

Stakeholder Engagement Policy

POLICY STATEMENT

At Gildan, our vision of Making Apparel Better® doesn't simply refer to the quality of our products, it refers to every aspect of operating a business, and every impact and interaction we have with each and every one of our stakeholders. Therefore, we understand that stakeholders are paramount to operating responsibly and to achieving our goals.

We believe that adopting a structured approach to engaging with and involving stakeholders will allow us to collaborate and learn from one another in the pursuit of mutually supportive relationships. We aim to achieve this by Caring for people, Conserving the environment, and Creating stronger communities, which are at the base of our Genuine Responsibility® strategy.

In this respect, Gildan is committed to:

- Maintaining a strong corporate governance culture of integrity, accountability and transparency.
- Identifying our stakeholders through periodic materiality and engagement assessments.
- Establishing a process of continuous dialogue to ensure timely and responsive communication with all stakeholder groups and to develop enduring relationships that demonstrate mutual respect, proactive engagement, honesty and transparency.
- Creating appropriate platforms for open and participative engagement and assessing our social performance through focus groups, our [Whistleblowing Policy for Employees and External Stakeholders](#), community and union meetings, amongst others.
- Acknowledging stakeholder engagement as a key responsibility for all employees and ensuring its integration into daily operations by providing regular training for new and current employees, and by creating readily available and confidential grievance mechanisms.
- Identifying and managing external risks through our Enterprise Risk Management processes and our Social Compliance and Community programs to understand the overall impacts that our operations can have on our stakeholders and to promote effective relationships.
- Where legitimate concerns are identified, including concerns relating to adverse human rights impacts, engaging and cooperating with affected stakeholders and/or their representatives in remediation efforts through legitimate processes (including judicial and non-judicial mechanisms, as appropriate).
- Supporting capacity building initiatives from time to time, such as conferences, workshops, and forums, among others, to strengthen stakeholder knowledge on specific issues.
- Favoring the inclusion of an Ombudsperson to facilitate dialogue when facing participation fatigue.

- Measuring and reporting the outcome of our stakeholder engagement activities and including feedback into business processes.
- Continuously improving and updating our engagement activities through process review.

For additional information on stakeholder engagement please refer to our [Whistleblowing Policy for Employees and External Stakeholders](#) and [Frequently Asked Questions \(FAQs\)](#).