

Policy Statement

As a responsible corporate citizen, Gildan is committed to the fair and ethical treatment of people throughout the Company's supply chain. Gildan is guided by the articles set forth in the United Nation's *Universal Declaration of Human Rights* as well as its *Guiding Principles on Business and Human Rights*, as they relate to our global [Code of Conduct](#).

In all regions where the Company operates, Gildan employees and business partners are required to adhere to our [Code of Conduct](#), which encompasses internationally recognized standards set forth by the International Labour Organization (ILO), the Fair Labor Association (FLA) and Worldwide Responsible Accredited Production (WRAP). Gildan's [Code of Conduct](#) unequivocally asserts our position on critical labour issues that include: child labour, forced labour, compensation, hours of work/overtime, health and safety, environment, freedom of association/collective bargaining, harassment or abuse, grievance procedures as well as non-discrimination.

Respect for Human Rights

Gildan is committed to adopting the best labour practices and working conditions to ensure that the human rights and dignity of all employees are respected. Gildan and its business partners must fully comply with all legal requirements relevant to the conduct of their businesses and will adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labour and social security laws and regulations.

Due Diligence

The Company will take adequate measures to identify, prevent and mitigate risk or address adverse impacts to human rights in connection with our operations. To this end, Gildan will regularly conduct due diligence before establishing new business relationships. Moreover, business partners will be subject to a rigorous verification process that may include auditing, remediation, tracking and public reporting to ensure compliance with governing laws as well as Gildan's [Code of Conduct](#).

Materiality and Stakeholder Engagement

Gildan will periodically conduct a materiality study to identify, assess and understand actual or potential adverse human rights risk in connection with our operations. Studies should include involvement and/or consultations with relevant stakeholders throughout our supply chain. The Company is devoted to maintaining an open dialogue with non-governmental organizations (NGOs), members of the labour movement, and other interested parties.