



COMPANY and ESG OVERVIEW

GILDAN™

American
Apparel™

COMFORT COLORS®

GOLDTOE™
EST. 1934

peds™

All information correct as at March 2023

MADE BY US,



WORN BY THE WORLD.

- **Leading apparel manufacturer** of activewear, underwear, and socks, products
- A strong portfolio of **5 Company-owned brands**

GILDAN®

American
Apparel

COMFORT COLORS®

GOLDTOE®
EST. 1934

peds®

- **1 vertically-integrated supply chain** with close to 30 Company-owned factories
- **~90% of sales** derived from internally-produced apparel
- **~50,000** direct employees globally in **10** countries
- More than **60** countries where products are sold
- **2 decades** of industry-leading labour and environmental practices

VIDEO OVERVIEW

Operating responsibly, ethically, and transparently



SCAN ME

Gildan is one of the leading vertically integrated apparel manufacturers in the world.
From spinning the yarn, dyeing the fabric, and sewing the clothes, we do it all.

OUR VISION

We're

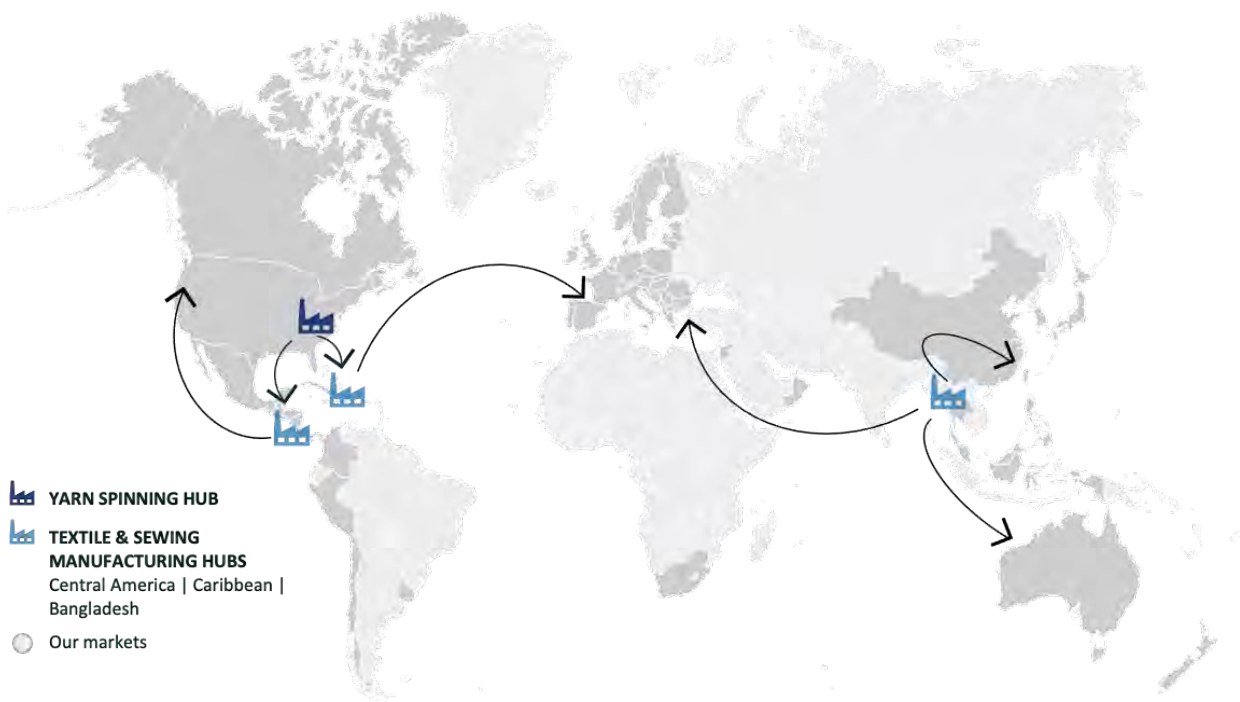
Making Apparel Better®

Far beyond simply making great quality products, our vision is to leverage our vertically integrated manufacturing model and the expertise and scale we have built over the years to **positively influence how apparel is made.**



GLOBAL MANUFACTURING INFRASTRUCTURE

Large-scale, low-cost, vertically integrated, and environmentally responsible



Yarn-spinning



Textiles



Sewing



Distribution

Approximately 90% of our sales are derived from products we manufacture ourselves.

Gildan was founded on the belief that owning our factories and controlling every step in the process was the best way to make great apparel. Starting from spinning our own yarn, all the way to assembling the final garments and distributing our products, our vertically integrated business model gives us:

- ✓ **Strong oversight** of our operations
- ✓ **Standardized efficiency** across facilities
- ✓ Significant **investments** in industry **leading technologies**
- ✓ **Transparent supply chain**
- ✓ **Good governance**
- ✓ Supporting **economic development**

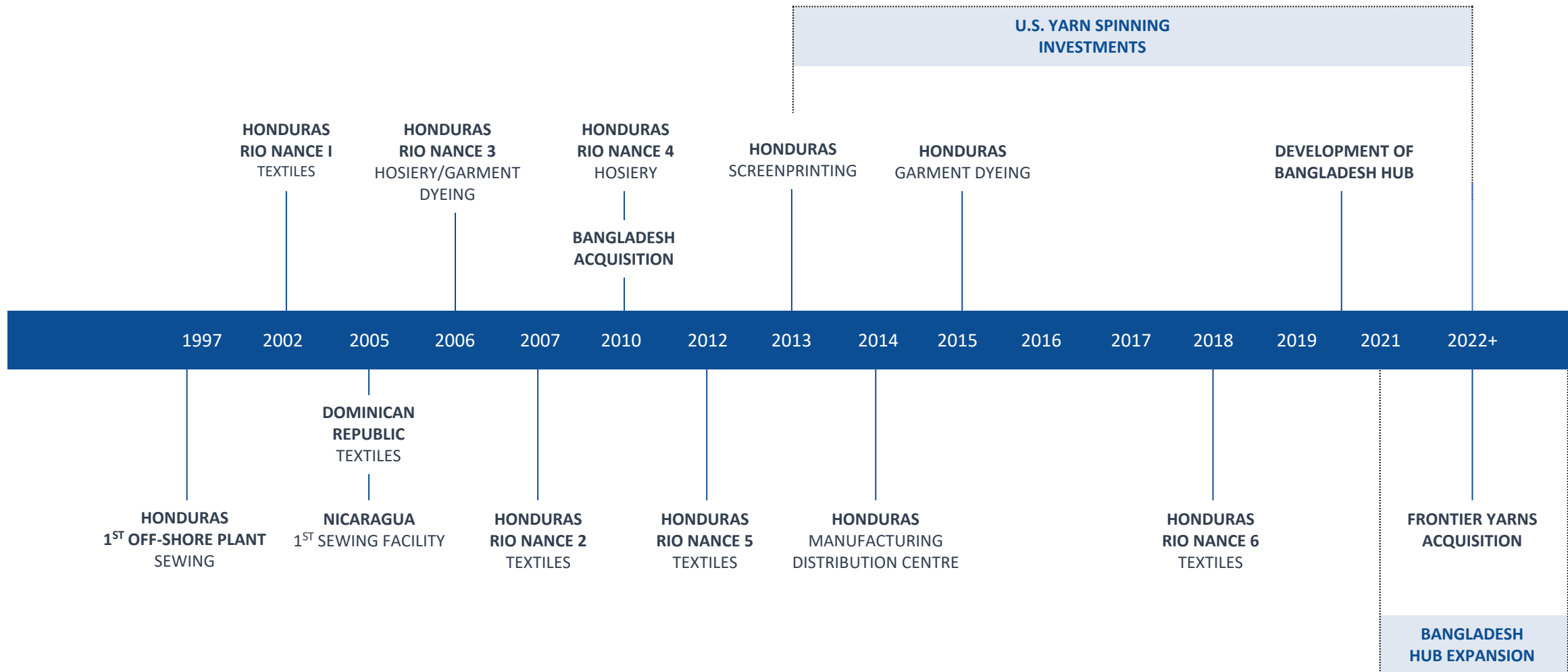
TAKE A TOUR



*Take a 360° tour of our Rio Nance manufacturing complex
(works best on smart phones or tablets – scan the QR code)*

YEARS OF MANUFACTURING EXPERTISE

We have a long-proven track record of managing our own operations and manufacturing our own productions





ESG APPROACH

From our beginning we have been re-imagining and building the future of responsible apparel manufacturing

Beyond making great quality products, we want to positively change how apparel is made. Employing strong environmental, social, and governance (ESG) practices is more than a responsibility, it's a critical driver of our overall success and future growth.



RESPECT FOR THE ENVIRONMENT

Pave the way towards a low-carbon future while reducing water use and optimizing our operations



RESPECT FOR CIRCULARITY

Fostering a circular economy to reduce our environmental impact on the planet



RESPECT FOR PEOPLE

Respecting human rights, health and safety standards, and diversity, equity, and inclusion everywhere we operate



RESPECT FOR COMMUNITIES

Positively impacting economic development in our regions with value-driven community investments and volunteerism



RESPECT FOR TRANSPARENCY

Transparently sharing our journey with all our stakeholders

ESG TODAY

We've been strengthening business performance through impactful ESG programs



PEOPLE*

- ✓ **\$15.1M** invested towards in-kind benefits for employees
- ✓ **46%** of employees are covered by a collective bargaining agreement
- ✓ **98%** of Gildan workers represented by formal Health and safety committees
- ✓ **61** doctors and **74** nurses on staff at our on-site medical clinics



ENVIRONMENT*

- ✓ **39%** of our energy use comes from renewable resources
- ✓ **18%** water intensity reduction (compared to 2018)
- ✓ **15%** reduction in total waste intensity (compared to 2018)
- ✓ **68%** reduction in waste clippings (compared to 2020)



COMMUNITIES*

- ✓ **85%** of all Gildan managers worldwide are local talent
- ✓ **\$215M** in annual spend with local suppliers in Bangladesh, Central America and the Caribbean
- ✓ **\$2.1M** donated to our communities

ESG TOMORROW

Our Next Generation ESG strategy and future targets



RESPECT FOR THE ENVIRONMENT

2030

Reduce Scope 1 and 2 GHG emissions by 30%

Reduce water intensity by 20%



RESPECT FOR CIRCULARITY

2025

Source 100% sustainable cotton

2027

Source 30% recycled polyester or alternative fibres and yarns

Use 75% recycled or sustainable packaging and trims materials

Achieve zero manufacturing waste



RESPECT FOR PEOPLE

2027

Achieve gender parity within the employee group encompassing Director level and above positions

2028

Have 100% of owned and operated factories ISO 45001 certified



RESPECT FOR COMMUNITIES

2026

Allocate 1% of pre-tax earnings towards local community initiatives



RESPECT FOR TRANSPARENCY

2025

Align to TCFD framework through stand-alone subsequent disclosure reporting, detailing our climate-related governance, strategy, risk management metrics, and targets while further enhancing and strengthening ESG disclosure across focus areas

GILDAN MADE WITH RESPECT™

*From our beginning we have been re-imagining
and building the future of responsible apparel
manufacturing*

When it comes to responsible apparel making, we don't just meet the standards; we respect and raise them with the utmost priority. From providing fair wages to sourcing sustainably grown cotton to using renewable energy, we make apparel better by respecting how we make it, with who we make it, and what we use to make it.



GILDAN'S ESG COMMITMENT

Operating responsibly, ethically, and transparently



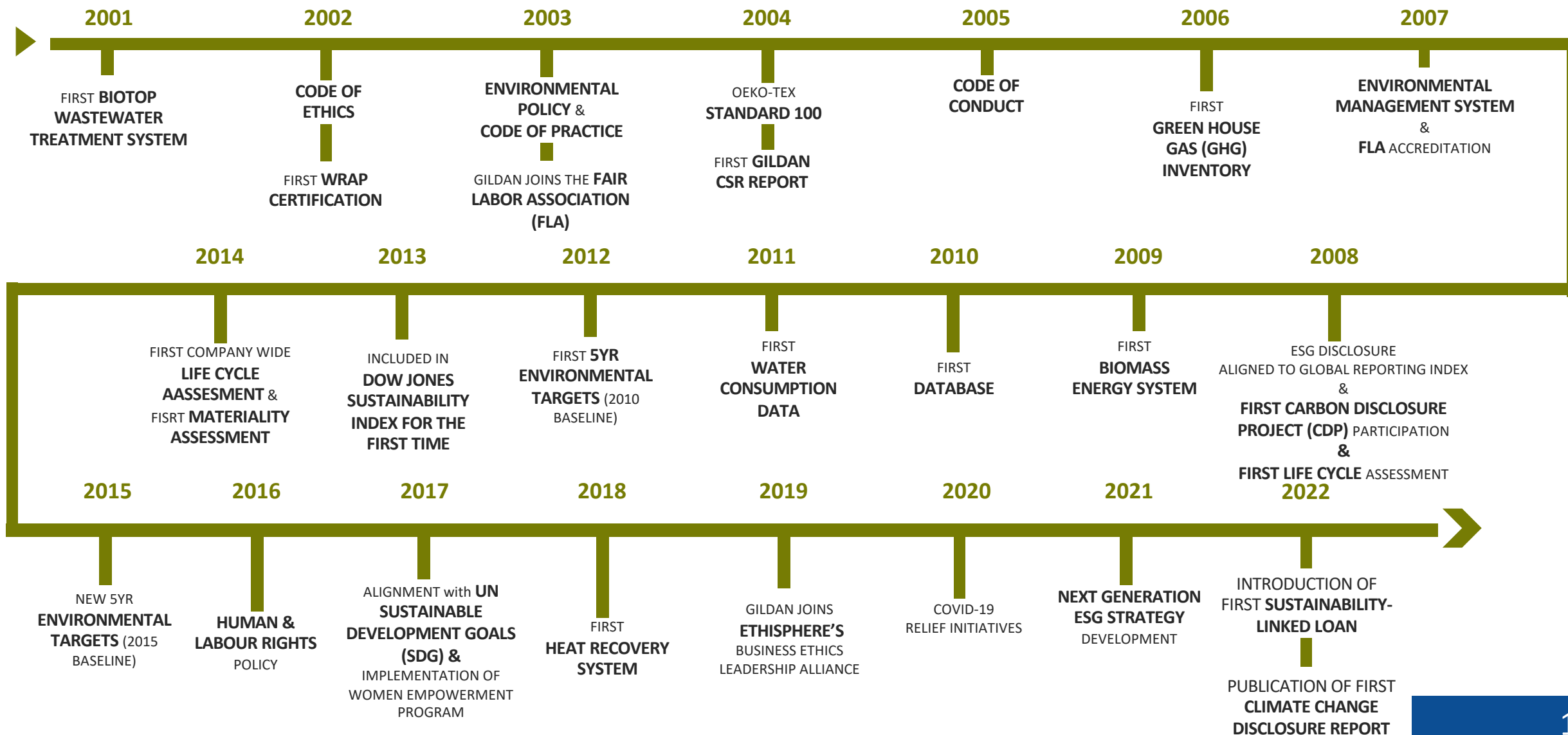
SCAN ME



Gildan's decades-long commitment to ESG allows it to produce clothes sustainably, with respect for the environment, people, and all other factors involved.

A 20-YEAR JOURNEY IN THE MAKING

MORE THAN TWO DECADES OF DEVELOPING AND ACHIEVING ESG TARGETS



RECOGNITIONS AND PARTNERSHIPS

Tributes to Gildan's standards, performance, and strength in making meaningful sustainability advancements

OUR FACILITIES ARE RECOGNIZED BY:

Worldwide Responsible Accredited Production (WRAP)
Supplier Ethical Data Exchange (SEDEX)
And various retail customer compliance programs



OUR SOCIAL COMPLIANCE PROGRAM IS ACCREDITED BY:

Fair Labor Association (FLA)



MOST OF OUR PRODUCTS ARE CERTIFIED BY:

Oeko-Tex
Cotton LEADS™



WE ARE LISTED ON:

Dow Jones Sustainability Indices
Corporate Knights Global 100
CDP's Climate Change Report
SAM Sustainability Yearbook
FUNDAHRSE CSR Seal
Fashion Transparency Index
Carbon Clean 200™

[And more](#)



WE ARE MEMBERS OF THE:

Fair Labor Association (FLA)
Better Cotton Initiative (BCI)
U.S. Trust Cotton Protocol (USTP)
Sustainable Apparel Coalition (SAC)
Carbon Disclosure Project (CDP)
Ethisphere's Business Ethics Leadership Alliance (BELA)
Sustainable Brands



GILDAN'S COTTON COMMITMENT

Operating responsibly, ethically, and transparently

We place a high emphasis on sourcing and purchasing high-quality, sustainably grown cotton. That's why we primarily buy U.S. cotton because of the inherent ethical and sustainable benefits that it has as a highly regulated crop. Approximately 90% of the cotton for our apparel comes from the United States.

Gildan partners with credible organizations to provide all its stakeholders with additional assurances that the cotton purchased from the United States is sustainably grown with low environmental and social risks



OTHER RESOURCES

GILDAN

Search

Company Brands Investors Responsibility Media Careers Other

health and safety

Made with respect for the planet

clean water

From our beginning we have been re-imagining and building the future of responsible apparel manufacturing.



SCAN ME

gildancorp.com/en/responsibility/



SCAN ME



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XL Positive Impact



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