



## Policy Statement

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At Gildan, we understand that stakeholders are paramount to operate responsibly and to achieve our goals. We believe that adopting a structured approach to engage and involve stakeholders will allow us to collaborate and learn from one another in the pursuit of mutually supportive relationships.

Gildan is committed to:

- Maintain a strong corporate governance culture of integrity, accountability and transparency.
- Identify our stakeholders and communicate in a timely and responsive manner to ensure successful engagement.
- Develop enduring relationships that demonstrate mutual respect, proactive engagement, honesty and transparency.
- Create the appropriate platforms for open and participative engagement
- Assess our social performance through direct consultation with our neighbours and social partners.
- Acknowledge stakeholder engagement as a key responsibility for all employees and ensure its integration into daily operations.
- Manage external risks by understanding the impacts our operations can have on our stakeholders and promote effective working relationships.
- Support capacity building initiatives such as conferences, workshops, among others to strengthen stakeholders knowledge on specific issues Whenever they need it.
- Favor the inclusion of Ombudsperson to facilitate dialogue when facing participation fatigue
- Measure and report the outcome of our stakeholder engagement activities and include feedback into business processes.
- Continuously improve our engagement activities through processes of review.