



**GILDAN ACTIVEWEAR INC.
DIVERSITY AND INCLUSION POLICY**

PURPOSE

This Diversity and Inclusion Policy (the “**Policy**”) sets forth the principles and the approach for diversity and inclusion at Gildan Activewear Inc. and its subsidiaries (“**Gildan**” or the “**Company**”) and applies to all Gildan employees worldwide.

POLICY STATEMENT

Gildan is committed to foster, cultivate and preserve a culture of diversity and inclusion. It is important that each employee has the opportunity to develop, contribute and reach his or her full potential. The diversity of our employees, our culture, and the values that we collectively and individually embrace are critical contributors to the growth and success of Gildan.

Our commitment to diversity and inclusion transcends every level of our organization. The Board of Directors and the Executive Leadership Team are committed to keeping diversity and inclusion at the forefront in order to build and support a workforce that is reflective of the communities in which we operate.

REFLECTED IN OUR CORE VALUES

Our commitment to diversity and inclusion aligns with our core values, which are:

<p>WE ACT LIKE ENTREPRENEURS</p>  <p><i>There is no limit to what we can achieve!</i></p>	<p>WE OPERATE RESPONSIBLY</p>  <p><i>Everyday apparel, done right!</i></p>	<p>WE BELIEVE IN OUR PEOPLE</p>  <p><i>Success starts and ends with our people!</i></p>
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With these values we have created a culture that encourages the development of each individual in a collaborative, inclusive environment. The collective sum of the individual differences, life experiences, capabilities and talents that our employees invest in their work drives our culture, our reputation and our achievements. Employees bring their whole self to work and this contributes to our continued success.

We embrace and encourage the differences that each employee brings to Gildan, including differences in gender, ethnicity, family or marital status, physical ability, gender identity or expression, age, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, experience, education, perspective and other characteristics that make each employee unique.

We strongly believe that every employee must be treated with respect and dignity and all employees of Gildan have a responsibility to treat others accordingly, at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other Company-sponsored and participative events.



In addition to this Policy, diversity and inclusion is embedded in many of Gildan's programs and policies, such as our Code of Ethics.

SUPPORTED BY STRATEGIC INITIATIVES

As a global organization, we have always placed a critical importance on fostering an inclusive environment for all our employees. With the support of the Board of Directors and the Executive Leadership Team, we have established our diversity and inclusion strategy. This approach includes, but is not limited to, the following initiatives:

Talent Acquisition

- Attract and engage diverse pools of candidates, including a focus on increasing female leadership talent pipelines;
- Establish partnerships with universities and other organizations in order to create diverse pools of candidates;
- Continue to increase efforts to ensure diverse slates of candidates.

Employee Development

- Establish a culture of sponsorship of top internal talent and develop a mentorship program to accelerate their development;
- Ensure key considerations related to diversity and inclusion are present in our talent management processes, such as within talent reviews and succession planning discussions;
- Roll out diversity and inclusion awareness training to reinforce our commitment to an inclusive culture across Gildan;
- Embed the focus of diversity and inclusion in all training and development initiatives.

Community Involvement

- Continue to invest time and resources in the communities in which we operate in order to support their ongoing socio-economic development;
- Support professional organizations that promote diversity and inclusion by establishing mutually beneficial partnerships with them.

MONITORING

In order to continuously assess the effectiveness of this Policy, including its impact, the Human Resources Department will monitor the following performance indicators:

- Representation of women and minorities in our overall workforce, as well as in leadership roles;
- Percentage that women and minorities represent of new hires and internal promotions;
- Percentage of women and minorities identified as high potential and successors;
- Percentage of employees who participate in activities related to Diversity and Inclusion awareness;
- Employee engagement results related to the diversity and inclusion dimension (or questions).

The Human Resources Department will report regularly to the Executive Leadership Team on progress of the strategic initiatives and the performance indicators.



OVERSIGHT AND RESPONSIBILITY

The Executive Leadership Team has oversight responsibility for the implementation and effectiveness of this Policy. The Policy will be reviewed on an annual basis and recommendations of proposed amendments will be made to the Board of Directors as required.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the principles embodied in this Policy should seek assistance from his or her manager or an HR representative. Any employee found to have contravened this Policy may be subject to disciplinary action. No employee who in good faith reports violations of this Policy will suffer reprisals or retaliation of any kind in the terms and conditions of their employment.

Adopted by the Executive Committee and the Board of Directors in July 2016