

Frequently Asked Questions

This section provides answers to frequently asked questions and/or additional information regarding our published policies such as our [Human Rights Policy](#) and [Stakeholder Engagement Policy](#), as well as our [Whistleblowing Policy for Employees and External Stakeholders](#). If you have additional questions on any of these policies, you may reach us at cc@gildan.com.

Human Rights Policy

Are Human Rights embedded in Gildan's corporate culture?

As a responsible corporate citizen, Gildan adheres to the fair and ethical treatment of its stakeholders throughout the Company's supply chain. Gildan is committed to adopting the best labour practices and working conditions to ensure that the human rights and dignity of all our employees and those of our manufacturing third-party contractors are respected. Operating responsibly is one of our three core values.

What initiatives has Gildan taken to protect and promote human rights?

One of our main initiatives is to publicly disclose our Human Rights Policy and Code of Conduct with all our stakeholders. The Human Rights Policy shares the Company's process to identify and prioritize human rights risks and describes the industry's and Gildan's salient risks. The Code of Conduct serves as a guideline to respect human rights at our Company-owned and third-party manufacturing facilities. In addition, Gildan's Social and Sustainable Compliance Guidebook, sets forth the key principles under which the Company and its worldwide business partners are required to operate; stating our position on critical labour and human rights issues including child labour and forced labour, amongst others.

The Code requires the implementation of management systems to ensure the proper application of each human rights principle included in the Code; starting with policies and procedures, to responsible management for implementation, as well as training and monitoring.

Another initiative to protect and promote human rights at Gildan-owned and contracted manufacturing facilities, is joining our Industry Commitment to Responsible Recruitment, developed in conjunction with the American Apparel & Footwear Association and the Fair Labor Association, in October of 2018. The Commitment is a proactive industry effort to address potential forced labour risks for migrant workers in the global supply chain. Signatories of the Commitment must ensure that no workers pay for their jobs and that they retain control of their travel documents and have full freedom of movement. In addition, all workers are informed of the basic terms of their employment before leaving home.

Gildan has also implemented several initiatives to ensure migrant workers are not subject to forced labour throughout our third-party manufacturing facilities; and has also provided training on this subject to strengthen its supply chain capabilities. More information can be found in our Genuine Responsibility® Reports.

Who is responsible for ensuring that human rights principles are applied?

Respect for human rights at Gildan-owned and third-party manufacturing facilities is supervised by our Corporate Citizenship department, which validates compliance through our Social Compliance audit program and reports any violation of human rights on a quarterly basis to our Board of Directors.

In addition, the Company's Compliance Steering Committee oversees the Company's global compliance programs in order to ensure a robust and comprehensive compliance framework for integrity and ethics throughout the organization. The Compliance Steering Committee is ultimately accountable to the Board of Directors and reports on important compliance matters to the Board's Corporate Governance and Social Responsibility Committee on a quarterly basis. The Human Resources team also plays a key role in ensuring respect for human rights on a day-to-day basis.

Are there specific human rights policies in place for third-party manufacturing contractors?

In all regions where the Company operates, Gildan and its third-party contractors are required to safeguard employees' human rights by adopting and adhering to Gildan's Code of Conduct. Compliance with our Code of Conduct is a condition of doing business with us, and all our contractors must consent through their commercial agreements that they have received, understood and acknowledged the Code.

As a result, third-party manufacturing contractors are subject to a rigorous verification process that includes auditing, remediation, tracking and public reporting to ensure compliance with applicable laws as well as with Gildan's Code of Conduct and the UN Guiding Principles on Business and Human Rights.

Contractors facilities are also asked to have a person responsible to manage the implementation of the Code of Conduct daily; in most cases this responsibility is carried out by the Human Resources department or specific Social Compliance officers.

What measures have been taken to protect, and remedy, if applicable, against human rights impacts?

We have strictly-applied codes and policies designed to protect the rights of employees in Gildan's operations and supply chain, including all legal requirements relevant to the conduct of their business as set forth in the principles of our [Code of Ethics](#), [Code of Conduct](#), [Human Rights Policy](#), our [Energy & Environment Global Policy](#), our [Restricted Substances Code of Practice](#), and the guidelines provided in our [Social & Sustainable Compliance Guidebook](#). We believe that all employees have the right to be free from discrimination or harassment, receive a fair wage, be treated with respect and dignity, have opportunities to have their voices heard and be part of a supportive network of peers. To this end, we maintain open and collaborative relationships with employees to ensure their views are represented within the Company while ensuring that they can access grievance mechanisms to report any infractions to us so that they can be addressed immediately – more information on our internal grievance mechanisms can be found in our [Whistleblowing Policy for Employees and External Stakeholders](#).

Who are considered human rights defenders?

A "human rights defender" is a term used to describe people who, individually or with others, act to promote or protect human rights. An example of a human rights defender in Gildan, is a union representative. For more information on human rights defenders, click [here](#).

When should a person report a violation to human rights?

We have grievance mechanisms in place to ensure employees have confidential channels to report violations related to human rights. Gildan has also updated its Whistleblowing Policy for Employees and External Stakeholders to provide our external stakeholders, such as community members, third-party manufacturing contractors and their employees, suppliers, non-governmental organizations, among others, clear guidelines on how to communicate or present grievances to the Company. The purpose of the Policy is to inform our stakeholders of the communication channels available and encourage them to communicate with us or to report violations related to our Code of Conduct, Code of Ethics, as well as any other potential or current violation to human rights practices, community involvement and environmental matters or any other pertinent situation that must be addressed by Gildan. Our processes ensure that these complaints are reviewed, investigated, and resolved in a fair, transparent and timely manner.

Stakeholder Engagement Policy

Who are the Company's Stakeholders?

Any person, group, or organization directly or indirectly affected by an issue related to or caused by any of Gildan's operations worldwide. This may include, but is not limited to, a supplier, contractor, customer, non-governmental organization (NGO), and/or members of the communities where we operate.

What is the purpose of a Materiality and Stakeholder Engagement Assessment?

Gildan periodically conducts materiality assessments to identify, prioritize, address and prevent actual or potential human rights risks inherent in our operations and in our industry at large. These assessments include the involvement of and/or consultation with relevant stakeholders throughout our entire supply chain. As part of this process, the Company aims to maintain an open dialogue with non-governmental organizations (NGOs), members of labour movements, and other interested parties.

Among the items we take into consideration:

- *People:* Human Rights, Health and Safety, Labour Practices, Diversity & Inclusion
- *Environment:* GHG Emissions, Energy, Water, and Waste Management
- *Communities:* Engagement and Participation

What is considered under an Enterprise Risk Management Assessment?

We evaluate risk on a macro level (industry) and then we identify which of those risks represent a direct/indirect impact on our stakeholders and our operations.

How does the Company measure, report, and include feedback?

We measure stakeholder feedback by conducting periodic surveys, interviews, internal/external audits, and by providing convenient access to our grievance mechanisms. We analyze and learn from the responses received, we meet with the stakeholders involved and then we decide what insights should be reported/disclosed. We report our key engagement activities in our annual Genuine Responsibility® report.

How does the Company incorporate diversity and inclusion?

Inclusiveness is part of Gildan's culture and is an important element of our success. We strive to foster a culture that embraces the diversity of our employees, our business and our communities, where everyone

is equally valued and has the opportunity to reach their full potential and contribute to the Company's overall success. These principles are embodied in our Diversity and Inclusion Policy, which applies to every level of the organization. For more information on our approach, please see our [Diversity and Inclusion Policy](#).

What communication channels are available for stakeholder engagement?

For our external stakeholders, we have disclosed our [Whistleblowing Policy for Employees and External Stakeholders](#), with detailed guidelines on how to communicate with the Company.

Whistleblowing Policy for Employees and External Stakeholders

What happens if there is no agreement between the parties?

The complainant will be notified of the outcome and remediation plan to be implemented. Gildan expects the complainant to provide feedback on the remediation plan.

Are complaints and remediation plans communicated publicly?

Gildan discloses the number of grievances received and resolved as part of its annual Genuine Responsibility® report (Caring for our People section). The Company also includes case studies of complaints received as well as how they were addressed and remediated.

May the complainant suggest ways to improve the handling of cases?

Gildan is always open to learn and improve its processes. As part of the process to address and remediate complaints, Gildan will conduct a lessons-learned assessment to help mitigate future risks and impacts. Stakeholders can also contact the Company to provide additional feedback through other communications mechanisms described in the Whistleblowing Policy for Employees and External Stakeholders.

May the complainant incorporate other participants into the complaint process?

Depending on the nature and complexity of the complaint, Gildan and/or the complainant might invite an independent/external verification entity to participate in the investigation process.

How are these communication mechanisms available to vulnerable groups?

Any of our external stakeholders can submit a communication report or complaint. This may include, but is not limited to: a supplier, contractor, customer, non-governmental organizations (NGOs), and/or members of the communities where we operate. The Whistleblowing Policy for Employees and External Stakeholders has been shared through different channels, such as Gildan's webpage, and discussed at meetings or call with stakeholders.