

Gildan Community Engagement Policy

At Gildan we believe that we have a responsibility to be an active participant in the communities where we operate. We understand that the long-term sustainability of our business relies on building healthy communities, from which we can draw talented employees. As a significant employer in each of the regions where we operate, Gildan accepts its responsibility to have a positive impact in our local communities, either through capital investments, volunteerism or education/outreach initiatives.

One of our community goals is to support local economic development through our capital investments in construction projects and our direct employment numbers. Beyond these direct impacts, we also create secondary benefits favouring local suppliers and businesses. As such, we are committed to playing an active role in our local communities through a range of projects that draw on our financial and non-financial resources. These activities create value for the community and for Gildan by contributing to economic development, strengthening social programs and supporting business growth.

We seek to ensure our community engagement activities are relevant to who we are as a business and to what is important to us and therefore actively seek programs and partnerships which reflect our core values and our mission of creating value in everything we do.

How we support:

We support our local communities through a variety of contributions:

Financial donations: We provide financial support to a range of local and global partners who have met the criteria outlined in our community investment guidelines.

Volunteering: We foster a culture that encourages employees to give of their time and skills to assist in building stronger communities. This creates goodwill in the communities and fosters a strong sense of employee pride as well.

Matched Giving: We encourage employees globally to donate to the non-profit organization of their choice. Gildan will match a number of employee fundraising initiatives globally.

Product Donations: We donate our products to the communities in which we operate to meet basic needs in response to natural disasters.

In order to maximize the value created within our initiatives for all stakeholders involved we seek opportunities where we can:

- Ensure support has a sustainable benefit.
- Support donations with experience and expertise where possible.
- Measure the impact of our community investments.

Our guidelines

We have established five key guidelines for our community engagement activities:

1. Align our community investment activities with our business activities and core values allowing us to make best use of our skills and expertise.
2. Identify areas of focus that create a consistent approach across all Gildan locations.
3. Empower our people and enable them to be involved in their local communities.
4. Seek partnerships with organizations who share our values and are willing to amplify our efforts.
5. Measure the impact of our work in the community in order to improve and facilitate learning from our experience.
6. Share community efforts broadly with employees to foster a stronger sense of community and belonging.

Community investment focus areas

Gildan directs a majority of its community engagement resources towards the focus areas of education, active living, entrepreneurship and the environment where we are best-suited to make a real difference. We are also committed to continue our legacy of providing humanitarian aid and disaster relief in the locations where we operate.

Education

We believe supporting education helps address some of our stakeholders' most pressing needs. By strengthening the infrastructure, economy and talent of communities in which we work, we contribute to the continued success of both Gildan and communities. Through these efforts, we build important, trusting relationships with our local and national stakeholders. We provide targeted support to three areas of education:

- Technical skills – We invest in technical education programs that assist individuals in the community to develop the varied skills required across our diverse operations from yarn-spinning to distribution.
- Health and wellness programs – We support community education programs focused on nutrition, hygiene, violence prevention, and women's empowerment initiatives
- Investments in infrastructure – We contribute to building and upgrading education infrastructure.

Our investments in education will:

- Support individuals, with emphasis on youth and young adults, in the communities in which we operate.
- Create a measurable change in skills and capacity, level of education, and stakeholder engagement.

Active Living

Gildan manufactures and markets apparel that helps our consumers live an active life. We define active living as a way of life that integrates health, wellness and an active lifestyle into everyday routines and brings communities together through healthy living. We believe we strengthen our communities and our business by supporting programs that encourage health, wellness and physical activity. We provide targeted support to three areas of active living:

- Event sponsorship – We sponsor events that promote active living among youth and their families in the communities in which we operate.
- Enabled access– We contribute to programs that improve access to active living in the communities in which we operate.
- Sports support – We provide scholarships and grants to support participation in sports for student athletes.

Our investments in active living will:

- Promote an active life to increase the quality of life for our employees and community members.
- Increase engagement with our employees and our community through their involvement in Gildan-sponsored events and programs
- Create a measurable change in awareness of active lifestyles, participation in events, and engagement with youth and their families.

Entrepreneurship

Entrepreneurship is at the very heart of Gildan’s success. Entrepreneurship is integrated into our corporate values and how we do business every day. For Gildan, entrepreneurship is reflected in accountable employees who pursue continuous improvement while taking pride in the business and contributing ideas to help grow the business.

Entrepreneurs, especially young entrepreneurs, often face challenges of scale, reach and financing. Given our entrepreneurial spirit and expertise as a vertically integrated apparel company, we are able to make a significant contribution to aspiring entrepreneurs. By inspiring future entrepreneurs, we encourage them to later join Gildan’s team or offer innovative new services that improve our company. We provide targeted support to two areas of entrepreneurship:

- Support for entrepreneurial thinking: We support programs that promote entrepreneurial thinking and spirit among youth.

- Business growth and development programming: We support programs that help entrepreneurs develop and grow businesses that address the varied skills required across our diverse local operations and value chain from yarn-spinning to distribution.

Our investments in entrepreneurship will:

- Promote the entrepreneurial spirit and new business ventures in the communities in which we operate.
- Support individuals in the communities in which we operate.
- Strengthen our relationships with entrepreneurial professional schools.
- Create a measurable change in entrepreneurial skills and competencies, level of interest in entrepreneurship, and employee engagement.

Environment

At all operating levels, Gildan is aware of the fact that we operate as part of a greater whole: the environment in which we live and work. This translates into a heightened sense of responsibility to preserve our existing environmental resources and to implement processes designed to reduce, the impact of our activities on our surroundings.

Our investments in Environment will:

- Optimize the use and reuse of natural resources in our manufacturing processes.
- Support research and development in innovative ideas and projects which would positively impact how apparel is made.

Eligibility

We will seek partnership opportunities with local organizations and build on our existing activities in education, active living, entrepreneurship and the environment. However, interested organizations working to address our focus areas in the same manner as we are can submit requests for funding. Disaster relief funding specifically will be determined by Gildan on an ad hoc basis.

Requests for funding will be reviewed by our Steering Committee, which is composed of the appropriate mentors representing all regions in which we operate.

Eligible projects must:

- Demonstrate that their project aligns with Gildan's community investment policy and focus areas.
- Operate in regions where Gildan has operations.
- Be registered and provide a valid charitable registration number.
- Be financially sound (provide a copy of their most recent financial statements/balance sheet).



Gildan is not able to support every request it receives. Projects and organizations that are not eligible include:

- Projects which fall outside regions where Gildan has operations.
- Individuals or charitable appeals for individuals.
- Religious, discriminatory, non-secular, advocacy and/or political organizations.
- Sports organizations, service organizations, social clubs, or private schools.
- Expeditions or overseas travels.
- Third party fundraising organizations.
- Parties or celebration events.

Structure

There will be a Community Steering Committee comprised of representatives from around different business units and functional areas. The Committee will be responsible for reviewing submissions on a quarterly basis to determine alignment with our core focus areas as well as impact within the communities. All contribution requests over \$10,000 will be reviewed and assessed by the committee.

The Community Steering Committee will be responsible for the development of the annual plan, as well as management of budgets and communication of initiatives within their respective regions. There will also be an overall community budget where each region will have their discretionary budgets for smaller, local projects.

How to apply

We accept requests for funds throughout the year. While Gildan wishes to provide aid to all eligible organizations, due to resource constraints, we may not have the ability to partner with all organizations that meet our eligibility criteria.

Proposals should include a description of the organization, its mission statement, area and population served, clear details of the project for which the organization seeks funding, amount requested, project budget and description of funding sources. Some other conditions may apply. Organizations are responsible for ensuring that requests are submitted well in advance of the event or project start date, which means approximately 6 to 8 weeks ahead of their deadline.

Organizations seeking financial or in-kind donations from Gildan must submit their request in writing.

Proposals should be forwarded to:

CANADA AND INTERNATIONAL REQUESTS

By email: donations@gildan.com

For additional information: Please contact Lori Bogdanis at 01 (514) 744-8549



UNITED STATES

By email: donations-usa@gildan.com

For additional information: Please contact Orlando Poteat at 01 (336) 623-9555

CENTRAL AMERICA AND CARIBBEAN BASIN

By email: pvillanueva@gildan.com

For additional information: Please contact Paola Villanueva at 01 (504) 2669-6500

BARBADOS

By email: ehackett@gildan.com

For additional information: Please contact Esther Hackett at 01 (246) 753-8109