

SASB INDEX

The following index provides ESG information for the 2024 calendar year, aligned with the 2023-12 “Consumer Goods Sector – Apparel, Accessories & Footwear” Standard, Sustainable Industry Classification System® (SICS®) under the stewardship of the International Sustainability Standards Board CG-AA.

TOPIC	METRIC	SASB CODE	DATA RESPONSE						
Management of chemicals	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	<p>We monitor and review our processes related to high-risk chemicals and follow all applicable laws and regulations. Our process includes three steps:</p> <ol style="list-style-type: none">Acknowledging and agreeing with the Restricted Substances Code of Practice (RSCP) by suppliers and manufacturing contractorsGathering of information on raw materials before purchase and evaluating information using the Safety Data Sheet Screening Process, certifying as Eco-Passport or STANDARD 100 by OEKO-TEX®, and testing by a third-party laboratoryClassifying raw materials under one of the following: approved, approved with condition, or rejected <p>We also provide training on the RSCP and chemical management to all our employees, contractors, and suppliers. In 2024, 100% of our key suppliers and finished product contractors acknowledged and agreed to the terms of our RSCP.</p> <p>Due to the fact that Gildan has a vertically integrated operating model, we report on our own manufacturing facilities – from raw material processing (Cascale Tier 3) to material production (Cascale Tier 2) to finished product assembly (Cascale Tier 1).</p>						
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	<p>Gildan is committed to ensuring that our products meet applicable consumer product safety and regulatory standards. This includes performing product testing through independent, third-party laboratories that are selected based on their relevant accreditations and reputation.</p> <p>Our Company-operated chemical facility is fully staffed with chemical engineers and industry specialists, allowing us greater oversight to manage risks and hazards associated with chemical products. We monitor and conduct periodic reviews of high-risk chemicals as required in our RSCP. The RSCP describes how we handle banned and restricted substances in countries where we operate and sell our products, including for compliance with Consumer Product Safety Improvement Act (CPSIA) requirements, REACH (Substance of Very High Concern list), and applicable legislation. We also include industry and non-governmental organizations (NGO) practices, standards, and initiatives, and our customers' own restricted substances lists.</p> <p>STANDARD 100 by OEKO-TEX®: Approximately 90% of brands manufactured by Gildan, including Gildan®, American Apparel®, Comfort Colors®, Gildan® Hammer™ GOLDTOE®, and Peds®, are certified by the internationally recognized STANDARD 100 by OEKO-TEX®, which allows producers and consumers to objectively assess the presence of harmful substances in textiles and apparel products based on approximately 100 human, ecological, and performance-related test parameters. Achieving the STANDARD 100 by OEKO-TEX® requires meeting strict standards including the absence of restricted chemicals. It also involves an annual independent validation through an accredited laboratory that tests raw materials and finished products.</p> <p>Our processes to manage restricted substances are described in our Restricted Substances Code of Practice.</p> <p>To learn more about our processes to assess and manage risks or hazards associated with chemicals in products, see our website.</p>						
Environmental impacts in the supply chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements ¹	CG-AA-430a.1	<p>We are one of the world's largest vertically integrated manufacturers of apparel with approximately 90% of our total revenues from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain.</p> <p>Gildan-operated facilities are assessed for wastewater compliance. In addition, our finished product manufacturing facilities in the Americas sew cut parts that are processed in our own textile facilities where we measure wastewater parameters against standards such as the Zero Discharge Hazardous Chemicals (ZDHC) Wastewater Program.</p> <p>Additionally, our third-party auditing process ensures that we comply with relevant regulatory requirements related to wastewater discharge permits and/or contractual agreements.</p> <table><tr><th>Environmental impacts in the supply chain</th><th>2024</th></tr><tr><td>Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement</td><td>We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.</td></tr><tr><td>Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</td><td>We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.</td></tr></table>	Environmental impacts in the supply chain	2024	Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement	We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.	Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint. Less than 10% of our revenues are derived from sourced goods.
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¹ Scope of this metric is related to Tier 1 suppliers who produce finished goods for Gildan.

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Environmental impacts in the supply chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2	As noted in CG-AA-430a.1, approximately 90% of our total revenues come from products manufactured in our own facilities. We depend on only a small number of suppliers relative to our overall supply chain. To date, 100% of our own sewing facilities have completed the Higg Facility Environmental Module (HIGG FEM), and 100% of our own textile facilities have completed the Higg FEM.																				
			<table><tr><th>Environmental impacts in the supply chain</th><th>2024</th></tr><tr><td>Percentage of Tier 1 finished product contractor facilities that have completed the Cascale Higg FEM assessment²</td><td>62% (28 out of 45 Tier 1 finished product contractor facilities)</td></tr></table>	Environmental impacts in the supply chain	2024	Percentage of Tier 1 finished product contractor facilities that have completed the Cascale Higg FEM assessment ²	62% (28 out of 45 Tier 1 finished product contractor facilities)																
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Labour conditions in the supply chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	<table><tr><th>Environmental impacts in the supply chain</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Percentage of Tier 1 finished product contractor facilities that have been audited to a labour code of conduct – Finished product contractors³</td><td>100</td><td>91</td><td>100</td></tr><tr><td>Percentage of Tier 1 finished product contractor facilities that have been audited to a labour code of conduct – Suppliers (including packaging, trim materials, labels, dyes, and chemicals)</td><td>0</td><td>54</td><td>40</td></tr></table> <p>We accept external social compliance certifications such as Worldwide Responsible Accredited Production (WRAP), SEDEX Members Ethical Trade Audit (SMETA), Better Work, Social & Labor Convergence Program (SLCP), and Business Social Compliance Initiative (BSCI) for our third-party finished product contractors in Asia and selected facilities in the Americas, reducing audit duplicity.</p> <table><tr><th>Environmental impacts in the supply chain</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Percentage of total audits of supplier facilities that were performed by an independent third-party auditor</td><td>86⁴</td><td>71⁴</td><td>62⁴</td></tr></table> <p>Some third-party suppliers (indirect) must complete a pre-audit/self-assessment questionnaire to validate basic environmental, health, and safety (EHS) and other labour conditions within their operation.</p> <p>More detail is provided on our website and in our Code of Conduct and Social & Sustainable Compliance Guidebook.</p> <p>Audit methodologies and criteria</p> <p>Gildan's finished product contractors⁵ are audited to monitor the working conditions in compliance with Gildan's Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook. Each facility is inspected and audited for compliance. Auditors must be granted access to all areas of the facility. Not granting access is a zero-tolerance issue, leading to an “access-denied” status, preventing the supplier from doing business with Gildan. All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Compliance platform. In addition, internal auditors use our auditing guidelines as a reference when conducting audits. The categories below describe thresholds related to non-conformance and contractor expectations related to remedial efforts.</p> <ul style="list-style-type: none">• Minor non-compliance: low-risk issue where improvement toward best practices is necessary. Remediation time frame: six months• Moderate non-compliance: medium-risk issue, negative impact on workers’ rights and safety (non-critical). Remediation time frame: up to two months, depending on type of violation• Major non-compliance: high-risk issue, serious violation of Gildan's Code of Conduct, other codes the supplier adheres to, and/or the law, resulting in a severe impact on individual rights and/or physical safety. Remediation time frame: immediately <p>More detail is provided in our Social & Sustainable Compliance Guidebook.</p> <p>Types of audits</p> <p>These are the types of audits that may be conducted in a facility:</p> <ul style="list-style-type: none">• Announced: the exact audit date is communicated to the facility• Semi-announced: the facility is aware that an audit will be conducted within a specific time period (a window is provided weeks before)• Unannounced: auditors arrive directly at the facility without prior notification <p>Types of auditors</p> <ul style="list-style-type: none">• Audits may be conducted by our internal auditors and/or external auditors, according to the type of audit (audits on behalf of Gildan or its customers)	Environmental impacts in the supply chain	2022	2023	2024	Percentage of Tier 1 finished product contractor facilities that have been audited to a labour code of conduct – Finished product contractors ³	100	91	100	Percentage of Tier 1 finished product contractor facilities that have been audited to a labour code of conduct – Suppliers (including packaging, trim materials, labels, dyes, and chemicals)	0	54	40	Environmental impacts in the supply chain	2022	2023	2024	Percentage of total audits of supplier facilities that were performed by an independent third-party auditor	86 ⁴	71 ⁴	62 ⁴
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² Gildan uses a selection of third-party finished product contractors to sew product and prepare it for sale. Suppliers that do not have wet manufacturing processes are encouraged to use dyed yarns as raw materials, and they use Gildan-manufactured textile.

³ As a vertically integrated manufacturer, the scope of Tier 1 suppliers covered in the metric includes finished product contractors.

⁴ The remaining audits were conducted by an internal corporate representative.

⁵ For the purposes of reporting, Tier 1 supplier facilities are defined as finished product manufacturing facilities.

TOPIC	METRIC	SASB CODE	DATA RESPONSE
			<p>Audit results</p> <p>Audit results are categorized from green to black based on the number and severity of findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook (page 6). Green and yellow ratings may be cleared for continued business, orange and red require improvement within a set timeframe, and a black rating corresponds to a zero-tolerance issue (see page 7 of our Guidebook) and results in termination of the contract once open orders are completed.</p> <p>Remediation process</p> <p>A facility is required to work on an immediate remediation plan when a serious violation of any of the Principles in Gildan's Code of Conduct has been committed and has caused, or may cause, a negative impact on worker safety, well-being, and/or the environment. This remediation process involves a more systematic review. Examples of what should be considered in a remediation process include:</p> <ul style="list-style-type: none">• In-depth investigation to confirm the non-compliance• Interviews with affected stakeholders• Documentation review (e.g., trainings, policies, and procedures)• Root-cause analysis <p>In addition to the remediation process, a Corrective Action Plan (CAP) is required for all non-compliances identified in an audit process. The following are examples of what a CAP could include, but may not be limited to:</p> <ul style="list-style-type: none">• Photos of corrective actions• Training attendance list• Evidence of review of a policy / internal procedure <p>Gildan's Social Compliance team works with facility managers to provide advice and recommendations on how to best address issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities provide details and evidence of their remediations, which are subject to verification through follow-up audits. These can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and demonstrate improvements within a prescribed timeframe.</p> <p>Follow-up</p> <p>Gildan reviews remediation trends year-by-year to identify facilities that have made progress in remediation or facilities that show a lack of commitment and progress to improve working conditions. Systematic follow-ups are conducted to verify the progress made toward resolving the issues with the objective of helping the facility improve its overall performance and remain in compliance with our Code of Conduct.</p>

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				Case Study 1 – Gildan-operated facility (Honduras)	Case Study 2 – Contractor facility (Asia)	Case Study 3 – Contractor facility (Americas)
			Case	An important step in the auditing process is documentation review. While reviewing the emergency preparedness plan, fire licenses, facility conditions, materials handling, and relevant legal medical checklists, the Social Compliance team identified that only 20% of applicable employees went through a mandatory audiometric health screening. As a result, a sustainable action plan for the facility was implemented. This plan included a root cause analysis to identify additional measures to mitigate potential incidents in the future.	An important step in auditing our third-party contractors is conducting on-site tours of the facility. Through these tours, the auditor verifies that the facility has properly implemented all health and safety check points in line with Gildan's Social & Sustainable Compliance Guidebook and local laws. The on-site check points in this case included: fire safety, machine safety, chemical safety, medical care, personal protecting equipment (PPE), general working conditions, and cleanliness. While conducting the on-site tour, our auditor identified that the interior concrete ceiling was cracked, exposing metal structure in the sewing department.	An important step in the auditing process is conducting a facility walkthrough. During the walkthrough, mislabeled plastic containers with oil were identified and being stored inadequately in the mechanic workshop area.
			Root-cause analysis	Our Social Compliance, Health & Safety, and Human Resources teams worked collaboratively and concluded that the primary cause was lack of planning and organization due to inadequate leadership and supervision.	Gildan's Social Compliance and third-party contractor's compliance teams worked collaboratively to conclude that the cracks on the ceiling were caused by inadequate maintenance, leading to concrete being chipped and to non-structural cracks in some areas.	Our Social Compliance team and facility management concluded that the primary cause was inadequate work/ safety procedures and the root cause was inadequate leadership and supervision.
			Remediation plan	The following actions were taken to complete the facility's remediation plan: a) scheduled the remaining missing audiometric health checks and b) carried out tests in coordination with the medical team. This non-compliance was closed and 100% of audiometry tests were completed.	The factory owner instructed the human resources and EHS departments to repair the areas. The factory also engaged a third-party engineering firm to complete a building structure evaluation. The factory trained all workers on health and safety risks, with a focus on the importance of building structural safety. The factory's EHS department scheduled frequent monitoring activities to help ensure the building's structural safety.	The following actions were taken a) the oils were appropriately labeled and stored in the workshop area and b) refresher training on the appropriate handling and storage of chemicals was conducted for all workshop area personnel.
			Follow-up	Our Social Compliance team regularly reminds facility management of the importance of maintaining healthy and safe work environments, including completing audiometry tests for applicable workers.	After two months, the factory repaired the building's cracks and provided a structural stability report from a third-party engineering firm. The report showed that the building is stable with respect to the structure for existing applied loading. In addition, the building inspection revealed that overall, there is no building instability. Gildan's Social Compliance team will continue monitoring.	Our Social Compliance team reminded facility management in our own facilities of the importance of maintaining healthy and safe work environments. All facilities were required to train employees who handle or manage chemicals in the designated areas on the importance of proper labeling and storage.
			Lessons learned	The facility learned the importance of implementing applicable safety and medical requirements to ensure a safe environment for our employees' well-being.	Communication and capacity-building between our Social Compliance team and third-party contractors is critical to help ensure on-site health and safety are well managed.	The facility learned the importance of implementing applicable safety measures to help ensure employee safety and well-being.

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	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	<table><tr><th>Labour conditions in the supply chain</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Priority non-conformance rate</td><td>55% (24 major non-compliances in our Tier 1 finished product contractor facilities⁶)</td><td>36% (15 major non-compliances in our Tier 1 finished product contractor facilities⁶)</td><td>60% (27 major non-compliances in our Tier 1 finished product contractor facilities⁶)</td></tr><tr><td>Associated corrective action rate for suppliers' labour code of conduct audits</td><td>100%</td><td>100%</td><td>100%</td></tr></table> <p>More information is available in our Social & Sustainable Compliance Guidebook.</p> <p>Audit methodologies and criteria CG-AA-430b.1 contains information regarding processes on how we evaluate our suppliers. Additionally, our audit methodologies and criteria are described on page 8-10 in our Social & Sustainable Compliance Guidebook. We have internal processes, which outline the steps that our internal auditors should use to conduct their audits.</p> <p>Our Monitoring Guidelines are described in CG-AA-430a.1 as per our Audit Methodologies and Criteria.</p> <p>Efforts to increase supply chain transparency: Gildan's Social & Sustainable Compliance Guidebook outlines our approach to increase supply chain transparency and build supplier capacity to improve labour conditions.</p> <p>Efforts to build capacity with suppliers: Our efforts to build capacity with suppliers are detailed on our website.</p> <p>Supply chain non-conformances categorized by geographic region.</p>	Labour conditions in the supply chain	2022	2023	2024	Priority non-conformance rate	55% (24 major non-compliances in our Tier 1 finished product contractor facilities ⁶)	36% (15 major non-compliances in our Tier 1 finished product contractor facilities ⁶)	60% (27 major non-compliances in our Tier 1 finished product contractor facilities ⁶)	Associated corrective action rate for suppliers' labour code of conduct audits	100%	100%	100%
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	Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	<p>For more information on our labour risks in our supply chain, please see our website.</p> <p>Environmental health and safety risks in the supply chain:</p> <ol style="list-style-type: none">Fire safety: In 2024, we identified fire safety as the risk category with the highest number of non-compliances across our supply chain audit results in the past 12 months. During our routine audits in our finished product contractor facilities, we identified that some of the aisles and exits were obstructed, and arrows were not clearly marked on the required areas.Facility cleanliness: In 2024, we identified several findings in our finished product contractor facilities under this category including lack of adequate storage and handling, slippery floors, and lack of studies related to illumination.Personal protective equipment (PPE): In 2024, we identified 23 minor and moderate findings related to the use of PPE in our finished product contractor facilities. Examples include the use of inappropriate PPE for the work task, PPE not being used by a contractor's employee in areas where the use of PPE was mandatory, and a contractor's employee not being given PPE. <p>Applicable to the three risks: We received CAPs from all contractors and approved 100% of these plans. We followed up on all corrective action plans and closed all those where evidence was provided to demonstrate that the non-compliance had been rectified.</p> <p>The following actions have been implemented to reduce EHS and other labour risks:</p> <p>Managing labour risks: 1. Maintain Social Compliance program; 2. Provide clear and concise labour practice guidelines and requirements to which our finished product contractors must follow and adhere to remain part of our supply chain; 3. Implement ongoing social audits at our Company-operated facilities and throughout our supply chain; 4. Perform periodic social audits to help ensure compliance with local regulations and Gildan's policies and procedures; 5. Engage with organizations that promote and defend workers' interests (such as the right to freedom of association)</p> <p>Managing health and safety risks: Gildan uses tools to identify hazards and assess risks including the following: 1. Job safety analysis; 2. Quantitative risk assessments; 3. Equipment risk assessments; 4. Use of PPE; 5. Electrical hazards; 6. Confined space; 7. New chemical requests; 8. Contractor management; 9. Safe work permits; 10. Hot work permits</p>												

⁶ For the purposes of reporting, Tier 1 supplier facilities are defined as finished product manufacturing facilities.

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Raw materials sourcing	(1) List of priority raw materials; for each priority raw material, (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors, and (4) management strategy for addressing business risks and opportunities	CG-AA-440a.3	Cotton represents approximately 80% of our total fibre input. The remaining 20% is represented mainly by polyester, including certified recycled polyester. A portion of this polyester is made from certified recycled materials (rPET), verified by our direct vendors through recognized standards such as the Global Recycled Standard (GRS) or the Recycled Claim Standard (RCS) .			
			Priority raw material	Cotton		
			Environmental or social factors	Climate change impact		
			Discussion of business risks or opportunities	Extreme weather events resulting from climate change could potentially disrupt the supply and quality of our raw materials and increase our sourcing costs. Cotton yield may be negatively impacted by climate change by 1% to 7% over the next 10 years. In addition, changing climate conditions may impact cotton quality and our ability to deliver and distribute product.		
			Management strategy	To conduct the analysis described in Gildan's 2022 Climate Change Disclosure Report , we leveraged data from IPCC's Sixth Assessment report and the latest academic research on cotton at the time to understand future cotton availability and supply. With continued improvements in farming practices, our analysis also showed growth in cotton supply. As identified in our 2022 Climate Change Disclosure Report, we source most of our cotton in the United States and, based on the analysis, we expect U.S. cotton production to be more resilient to climate change impacts like heat stress, total rainfall, extreme rainfall, and strong winds compared to other major cotton-producing countries analyzed (including Brazil, Pakistan, India, and China). In 2024, of the cotton directly sourced from the U.S, 27% came from regions considered to be high risk for water stress. However, none was sourced from regions categorized as extremely high risk. ⁷ We will continue to monitor emerging data on changes in the cotton landscape, update our quantitative climate modelling tool as necessary, and adjust our cotton sourcing strategy if required.		
	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	CG-AA-440a.4	Priority raw material (name)	Total amount purchased (metric tonnes)	Standard	Amount purchased (metric tonnes)
			Cotton	246.6	Better Cotton ⁸ or Trust Protocol	190.6
			Polyester	57.2	Global Recycled Standard	10.8
			For a full description of our materials see 2024 ESG Report and website .			
Activity Metric	Number of (1) Tier 1 suppliers, and (2) suppliers beyond Tier 1	CG-AA000.A	Tier 1 suppliers: finished product contractors (n. 25), yarns (10), and raw materials (eight cotton suppliers and seven polyester suppliers).			

⁷ Based on the [Aqueduct Water Risk Atlas](#), a tool for assessing water-related risks created by the World Resources Institute (WRI).

⁸ Better Cotton uses a “Mass Balance” system, which is a volume-tracking system that allows verified cotton to be substituted or mixed with conventional cotton by traders or spinners along the supply chain while ensuring that the amount of verified cotton sold never exceeds the amount of verified cotton purchased at all levels in the textile supply chain.