <sup>33</sup>				
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

<sup>33</sup> 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/\$) <sup>34</sup>	1.5	0.9	0.5	
Total in-kind giving (\$)	0.8	0.6	0.5	
Management costs (\$)	0.4	0.3 <sup>35</sup>	Not available	
Total cash and in-kind donations (\$M)	2.8 <sup>36</sup> ★	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	

<sup>34</sup> Includes cash donations and financial value of volunteering hours during work time.  
<sup>35</sup> For 2023, we are including management costs of \$309,965 in our calculation methodology.  
<sup>36</sup> 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 <sup>37</sup>	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

<sup>37</sup> 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 <sup>38</sup>	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

<sup>38</sup> 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](#).

GOVERNANCE CONT'D

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