



Human Rights Policy

As a responsible corporate citizen, Gildan promotes the fair and ethical treatment of all its employees as well as those who manufacture our products throughout our 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 third-party contractors are respected. These commitments are embodied in our [Code of Conduct](#), [Code of Ethics](#), [Global Environmental & Energy Policy](#), [Restricted Substances Code of Practice](#), and the guidelines set forth in our [Social & Sustainable Compliance Guidebook](#).

Respect for Human Rights

Gildan is committed to upholding and respecting human rights as established in the United Nation's (UN) *International Bill of Human Rights* (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) as well as the *UN Guiding Principles on Business and Human Rights*.

In all regions where it operates, Gildan and its third-party contractors are required to safeguard employees' human rights by adopting and adhering to Gildan's Code of Conduct. The Code of Conduct encompasses the standards set forth by the International Labour Organization (ILO), the Fair Labor Association (FLA) and Worldwide Responsible Accredited Production (WRAP). The Code of Conduct unequivocally asserts our position on key industry risks such as 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.

Human Rights Due Diligence

The Company takes measures to identify, prevent and mitigate the risks of human rights violations not only in our own vertically-integrated operations, but in the operations of our third-party contractors. To this end, Gildan regularly conducts due diligence processes prior to engaging third-party contractors to manufacture our products. Moreover, third-party 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.

Identification of Material Risks and Stakeholder Engagement

Gildan periodically conducts materiality assessments to identify and address actual or potential human rights risks inherent in our operations and in our industry at large. These assessments include the involvement of and/or consultations with relevant stakeholders throughout our entire supply chain. Through this process, the Company aims to maintain an open dialogue with non-governmental organizations (NGOs), members of labour movements, and other interested parties. Please refer to Gildan's Stakeholder Engagement Policy for more information on Gildan's approach to engaging with stakeholders. Interested parties are also invited to contact Gildan directly through any of the channels of communication described in our [Whistleblowing Policy for Employees and External Stakeholders](#). Additional information on how Gildan identifies and prioritizes human rights risks can be found in our Genuine Responsibility Report.

Human Rights Risks

Through our materiality assessment process, we have identified five salient human rights risks that are inherent in our operations and supply chain, and six human rights risks which are generally present in our industry. Details of these specific risks, as well our approach to addressing them, are outlined below.

Gildan's Salient Human Rights Risks

1. Freedom of Association and Collective Bargaining

Gildan and its third-party contractors recognize and respect the right of employees to freedom of association and collective bargaining. The Company engages in a constructive and open dialogue process with union representatives as well as with all employees through its established grievance mechanisms and monitors this engagement through its Social Compliance program. Our [Social & Sustainable Compliance Guidebook](#) includes detailed benchmarks on how our third-party contractors must also respect this fundamental right. Gildan also has a zero-tolerance policy towards intimidation or attacks to union representatives and other human rights defenders.

2. Health and Safety

The health and safety of our employees is a top priority at Gildan. As part of our commitment, Gildan and its third-party contractors take all necessary measures to provide employees with a safe and healthy workplace. This includes the adoption of policies and procedures to prevent accidents and illnesses arising out of or occurring in the course of performing work at Company or contractor facilities. Gildan performs periodic reviews of its health and safety protocols to ensure that we remain at the forefront of industry trends and best practices at all times, including when there are particular circumstances, such as during the COVID-19 pandemic. Additional information on our health and safety initiatives can be found in our Genuine Responsibility Report.

3. Women's Rights

At Gildan we value the work and commitment of the women we employ in our operations as they represent almost 50% of our global workforce. We recognize the importance of protecting their rights, as established in the Convention on the Elimination of Discrimination Against Women, as they are at higher risk of facing discrimination and/or other disadvantages which can limit their access to opportunities. As part of our overall commitment to diversity and inclusion, we strive to break down the barriers for women to be successful in the workplace and help them to develop leadership skills that will serve them well in their personal and professional lives. Helping women advance in their careers is not only the right thing to do, it benefits our Company. We recognize that developing gender diversity in management roles leads to more effective management and more productive work environments. We have implemented programs that provide women with training, networking opportunities and resources to help them build their personal toolkit for success. In addition, through our Diversity and Inclusion Policy, Gildan has adopted initiatives that include building a pipeline of future female leaders, conducting inclusive leadership and diversity and inclusion awareness trainings across the organization, and introducing sponsorship programs for high potential female talent. Additional information on women empowerment programs at Gildan can be found in our Genuine Responsibility Report.

4. Harassment and/or Abuse

Gildan is committed to maintaining a work environment that is free from harassment or intimidation, a commitment that is embodied in our Global Anti-Harassment Policy. Gildan does not tolerate harassment and/or abuse in our operations or throughout our supply chain. Gildan and its third-party contractors strive to treat every employee with respect and dignity and make every reasonable effort to ensure that

no employee is subjected to any physical, sexual, psychological, or verbal harassment or abuse in the workplace. Gildan takes immediate action against any employee or third-party contractor who violates the harassment and/or abuse principle included in the Code of Conduct.

5. Working Hours

Gildan's Code of Conduct, which is premised on ILO conventions No. 1 and 14, places strict limits on the working hours of Gildan employees and those of our third-party contractors. Accordingly, no Gildan or contractor employee will be required to work more than a total of 60 hours per week or the regular and overtime hours permitted by the law of the country where the employee works, whichever is less. In addition, the regular work week shall not exceed 48 hours. Furthermore, employees must be allowed at least 24 consecutive hours of rest in every seven-day period and all overtime work shall be consensual. Finally, Gildan and third-party contractors shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate.

General Industry Risks

1. Child Labour

At Gildan we consider child labour to be a zero-tolerance issue. Gildan and third-party contractor employees across our entire supply chain must be at least 16 years of age or over the age for completion of compulsory education or the legal working age of the country in which they work, whichever is higher. Furthermore, no employee under the age of 18 may be employed in any form of hazardous conditions.

2. Forced Labour

Gildan does not tolerate any form of forced labour and human trafficking, or any type of modern slavery, across its entire supply chain, including: prison labour, indentured labour, bonded labour or any other form of forced labour. See [Gildan's Statement on Modern Slavery and Human Trafficking](#), which describes the steps we take to identify and eradicate modern slavery and human trafficking from our supply chain and our own operations.

3. Compensation

Gildan provides its employees the legal minimum wage or the prevailing industry wage of the countries where they are located, whichever is higher. We comply, and we expect all of our third-party contractors to comply with all laws and collective bargaining agreements, where applicable, that govern employee wages and fringe benefits. Our employees have the right to compensation for a regular work week that is not only adequate to meet their basic needs, but that also provides some discretionary income. We support the notion that where compensation does not meet employees' basic needs nor does it provide some discretionary income, employers must take appropriate measures to gradually reach a satisfactory compensation level.

4. Environment

Gildan is committed to adopting responsible measures to mitigate the impacts that its operations have on the environment and we expect our third-party contractors to adhere to these same principles, such as our Environment & Energy Policy and Restricted Substances Code of Practice. In addition, the Company also respects human rights access to land and water across its entire supply chain.

5. Grievance Procedures

Gildan's grievance procedure includes mechanisms that are openly promoted to ensure confidential and safe communication between the Company and all its stakeholders to guarantee that labour and human



rights are respected throughout all levels of our supply chain. Gildan has 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 to communicate or present grievances to the Company. All grievances are addressed in a systematic and confidential manner to ensure employees' privacy and protect them from reprisals. We take steps to ensure timely and effective remediation wherever human rights impacts occur. Additional information on Gildan's grievance procedures can be found in our Genuine Responsibility Report.

6. Discrimination

Gildan is committed to ensuring that no employee is subjected to any discrimination during their employment with the Company, including in connection with their hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, pregnancy, status, race, religion, age, disability, physical appearance, sexual orientation, nationality, HIV/AIDS, political opinion or social or ethnic origin. Gildan is an equal opportunity employer and we are committed to fostering a culture that embraces the diversity and inclusion of our employees, where each individual is valued and has the opportunity to reach their full potential and contribute to the Company's success.