



2023

**REPORT ON MODERN SLAVERY,
CHILD LABOUR, AND HUMAN TRAFFICKING**



ABOUT GILDAN

Gildan Activewear Inc. (Gildan), is a leading apparel manufacturing company with a strong portfolio of brands including Gildan®, American Apparel®, Comfort Colors®, GOLDTOE®, and Peds®.

Gildan operates out of approximately 30 facilities worldwide and sells products in more than 60 markets globally. Our product offerings include activewear, underwear, and socks, sold to a broad range of customers, including wholesale distributors, screen printers, embellishers, retailers, and global lifestyle brand companies.

We have approximately 43,000 employees worldwide and are strongly committed to industry-leading labour and environmental practices throughout our operations and supply chains, in accordance with a comprehensive ESG strategy embedded into our long-term business plan.

For more on Gildan and our ESG practices, visit our website at gildancorp.com.

In this document *we, us, our, Company, and Gildan* mean Gildan Activewear Inc., a Canadian corporation incorporated under the Canada Business Corporations Act.

Gildan's common shares are traded on the Toronto Stock Exchange and the New York Stock Exchange under the symbol *GIL*.

Gildan is one of the world's largest manufacturers of apparel and we are headquartered in Montréal, Quebec, Canada.

ABOUT THIS REPORT

Gildan is fully committed to upholding and respecting human rights, to maintaining high ethical standards in all our operations, and to incorporating these values into our supply chain practices. Gildan does not tolerate modern slavery, child labour, or human trafficking in any form.

This Report on Modern Slavery, Child Labour, and Human Trafficking is issued by Gildan, and all its worldwide subsidiaries for the period of January 1, 2023 to December 31, 2023.

We report under the **California Transparency in Supply Chains Act**, the **UK Modern Slavery Act 2015**, the **Australia Modern Slavery Act 2018**, and **Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act**. These laws require transparency about efforts undertaken to identify and eradicate modern slavery, child labour, and human trafficking from supply chains and operations. This Report has been prepared in collaboration with relevant corporate functions and representatives from each relevant group as it applies to each of them, and has been approved by the Board of Directors of Gildan Activewear Inc.

Modern slavery can impact people of any age, gender, race, or national origin. Modern slavery is commonly associated with developing countries, but the fact is that no country is free from it. Forced labour often affects the most vulnerable populations, such as migrant workers who are targeted because they do not speak the local language, have limited rights, and depend on their employers.

GILDAN'S GLOBAL BUSINESS AND SUPPLY CHAINS

Gildan owns and operates large scale, vertically integrated manufacturing facilities primarily located in Central America, the Caribbean, North America, and Bangladesh. The facilities are strategically located to efficiently service our diverse global customer base. Gildan's vertically integrated manufacturing model allows us to have direct control over the majority of our supply chains from sourcing of raw materials to distribution of a finished good. In fact, only a small fraction of Gildan's supply chains consist of packaged goods manufactured outside of this vertical model. This gives us direct visibility and control over processes and risks in our supply chains. For more information on where Gildan facilities and selected contractors are located, please refer to: [Our Factories](#).

OUR COMPLIANCE FRAMEWORK

We are committed to protecting the rights of all persons who manufacture Gildan's products worldwide, as well as enforcing the fair and ethical treatment of these individuals.

Gildan has a longstanding commitment to eradicate modern slavery, child labour, and human trafficking from its supply chains and operations. Gildan has been a member of the Fair Labor Association (FLA) since 2003 and was the first vertically integrated apparel manufacturer to have its social compliance program accredited by the FLA in 2007. To maintain our accreditation, Gildan is subject to periodic audits by the FLA to ensure that we have implemented systems and procedures that uphold FLA standards. In 2019, Gildan's Social Compliance program was reaccredited after Gildan demonstrated it employed fair labour practices and policies in its global supply chains and operations.

In 2018, Gildan pledged to join the Industry Commitment to Responsible Recruitment (ICRR) which was developed in conjunction with the American Apparel & Footwear Association (AAFA) and the FLA. The ICRR is a proactive industry effort to address potential forced labour risks for migrant workers in the global supply chains. The recently updated joint Commitment by the AAFA and the FLA requires signatories of the IRCC to ensure that workers (i) do not have to pay for their job, (ii) receive a timely refund of fees and costs paid to obtain or maintain their job, (iii) retain control of their travel documents and have full freedom of movement, and (iv) are informed, in a language they understand, of the basic terms of their employment prior to being relocated to their new place of employment. Gildan is a signatory to the relaunched ICRR, and we continue to reaffirm our commitment to the fair treatment of workers in our supply chains.

POLICIES AND PROCESSES

We embed human rights in our policies, governance, and management systems, and we expect our contractors (and their suppliers) to do the same. Our commitments to promoting ethical labour practices and safe working conditions are embodied in our codes and global policies.

Gildan's Code of Conduct is based on the eight (8) core conventions established by the International Labour Organization (ILO), as well as the codes set forth by the FLA, the Worldwide Responsible Accredited Production (WRAP), and the Supplier Ethical Data Exchange (SEDEX), all of which include strict provisions regarding forced labour, child labour, human trafficking, and other forms of modern slavery.

Gildan-operated and finished product contractor facilities are required to have written policies and procedures that uphold and respect Gildan's Code of Conduct, human rights standards and policies, and local labour laws.

Gildan has developed a series of policies and codes that form its framework for addressing modern slavery, child labour, and human trafficking. These include:

- [Code of Ethics](#): The Code of Ethics applies to all Gildan employees in all Gildan's worldwide subsidiaries and sets out Gildan's standards of integrity and expectations for ethical behaviour. The Code of Ethics serves as an affirmation of Gildan's commitment to fair labour practices in the workplace, and provides a framework to guide Gildan's operations and business practices throughout the world. It also serves as a guide to help employees make decisions that are consistent with Gildan's core values and principles.
- [Code of Conduct](#): The Code of Conduct addresses its core principles in the following subject areas: (i) Employment Relationship, (ii) Child Labour, (iii) Forced Labour, (iv) Compensation, (v) Hours of Work/Overtime, (vi) Health and Safety, (vii) Environment, (viii) Freedom of Association and Collective Bargaining; (ix) Harassment or Abuse; (x) Grievance Procedures, (xi) Discrimination, and (xii) Documentation and Inspection. All Gildan employees and business partners are required to adhere to principles set forth in the Code of Conduct. The Code of Conduct guides activities for all of our operations globally and clearly states our position on a number of labour practice issues.
- [Social and Sustainable Compliance Guidebook](#): The labour standards set out in Gildan's Code of Conduct are complemented by specific procedures and practical requirements explained in our Social and Sustainable Compliance Guidebook. This Guidebook indicates that forced labour, child labour, and human trafficking are issues that Gildan will not tolerate.
- [Human Rights Policy](#): This policy is our public commitment to upholding and respecting human rights as established in the United Nation's (UN) International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), as well as the UN Guiding Principles on Business and Human Rights. The policy also identifies Gildan's general industry risks and its salient human rights risks.
- [Responsible Production and Sourcing Policy](#): This policy establishes guidelines for responsible production planning practices to ensure that the sourcing, purchase of materials, and manufacturing of products across all brands are aligned with our Code of Conduct. Sourcing teams are encouraged to promote long-term relations with contractors that demonstrate high adherence to Gildan's Code of Conduct.
- [Whistleblowing Policy](#): All employees and external stakeholders, including employees of finished product contractors, are encouraged to report any real or suspected misconduct, including any human rights violations. Gildan maintains a 24/7 [Ethics and Compliance Hotline](#) in all jurisdictions where it operates. Information regarding the Ethics and Compliance Hotline is made readily available to all employees and external stakeholders, and matters are completely confidential. All submissions are fully investigated, and appropriate remedial actions are taken when necessary.



DUE DILIGENCE PROCESS ON HUMAN RIGHTS

Gildan monitors human rights-related risks as recommended by the Organisation for Economic Co-operation and Development's (OECD) Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector. Due diligence is an evolving process and risks may change over time as our operational context evolves.

Human rights due diligence's primary purpose is to prevent and act on potential and actual adverse human rights impacts in Gildan-operated facilities and those of our finished product contractors' facilities. Our due diligence process combines a compliance and risk-based approach involving five key steps:

1. Identify industry risks, as well as human rights risks specific to Gildan
2. Assess and evaluate each human rights risk
3. Mitigate and remediate human rights risks and impacts in our facilities and our supply chains by working collaboratively with stakeholders to implement programs and initiatives
4. Monitor and communicate by verifying and validating progress and efficiency through our Social Compliance program
5. Embrace continuous improvement by learning from our past and current experiences to assess and make changes to our human rights practices

MONITORING GILDAN-OPERATED AND FINISHED PRODUCT CONTRACTOR FACILITIES

We take measures to identify, prevent, and mitigate the risk of human rights violations in both our own vertically integrated operations, and

in the operations of our finished product contractors. When initiating a commercial relationship with a finished product contractor or at renewal, the contractor is required to sign a written agreement or certification incorporating Gildan's policies and standards. Finished product contractors are also subject to a verification process that includes social compliance auditing, remediation, and tracking 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. For workplace policies and standards, Gildan requires a profile and self-assessment from new facilities, and then conducts an audit of the facility. Audit results are categorized from green to black based on the number and severity of the findings against our Code of Conduct and the benchmarks outlined in our Social and Sustainable Compliance Guidebook. Green and yellow ratings may be cleared for continued business, orange and red require improvement within a set timeframe, and a black rating will result in termination of the contract once open orders are completed. If a finished product contractor or Gildan-operated 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. For more information on our audit methodology, please refer to p. 6 of our [Social and Sustainable Compliance Guidebook](#).

MONITORING OUR SUPPLY CHAINS

Through our Global Social Compliance program, we take steps to ensure we source products from suppliers with responsible practices. We identify and assess potential risks in our supply chains by conducting a due diligence review of potential business partners when entering into sourcing or major supply agreements. This due diligence review includes a thorough background check, a review of business, political, reputational/social and geographic risks, and (when appropriate) additional questionnaires are administered and on-site verifications are conducted. In certain instances, Gildan will mandate a third-party audit service provider to conduct these verifications on our behalf.

ONGOING INTERNAL AND EXTERNAL AUDITS

Following the initial due diligence reviews described above, as part of our ongoing monitoring process, audits are performed by internal auditors or third-party auditors on our behalf, at each Gildan-operated and finished product contractor manufacturing facility.

Gildan-operated and finished product contractor facilities are also independently audited by the FLA, SEDEX, and WRAP, as well as by certain larger customers of Gildan to ensure compliance with their standards. Several of Gildan's finished product contractors participate in the ILO's Better Work Programme and the Social & Labor Convergence Program (SLCP). In addition, all Gildan-operated and finished product contractor facilities are subject to our annual internal audit program that is based on a risk assessment process which evaluates country risk, production volume, external ratings, and prior audit performance amongst other risk factors at least once every two (2) years.

When onboarding and auditing business partners Gildan validates the following social compliance modern slavery benchmarks described in our [Social and Sustainable Compliance Guidebook](#).

SOCIAL COMPLIANCE BENCHMARKS

Child labour

1. **Child labour general compliance:** Employers shall comply with all national laws, regulations and procedures concerning the prohibition of forced labour, child labour, and human trafficking.
2. **Minimum age:** Employers shall not employ anyone under the age of 16 or under the age for completion of compulsory education or the country's legal working age, whichever is higher.
3. **Government permits and parental consent documentation:** Employers shall abide by all relevant rules and procedures where government permits or permission from parents as a condition of employment are required by law and shall keep documentation on-site for inspection at all times.
4. **Employment of young workers:** Employers shall comply with all relevant laws that apply to young workers, (e.g. those between the minimum working age and the age of 18) including regulations related to hiring, working conditions, types of work, hours of work, proof of age documentation, and overtime.
5. **Hazardous work for young workers:** No person under the age of 18 shall undertake hazardous work, which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of persons under the age of 18.
6. **Young workers identification system:** Employers shall have a system for identifying workstations and operations that are inappropriate for young workers according to local law in each country and international labour standards.
7. **Apprenticeships and vocational training:** Minimum working age apprenticeships or vocational students shall not be under the age of 16 or under the age for completion of compulsory education, whichever is higher. Employers shall comply with all regulations and requirements of apprentice or vocational education programs and shall be able to demonstrate to monitors that these are legally recognized programs. Informal arrangements of any kind are not acceptable.
8. **Proof of age:** Employers must require "proof of age" at time of hire, where allowed by law, which may include birth certificate, family book, personal registration (ID) card, driver's license, and voting registration card. Copies of these documents must be kept in the employee's personnel file throughout the term of employment.

Forced labour

1. **Forced labour general compliance:** Employers shall comply with all national laws, regulations, and procedures concerning the prohibition of forced labour and human trafficking. Employers must verify that their product supply chains address risks of slavery and human trafficking. Employers shall certify that they have implemented procedures to manage the materials, including all labour related processes, incorporated into their products to ensure they comply with laws on slavery and human trafficking.
2. **Freedom in employment:** All workers shall have the right to enter into and to terminate their employment freely.
3. **Debt/bonded labour:** Employers shall not bind workers to employment as a condition of fulfilling terms of a debt to a third-party or to the employer.
4. **Prison labour:** Employers must not utilize prison or forced labour or subcontract work to prisons for the manufacturing or finishing of our products. Employers will not utilize or purchase materials from a business partner utilizing prison or forced labour.
5. **Freedom of movement:** If workplace entrances are locked or guarded to prevent non-employee access to the premises for security reasons, workers shall have free egress at all times, subject to work rules. No employment term shall confine or restrict employees' freedom of movement.
6. **Employer controlled residence:** Employers shall not require workers to live in employer-owned/controlled residences as a condition of recruitment, continued employment or to receive the same terms of employment and working conditions as other workers in the same position.
7. **Improper use of force:** The use of military or other public security forces to guard the facility is considered improper use of force and may constitute forced labour.
8. **Forced overtime:** The imposition of mandatory overtime where workers are unable to refuse or decline overtime and not leave the work premises constitutes forced labour.
9. **Personal workers' identification and other documents:** 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. Employers shall not withhold any such documents or restrict workers' access to them for any reason whatsoever, including ensuring that workers shall remain in employment in the workplace.

The chart below shows Key Performance Indicators (KPIs) as a result of ongoing monitoring of risks:

KEY PERFORMANCE INDICATORS (KPIs)		
	2023	2022
Number of child labour non-compliance	0	0
Number of forced labour non-compliance confirmed	2 ¹	4 ²
Number of forced labour non-compliance successfully remediated	2	3 ³
Number of non-conformities related to compensation and benefits (own facilities)	0	1
Number of non-conformities related to compensation and benefits (finished product contractor facilities)	5 ⁴	20
Grievances related to forced labour	0	0

¹ We did not identify any forced labour non-compliance in our Gildan facilities in 2023. However, we found two non-compliances at our finished product contractor facilities, both of which were related to inadequacies in the process of documenting overtime hours in each facility. Additional processes have since been implemented to ensure that employees have been properly documented and have voluntarily accepted to perform overtime. Both findings have been remediated.

² Two were found at our Gildan-operated facilities, and two at our finished product contractors' facilities, both of which were related to inadequacies in the process of documenting overtime hours in each facility. Additional processes have since been implemented to ensure that employees have been properly documented and have voluntarily accepted to perform overtime.

³ Three non-compliances were remediated in 2022. The fourth non-compliance was remediated in early 2024.

⁴ We had five non-conformities related to compensation and benefits in five of our finished product contractor facilities in 2023, which have all been remediated.

RISK MITIGATION

Gildan periodically conducts materiality assessments to identify and address actual and potential human rights risks that are inherent in our operations and impacting our industry generally at large. These assessments include the involvement of and/or consultation with relevant stakeholders throughout our supply chains. As part of this process, Gildan strives to maintain an open dialogue with non-governmental organizations (NGOs), members of labour movements, and other interested parties. Some of our external stakeholders include: the FLA, Better Work⁵, SEDEX, and WRAP. Please refer to Gildan's Stakeholder Engagement Policy for more information on Gildan's approach to engaging with stakeholders. *Stakeholder Engagement Table (2022 ESG Report p. 50).*

IDENTIFYING MATERIAL RISKS

According to the ILO, 50 million people are subjected to modern slavery, with women and children representing the most vulnerable. *Find out more [here](#). Information on our Risk Response can be found on p. 24 of our [2022 ESG Report](#).*

Child Labour is a general human rights risk in the manufacturing industry and in cotton farming. Children are vulnerable to abuse and exploitation and require social protection. Tracking cotton farms to identify potential child labour indicators on cotton farms remains a challenging risk to monitor.

Forced Labour and Human Trafficking have evolved over time to cover a number of situations. Today, debt bondage is one of the most common forms of forced labour. A worker may be bonded to employment as a condition of repaying terms of a debt to a third-party or to an employer. The use of prisoners as forced labour by subcontractors or suppliers in the manufacturing or finishing of our products, including the sourcing of materials, is another risk we monitor. Compulsory overtime is another form of forced labour risk that Gildan and its supply chains partners face. Compulsory overtime occurs when workers find themselves without the power to decline or refuse overtime without fear of repercussion or reprisal. Our Code of Conduct clearly states that overtime must be voluntary, and we investigate all allegations to the contrary.

While Gildan's vertically integrated business model allows us to better monitor these risks in our supply chains, we take additional steps to monitor these risks.

⁵ A partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group.

ADDITIONAL STEPS TAKEN TO PREVENT FORCED LABOUR AND CHILD LABOUR

TRAINING

Employees participate in our Code of Conduct training program as well as compliance awareness training. Certain employees in supervisory positions or in non-supervisory positions with job functions that require an especially high standard of compliance must complete an annual certification process and all new employees are asked to read, acknowledge, and certify that they will comply with our Code of Conduct when they join Gildan. Gildan's Code of Conduct includes our forced labour and child labour principles and aligns with internationally recognized standards.

Employees receive training on our Code of Ethics and Code of Conduct as part of the onboarding process provided on Gildan's online training portal or through in-person training sessions. Periodically, we offer specific training to our internal Social Compliance monitoring team who work closely with the management teams of finished product contractors, to ensure they understand Gildan's requirements and risks related to human rights.

SUPPLY CHAIN TRACEABILITY

When sourcing cotton from outside of the United States, we perform additional risk-based due diligence and conduct supply chain tracing to prevent raw materials from being sourced from vendors that are identified as high risk in terms of forced labour or other human rights violations.

In 2022, we enhanced our practices to further reduce the risk of inputs made with forced labour and child labour from high-risk areas. Gildan does not source any yarn or cotton-containing finished goods from countries where a thorough due diligence of the origin of the raw materials is not possible. In addition, Gildan engaged an independent third-party to map and assess the supply chains of Gildan's yarn vendors in Asia to ensure that we are not sourcing cotton from prohibited or high risk sources. This led to the creation of a list of approved vendors from which Gildan's finished product contractors may source cotton and cotton blended yarns. Gildan updates this list on an annual basis and continuously assesses new vendors of cotton-containing yarns in Asia.

Gildan has also initiated random isotopic sample testing on products sourced from Asia in an effort to ensure vendors are not directly or indirectly sourcing products from areas that have been identified as high risk in terms of forced labour or other human rights violations, which might also be subject to import bans in countries where we sell our products.

FINISHED PRODUCT CONTRACTORS AND VENDORS AGREEMENTS AND CERTIFICATIONS

As mentioned above, we require written agreement from our finished product contractors and vendors that they will adhere to Gildan's Code of Conduct, as well as to all applicable laws. These commitments are detailed in the contracts signed by the finished product contractors and vendors, and, if applicable, recertified as part of their annual certification process.

MIGRANT WORKERS

While Gildan does not employ migrant workers, in the event that a Gildan or finished product contractor does, we provide specific guidelines on migrant workers:

- Where migrant workers from another country are employed, the employer shall be responsible for inbound airfare/transportation costs. A copy of the labour contract is to be provided to each worker prior to departure from their hometown to the country of work.
- Related inbound transportation costs are not required to be paid for migrant workers who are already in the country with valid working documents.

We also require our finished product contractors to sign an annual Responsible Recruitment Commitment which outlines this policy. For more information on our guidelines for Migrant Workers please see our [Social and Sustainable Compliance Guidebook](#).

GRIEVANCE AND COMMUNICATION MECHANISMS

Gildan has several communication mechanisms to report any potential violation of its Code of Conduct and other policies, which would include allegations of forced labour or child labour.

- **Digital grievance mechanism:** We launched an application (app) allowing manufacturing employees and management to interact anonymously through a direct chat or telephone call. Comments are submitted by workers through their smartphone and are received and analyzed by the appropriate Human Resources team.
- **Suggestion boxes:** Suggestion boxes are placed in strategic areas of our facilities such as the production floor and cafeteria allowing employees to anonymously provide written comments. The boxes are opened and reviewed once a week by the local Human Resources and Communication teams. Employees are provided with a response within two weeks; the answers are published on facility bulletin boards.
- **Roundtables:** These allow employees to share their opinions and contribute to the improvement of various workplace issues, including health and wellness, workplace safety, environmental stewardship, human rights, and others. Roundtables are organized every two months by the local Human Resources team. If an employee raises a concern, management should provide a response within 30 days.
- **Open door policy:** Gildan encourages employees to contact management on any matter and receive immediate feedback.
- **Emails:** Employees are able to directly email contacts through the options provided in our [Gildan company website](#) and our [Whistleblowing Policy](#).

The Social Compliance team monitors human resources grievances to ensure that the Human Resources team is responding to employees in an efficient, assertive, and a timely manner that resolves issues or communicates that the situation is being investigated. Whistleblowing cases are dealt with in accordance with our [Whistleblowing Policy](#).

REMEDICATION AND STAKEHOLDER ENGAGEMENT

Gildan is committed to remediation, where legitimate concerns are identified, including concerns related to adverse human rights impacts, and engaging and cooperating with affected stakeholders and/or their representatives in remediation efforts through a legitimate process (including judicial and non-judicial mechanisms, as appropriate). We commit to not obstructing access to other remedies or other state-based judicial or non-judicial mechanisms, and we expect our business partners to be committed to the same standards.

Gildan does not tolerate non-compliance with its policies against modern slavery, child labour, and human trafficking. If such a non-compliance occurs in Gildan-operated or finished product contractor facilities, Gildan will take immediate action to mitigate, address, and resolve the matter within the shortest possible timeframe. If such non-compliance is not promptly and satisfactorily remediated, with assurance of non-recurrence, Gildan will consider taking further action, including, but not limited to, termination of contractual relationship and/or notification to law enforcement agencies.

REMEDICATION PROCESS

In the event remediation is required, Gildan's Social Compliance team works with local facility managers to provide recommendations on addressing potential human rights violations, make changes where necessary, and implement sustainable remediation solutions that are available for review and verification. All Gildan-operated facilities provide details and evidence of their remediations to the Social Compliance team within a prescribed timeframe, and remediations are subject to verification through follow-up audits.

Remediation process may include in-depth investigation to confirm the non-compliance, interviews with affected stakeholders, documentation review (i.e., trainings, policies, and procedures), and root cause analysis. A Corrective Action Plan (CAP) is required for all non-compliances identified in an audit process. A CAP usually will include photos of corrective actions, training attendance list, and evidence of review of a policy/internal procedure. Systematic follow-ups are conducted to verify progress made towards resolving the issues and to help the facility improve its overall performance and remain in compliance with our [Code of Conduct](#).

WORKING WITH AFFECTED STAKEHOLDERS

For all cases involving a potential human rights violation, regardless of how the grievance was received (via an audit process or through a grievance or communication mechanism such as an app or hotline), the Human Resources team and leadership at a Gildan facility work together with the employee and the local union if applicable, to remediate any negative impact on the employee. For example, in a harassment/abuse case, Gildan could offer a psychologist or family counselor to provide support to the employee.

To date, we are not aware of any of these measures resulting in the loss of income to families. In the event any remediation measures did result in the loss of income to families, we would require the offending facility to provide adequate financial and other support.

To date, we have not uncovered an incident or case related to child labour. However, in the event of a child labour incident either by a Gildan-operated or finished product contractor, Gildan would require the party responsible for the incident to develop and implement an effective plan to remediate the situation taking into account the best interest of the affected person, international standards around child labour remediation, and the local context of the event. The Social Compliance team would monitor the case and ensure the employee receives appropriate and timely support.

For more information on the actions Gildan has taken to prevent and mitigate forced and child labour in Gildan-operated and finished product contractor facilities, please refer to Gildan's [2022 ESG Report](#).

ASSESSING THE EFFECTIVENESS

Gildan assesses its effectiveness in ensuring that modern slavery, forced labour, and child labour are not being used in its activities and supply chains through our Social Compliance monitoring program. We strive to ensure that modern slavery, forced and child labour findings are not occurring in the locations covered by our audit scope and methodology. All non-compliances identified, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Responsibility data platform.

CONCLUSION

The policies and practices described in this report are fundamental to ensuring our supply chains and operations remain free of modern slavery, child labour, and human trafficking. Gildan understands that the risks associated with modern slavery, child labour, and human trafficking are not static and that best practices on monitoring and addressing these risks evolve constantly. As a result, we continuously monitor how we assess those risks.

LOOKING AHEAD

- As we increase our production capacity in Bangladesh, we will continue to roll-out capacity-building sessions and social compliance audits to further strengthen supply chain traceability and compliance around all human rights, and with the objective of continuing to improve worker well-being
- We will continue to request our finished product contractor facilities to complete the migrant worker survey on an annual basis
- Gildan's Code of Conduct, Social and Sustainable Compliance Guidebook, and Human Rights Policy are being updated and are expected to be relaunched in 2024
- We will update this Report annually

APPROVAL

This report was approved by the Board of Directors of Gildan Activewear Inc. pursuant to subparagraph 11(4)(b)(ii) of Canada's Fighting Against Forced and Child Labour in Supply Chains Act (the "Act") on behalf of Gildan Activewear Inc. and Gildan Apparel (Canada) LP.

In my capacity as a Director, and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Vince Tyra
President & Chief Executive Officer, Director

April 13th, 2024



"I have the authority to bind Gildan Activewear Inc."

