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**GLOBAL HUMAN RESOURCES POLICY:**  
**Health and Safety**

**NUMBER: HG-6**

**September 2012**

**PERSON RESPONSIBLE:**  
**Vice President, Human Resources**

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### **Policy Overview**

It is Gildan Activewear Inc.'s responsibility to ensure the health, safety and physical and psychological integrity of all its employees.

Through this policy, Gildan makes its managers and its employees responsible for eliminating, inasmuch as possible, all causes of accidents and their possible consequences that could arise from their work environment or from extraordinary behaviours. Gildan integrates its preoccupation with health, safety and industrial hygiene into the planning of its operations, its purchasing, its production methods and the maintenance of its facilities

External contractors, temporary employees, suppliers and visitors to our facilities should comply with this policy and respect Company safety rules at all times.

### **Scope**

This policy applies to all employees, contractors and visitors of Gildan facilities and offices.

### **Our Commitment**

At Gildan, occupational health and safety (H&S) is considered a top priority, thus it should not be compromised for any other business process. Gildan is therefore committed to providing a safe and healthy work environment by:

- Complying with local laws and regulations related to H&S;
- Complying with H&S requirements of codes of conduct in which the company participates voluntarily;
- Promoting the active participation of its employees as a key element of its management system to establish a H&S culture in all of its facilities;
- Preventing injuries and illnesses arising, related to or occurring during work through the identification, analysis, elimination and / or reduction of risks;
- Continuously improving its health and safety management system performance.

## **Roles and Responsibilities**

The Global Health and Safety Committee will establish, monitor and govern H&S at the global level. Members of this Committee will include, but is not limited to:

- Vice President, Corporate Human Resources;
- Vice President, Textiles;
- Vice President, Apparel;
- Manager, Employee H&S;
- Key representatives from each hub, as designated.

To implement and comply with this policy, Gildan will establish the following guidelines in its facilities:

- Each facility will have a regulated system, safety programs, equipment, tools, and procedures for employees to work in an injury free environment;
- Facility Managers are responsible for ensuring implementation and overall support of the H&S management system and related programs;
- The performance of the H&S management system will be evaluated in each facility using the following indicators:
  - Frequency Index for Injuries and Occupational Illness;
  - Severity Index for Injuries and Occupational Illness;
- Required H&S programs will be established to ensure continuous improvement of indicators and management system;
- Each facility will put together a Health and Safety Committee to support the implementation of safety programs and procedures;
- All employees are required to work complying with safety guidelines, assessing risk before each work activity and focusing on performing safely. Employees should not start work if equipment does not have required safety controls, or if they have not been properly trained or if they do not know how to do it safely;
- All employees must be trained in applicable H&S programs to perform safely and to ensure success of the H&S management system.

## **Employee Rights**

### **Dangerous Work**

- Every employee has the right to refuse to perform particular dangerous work if he or she has reasonable grounds to believe that the performance of that work would expose him or her to danger in relation to his or her health, safety, or physical well-being, or would expose another person to similar hazards.
- Where a worker refuses to perform their work, he or she must immediately inform his supervisor as soon as possible so the incident may be resolved.

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Mike Albright  
Vice President, Human Resources

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