

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Gildan Activewear
Sector Apparel (supply chain and own operations)
Overall score 23.4 out of 100

Theme score	Out of	For theme
3.1	10	A. Governance and Policy Commitments
8.1	25	B. Embedding Respect and Human Rights Due Diligence
4.0	20	C. Remedies and Grievance Mechanisms
6.9	25	D. Performance: Company Human Rights Practices
1.3	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 • Met: International Bill of Human Rights: The Human Rights Policy indicates: 'Gildan is committed to upholding and respecting human rights as established in the United Nation's (UN) International Bill of Human Rights'. [Human Rights Policy, N/A: gildancorp.com] Score 2 • Met: Commitment to UNGPs: The Human Rights Policy indicates: 'Gildan is committed to upholding and respecting human rights as established in the [...] UN Guiding Principles on Business and Human Rights'. [Human Rights Policy, N/A: gildancorp.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	The individual elements of the assessment are met or not as follows: Score 1 • Met: Commitment to ILO core principles: The Code of Conduct covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Code of Conduct: gildancorp.com] • Met: Explicitly lists all four ILO core principles: The Human Rights Policy indicates: 'The Code of Conduct encompasses the standards set forth by the International Labour Organization (ILO)'. The Code of Conduct covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining. As for freedom of association and collective bargaining, it adds: 'Gildan and its business partners will recognize and respect the right of

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>employees to Freedom of Association and Collective Bargaining’. [Human Rights Policy, N/A: gildancorp.com] & [Code of Conduct: gildancorp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to ILO core principles: The Code of Conduct covers each ILO Core commitment for suppliers: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Code of Conduct: gildancorp.com] • Met: Explicitly lists all four ILO core principles for suppliers: The Code of Conduct covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining. As for freedom of association and collective bargaining, it adds: ‘Gildan and its business partners will recognize and respect the right of employees to Freedom of Association and Collective Bargaining’. It adds: ‘All Gildan employees and business partners are required to adhere to the [these] principles’. [Code of Conduct: gildancorp.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Human Rights Policy indicates: ‘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’. [Human Rights Policy, N/A: gildancorp.com] • Met: Commitment to ILO working hours standards or 48 hour regular work week: The Code of Conduct indicates: ‘Employees must not be required to work more than a total of 60 hours per week or the regular and overtime hours allowed by the law of the country, whichever is less. The regular work week shall not exceed 48 hours. Employees must be allowed at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate’. [Code of Conduct: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to H&S of workers: The Human Rights Policy indicates: ‘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’. [Human Rights Policy, N/A: gildancorp.com] • Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: The Code of Conduct indicates: ‘Employees must not be required to work more than a total of 60 hours per week or the regular and overtime hours allowed by the law of the country, whichever is less. The regular work week shall not exceed 48 hours. Employees must be allowed at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate’. Suppliers are required to comply with the Code. [Code of Conduct: gildancorp.com]
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector – vulnerable groups (AP)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to women's rights: The Human Rights Policy indicates: ‘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’. However, ‘recognize the importance’ is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, N/A: gildancorp.com] • Not Met: Commitment to children's rights • Not Met: Commitment to migrant worker's rights: The 2021 ESG Report indicates: ‘The Company upholds migrant worker rights as established under the UN’s International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families’. However, only commitments placed in policy statements are considered a suitable source for this indicator under CHRB revised approach. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Expects suppliers to respect these rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment refers to CEDAW/Women's Empowerment Principles: As indicated above. The Human Rights Policy indicates: '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'. However, 'recognize the importance' is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, N/A: gildancorp.com] • Not Met: Commitment refers to Child Rights Convention/Business Principles • Not Met: Commitment refers to Convention on migrant workers • Not Met: Expects suppliers to respect these rights
A.1.4	Commitment to remedy	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to remedy adverse HRs impacts: The Human Rights Policy indicates: 'We take steps to ensure timely and effective remediation wherever human rights impacts occur'. [Human Rights Policy, N/A: gildancorp.com] • Not Met: Expects suppliers to make this commitment: The 2021 ESG Report notes: 'Gildan requires all third-party manufacturing contractors and key raw material suppliers to comply with our ethical, social, and environmental standards as a condition of doing business with us. [...] As part of our Responsible Production and Sourcing Policy we ensure our suppliers are aware of our workplace standards and are required to sign a legally binding vendor agreement prior to starting work with us. The details of the agreement outline all terms and conditions required, which include full alignment with our policies, procedures, and guidance related to human rights such as our Code of Conduct, Code of Ethics, and Social & Sustainable Compliance Guidebook'. The Responsible Production and Sourcing Policy indicates: 'The vendor agreement also includes Gildan's Code of Conduct and Code of Ethics, expectations on assessments and remediation [...]'. However, no further evidence found that it expects its suppliers to commit it to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to. No evidence found of suppliers being required to comply with the Company's human rights policy. [2021 ESG Report, 2022: gildancorp.com] & [Responsible Production and Sourcing Policy, 04/04/2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Commitment to collaborate with judicial or non-judicial mechanisms: The Stakeholder Engagement Policy indicates: 'Gildan is committed to: [...] 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)'. [Stakeholder Engagement Policy, N/A: gildancorp.com] • Not Met: Commitment to work with suppliers on remedy: The 2021 ESG Report notes: 'In the event of non-compliance, our regional compliance teams will work with the contractor to develop a management action plan, which ensures appropriate mitigation is put in place to prevent recurrence. Progress on each action plan is tracked through our Corporate Social Responsibility data platform'. However, only policy commitments are considered a suitable source for this indicator under CHRB revised approach. This subindicator looks for a formal commitment to work with suppliers to remedy adverse impacts which are directly linked to the Company's operations, products or services. [2021 ESG Report, 2022: gildancorp.com]
A.1.5	Commitment to respect the rights of human rights defenders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Zero tolerance of threats/attacks on HRDs: The Human Rights Policy indicates: 'Gildan also has a zero-tolerance policy towards intimidation or attacks to union representatives and other human rights defenders'. [Human Rights Policy, N/A: gildancorp.com] • Not Met: Expects suppliers to make this commitment: The 2021 ESG Report notes: 'We also have a zero-tolerance policy regarding intimidation or attacks on union representatives or individuals considered human rights defenders. Moreover, our Social & Sustainable Compliance Guidebook includes details on how our business partners must also respect these rights'. The Social & Sustainable Compliance Guidebook has provisions on the 'Protection of Union Representatives'. However, only policy commitments are considered a suitable source for this indicator under CHRB revised approach, and requirements are expected to cover anyone opposing the suppliers' activities due to human rights,

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			going beyond Union representatives. [2021 ESG Report, 2022: gildancorp.com] & [Social and Sustainable Guidebook 2019, 2019: genuineresponsibility.com] Score 2 <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The company states that has a Corporate Governance and Social Responsibility Committee, composed of independent directors, that oversees human rights as one of its topics. [2022 Annual Report, 2022: gildancorp.com] • Not Met: Describes HRs expertise of Board member Score 2 <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications
A.2.2	Board responsibility	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Process to review HRs strategy at board level: The 2022 Management Circular discloses responsibilities and highlights of the Corporate Governance and Social Responsibility Committee in 2022 in relation to Ethics and compliance: 'Received quarterly reports on Gildan's ethics and compliance activities and programs, including any compliance risks or issues that were identified by management or through the whistleblowing procedures'. However, no description found of the processes [how it is briefed, processes to discuss it, timeframe for meetings] it has in place to discuss and regularly review its human rights strategy or policy or management processes. [2022 Management Circular, 06/03/2023: gildancorp.com] • Not Met: Example of HRs issues/trends discussed in last reporting period Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: At least one board member incentive linked to HRs commitments: The 2021 ESG Report Press Release indicates: 'in 2022, the Company incorporated sustainability linked terms into its credit facility and has tied a portion of CEO and senior executive compensation to the accomplishment of ESG targets'. The strategic performance [20%] is part of the short-term incentive of executives and CEO. The Management Information Circular adds: 'The HR committee assesses performance against a number of strategic objectives to determine the individual component for the named executive officers. Consistent with prior years, strategic objectives were set and, starting in 2022, include ESG goals to highlight the increased importance of achieving our ESG strategy. These new ESG goals represent 25% of the strategic performance assessment. The set objectives can be either quantitative or qualitative in nature, and are categorized as follows: Transition and execution towards Gildan's Sustainable Growth strategy; Optimize the benefits of the Back to Basics strategy; Focus on risk management and stakeholder considerations; Drive the organization's capabilities and development; ESG objectives. The ESG objectives are a combination of environmentally focused objectives, working towards achieving greater sustainability in our manufacturing operations. There is also an objective tied to diversity, equity, and inclusion'. It further explains 'diversity, equity, and inclusion': 'achieving gender parity by 2027 for Gildan's employee group at the Director level and above'. The CEO is a Board member. The 2021 ESG Report adds: 'Starting in 2022, the short-term incentive program will include ESG targets that will comprise 25% of the CEO and other senior executives' qualitative strategic objectives. Other ways in which Gildan's financial performance is tied to its ESG performance include the following: [...] Positive performance on health and safety, labour, and human rights issues leads to better financial performance, such as earnings per share and return on net assets'. However, no evidence found on the actual metrics/indicators included in performance incentives beyond parity at 'Director level and above'. [ESG Report 2021 - Press Release, 2022: gildancorp.com] & [2022 Management Circular, 06/03/2023: gildancorp.com] • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above. It it not clear what are the actual metrics for targets beyond parity at

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			'Director level and above'. [2022 Management Circular, 06/03/2023: gildancorp.com] Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other board incentives for coherence with HRs policies
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks: The Mandate of the Corporate Governance and Social Responsibility Board discloses the responsibilities of the Corporate Governance Committee including: 'Overseeing environmental and social responsibility practices (1) overseeing the Corporation's policies and practices with respect to environmental and social responsibility matters, including climate change, labour, human rights, health and safety and sustainability issues, as well as community and other stakeholder relations, and monitoring the Corporation's management of significant environmental and social responsibility issues'. The 2022 Management Circular indicates the Committees responsibilities and highlights of 2022 workplan, including: 'Received quarterly reports on Gildan's ethics and compliance activities and programs, including any compliance risks or issues that were identified by management or through the whistleblowing procedures'. However, no description found of the process it has in place to discuss and review its business model and strategy for inherent risks to human rights at Board level or a Board committee. This indicator focuses on the Company business model or strategy rather than the risk. [Mandate of the Corporate Governance and Social Responsibility Board, 03/08/2022: gildancorp.com] & [2022 Management Circular, 06/03/2023: gildancorp.com] <ul style="list-style-type: none"> • Not Met: Describes frequency and triggers for reviewing business model: The 2021 ESG Report notes: 'In terms of oversight, the Board has implemented a risk governance framework and receives quarterly updates from management on key risks for each of the Company's principal business units. For example, in 2021, the Board received quarterly updates from management on ongoing risks and mitigation strategies related to the COVID-19 pandemic. Additionally, each year, the Board meets with management to review and discuss the Company's annual and long-term strategic plans, the main risks the business faces, overall industry trends and developments, and strategic opportunities'. However, this subindicator looks for a description of the frequency of and triggers for reviewing its business model or strategy and potential impacts on human rights. [2021 ESG Report, 2022: gildancorp.com] Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1: See above. • Not Met: Example of actions resulting from reviews

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Not Met: Senior responsibility for HRs implementation and decision making: The 2021 ESG Report notes: 'The Compensation and Human Resources Committee of our Board of Directors oversees our DEI activities, and receives quarterly reports from management. Our Executive Vice President, Chief Human Resources Officer and Legal Affairs has day-to-day oversight and responsibility for DEI. [...] Both our Executive Vice President, Chief Human Resources Officer and Legal Affairs and our President, Manufacturing have accountabilities related to ensuring that the rights of unions are upheld. In addition, our Vice President, Human Resources within Manufacturing has day-to-day responsibilities related to union matters'. However, although the Company indicates who certain human rights related responsibilities lie with, the Company is expected to indicate the most senior level of oversight and accountability for human rights Company-wide. [2021 ESG Report, 2022: gildancorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: The 2021 ESG Report notes: 'The day-to-day management of human and labour rights issues in our operations is coordinated by various departments. The Corporate Citizenship Department manages Gildan's social and environmental compliance programs at Gildan's manufacturing facilities, and the Human Resources Department – which includes Health and Safety, and Labour Relations – supports the implementation of Gildan's social compliance policies and procedures. The Human Resources Department is also focused on compensation and benefits, recruitment and hiring, organizational development, training, women empowerment, grievance mechanisms, and other areas'. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Day-to-day resources and expertise allocation in own operations: The 2021 ESG Report notes: When violations [as a result of audits] are found, Gildan's social compliance team assesses the proposed mitigation plans for Gildan owned facilities and contractors and determines whether the plans are acceptable'. However, no further details found on the allocation of resources and expertise for the day-to-day management of relevant human rights issues within its own operations. [2021 ESG Report, 2022: gildancorp.com] • Met: Resources and expertise allocation in supply chain: The 2021 ESG Report notes: 'Our Corporate Citizenship Social Compliance team works with our contractors to audit the implementation of our Code of Conduct and remediate any non-compliances, which may or may not be related to human rights. As a follow-up, the Social Compliance team guides and assists Gildan's contractors in the development of sound labour practices as well as effective labour compliance management systems, policies, and procedures. [...] In addition, because the results of social compliance audits can have a direct effect on Gildan's sourcing decisions, our Social Compliance team works with our Supply Chain Departments to monitor contractor performance. We also provide annual training to our Supply Chain teams on responsible sourcing and production practices. [...] When violations [as a result of audits] are found, Gildan's social compliance team assesses the proposed mitigation plans for Gildan owned facilities and contractors and determines whether the plans are acceptable'. Also, 'our Internal Audit department conducts periodic reviews to ensure that management has implemented robust compliance programs and procedures to mitigate risks, including those related to our social, environmental, and health and safety practices. Our social compliance team supports this process and conducts compliance audits for our Company-owned facilities and third-party contractors'. [2021 ESG Report, 2022: gildancorp.com]
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Senior manager incentives linked to HRs commitments: Regarding the strategic performance, which is part of the short-term incentive of executives and CEO, the Management Information Circular indicates: '2022 strategic performance (20%). The HR committee assesses performance against a number of strategic objectives to determine the individual component for the named executive officers. Consistent with prior years, strategic objectives were set and, starting in 2022, include ESG goals to highlight the increased importance of achieving our ESG strategy. These new ESG goals represent 25% of the strategic performance assessment. The set objectives can be either quantitative or qualitative in nature, and are categorized as follows: Transition and execution towards Gildan's Sustainable Growth strategy; Optimize the benefits of the Back to Basics strategy; Focus on risk management and stakeholder considerations; Drive the organization's capabilities and development; ESG objectives. The ESG objectives are a combination of environmentally focused objectives, working towards achieving greater sustainability in our manufacturing operations. There is also an objective tied to diversity, equity, and inclusion'. It further explains 'diversity, equity, and inclusion': 'achieving gender parity by 2027 for Gildan's employee group at the Director level and above'. The 2021 ESG Report adds: 'Starting in 2022, the short-term incentive program will include ESG targets that will comprise 25% of the CEO and other senior executives' qualitative strategic objectives. Other ways in which Gildan's financial performance is tied to its ESG performance include the following: [...] Positive performance on health and safety, labour, and human rights issues leads to better financial performance, such as earnings per share and return on net assets'. However, no evidence found on the actual metrics/indicators included in performance incentives (beyond achieving parity at Director and above level by 2027). [2022 Management Circular, 06/03/2023: gildancorp.com] & [2021 ESG Report, 2022: gildancorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above: 'The ESG objectives are a combination of environmentally focused objectives, working towards achieving greater sustainability in our manufacturing operations. There is also an objective tied to diversity, equity, and inclusion'. The Circular explains: 'achieving gender parity by 2027 for Gildan's employee group at the Director level and above'. It is not clear how it is linked to key sector risks the Company considered salient as the incentive seems to focus on director levels are above (with timeframe that reaches 2027). No further details found of other human rights related incentives. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other senior management incentives for coherence with HRs policies
B.1.3	Integration with enterprise risk management	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs risks integrated as part of enterprise risk system: The 2021 ESG indicates: 'our Board of Directors provides overall risk oversight based on our risk governance framework, which lays out specific policies and processes for the continuous assessment of risks to our business. These include risks related to operations, finances, compliance, strategy, and the environment, as well as political, social, and human rights risks'. [2021 ESG Report, 2022: gildancorp.com] • Met: Provides an example: See above. While explaining its risk management, Company adds that 'Our risk management team conducts an annual assessment of strategic and operating risks to the Company. The results are compiled into a registry that is used to develop and track mitigation strategies and key risk indicators. The results of this process are communicated to the Company's senior executive management team and to the Board of Directors. Additionally, our Internal Audit department conducts periodic reviews to ensure that management has implemented robust compliance programs and procedures to mitigate risks, including those related to our social, environmental, and health and safety practices. Our social compliance team supports this process and conducts compliance audits for our Company-owned facilities and third-party contractors'. Under the SASB Index, the Company discloses the greatest labour and environmental, health, and safety risks in the supply chain: 'We have identified the following potential labour risks in our supply chain: 'Risks related to expired safety documents and lack of emergency preparedness [...]. Risks related to human rights and excessive working hours [...]'. It then discloses actions implemented to manage labour risks including: 'Maintain a strong and robust Social Compliance Program; Provide clear and concise labour practice guidelines and requirements for our contractors that must be followed or adhered to in order to remain part of our supply chain; Implement ongoing audits at our Company-owned facilities and throughout our supply chain; Perform periodic audits to ensure compliance'. It also discloses how it manages health and safety risks. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party: The 2021 ESG Report notes: 'our Internal Audit department conducts periodic reviews to ensure that management has implemented robust compliance programs and procedures to mitigate risks, including those related to our social, environmental, and health and safety practices. Our social compliance team supports this process and conducts compliance audits for our Company-owned facilities and third-party contractors'. However, this subindicator looks for a description of how it assesses the adequacy of the enterprise risk management system specifically in managing human rights during the Company's last reporting year. The assessment is expected to either be overseen by the Board Audit Committee or conducted by an independent third party. [2021 ESG Report, 2022: gildancorp.com]
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Not Met: Communicates HRs policies to all workers in own operations: Regarding anti-corruption polies and practices, the 2021 ESG Report notes: 'Gildan requires all new employees to acknowledge that they have read and understand the Anti-Corruption Policy and Compliance Program, as well as other key guidelines and policies. We also require all key employees to participate in an annual policy review process and to acknowledge their compliance with the Company's codes and policies, including the Anti-Corruption Policy and Compliance Program, and to disclose any potential conflicts of interest. Also, 'the Whistleblowing Policy is communicated to all employees and posted for all to view'. However, this

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			<p>subindicator focuses on its human rights commitments. In addition: 'Both HR and the Corporate Citizenship Social Compliance Departments receive training on human and labour rights issues and trends; additionally, both Departments lead the Code of Conduct annual training for all employees. Once the training is finished, participants take a quiz to ensure that knowledge was gained'. The Code contains the Company's human rights provisions. However, the Company indicates that only 84% of employees received training on the Code of Conduct in 2021. The subindicator looks of a description on how it communicates its policy commitment to all its workers. It is not clear whether, despite covering 84% of employees, the training program eventually reaches all employees. [2021 ESG Report, 2022: gildancorp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders • Not Met: Example of how HRs policies are accessible for intended audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Met: Describes steps to communicate HRs policies to supply chain: The 2021 ESG Report notes: 'The Company and contractor facilities must have, at a minimum, written policies and procedures that uphold and respect Gildan's Code of Conduct, human rights standards, and local labour laws with regards to compensation'. However, no evidence found of a requirement to communicate the Code and standards down the supply chain. As indicated below, Tier 2 suppliers must complete a pre-audit/self-assessment questionnaire in order to validate basic EHS and labour conditions at the factory'. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The 2021 ESG Report notes: 'As part of our Responsible Production and Sourcing Policy we ensure our suppliers are aware of our workplace standards and are required to sign a legally binding vendor agreement prior to starting work with us. The details of the agreement outline all terms and conditions required, which include full alignment with our policies, procedures, and guidance related to human rights such as our Code of Conduct, Code of Ethics, and Social & Sustainable Compliance Guidebook'. [2021 ESG Report, 2022: gildancorp.com] • Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers: The 2021 ESG Report notes: 'We embed human rights in all our policies, governance, and management systems, including day-to-day functions, and we expect our contractors (and their suppliers) to do the same. [...] Tier 2 suppliers must complete a pre-audit/self-assessment questionnaire in order to validate basic EHS and labour conditions at the factory'. [2021 ESG Report, 2022: gildancorp.com]
B.1.5	Training on Human Rights	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Met: Describes how workers are trained on HRs policy commitments: The company states it has an 'Employee training on human rights policies or procedures' that occur annually to understand the company's Code of Conduct, Code of Ethics, Grievance mechanisms and Human development. Local languages are assumed in the training. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Trains relevant managers including procurement on HRs: The Responsible Production and Sourcing Policy indicates: 'Annual mandatory training of this Policy, as well as with respect to current human and labor rights for our different teams (sourcing, capacity planning, operations, procurement, due diligence, and senior management) is required throughout our supply chain. The training will be led by the Corporate Citizenship Team. In addition, the following trainings are provided to our third-party contractors, at least once a year: Responsible Purchasing Practices, Code of Conduct, Social & Sustainable Compliance Guidebook, Facility Rating Program, and other topics as needed'. The Code contains the Company's human rights provisions. However, current evidence seems to focus in training of supply chain personnel. This subindicator looks for a description of how relevant managers and workers from the Company, including those working on procurement, receive specific human rights training relevant to their role, rather than supply chain training [which is assessed below]. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Not Met: Meets both requirements under score 1: See above. • Met: Trains suppliers to meet HRs commitments: The company indicates: 'to prevent and mitigate child and forced labour, Gildan employs approaches that

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>apply to both of these types of non-compliance, such as implementing capacity-building programs (training and ongoing communication with facility management) to ensure that sustainable practices are carried out throughout its supply chain [...]</p> <p>We provided our employees and suppliers worldwide with a virtual refresher training session on our Code of Conduct, to reinforce our commitment to preventing child labour'. [2021 ESG Report, 2022: gildan.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses % suppliers trained
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and supply chain: The 2021 ESG Report notes: 'Facilities producing for Gildan will be audited to monitor working conditions compliance with the Gildan Code of Conduct and the benchmarks outlined in our Guidebook. Each facility is inspected and audited for compliance. Auditors must be granted access to all areas of the facility. Not granting access is a zero-tolerance issue, leading to an "access denied" status that prevents the supplier from doing business with Gildan. All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Social Compliance platform. We also have Monitoring Guidelines that serve as a reference for internal auditors to use when conducting audits'. Also, 'Our social compliance team [...] conducts compliance audits for our Company-owned facilities and third-party contractors'. However, although there is evidence that the Company monitor the implementation of its human rights policy across its own operations, no further description of this process found. [2021 ESG Report, 2022: gildan.com] • Met: Discloses % of supply chain monitored: The 2021 ESG Report discloses the percentage of tier 1 supplier facilities that have been audited to a labour code of conduct in 2021: 100%. It also discloses the 'Percentage of supplier facilities beyond Tier 1 that have been audited to a labour code of conduct' in 2021: 0%. [2021 ESG Report, 2022: gildan.com] • Met: Describes how workers are involved in monitoring: The 2021 ESG Report notes: 'Our Corporate Citizenship Social Compliance team works with our contractors to audit the implementation of our Code of Conduct and remediate any non-compliances, which may or may not be related to human rights. As a follow-up, the Social Compliance team guides and assists Gildan's contractors in the development of sound labour practices as well as effective labour compliance management systems, policies, and procedures'. [2021 ESG Report, 2022: gildan.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Not Met: Describes corrective actions process: The 2021 ESG Report explains its Corrective Action Plan: 'Different from a remediation process is the Corrective Action Plan (CAP), which is an ongoing effort to ensure sustainable practices in our own and contractor facilities. A CAP is required for all non-compliances identified in an audit process. The following are examples of what a CAP should include, but may not be limited to: Photos of corrective actions; Training attendance list; Evidence of review of a policy/internal procedure'. However, although the Company indicates examples of what a CAP should entail, no further description of the corrective action process found. This indicator looks for the steps of the standard process it has in place to implement corrective action plans where non-compliances are found as part of the monitoring process. [2021 ESG Report, 2022: gildan.com] • Not Met: Discloses findings and number of correction action processes: The 2021 ESG Report notes: 'These [social compliance] audits identified a total of 378 findings in our Company-owned and contractor facilities, of which 51 were related to human rights – three in our own facilities, and 48 in our contractor facilities. None of these findings are classified as a major human rights violation [...]. When violations are found, Gildan's social compliance team assesses the proposed mitigation plans for Gildan owned facilities and contractors and determines whether the plans are acceptable. In 2021, Gildan reviewed and accepted 100% of proposed mitigation plans'. It discloses a chart with a break down of the areas of non-compliance found for both its own facilities and contractor facilities. However, it is not clear the number of corrective action processes as a result of the monitoring. [2021 ESG Report, 2022: gildan.com]
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs performance affects selection suppliers: The company indicates: 'As a condition of doing business with us, all contractors must comply with our Code of

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Conduct, which requires the implementation of management systems to ensure they adhere to each human rights principle included in the Code'. Furthermore, the company states that 'before taking on new contractors, we follow a rigorous due diligence process wherein we fully evaluate their ability to comply with our quality standards, cost structure, and the principles of our Code of Conduct'. [2021 ESG Report, 2022: gildancorp.com]</p> <ul style="list-style-type: none"> • Met: HRs performance affects continuation supplier relationships: The 2021 ESG Report notes: 'It is important to note that Gildan has zero tolerance for any issues related to employing child labour, unsafe working conditions that can cause serious danger or are life-threatening, unauthorized subcontracting, forced labour and human trafficking, and workplace violence and/or harassment. If any of these issues is identified, we reserve the right to terminate the contract'. It further explains audits for human rights performance in the Social and Sustainable Compliance Guidebook. [2021 ESG Report, 2022: gildancorp.com] & [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships • Met: Works with suppliers to meet HRs requirements: The Responsible Production and Sourcing Policy indicates: 'To prevent and mitigate child and forced labour, Gildan employs approaches that apply to both of these types of non-compliance, such as implementing capacity-building programs (training and ongoing communication with facility management) to ensure that sustainable practices are carried out throughout its supply chain'. It adds: 'Annual mandatory training of this Policy, as well as with respect to current human and labor rights for our different teams (sourcing, capacity planning, operations, procurement, due diligence, and senior management) is required throughout our supply chain. The training will be led by the Corporate Citizenship Team. In addition, the following trainings are provided to our third-party contractors, at least once a year: Responsible Purchasing Practices, Code of Conduct, Social & Sustainable Compliance Guidebook, Facility Rating Program, and other topics as needed'. The Code contains the Company's human rights provisions. [2021 ESG Report, 2022: gildancorp.com]
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how workers and communities identified and engaged in the last two years: The Community Engagement Policy indicates: 'One of our community goals is to support local economic development through our capital investments in construction projects and our direct employment numbers. [...] We seek to ensure our community engagement activities are relevant to who we are as a business and to what is important to us and therefore actively seek programs and partnerships which reflect our core values and our mission of creating value in everything we do'. The 2021 ESG Report discloses information on community engagement: 'Gildan has always been deeply committed to the communities where we work [...]'. [Community engagement] activities generally fall into four areas: youth education, wellness and active living, the environment, and entrepreneurship. In 2021, we focused our efforts on those affected by the impacts of COVID-19, the hurricanes in Honduras in late 2020, and the earthquake in Haiti'. It also discloses a list of stakeholders, how it engages with them, frequency and topics of interest. It includes employees and unions, NGOs, local communities and suppliers. However, no description found of how it has identified, and engaged with affected stakeholders, including workers or local communities in its supply chain, in the last two years. The subindicator looks for evidence of an ongoing process of interaction and dialogue between the Company and its affected stakeholders that enables it to hear, understand and respond to their interests and concerns in relation to human rights impacts. [2021 ESG Report, 2022: gildancorp.com] & [Community Engagement Policy, N/A: gildancorp.com] • Not Met: Discloses stakeholders whose HRs may be affected: As indicated above, the 2021 ESG Report discloses a list of stakeholders, how it engages with them, frequency and topics of interest. It includes employees and unions, NGOs, local communities and suppliers. However, it is not clear these are the categories of stakeholders whose human rights have been or may be affected by its activities as a whole, as the list also includes investors, shareholders, financial institutions, among others. No further evidence found. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Provides two examples of engagement with stakeholders: The 2021 ESG Report discloses various examples of community engagement [see above]. However, it is not clear whether these engagements were in the context of human/labour rights or include issues related to these topics. The Report also

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>discloses case study in which 'in 2021, during the worker engagement (may involve surveys, interviews) step of the auditing process, 20% of workers who were surveyed at the facility expressed that in the previous 12 months, they saw or overheard facility management discouraging organizations that promote and defend workers' interests'. However, the Company is expected to provide at least two examples of its engagement with stakeholders whose human rights have been or may be affected by its activities (or their legitimate representatives or multi-stakeholder initiatives) in the last two years. [2021 ESG Report, 2022: gildancorp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach: The 2021 ESG Report indicates: 'The [due diligence] process includes the following steps: [...] Mitigate and remediate human rights risks and impacts in our facilities and our supply chain by working collaboratively with our various stakeholders to implement programs and initiatives; [...]'. However, this subindicator looks for a description of how stakeholders views on human rights issues [from stakeholder engagement] have influenced the development or monitoring of its human rights approach, in specific situations. No further evidence found. [2021 ESG Report, 2022: gildancorp.com]

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes process of identifying risks in own operations: The Human Rights Policy states that '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'. The 2021 ESG Report explains its human rights due diligence process: 'At Gildan, the main objectives driving human rights due diligence are preventing and acting upon potential and actual adverse human rights impacts on workers in our own and contractor facilities. Our due diligence process follows a risk-based approach that aligns with the OECD's due diligence guidance for responsible supply chains in the garment and footwear sector, and it covers our entire supply chain. The process includes the following steps: Identify general industry risks, as well as those specific to our Company; Assess and evaluate [...]; Mitigate and remediate [...]; Monitor and communicate [...], Embrace continuous improvement [...]'. However, although it indicates identification is part of its due diligence process, no further details of the process to identify its human rights risks and impacts, covering its own operations, found. [Human Rights Policy, N/A: gildancorp.com] & [2021 ESG Report, 2022: gildancorp.com] • Not Met: Describes process for identifying risks in business relationships: The 2021 ESG Report states: 'At Gildan, the main objectives driving human rights due diligence are preventing and acting upon potential and actual adverse human rights impacts on workers in our own and contractor facilities. Our due diligence process follows a risk-based approach that aligns with the OECD's due diligence guidance for responsible supply chains in the garment and footwear sector, and it covers our entire supply chain. The process includes the following steps: Identify general industry risks, as well as those specific to our Company; Assess and evaluate [...]; Mitigate and remediate [...]; Monitor and communicate [...], Embrace continuous improvement [...]'. The Human Rights Policy further notes: '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 a due diligence assessment 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'. However, the Company has not described the details of the process it uses to identify its human rights risks beyond assessing individual suppliers. This subindicator looks for a consolidated approach, management of individual suppliers is assessed in indicators b.1.6 and .1.7. [2021 ESG Report, 2022: gildancorp.com] & [Human Rights Policy, N/A: gildancorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation: The company states: '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 consultation with relevant stakeholders throughout our entire supply chain. As part of this process, the Company aims to maintain an open dialogue with non-governmental organizations (NGOs), members of labour movements, and other interested parties'. However, no particular details found in relation to an actual ongoing process to identify human rights risks and impacts that includes consultation with both human rights experts and affected stakeholders. [Human Rights Policy, N/A: gildancorp.com] • Not Met: Describes how risk identification system is triggered by new circumstances: The 2021 ESG Report notes: 'facilities that produce for Gildan are regularly inspected and audited through our Social Compliance Program. All non-compliance findings, including breaches of our human rights policies and codes, are recorded and tracked'. Also, 'Compliance with our ethical, social, and environmental standards is a condition of doing business with Gildan and becoming part of its supply chain. All our third-party manufacturing contractors and key raw material suppliers are required to formally acknowledge these standards and agree to comply with them throughout the term of their relationship with us. Before taking on new contractors, we follow a rigorous due diligence process wherein we fully evaluate their ability to comply with our quality standards, cost structure, and the principles of our Code of Conduct'. However, this seems to focus on individual supplier screening and monitoring. This subindicator looks for evidence of how new circumstances [new country operations, relationships, new human rights challenges or conflict affecting particular locations] trigger a due diligence process to determine the risks and impacts that Company potentially faces. The Company has provided comments to CHRB regarding this indicator, however, not material evidence found. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Describes risks identified in relation to new circumstances: The Company discloses non-compliances identifies across different facilities. However, this indicator looks for a description of the risks identified when its global system to identify human rights risks is triggered by new country operations, new business relationships, new human rights challenges or conflict affecting particular locations, rather than the disclosure of compliance monitoring [which is assessed in B.1.6]. [2021 ESG Report, 2022: gildancorp.com]
B.2.2	Assessing human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes assessment process and discloses salient HRs risks: The 2021 ESG Report indicates that the due diligence follows the Organisation for Economic Co-operation and Development (OECD) Guidance, it includes: 'Assess and evaluate each human rights risk to determine materiality'. The Guidance take into consideration economic, environmental and social factors. The Company lists human rights risks (and responses), namely freedom of association and collective bargaining working hours, etc. are related to economic, environmental and social factors. The Human Rights Policy further explains the Company's salient human rights risks. However, no evidence found of description of the actual process(es) for assessing its human rights risks. [2021 ESG Report, 2022: gildancorp.com] & [Human Rights Policy, N/A: gildancorp.com] • Not Met: Describes how process applies to supply chain: The Company says it does have a Human Rights Due Diligence that follows Organisation for Economic Co-operation and Development (OECD) Guidance. It notes that it uses the same process to its supply chains, but does not provide further details on the process. The Company has provided comments to CHRB regarding this indicator further explain its compliance monitoring system and the role of the Social Compliance teams as well as the impact social compliance audits can have a direct effect on Gildan's sourcing decisions. However, it is not clear the process it has in place to assess its human rights risks. This description should include how relevant factors are taken into account, such as geographical, economic, social and other factors. [2021 ESG Report, 2022: gildancorp.com] • Met: Public disclosure of results of HRs risk assessment: Although it is not clear the process it has in place to assess salient human rights risks, it discloses a list of its risks: freedom of association and collective bargaining; health and safety; Women's rights; Harassment and/ or abuse and working hours. It in the 2021 ESG Report, it further explains each of those risks. [2021 ESG Report, 2022: gildancorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders: The 2021 ESG Report notes: 'the Social Compliance team guides and assists Gildan's contractors in the development of sound labour practices as well as effective labour compliance management systems, policies, and procedures. We work with our contractors' HR and Social Compliance teams to ensure the facility's practices with respect to human rights and health and safety conditions align with Gildan's Social Compliance Program. In addition, because the results of social compliance audits can have a direct effect on Gildan's sourcing decisions, our Social Compliance team works with our Supply Chain Departments to monitor contractor performance'. It is not clear it is part of its human rights risk assessment. Moreover, the Company discloses case study in which 'during the worker engagement (may involve surveys, interviews) step of the auditing process, 20% of workers who were surveyed at the facility expressed that in the previous 12 months, they saw or overheard facility management discouraging organizations that promote and defend workers' interests'. However, although the Company discloses an example of how it involves affected stakeholders in its social compliance audits, the Company is expected to describe how it involves affected stakeholders in the assessment processes of due diligence, helping the Company to determine what are the salient issues it faces. [2021 ESG Report, 2022: gildancorp.com]
B.2.3	Integrating and acting on human rights risks and impact assessments	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system to prevent, mitigate and remediate HRs issues: The Company states that it has a due diligence process for its own operations, contractor facilities and supply chains. In its 2021 ESG Report the Company notes that the third step of this process is to 'mitigate and remediate human rights risks and impacts in our facilities and our supply chain by working collaboratively with our various stakeholders to implement programs and initiatives'. However, the Company does not provide details of this process. The Report discloses three case studies describing human rights findings as a result of its social compliance audits, including its remediation plans. However, this indicator looks for evidence of a system to prevent, remediate and mitigate the different human rights risks and impacts to which it is exposed. Current evidence seems to focus in monitoring compliance with policies and how it addresses non-compliances. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Describes how global system applies to supply chain: See above. The Company states that the same process used for remediate and mitigate human rights issues in the Company's own operations is used for its supply chains. However, the Company does not describe details. As indicated above, it discloses three case studies describing human rights findings as a result of its social compliance audits, including its remediation plans. However, this indicator looks for evidence of a system to prevent, remediate and mitigate the different human rights risks and impacts to which it is exposed at its supply chain. Current evidence seems to focus in monitoring compliance with policies and how it addresses non-compliances. [2021 ESG Report, 2022: gildancorp.com] • Met: Example of actions decided on at least 1 salient HRs issue: The 2021 ESG Report discusses the Company's 'approach to preventing and mitigating' indicating actions taken to prevent child labour and forced labour. In relation to forced labour, the Company states that: 'although there were no cases related to forced labour at any of its own or contractor facilities in 2021, Gildan's approach to preventing and/or mitigating the risk of forced labour occurrence involves the following [...] requiring its contractor facilities to comply with the Gildan Code of Conduct, disclose the extent to which they provide training to their employees and management on human trafficking and forced labour, and agree to be subject to periodic compliance audits ..., Implementing capacity-building programs (training and ongoing communication) to ensure that responsible practices are carried out throughout its supply chain...' <p>The Company also discloses a list of human rights risks and 'risk response(s)' (the list does not include forced labour or child labour). For example, in relation to freedom of association, the Company's states that its risk response is to '... engage in a constructive and open dialogue process with union representatives as well as with all employees through its established grievance mechanisms, and monitor this engagement through our Social Compliance Program. Our third-party contractors, as part of their obligation to comply with Gildan's Code of Conduct, are also required to respect freedom of association and collective bargaining.' [2021 ESG Report, 2022: gildancorp.com]</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1: See above. • Not Met: Describes how stakeholders involved in decisions about actions taken: The 2021 ESG Report notes: 'If a third-party contractor or our owned facility receives an orange or red rating following an audit, our internal Social Compliance team will work with the facility's management to remediate any issues found and establish an action plan'. However, the Company is expected to describe its system of how it involves affected stakeholders in the decisions about the actions to take in response to its salient human rights issues. No further evidence found. [2021 ESG Report, 2022: gildancorp.com]
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system for evaluation effectiveness of actions: The Company has provided comments to CHRB regarding this indicator providing information on actions following non-compliances ['A facility is required to work on an immediate remediation plan when a serious violation of Gildan's Code of Conduct is identified during the audit process and has caused, or may cause, a negative impact on worker safety and wellbeing'] and Corrective Action Plan ['Different from a remediation process is the Corrective Action Plan (CAP), which is an ongoing effort to ensure sustainable practices in our own and contractor facilities. A CAP is required for all non-compliances identified in an audit process'] as well as how it follows it up: 'Gildan reviews remediation trends year-by-year to identify facilities that have made progress in remediation or facilities that show a lack of commitment and progress to improve working conditions. Systematic follow-ups are conducted to verify the progress made towards resolving the issues with the objective of helping the facility improve their overall performance and remain in compliance with our Code of Conduct'. However, evidence seems to focus on tracking individual suppliers compliance. THIS subindicator looks for evidence of how the Company evaluates whether through its actions it is tackling the salient issues it faces (i.e if its actions are reducing forced labour risks, rather whether an individual suppliers has solved a particular non-compliance). [2021 ESG Report, 2022: gildancorp.com] • Not Met: Example of lessons learned from evaluation effectiveness of actions: The Company discloses different case studies and respective lessons learned. In the first one, it was discovered, through a worker engagement of an owned facility that the 'facility management discouraging organizations that promote and defend workers' interests'. The lessons learned from this case study include: 'The Human Resources and Social Compliance teams supported the facility to identify areas of improvement. Through training sessions and workshops provided to facility management and workers, the facility learned that when constant communication and engagement occurs among workers, unions, and facility management, industrial relations are strengthened'. As for the second example, it notes that its Social Compliance team 'identified that overtime hours exceeded the legal requirements for 28 workers who had been randomly selected for audit' in a contractor facility. The lessons learned from this case study include: 'Through constant communication and capacity-building, the Social Compliance team supported the third-party contractor to improve how hours of work are managed at the facility including, but not limited to, stricter controls and procedures and additional training for employees on specific skills required for the job'. However, evidence refers to corrective action plans implemented. This subindicator looks for evidence of what does the Company learn following the assessment of effectiveness of actions taken. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1: See above. • Not Met: Involves stakeholders in evaluation effectiveness of actions: The Report discloses three case studies describing human rights findings as a result of its social compliance audits and how it collaborated with different stakeholders. However, it is not clear how it involves affected stakeholders in evaluation of whether the actions taken [in the context of a due diligence process, to address Human Rights risks and impacts] have been effective. [2021 ESG Report, 2022: gildancorp.com]
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders: The 2021 ESG Report states that 'We conducted a 10-hour Freedom of association and Collective Bargaining workshop at our Honduras textile, sewing, and hosiery facilities, facilitated by third-party independent labour consultants [...]. We renewed three collective bargaining agreements at our sewing facilities in Nicaragua in 2021, and three at our sewing facilities in Honduras in January 2022 [...]'. Also, 'In 2021,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Gildan's U.S. yarn-spinning program, Your Ideas, Great Results, produced 138 employee improvement submissions. From these submissions, 110 ideas were approved and 89 were implemented. At our Eden facility, an employee suggested installing globe mirrors to increase visibility and minimize potential blind spots for pedestrians, tuggers, and lift truck drivers, to reduce the risk of pedestrians being injured by forklifts in shipping and receiving areas. [...]'. It also discloses employee testimonials for the use of the grievance system and its participation in the Responsible Business Summit. However, although the Company provides examples of engagement with different stakeholders, this indicator looks for two examples demonstrating how it communicates with affected stakeholders regarding specific human rights impacts raised by them or on their behalf. It focuses on how the Companies ensure meaningful information reaches affected stakeholders, how it responds, in communication terms, to issues raised by stakeholders and about their access to those communications. [2021 ESG Report, 2022: gildancorp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them: The Company has provided comments to CHRB regarding this indicator referring to its grievance mechanisms and how it engages with stakeholders. However, this subindicator looks for description of any challenge to effective communication it has identified and how it is working to address them. [2021 ESG Report, 2022: gildancorp.com]

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all workers: The company states that it has an 'Ethics and Compliance Hotline' for employees and external stakeholders. [Whistleblowing Policy, 05/2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and workers made aware: The Whistleblowing Policy for Employees and External Stakeholders indicates that: 'the Hotline operates 24 hours a day, seven days a week, and is available in the local languages of each country in which Gildan operates'. Furthermore, 'all employees are reminded of the Hotline through regular training and communication'. [Whistleblowing Policy, 05/2022: gildancorp.com] • Met: Describes how workers in supply chain access grievance mechanism: The Whistleblowing Policy is setting up the Ethics and Compliance Hotline. It is available for employees, customers, suppliers and other stakeholders. [Ethics and Compliance Hotline, N/A: secure.ethicspoint.eu] • Not Met: Expects suppliers to convey expectation to their suppliers: The 2021 ESG Report notes: 'We embed human rights in all our policies, governance, and management systems, including day-to-day functions, and we expect our contractors (and their suppliers) to do the same. [...] Tier 2 suppliers must complete a pre-audit/self-assessment questionnaire in order to validate basic EHS and labour conditions at the factory'. However, no evidence found that this includes an expectation for it supply chain to convey the same expectation on access to grievance mechanism to their own suppliers. [2021 ESG Report, 2022: gildancorp.com]
C.2	Grievance mechanism(s) for external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all external individuals and communities: The Ethics and Compliance Hotline is available for employees, customers, suppliers and other stakeholders. The company states that 'In this Policy, "external stakeholders" refers to any person, group, or organization directly or indirectly affected by an issue related to or caused by any of Gildan's operations or practices worldwide. This may include, but is not limited to, suppliers, contractors or customers (or any of their respective employees), non-governmental organizations (NGOs), and/or members of the communities where Gildan operates'. [Whistleblowing Policy, 05/2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: See indicator C.2.S1.A. Furthermore, Gildan states 'the Hotline operates 24 hours a day, seven days a week, and is available in the local languages of each country in which Gildan operates'. [Whistleblowing Policy, 05/2022: gildancorp.com] • Not Met: Describes how external individuals/communities access grievance mechanism: The Ethics and Compliance Hotline is available for employees,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>customers, suppliers and other stakeholders. The company states that 'In this Policy, "external stakeholders" refers to any person, group, or organization directly or indirectly affected by an issue related to or caused by any of Gildan's operations or practices worldwide. This may include, but is not limited to, suppliers, contractors or customers (or any of their respective employees), non-governmental organizations (NGOs), and/or members of the communities where Gildan operates'. In addition: 'Through its Stakeholder Engagement Policy, Gildan is committed to maintaining a process of continuous dialogue with external stakeholders. This includes providing a platform for external stakeholders to report not only improper practices or questionable acts, but to also share with the Company any feedback they consider relevant, including ideas, areas of improvement, or best practices'. However, it is not clear whether external stakeholders can raise concerns regarding the conduct of the Company's suppliers. [Whistleblowing Policy, 05/2022: gildancorp.com]</p> <ul style="list-style-type: none"> • Not Met: Expects supplier to convey expectation to their suppliers: The 2021 ESG Report notes: 'We embed human rights in all our policies, governance, and management systems, including day-to-day functions, and we expect our contractors (and their suppliers) to do the same. [...] Tier 2 suppliers must complete a pre-audit/self-assessment questionnaire in order to validate basic EHS and labour conditions at the factory'. However, no evidence found that this includes an expectation for it supply chain to convey expectations [to have a channel from which external individuals and communities can access to raise Complaints or concerns about human rights issues at the Company's suppliers] on access to grievance mechanism(s) to their suppliers. No further evidence found. [2021 ESG Report, 2022: gildancorp.com]
C.3	Users are involved in the design and performance of the mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on design and performance • Not Met: Provides user engagement examples (at least two) on design and performance <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism • Not Met: Provides user engagement examples (at least two) on improvement
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes procedure and timescales for managing complaints or concerns: The Whistleblowing Policy indicates: 'Gildan undertakes to investigate, remedy and respond to all good faith complaints or concerns within a reasonable timeframe'. It adds: 'Complaints will be addressed by the persons assigned to investigate them with reasonable promptness, considering such factors as the nature, severity and complexity of the issue involved. [...] The Ethics Committee Representatives will generally report the findings and conclusions reached at the end of the investigation to the employee or external stakeholder who reported the complaint (if known). If the employee or external stakeholder reported through the Hotline, then the Ethics Committee Representatives will inform the employee or external stakeholder through the Hotline'. However, no details found in relation to timescales for addressing complaints. [Whistleblowing Policy, 05/2022: gildancorp.com] • Not Met: Describes technical, financial, advisory support to enable equal access: The 2021 ESG Report indicates that the Company provides grievance mechanisms training to 54% of its employees, with a total of 25,689 hours of training. However, this subindicator looks for specific help the Company offers to the complainant to enable adequate access to grievance mechanisms. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Describes escalation to senior levels / independent adjudicators: In the 2021 ESG Report, the company states 'employees can report concerns to their supervisor, department head, local HR department, or legal department. Employees can also report concerns to the: Chair of the Board of Directors; Chair of the Ethics and Fraud Compliance Committee; Chair of the Audit and Finance Committee; Ethics and Compliance Hotline'. However, no information was found referring to external stakeholders. The Whistleblowing Policy indicates: 'The Ethics Committee Representatives will review each complaint received and will determine which person(s) within the Company will have the responsibility for investigating, resolving and concluding on each reported complaint based on the nature, severity and subject matter of the complaint. To the extent reasonably practicable, the persons who have been assigned to investigate complaints will use their

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>departments' resources, or outside resources, such as independent external verification entities, as considered necessary, for the investigation, resolution and conclusion of such complaints. The Chair of the Audit and Finance Committee will be involved in the investigation of any complaints received that involve questionable accounting practices, internal accounting controls or auditing matters that, if true, would have a material impact on Gildan. The Chair of the Board will be involved in the investigation of any complaints received that involve the President and Chief Executive Officer or any member of the senior executive team'. However, this subindicator looks for a description of how complaints or concerns for workers and all external individuals and communities may be escalated to more senior levels or independent third party adjudicators or mediators to challenge the process or outcome at the complainant's discretion. No further evidence found beyond employees. [2021 ESG Report, 2022: gildancorp.com] & [Whistleblowing Policy, 05/2022: gildancorp.com]</p>
C.5	Prohibition of retaliation for raising complaints or concerns	1	<p>The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation against workers/stakeholders: The Whistleblowing Policy for Employees and External Stakeholders indicates that 'no person who in good faith reports improper practices or questionable acts in accordance with this Policy shall suffer reprisals or retaliation of any kind, including threats or harassment, or, if the reporter is a Gildan employee, dismissal, demotion, suspension, or any other manner of discrimination in the terms and conditions of employment. Retaliation against a person who has reported any improper practice or questionable act in good faith is a violation of this Policy'. [Whistleblowing Policy, 05/2022: gildancorp.com] • Met: Describes practical measures to prevent retaliation: The company's Whistleblowing Policy for Employees and External Stakeholders 'provides our employees and external stakeholders with communication channels that allow them to raise concerns in confidence, and anonymously if desired, without fear of reprisal or retaliation'. [2021 ESG Report, 2022: gildancorp.com] Score 2 <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: As indicated above: 'No person who in good faith reports improper practices or questionable acts in accordance with this Policy shall suffer reprisals or retaliation of any kind, including threats or harassment, or, if the reporter is a Gildan employee, dismissal, demotion, suspension, or any other manner of discrimination in the terms and conditions of employment. Retaliation against a person who has reported any improper practice or questionable act in good faith is a violation of this Policy'. However, no further evidence found explicitly indicating that it will not retaliate against workers and stakeholders through legal action or violence. [Whistleblowing Policy, 05/2022: gildancorp.com] • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Code of Conduct indicates: 'Employees are allowed to lodge grievances that are addressed in a systematic manner so as to protect employees' privacy and protect them from reprisals'. However, it is not clear it has prohibition of retaliation which also covers individual stakeholders and communities at supplier level [as it is not clear the mechanism is open to them]. [Code of Conduct: gildancorp.com] </p>
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights • Not Met: Does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable) </p>
C.7	Remedying adverse impacts	0	<p>The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes approach taken to remedy adverse HRs impacts: The 2021 ESG Report indicates: 'Our Social Compliance team identified that overtime hours exceeded the legal requirements for 28 workers who had been randomly selected for audit. [...] To remediate this action, the third-party contractor and the Social Compliance team worked collaboratively to conduct the following actions: Arrange the facility's production target reasonably and enforce more strict control of working hours. Hire additional production positions and provide job skills training for employees to improve their production efficiency'. However, no evidence found </p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>of how remedy was provided for workers impacted. [2021 ESG Report, 2022: gildancorp.com]</p> <ul style="list-style-type: none"> • Not Met: Describes how remedy would be provided if no adverse impact identified <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts • Not Met: Describes approach to monitoring/implementing agreed remedy • Not Met: Describes approach to learning from incidents if no adverse impacts identified
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The 2021 ESG Report indicates: 'In 2021, we received 2,686 employee suggestions/grievances and resolved 2,631 of those. Grievances were primarily related to human resources matters such as cafeteria services, facility maintenance, and industrial relations. The remaining 55 suggestions are pending; some relate to major investments or changes in procedure, and so they require review and completion time'. However, it is not clear which are specifically related to human rights. It could include the number of grievances about human rights issues filed, addressed or resolved and outcomes achieved for its own workers and for external individuals and communities. [2021 ESG Report, 2022: gildancorp.com] <ul style="list-style-type: none"> • Not Met: Example of how lessons from mechanism improved HRs management system: The Company discloses the lessons learned from three case studies resulting from its social compliance audits. However, this subindicator looks for an example specifically of how lessons from the grievance mechanism have contributed to improving the company's human rights management system. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.a	Living wage (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Pays living wage or sets time-bound target: The Company states that 'Gildan believes employees have the right to a living wage for a regular work week and that it cover basic needs and provide some level of discretionary income.' The Company further presents targets for 2022 and 2023. However, definition the Company uses to describe what it perceives to be a living wage does not include family members or dependents. [2021 ESG Report, 2022: gildancorp.com] <ul style="list-style-type: none"> • Not Met: Describes how living wage determined: The company says that 'provides its employees with legally established salaries, as well as cash benefits, in-kind benefits, and support to the community. In addition, the participation of workers in unions and local committees provides them the opportunity to ensure that collective bargaining agreements are adapted to local needs, resulting in benefits that improve their living conditions'. However, no information was found on whether the definition of living wages takes into account family members or dependents. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying a living wage [2021 ESG Report, 2022: gildancorp.com] • Not Met: Reviews definition living wage with unions: The 2021 ESG Report indicates: 'we conduct periodic reviews of our internal Compensation and Benefits Policy to ensure that it aligns with national and international laws and stakeholder requirements'. However, it is not clear whether this includes living wages. [2021 ESG Report, 2022: gildancorp.com]
D.2.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on living wage in supplier codes and contracts: The Company states that 'The Company and contractor facilities must have, at a minimum, written policies and procedures that uphold and respect Gildan's Code of Conduct, human rights standards, and local labour laws with regards to compensation.' However, it is not clear whether it requires suppliers to pay a living wage. [2021 ESG Report, 2022: gildancorp.com] <ul style="list-style-type: none"> • Not Met: Describes work with suppliers on living wage

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of payment below living wage in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.2	Aligning purchasing decisions with human rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes practices to avoid price or short notice requirements that undermine HRs: The Responsible Production and Sourcing Policy indicates: 'This Policy establishes guidelines for responsible production planning practices to ensure that the sourcing, purchase of materials and manufacturing services of products across all brands, are aligned with our Code of Conduct'. It has areas and activities that 'play a key strategic role in the responsible implementation of this Policy', it includes 'capacity planning': 'This process covers the development and management of the annual capacity plan as well as quarterly reviews and monthly operating plans to align production capacity with our sales volume. Further, it provides adequate timing for the operations to comply with customer requirements in quality, quantity, on time delivery and cost, while at the same time, guaranteeing respect for workplace standards established in Gildan's Code of Conduct, as well as local and international regulations. [...] The Capacity Planning team monitors the production and capabilities of the facilities. When changes in the quantities of dozens among the facilities and is reflected in a revised Production Plan. The possible impact on workdays and/or staff reductions is always considered to properly balance the plan. In addition, when force majeure events occur (i.e. pandemics, natural disasters), we work on mitigating actual / potential negative impacts on our employees' lives and working conditions'. • Not Met: Describes practices to pay suppliers in line with agreed timeframes [Responsible Production and Sourcing Policy, 04/04/2022: gildancorp.com] • Not Met: Reviews own operations to mitigate negative impact of purchasing practices: The Responsible Production and Sourcing Policy indicates: 'The initial Production Plan is generated on an annual basis during our budget process to ensure we balance the demand requirements with our total manufacturing capacities (considering our internal and contracted capacity). There are subsequent quarterly demand forecasts that provide the base for the quarterly production plan updates and the monthly operating plans. The monthly operating plan provides the ability to reflect smaller variations required to our sales or manufacturing activities; this plan is then executed on a weekly cycle through the production scheduling process. The weekly cycle is the base information for the continuous production monitoring and KPIs that are in place to maintain the flow throughout our supply chain, track our performance and guarantee our finished goods delivery'. However, it is not clear the Company reviews its own operations to mitigate negative impacts of its purchasing practices in planning, merchandising and costing. [Responsible Production and Sourcing Policy, 04/04/2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Example of assessing and changing of purchasing practices
D.2.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Identifies direct and indirect suppliers including manufacturing sites: The Company discloses a map with global headquarters, offices, Tier 1 owned facilities, Tier 1 dedicated contractors, Tier 1 contractors, Tier 2 owned facilities, Tier 3 owned facilities, distribution centres and service centres. However, it is not clear it identifies indirect suppliers, as Tier 2 and 3 seem to be part of its own facilities. [Our Factories_web, N/A: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of supply chain and how significance was defined: The Company discloses a map with names and addresses of Tier 1 owned facilities, Tier 1 dedicated contractors, Tier 1 contractors, Tier 2 owned facilities, Tier 3 owned facilities, distribution centres and service centres. However, it is not clear if it includes indirect suppliers and if the information disclosed makes up for the most significant parts of its supply chain and how it has defined what are the most significant parts of its supply chain. [Our Factories_web, N/A: gildancorp.com] • Not Met: Discloses direct or indirect suppliers involved in higher-risk activities

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Indicates it does not use child labour: The 2021 ESG Report indicates that 'it is important to note that Gildan has zero tolerance for any issues related to employing child labour, unsafe working conditions that can cause serious danger or are life-threatening, unauthorized subcontracting, forced labour and human trafficking'. The Company's Code of Conduct clarifies that 'Employees must be at least 16 years of age or over the age of completion of compulsory education or the country legal working age, whichever is higher. Employees under 18 are not employed in any form of hazardous conditions.' [2021 ESG Report, 2022: gildancorp.com] & [Code of Conduct: gildancorp.com] • Met: Age verification of recruited workers: The company regularly examines its hiring processes to ensure that they do not consider job applicants who are below the legally permitted minimum age, or the minimum age of hiring that is specified in the company's Code of Conduct. The company does this to prevent any violation of labor laws related to the employment of minors. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remediation if child labour found in operations: The Social and Sustainable Compliance Guidebook indicates: 'Employers shall establish, document, maintain, and effectively communicate to personnel and other interested parties, policies and written procedures for remediation of children found to be working in situations which fit the definition of child labor. These employers shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child'. However, it is not clear how the Company develops, participates in or contributes to programmes for transition from employment to education, enabling children to attend and remain in education, if and when child labour is found in its operations and how it improves working conditions for young workers where relevant. [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com]
D.2.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on child labour in supplier codes and contracts: The Code of Conduct states that 'all Gildan business partners are required to adhere to the principles set forth below. [...] Employees must be at least 16 years of age or over the age for completion of compulsory education or the country legal working age, whichever is higher. Employees under 18 are not employed in any form of hazardous conditions.' However, no evidence was found that the Company requires suppliers to verify the age of employees in the hiring process or participate in remediation programs. The 2021 ESG Report notes: 'As part of our Responsible Production and Sourcing Policy we ensure our suppliers are aware of our workplace standards and are required to sign a legally binding vendor agreement prior to starting work with us. The details of the agreement outline all terms and conditions required, which include full alignment with our policies, procedures, and guidance related to human rights such as our Code of Conduct, Code of Ethics, and Social & Sustainable Compliance Guidebook'. The Social & Sustainable Compliance Guidebook indicates: 'Employers shall collect and maintain copies of all documentary proof to confirm and verify date of birth of all workers, such as government issued identification documents. Reasonable measures shall be taken to authenticate and ensure such documentation is complete and accurate. If proof of age documentation is not readily available or unreliable, employers shall take all necessary precautions which can reasonably be expected of them to ensure that all workers are at least the minimum working age. This shall include requesting and maintaining medical or religious records of workers, or other means considered reliable in the local context'. Regarding child labor remediation , it adds: 'Employers shall establish, document, maintain, and effectively communicate to personnel and other interested parties, policies and written procedures for remediation of children found to be working in situations which fit the definition of child labor. These employers shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child'. [Code of Conduct: gildancorp.com] & [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] • Met: Describes work with suppliers on eliminating child labour: The Company indicates that 'To prevent and mitigate child and forced labour, Gildan employs approaches that apply to both of these types of non-compliance, such as implementing capacity-building programs (training and ongoing communication with facility management) to ensure that sustainable practices are carried out throughout its supply chain.' [2021 ESG Report, 2022: gildancorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Assessment of scope of child labour in supply chain: The company 'observed zero incidents of child labour or young workers exposed to hazardous work in our own or our contractor facilities'. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Analysis of trends demonstrating progress: The Company has provided comments to CHRB regarding this indicator making reference to different Reports, however, the Company is expected to provide an analysis of trends demonstrating progress rather than scattered information.
D.2.5.a	Prohibition of forced labour: Recruitment fees and costs (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Job seekers/workers do not pay recruitment fee: Social and Sustainable Compliance Guidebook indicates that 'use of employment agencies that rely on the following practices is prohibited: [...] requiring workers to pay recruitment and/or employment fees'. Furthermore, the company indicates that 'fees associated with the employment of workers shall be the sole responsibility of employers'. [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] • Met: Commitment to fully reimburse recruitment fees paid: The 2021 ESG Report notes: 'Gildan is a signatory to the Industry Commitment to Responsible Recruitment, which applies to all Gildan owned and contracted manufacturing facilities'. The AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment indicates: 'We commit to work with our global supply chain partners to create conditions so that: [...] Workers receive a timely refund of fees and costs paid to obtain or maintain their job'. [2021 ESG Report, 2022: gildancorp.com] & [AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment, 03/2023: aafaglobal.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers: The 2021 ESG Report indicates: 'Gildan employs vigilant monitoring procedures related to both child and forced labour. In its owned and operated facilities, it conducts periodic reviews of both its internal Forced Labour Policy and its Child Labour Policy to ensure they align with national and international laws and stakeholder requirements'. However, there is no mention to recruitment fees and costs. The Social and Sustainable Compliance Guidebook indicates: 'Use of employment agencies that rely on the following practices is prohibited: [...] Requiring workers to pay recruitment and/or employment fees'. In relation to Employers Agreement with Employment Agencies: 'Fees associated with the employment of workers shall be the sole responsibility of employers'. However, it is not clear how it implements and monitors the practice of not paying any recruitment fees or related costs to secure a job and to fully reimbursing them if they have been required to pay any fees or related costs during recruitment in its own operations. [2021 ESG Report, 2022: gildancorp.com] & [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com]
D.2.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on debt/fees in supplier codes and contracts: The 2021 ESG Report notes: 'As part of our Responsible Production and Sourcing Policy we ensure our suppliers are aware of our workplace standards and are required to sign a legally binding vendor agreement prior to starting work with us. The details of the agreement outline all terms and conditions required, which include full alignment with our policies, procedures, and guidance related to human rights such as our Code of Conduct, Code of Ethics, and Social & Sustainable Compliance Guidebook'. The Social and Sustainable Compliance Guidebook indicates that 'Social and Sustainable Compliance Guidebook has been prepared to help our own facilities as well as third party contractors and supplier facilities meet Gildan's compliance benchmarks'. So, in the Social and Sustainable Compliance Guidebook has indicated that 'use of employment agencies that rely on the following practices is prohibited: [...] requiring workers to pay recruitment and/or employment fees'. Furthermore, the company indicates that 'fees associated with the employment of workers shall be the sole responsibility of employers'. [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] & [2021 ESG Report, 2022: gildancorp.com] • Not Met: Describes work with suppliers on debt/fees for job seekers/workers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment scope of payment of recruitment fees in supply chain • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Pays workers regularly, in full and on time: The 2021 ESG Report indicates that 'Gildan provides its employees with legally established salaries, as well as cash benefits, in-kind benefits, and support to the community'. Furthermore, the company indicates that 'periodic reviews of our internal Compensation and Benefits Policy to ensure that it aligns with national and international laws and stakeholder requirements'. The 2021 ESG Report notes: '100% of our owned facilities have payroll departments to ensure that workers are paid regularly, in full, and on time'. [2021 ESG Report, 2022: gildancorp.com] • Met: Payslip workers shows wages and legitimate deductions: The 2021 ESG Report notes: 'the payroll departments provide workers with pay slips detailing their wages, along with their legitimate deductions'. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers: As indicated above, '100% of our owned facilities have payroll departments to ensure that workers are paid regularly, in full, and on time. In addition, the payroll departments provide workers with pay slips detailing their wages, along with their legitimate deductions'. However, although the Company indicates how it ensures these wage practices, it is not clear how it implements and monitors it with employment agencies/labour brokers/recruitment intermediaries. [2021 ESG Report, 2022: gildancorp.com]
D.2.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on paying in full and on time in supplier codes and contracts: The 2021 ESG Report notes: 'As part of our Responsible Production and Sourcing Policy we ensure our suppliers are aware of our workplace standards and are required to sign a legally binding vendor agreement prior to starting work with us. The details of the agreement outline all terms and conditions required, which include full alignment with our policies, procedures, and guidance related to human rights such as our [...] Social & Sustainable Compliance Guidebook'. The Social and Sustainable Compliance Guidebook indicates: 'All wages, regular and overtime, shall be paid within legally required time limits. When no time limit is prescribed by law, compensation shall be paid no less frequently than once per month. [...] All payments to workers, including hourly wages, piecework, fringe benefits, and other incentives shall be calculated, recorded, and paid accurately'. [2021 ESG Report, 2022: gildancorp.com] & [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] • Not Met: Describes work with suppliers on paying workers regularly, in full and on time: The Company has provided comments to CHRB regarding this indicator where it makes reference to non-compliances relating to compensation and benefits and noting the Company helps contractors/suppliers remediate non-compliances. However, the Company is expected to describe how it proactively works with its supply chain to help pay workers regularly, in full and on time, rather than how it helps to correct non-compliances. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment scope of failure to pay workers in full and on time in supply chain: The 2021 ESG Report notes: 'The following includes details regarding the 22 non-compliances identified in 2021 that were considered to have actual and potential negative social impacts in the supply chain (based on local law, internal standards, our Code of Conduct, and our Social & Sustainable Compliance Guidebook): [...] Compensation and benefits: 3'. However, no assessment of the number affected by (scope of) the failure to pay directly, in full and on time in its supply chain found. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Analysis of trends demonstrating progress
D.2.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not retain documents or restrict movement of workers: The Social and Sustainable Compliance Guidebook indicates that 'use of employment agencies that rely on the following practices is prohibited: [...] holding or controlling workers original forms of identification and other documents such as passports, identity papers, work permits, and other personal legal documents'. [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations, incl. service providers: The 2021 ESG Report indicates that ‘The Company also constantly reviews and analyzes information gathered from workers’ suggestion boxes and other grievance mechanisms. In contractor facilities, Gildan maintains ongoing dialogue with its contractors and works collaboratively with them to eradicate child and forced labour. It also constantly monitors sourcing and procurement policies with its suppliers. To prevent and mitigate child and forced labour, Gildan employs approaches that apply to both of these types of non-compliance, such as implementing capacity-building programs (training and ongoing communication with facility management) to ensure that sustainable practices are carried out throughout its supply chain. Gildan also joined the USCTP to increase the transparency of its supply chain’. However, it is not clear how it implements and checks the practice of not imposing restrictions on workers in its operations [rather than in its supply chain], particularly with employment agencies/labour brokers/recruitment intermediaries. [2021 ESG Report, 2022: gildancorp.com]
D.2.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on free movement in supplier codes and contracts: The 2021 ESG Report notes: ‘As part of our Responsible Production and Sourcing Policy we ensure our suppliers are aware of our workplace standards and are required to sign a legally binding vendor agreement prior to starting work with us. The details of the agreement outline all terms and conditions required, which include full alignment with our policies, procedures, and guidance related to human rights such as our [...] Social & Sustainable Compliance Guidebook’. The Social and Sustainable Compliance Guidebook indicates that ‘this Social and Sustainable Compliance Guidebook has been prepared to help our own facilities as well as third party contractors and supplier facilities meet Gildan’s compliance benchmarks’. In the document, Gildan states: ‘use of employment agencies that rely on the following practices is prohibited: [...] holding or controlling workers original forms of identification and other documents such as passports, identity papers, work permits, and other personal legal documents’. The document also states that ‘workers shall retain possession or control of their passports, identity papers, travel documents and other personal legal documents. Employers may obtain only copies of original documents for employment record-keeping purposes’. [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] & [2021 ESG Report, 2022: gildancorp.com] • Not Met: Describes working with suppliers on free movement of workers: The 2021 ESG Report notes: ‘Gildan’s social compliance team works with facility managers to provide advice and recommendations on how to best address any issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities shall provide details and evidence of their remediation, which are subject to verification through follow-up audits that can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and to demonstrate improvements within a prescribed timeframe’. However, current evidence seems to be corrective actions in response to non-compliance. It is not clear how it proactively works with suppliers to eliminate retention of worker’s documents or other actions to physically restrict movement. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of movement in supply chain: The 2021 ESG Report notes: ‘The following includes details regarding the 22 non-compliances identified in 2021 that were considered to have actual and potential negative social impacts in the supply chain (based on local law, internal standards, our Code of Conduct, and our Social & Sustainable Compliance Guidebook): Mandatory legal documentation: 2’. However, no assessment found of the number of people affected by (scope of) retaining documents or restricting movement in its supply chain in specific. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to measures prohibiting interference with trade unions: The Human Rights Policy indicates that '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. Gildan also has a zero-tolerance policy towards intimidation or attacks to union representatives and other human rights defenders'. [Human Rights Policy, N/A: gildancorp.com] • Met: Discloses % total workforce covered by CB agreements: The company states that 'today, approximately 46% of our employees globally are covered by a collective bargaining agreement established between unions and corresponding facilities'. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets both requirements under score 1
D.2.6.b	Freedom of association and collective bargaining (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on FoA/CB in suppliers codes and contracts: The 2021 ESG Report notes: 'our suppliers [...] are required to sign a legally binding vendor agreement prior to starting work with us. The details of the agreement [...] include full alignment with our policies, procedures, and guidance related to human rights such as our Code of Conduct, Code of Ethics, and Social & Sustainable Compliance Guidebook'. The Human Rights Policy states that, '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'. The Social and Sustainable Compliance Guidebook indicates: 'Workers, without distinction whatsoever, shall have the right to establish and to join organizations of their own choosing, subject only to the rules of the organization concerned, without previous authorization. The right to freedom of association begins once a worker seeks employment and continues through the course of employment, including eventual termination of employment. It is also applicable to unemployed and retired workers. [...] Employers shall not use any form of physical or psychological violence, threats, intimidation, retaliation, harassment or abuse against union representatives and workers seeking to form or join an organization of their own choosing. Such practices shall not be used against workers' organizations or workers participating or intending to participate in union activities, including strikes. [...] Employers shall not engage in any acts of anti-union discrimination or retaliation, i.e. shall not make any employment decisions which negatively affect workers based wholly or in part on a workers' union membership or participation in union activity, including the formation of a union, previous employment in a unionized facility, participation in collective bargaining efforts or participation in a legal strike'. [Human Rights Policy, N/A: gildancorp.com] & [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] • Not Met: Describes work with suppliers on FoA/CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of FoA/CB in supply chain: The Company reports one freedom of association compliance found in 2021. However, no assessment found of the number of people affected by (scope of) restrictions to freedom of association or collective bargaining in its supply chain. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process to identify H&S risks and impacts: The 2021 ESG Report indicates that 'Gildan strives to proactively identify hazards and control risks by conducting site assessments and planned job observations at Company-owned facilities. Whenever a safety incident occurs, we investigate the cause and implement necessary action plans to address any issues and help eliminate future risks. We also share lessons learned and make improvements to our practices, tools, and training as needed'. [2021 ESG Report, 2022: gildancorp.com] • Met: Discloses injury rate or lost days for own workers in last reporting period: The company has Safety Indicators, which address as some of its point, work-related injury rate. For the last reporting period, Gildan states that it does has 0.27 work-related injury (WRI) rate and severity rate for employees were calculated per 200,000 hours worked. [2021 ESG Report, 2022: gildancorp.com] • Met: Discloses fatalities for own workers in last reporting period: The company has Safety Indicators, which address as some of its point, fatalities. For the last reporting period, Gildan states that it does has 0 fatalities. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Discloses occupational disease rate for own workers in last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets for H&S performance: The 2021 ESG Report indicates that 'we are pushing our health and safety performance to new levels by making ISO 45001 certification a requirement at each of our Company-owned and operated facilities by 2028'. Furthermore, 'the goals of this certification are to reduce occupational injuries and diseases and improve and protect general physical and mental health'. However, although the Company indicates it has the goal to reduce occupational injuries and diseases, no further evidence found of the actual targets related to injury rates or lost days (or near miss frequency rate) and fatalities and occupational disease rates for the last reporting period. [2021 ESG Report, 2022: gildancorp.com] • Met: Met targets or explains why not or how improve H&S management systems: In the context of potential root causes of incidents produced, the 2021 ESG Report indicates that 'Started monitoring and assessing potential SIF events to reduce the possibility of these incidents; Developed an emergency hurricane response plan; Provided training to management teams in manufacturing on ISO 45001 requirements, safety leadership, and SIF prevention; Evaluated and illustrated the maturity of our safety culture using the Dupont Bradley Curve; Implemented scorecards to track leading indicators in our distribution centres; Implemented convergence training for our yarn-spinning facilities and distribution centres; Implemented an EHS Information System at our yarn-spinning facilities and distribution centres for incident reporting, and implemented Job Safety Analysis (JSA) and Corrective and Preventive Actions (CAPA) for inspections and reporting; Implemented fall protection and prevention practices, as well as powered industrial vehicles and respiratory protection practices; we are also working with contractor management on confined space permitting entry'. [2021 ESG Report, 2022: gildancorp.com]
D.2.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on H&S in supplier codes and contracts: The Social and Sustainable Compliance Guidebook is part of suppliers' contractual obligations. It indicates: 'Gildan and its business partners will take all necessary measures to provide a safe and healthy workplace setting to prevent accidents and illnesses arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities and other locations'. It contains comprehensive Social Compliance Benchmarks on: Emergency Response, Fire Safety, Clinics, Hazardous Work, Auxiliary Equipment, Elevators, Chemical Safety, Job Hazard Analysis, Work Environment, Temperature, Lighting, Occupational Noise Exposure, Heat Stress Prevention Programs, Sanitation, Health and Safety Committee and Ergonomics. [2021 ESG Report, 2022: gildancorp.com] & [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] • Not Met: Discloses injury rate or lost days in supply chain in last reporting period: The 2021 ESG Report discloses information on Lost-time injury frequency rate (LTIFR) for contractors in 2021: 0.40. However, it is not clear it covers all its suppliers as the Company notes: 'Data coverage for LTIFR (percentage of contractors)': 6.67%. It adds: 'Data coverage relates only to our dedicated sewing contractors in Haiti. The percentage was obtained from our five Haiti-dedicated contractors'. [2021 ESG Report, 2022: gildancorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Discloses fatalities for workers in supply chain in last reporting period: The 2021 ESG Report discloses information on Work-related fatalities (contractors) in 2021: 0. The term 'Contractors' seems to include the Company's suppliers: 'Gildan requires all suppliers (contractors) to sign a legally binding vendor agreement prior to receiving any orders that will be placed with them'. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Discloses occupational disease rate in supply chain in last reporting period Score 2 • Not Met: Describes work with suppliers of H&S: The 2021 ESG Report indicates that 'Gildan's social compliance team works with facility managers to provide advice and recommendations on how to best address any issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities shall provide details and evidence of their remediation, which are subject to verification through follow-up audits that can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and to demonstrate improvements within a prescribed timeframe'. The Company has provided comments to CHRB regarding this indicator on corrective action taken to address a safety non-compliance. However, current evidence seems to be corrective actions in response to non-compliance. It is not clear how it proactively works with its supply chain to improve their practices in relation to health and safety. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Assessment of scope of H&S issues in supply chain: The 2021 ESG Report notes: 'The following includes details regarding the 22 non-compliances identified in 2021 that were considered to have actual and potential negative social impacts in the supply chain (based on local law, internal standards, our Code of Conduct, and our Social & Sustainable Compliance Guidebook): [...] Environmental, health, and safety: 13'. However, no assessment found of the number of people affected by (scope of) health and safety issues in its supply chain. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Analysis of trends demonstrating progress: The 2021 ESG Report discloses a global 10-year trend of severity rate and work-related injuries rate. However, it is not clear it is in the supply chain context. [2021 ESG Report, 2022: gildancorp.com]
D.2.8.a	Women's rights (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes processes to stop harassment and violence against women: The 2021 ESG Report states that 'as established in the Convention on the Elimination of Discrimination Against Women, Gildan recognizes the importance of protecting women's rights. We strive to break down gender-based barriers in the workplace by helping women develop leadership and other career skills'. The Social and Sustainable Compliance Guidebook indicates: 'Gildan and its business partners will treat every employee with respect and dignity. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse'. It further explains its provisions on harassment or abuse; on sexual harassment; security practices, including body search and Non-violent security practices; and Punishment of Abusive Supervisors, Managers and Workers. As for the latter, it indicates: 'Facility management must have a system in place to discipline supervisors, managers, and workers who engage in any physical, sexual, psychological or verbal violence, harassment, or abuse. This system could include mandatory counseling, warnings, demotions'. However, although the Company suggests some actions to be taken, it is not clear whether and how any of these are being implemented. [2021 ESG Report, 2022: gildancorp.com] & [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] • Met: Working conditions take into account gender issues: The company states that 'employers shall comply with applicable local laws regarding the working hours for women that cover any regulations or limitation on the nature, frequency, and volume of work performed by women'. Also, there are 'prohibitions regarding night work, temporary reassignments away from work stations and work environments that may pose a risk to the health of pregnant women and their unborn children or new mothers and their new born children'. [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] • Not Met: Measures and steps to address gender pay gap at all levels of employment Score 2 • Not Met: Meets all requirements under score 1 • Not Met: Analysis of trends demonstrating progress closing gender pay gap

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on women's rights in contracts/codes with suppliers: The Social and Sustainable Compliance Guidebook is part of suppliers' contractual obligations. It indicates: 'Employers shall provide equal pay for equal work and implement non-discriminatory compensation practices. [...] There shall be no differences in compensation for workers for work of equal value on the basis of gender'. It adds: 'Employers shall not use pregnancy tests or the use of contraception as a condition of hiring or of continued employment. Employers shall not require pregnancy testing of female workers, except as required by national law. In such cases, employers shall not use (the results of) such tests as a condition of hiring or continued employment. [...] Employers shall not, on the basis of a woman's pregnancy, make any employment decisions that negatively affect a pregnant woman's employment status, including decisions concerning dismissal, loss of seniority, or deduction of wages. [...] Employers shall abide by all protective provisions in national laws and regulations benefitting pregnant workers and new mothers, including: Provisions concerning maternity leave and other benefits; Prohibitions regarding night work, temporary reassignments away from work stations and work environments that may pose a risk to the health of pregnant women and their unborn children or new mothers and their new born children; Temporary adjustment of working hours during and after pregnancy; The provision of breast-feeding breaks and facilities. Where such legal protective provisions are lacking, employers shall take reasonable measures to ensure the safety and health of pregnant women and their unborn children'. However, it is not clear suppliers are required to introduce measures to ensure equal opportunities throughout all levels of employment in its contractual arrangements with suppliers or supplier code of conduct. [2021 ESG Report, 2022: gildancorp.com] & [Social and Sustainable Compliance Guidebook, N/A: gildancorp.com] • Not Met: Describes work with suppliers on women's rights: The 2021 ESG Report notes: 'Gildan's social compliance team works with facility managers to provide advice and recommendations on how to best address any issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities shall provide details and evidence of their remediation, which are subject to verification through follow-up audits that can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and to demonstrate improvements within a prescribed timeframe'. However, it is not clear how it is proactively working with suppliers in order to improve working conditions for women workers in the supply chain, rather than to correct non-compliances. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of unsafe working conditions/discrimination against women in supply chain: The Company reports on areas of non-compliance in 2021, including women's rights policies. However, no assessment found of the number affected by (scope of) discrimination or unsafe working conditions for women in its supply chain [2021 ESG Report, 2022: gildancorp.com] • Not Met: Analysis of trends demonstrating progress
D.2.9.a	Working hours (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Respects HRs regarding working hours/breaks/rest: The Code of Conduct indicates: 'Employees must not be required to work more than a total of 60 hours per week or the regular and overtime hours allowed by the law of the country, whichever is less. The regular work week shall not exceed 48 hours. Employees must be allowed at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate'. The Social and Sustainable Compliance Guidebook: 'Employers shall provide reasonable meal and rest breaks, which, at a minimum, must comply with national laws'. [Code of Conduct: gildancorp.com] & [Responsible Production and Sourcing Policy, 04/04/2022: gildancorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Assesses ability of workers to comply with working hours commitments when allocating work: The 2021 ESG Report notes: ‘Through constant communication and capacity-building, the Social Compliance team supported the third-party contractor to improve how hours of work are managed at the facility including, but not limited to, stricter controls and procedures and additional training for employees on specific skills required for the job’. However, no evidence found that the Company assesses the ability of workers [within its factories] to comply with its commitments to respect working hours and minimum breaks and rest periods when allocating work or setting targets. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes implementation and monitoring in own operations: The 2021 ESG Report notes: ‘While conducting a documentation review of one of our contractor facility’s payroll in Asia, our Social Compliance team identified that overtime hours exceeded the legal requirements for 28 workers who had been randomly selected for audit’. However, this subindicator looks for a description of how it implements and checks this practice [of respecting applicable international standards and assessing the ability of workers within its factories to comply with its commitments to respect working hours and minimum breaks and rest periods when allocating work or setting targets] in its operations. [2021 ESG Report, 2022: gildancorp.com]
D.2.9.b	Working hours (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on working hours in codes/contracts with suppliers: The Social and Sustainable Compliance Guidebook is part of suppliers’ contractual obligations. It indicates: ‘Employees must not be required to work more than a total of 60 hours per week or the regular and overtime hours allowed by the law of the country, whichever is less. The regular work week shall not exceed 48 hours. Employees must be allowed at least 24 consecutive hours of rest in every seven-day period. [...] Employers shall provide reasonable meal and rest breaks, which, at a minimum, must comply with national laws’. [2021 ESG Report, 2022: gildancorp.com] & [Responsible Production and Sourcing Policy, 04/04/2022: gildancorp.com] <ul style="list-style-type: none"> • Not Met: Describes work with suppliers on working hours: The 2021 ESG Report notes: ‘The following includes details regarding the 22 non-compliances identified in 2021 that were considered to have actual and potential negative social impacts in the supply chain (based on local law, internal standards, our Code of Conduct, and our Social & Sustainable Compliance Guidebook): [...] Hours of work: 1’. The Company has provided comments to CHRB regarding this indicator where it explains it works with suppliers and contractors to resolve non-compliances found in the auditing process. However, current evidence seems to be corrective actions in response to non-compliance. It is not clear how it proactively works with suppliers to improve their practices in relation to working hours. [2021 ESG Report, 2022: gildancorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of excessive working hours in supply chain: See above. However, no assessment found of the number of people affected by (scope of) excessive working hours in its supply chain. [2021 ESG Report, 2022: gildancorp.com] • Not Met: Analysis of trends demonstrating progress

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> • Area: Right to a safe, clean, healthy and sustainable environment • Headline: Protesters block Choloma-Puerto Cortes highway to highlight company pollution • Story: Residents of several neighbourhoods, including Los Castaños, Nuevo Renacer, El Trébol and Boquitas y Morales, in Choloma, have taken over the CA-13 highway in the Quebrada Seca sector, in protest against several companies which, they claim, generate high levels of pollution that are affecting their health and causing damage to the environment. <p>Carlos Velásquez, president of the Los Castaños colony, told Criterio.hn that in the area there are companies such as the Canadian company Gildan, which has more than 40 oxidation piles. Others are Corrugados de Sula, Maseca and Aguas de Choloma. The latter is in charge of providing drinking water and sewage to the municipality.</p> <p>"They are affecting our rivers, our soil. They have oxidation ponds that they don't maintain properly and they throw their waste water into the communities' pools. In addition, they have never had a social projection in favour of the communities," explained Velásquez.</p> <p>The meeting is currently taking place at the Cholomeña mayor's office, and representatives of the companies mentioned above have been summoned to attend.</p> <p>[Resumen Latinoamericano, 17/10/2022, "Honduras. Choloma-Puerto Cortés highway blocked in protest of company contamination": resumenlatinoamericano.org]</p>
E(1).1	The company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Public response <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response
E(1).2	The company has investigated and taken appropriate action	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Engaged with stakeholders: According to media reports executives from Gildan among other companies involved held several hours of talks with the protesters, mediated by the mayor. It was agreed to form commissions composed of residents, executives from Gildan, Maseca and Corrugados de Sula, who will analyse the problems of the communities and try to help. They will meet again in 15 days to review progress. [Criterion, 17/10/2022, "Protests suspended on the Choloma-Puerto Cortés highway after agreement with companies": criterio.hn] • Not Met: Identified cause: The agreement formed with the stakeholders included a guarantee that the companies involved would analyse the problems and try to mitigate them. However, no further information was found on the outcome of the analysis. [Criterion, 17/10/2022: criterio.hn] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provided remedy • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used

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