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AT GILDAN, WE ARE COMMITTED TO PROVIDING OUR STAKEHOLDERS TRANSPARENT DISCLOSURES IN AN EASY-TO-NAVIGATE WAY. THAT IS WHY WE HAVE COMPILED RELEVANT INDICATORS INTO THIS COMPREHENSIVE ESG PERFORMANCE TABLE. WE HAVE ALSO NOTED WHICH DATA HAS BEEN THIRD-PARTY VERIFIED AS INDICATED BY THIS ICON 

ESG PERFORMANCE TABLE

2020

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 RD PARTY ASSURANCE
ENVIRONMENT										
GREENHOUSE GASES¹										
Absolute Scope 1 GHG Emissions	tCO ₂ e	79,916	97,059	118,284	128,553	117,147	305-1		2.3.1	✓
Absolute Scope 2 GHG Emissions ² (market-based method)	tCO ₂ e	208,927	315,067	324,136	324,338	320,772	305-2		2.3.2	✓
Total Absolute GHG Emissions (Scope 1+2)	tCO ₂ e	288,843	412,126	442,420	452,891	437,919			2.5.3	
GHG Emissions intensity (Scope 1+2) (per kg production)	tCO ₂ e/Kg	0.00170	0.00149	0.00167	0.00176	0.00173	305-4			
Percentage emission intensity variation from 2015 baseline	%	-1	-13	-3	3	1				
Biogenic CO ₂ emissions	tCO ₂ e	143,531	327,005	293,149	319,272	--	305-1			
Absolute Scope 3 GHG Emissions ³ (partial)	tCO ₂ e	39,685	34,620	321	--	--	305-3			✓
Air emissions - NO _x	t	184	216	294	319	375	305-7			
Air emissions - SO ₂	t	344	321	517	499	552				
Total inorganic air emissions	t	528	536	811	818	928				✓
ENERGY										
Total fuel consumption from non-renewable sources	GJ	1,144,418	1,484,833	1,797,024	1,942,892	1,730,932	302-1		2.3.3	
Total fuel consumption from renewable sources (biomass)	GJ	1,593,152	3,629,657	3,253,863	3,500,994	1,987,021				
Non-renewable electricity ⁴ purchased	GJ	2,159,706	3,089,386	3,078,369	2,988,483	2,853,365				
Renewable electricity ⁵ purchased	GJ	6,972	0	0	0	0				
Total absolute direct energy	GJ	2,737,570	5,114,489	5,050,887	5,443,886	3,717,953	302-3			
Total absolute indirect energy	GJ	2,166,677	3,089,386	3,078,369	2,988,483	2,825,365				
Total absolute energy	GJ	4,904,248	8,203,875	8,129,256	8,432,369	6,543,318				✓
Percentage of renewable energy share	%	33	44	40	42	30	302-3			
Total costs of energy consumption ⁶	\$ M USD	79.8	120.4	117.8	109.8	99.8	302-1			
Total energy intensity (per kg production)	GJ/KG	0.02880	0.02971	0.03066	0.03280	0.02589	302-3			
Percentage of intensity variation from 2015 baseline	%	-3	0.5	4	11	-12				

¹Our GHG emissions are calculated in line with the GHG Protocols Accounting and Reporting Standard developed by the World Resources Institute and World Business Council for Sustainable Development. We use operational control as the consolidation approach for our emissions.

²We measure our absolute scope 2 GHG emissions according to the market-based method. The market-based estimate shown in the table, considers the specific electricity factor of our supply contract in Honduras.

³Absolute Scope 3 emissions are calculated from employee commuting, business air travel, upstream transportation and distribution and landfill waste. The emissions estimate for employee commuting considers bus transportation related to our sites in Honduras, Nicaragua, Dominican Republic and Mexico, which represented 85% of our total employee base at the end of 2020. Business travel emissions relate to the recorded distance of air travel and includes employees based in Honduras and Nicaragua, representing 73% of our employee base at the end of 2020. The emissions associated with the management of our landfill waste are estimated based on the tons of waste disposed recorded at our all of our global sites. Our upstream transportation and distribution emissions includes land transportation of goods and raw materials (yarn) in the U.S. and Bangladesh, and maritime transportation of one of our logistics services suppliers, which transports more than 80% of Gildan's containers between our manufacturing facilities and distribution centers throughout the Americas. The calculations use a distance-based method and emissions factors from the US EPA Emission Factors for Greenhouse Gas Inventories. For maritime transportation, we receive the data directly from the logistic services company, who use trade lane-specific emissions factors.

⁴This refers to non-renewable electricity purchased from the grid that supplies our different operations, for which we cannot be certain of the source. See GRI 302-1 for values reported in gigajoules (GJ).

⁵Solar Energy purchases in San Miguel.

⁶Numbers reported in previous years vary due to a change in calculation methodology.

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 RD PARTY ASSURANCE
ENVIRONMENT										
WATER										
Total water withdrawal	million m ³	12.61	20.52	22.14	19.18	20.16	303-3			✓
Total water withdrawal from all areas with water stress	m ³	0	0	0	0	0				
Total fresh groundwater withdrawal	million m ³	11.96	18.22	20.03	18.55	--				
Total municipal water withdrawal	million m ³	0.67	2.30	2.12	0.63	--				
Total net water consumption	million m ³	1.94	1.80	4.07	3.38	--	303-5		2.3.4	
Water use intensity	m ³ /kg	0.07406	0.07431	0.08351	0.07458	0.07979				
Water use intensity variation from 2015 baseline	%	-11	-11	-0.1	-11	-5				
Wastewater-offsite treatment	million m ³	0.60	1.91	3.12	0.59	0.77				
Wastewater-onsite treatment	million m ³	10.08	16.81	14.96	15.20	16.70				
Total water discharge	million m ³	10.68	18.72	18.08	15.79	17.47	303-4			✓
Percentage of Tier 1 and beyond Tier 1 supplier facilities compliance with wastewater discharge permits and/or contractual obligations ⁷	%	100	100	100	100	100		CG-AA-430a.1		
WASTE										
Total non-hazardous waste generated	t	44,336	79,809	81,683	68,401	73,854	306-3	2.3.5		✓
Total waste used/recycled/sold	t	39,032	71,100	72,769	57,669	63,630				
Total waste disposed (landfilled)	t	5,303	8,709	8,914	10,732	10,223	306-5			
Total hazardous waste	t	1,211	531	593	819	622	306-3			✓
Special waste disposal	t	92	18	29	26	--				
Biomedical waste disposal	t	8	3	3	4	--				
Other hazardous waste disposal	t	1,111	510	560	790	--				
Total absolute waste	t	45,547	80,340	82,275	69,220	74,475	306-4			
Share of waste sent to landfill	%	12	11	11	16	14	306-5			
Total waste intensity (per kg production)	kg/kg	0.267	0.291	0.310	0.269	0.295	306-4			
Total waste intensity variation from 2015 baseline	%	-14.1	-6.5	-0.3	-13.5	-5.3	306-3			
Landfill waste intensity	kg/kg	0.031	0.032	0.034	0.042	0.040				
Landfill waste intensity variation from 2015 baseline	%	-4.9	-3.6	2.7	27.5	23.6				
MATERIALS										
Total weight of all plastic packaging	mt	560	788	870	995	--	301-1		2.6.2	
Coverage (as a percentage of cost of goods sold)	%	99.9	85.0	85.0	85.0	--				
COMPLIANCE										
Number of environmental violations of legal obligations/regulations	#	0	0	0	0	1	307-1		2.2.3	
Amount of fines/penalties related to the above	\$USD	0	0	0	0	171,000				
Environmental liability accrued at end of year	#	0	0	0	0	0				

⁷In very limited cases, we use third-party contractors to manufacture products outside of our core product offering. Our outsourced product represents less than 10% of our annual revenue. Hence, we do not currently audit our Tier 1 and Tier 2 facilities for compliance with wastewater discharge permits and/or contractual agreements. However, 100% of Gildan owned facilities are assessed for wastewater compliance, which is what has been reported here.

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 RD PARTY ASSURANCE
SOCIAL										
EMPLOYMENT										
Total number of employees ⁸	#	44,425	52,742	51,403	50,045	48,000	401-1			
Total number of permanent employees	#	44,030	52,641	51,164	49,498	--				
Total number of temporary employees	#	395	101	239	547	--				
Total number of new employees hired	#	6,627	14,982	12,731	--	--				3.5
Total rate of new employees hired	%	15	32	29	--	--				
Percentage of open positions filled by internal candidates	%	11	16	17	10	11				3.5
Percentage of employees covered by a collective bargaining agreement	%	53	52	55	54	44				3.26
DIVERSITY & EQUAL OPPORTUNITY										
Total number of employees – female	#	19,987	23,972	24,249	23,685	22,560	405-1			3.21
Percentage of employees – female	%	45	45	47	47	47				
Total number of employees – North America	#	2,544	4,417	6,599	7,475	--				
Total number of employees – Central America	#	33,554	38,502	36,375	35,514	--				
Total number of employees – Caribbean	#	4,052	5,397	5,017	3,971	--				
Total number of employees – Asia	#	4,275	4,426	3,412	3,085	--				
Junior management positions – female	%	41	40	40	42	--				
Top management positions – female	%	20	26	20	15	--				
All management positions – female	%	39	38	38	42	41				3.21
Revenue generating management positions (i.e. sales) – female	%	35	38	32	23	33				
Number of local managers	#	512	600	556	474	--				
Percentage of local managers	%	85	83	84	87	83				
Daily free transportation provided (no. of employees)	#	20,338	30,633	30,802	25,354	--				
Daily subsidized meals (no. of employees)	#	36,645	47,167	33,163	39,429	--				
OCCUPATIONAL HEALTH & SAFETY										
Work-related fatalities (employees)	#	0	0	0	0	--	403-9			3.73
Work-related fatalities (contractors)	#	0	0	0	0	--				
Work-related injury rate for employees	rate	0.40	0.41	0.44	0.34	0.36				✓
Severity rate for employees	rate	4.01	2.84	2.50	2.14	3.12				✓
Lost-time injury frequency rate (LTIFR) for employees	Cases per million hours worked	0.66	0.72	0.75	0.15	--			3.74	✓
Data coverage for LTIFR (percentage of employees)	%	100	100	100	100	--	403-9			3.75
Lost-time injury frequency rate (LTIFR) for contractors	Cases per million hours worked	0.49	15.85	9.28	--	--				✓
Data coverage for LTIFR (percentage of contractors) ⁹	%	8	4	4	--	--				
Percentage of facilities with a formal joint management worker health and safety committee	%	86	75	83	87	--	404-4			

⁸Data reflects permanent and temporary employees, across North America, Central America, Caribbean, and Asia.

⁹Data coverage is related to our dedicated sewing contractors in Haiti. Calculations in 2020 reflect improved data collection methods.

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 RD PARTY ASSURANCE
SOCIAL										
OCCUPATIONAL HEALTH & SAFETY										
Percentage of Gildan employees represented by formal OHS committees	%	97	96	96	77	80	404-4			
Hours of training conducted on OHS policies and procedures	hrs.	207,481	180,670	151,191	72,429	105,000	403-8			
Number of free medical consultations at onsite clinics globally	#	125,740	195,603	262,706	181,075	178,000	403-10			
Number of non-COVID vaccines administered	#	14,251	15,351	17,256	11,828	14,000				
Doctors on staff worldwide	#	56	55	54	43	37	403;404			
Nurses on staff worldwide	#	93	80	89	75	71	403;404			
CUSTOMER RELATIONSHIP MANAGEMENT										
Customer satisfaction measurement	#	4.40	4.05	4.00	3.92	4.05			1.5.2	
Confidence level of the survey that was performed to a representative sample of the total customer base	%	95	95	95	95	95			1.5.2	
GOVERNANCE										
Board diversity – gender female	%	30	27	30	33	30	102-18 405-1			
Shares held by the CEO (shown as a multiple of base salary)	#	95.76	94.24	87.1	90.09	24.78			1.1.10	
Average share ownership across other executive committee members (shown as multiple of base salary)	avg.	12.63	8.83	7.29	6.88	6.44				
Total percentage of government ownership	%	5.4	6	<5	<5	--			1.1.12	
ETHICS, INTEGRITY, ANTI-COMPETITIVE BEHAVIOR AND ANTI-CORRUPTION										
Total number of calls received regarding the Code of Conduct	#	26	35	41	61	23		1.4.7		
Political contributions	#	0	0	0	0	0	415-1	1.4.3		
CYBERSECURITY AND DATA PRIVACY										
Number of cybersecurity complaints received from outside parties and substantiated by the organization	#	0	0	0	--	--	418-1		1.12.3	
Number of complaints from regulatory bodies	#	0	0	0						
Total number of substantiated complaints received concerning breaches of customer privacy and losses of customer data	#	0	0	0						

TOPIC	UNIT	2020	2019	2018	2017	2016	GRI	SASB	DJSI	3 RD PARTY ASSURANCE
GOVERNANCE										
SUPPLY CHAIN										
Percentage of Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment	%	40	--	--	--	--		CG-AA-430a.2		
Percentage of 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	%	0	--	--	--	--				
Percentage of new suppliers that were screened using social criteria	%	100	100	100	100	--	414-1			
Percentage of Tier 1 supplier facilities that have been audited to a labour code of conduct		100	100	100	100	--		CG-AA-430b.1		
Percentage of non-Tier 1 supplier facilities that have been audited to a labour code of conduct	%	0	0	0	0	--				
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits (rate)	%	7	13	15	14	--		CG-AA-430b.2		
ECONOMIC										
Lobbying, interest representation, or similar	\$USD	95,407	94,690	299,000	339,860	359,090			16.1	
Charitable donations (percentage of total costs)	%	68	26	27	11	35			3.6.2	
Community investments (percentage of total costs)	%	31	73	90	64	62				