



2014 WEB-BASED CORPORATE SOCIAL RESPONSIBILITY REPORT



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RECOGNITION

Gildan has been included in the Dow Jones Sustainability World Index (DJSI World) for a second consecutive year, effective September 22, 2014, and is the only North American company to be named to the DJSI World under the Textiles, Apparel and Luxury Goods sector.



MEMBER OF
**Dow Jones
Sustainability Indices**
In Collaboration with RobecoSAM 

RECOGNITION



RENEWABLE ENERGY

IN 2014, THROUGHOUT OUR
WORLDWIDE OPERATIONS, WE
PROVIDED CLOSE TO ONE
MILLION MAN-HOURS OF
TRAINING.



PRODUCT SAFETY

SINCE 2010, GILDAN HAS
DECREASED ITS WASTE SENT
TO LANDFILL BY 21% AND
RECYCLED OR REPURPOSED
90% OF OUR TOTAL WASTE.



SOCIAL COMPLIANCE

 **45%** 

GHG EMISSIONS



STAKEHOLDERS AND PARTNERS

Gildan has been named to the Dow Jones Sustainability World Index (DJSI World) for a second consecutive year.

HOME > COMPANY



MESSAGES FROM MANAGEMENT

A strong commitment to have leading practices

One of Gildan's strategic objectives is to continue to invest in its commitment to maintaining a leadership position in its corporate citizenship practices.



COMPANY OVERVIEW

Being part of your life

Leading activewear brand in the screenprint market in the U.S. and Canada, Gildan is also one of the world's largest suppliers of branded and private label socks.



OUR APPROACH

Building on well-defined strategic priorities

Our overall business strategy reflects our commitment towards our employees, the environment, our communities and the products we make



GOALS AND TARGETS

Measuring to better improve

We have implemented substantial measuring processes which allow us to continuously improve our programs.



REPORTING

Reporting on our results since 2004

Gildan was among the first companies in its industry to report its social and environmental results on an annual basis.



STAKEHOLDERS & PARTNERS

Sharing ideas and building consensus

Our belief is that engagement should be mutually beneficial, that the focus should be on common ground and creative solutions, and that the outcome should lead to real value for both the company and its stakeholders.



GOVERNANCE

Adopting and adhering to the highest standards

We consider strong and transparent corporate governance practices to be both an integral part of our environmental and social commitments and an important factor in our overall business success.



RECOGNITION

Being recognized

Although this is not the reason why we are committed to continuously improve our corporate citizenship practices, we are proud to say that Gildan's programs have been recognized for years by many different organizations.



HOME > COMPANY > MESSAGE FROM MANAGEMENT

MESSAGE FROM THE PRESIDENT AND CEO

In 2014, we made exciting progress in our strategic growth initiatives. We spent close to \$300 million in capital investments to upgrade and refurbish existing facilities, in addition to increasing our yarn-spinning capacity. Globally, we created over 8,000 jobs to support the company's growth strategy. We have also added new consumer brands to our portfolio with the acquisition of substantially all of the assets of Doris Inc., the third largest marketer of branded ladies legwear in North America and the market leader in Canada.

The Company's performance in the realm of corporate social responsibility (CSR) is central to our overall business strategy. This is why we have continued to invest in the implementation of industry-leading practices with respect to working conditions, community support, environmental footprint, and responsibly-made product offerings. For example, in 2014, due to the success of Gildan's Schools for Back Health in Honduras, we have developed Schools for Shoulder Health with a total of 8 doctors and 9 nurses who were trained in order to become certified instructors.

We are continuing to surpass, ahead of schedule, some of the environmental targets we had set for 2015. For instance, since 2010, Gildan has more than doubled its GHG emissions intensity reduction target which was established at 20% and has since achieved a 45% decrease. In addition, we are pleased to report that in 2014, 53% of Gildan's total energy was powered by renewal sources and that the Company managed to repurpose or recycle more than 90% of its waste.

The efforts we put into our social and environmental programs have once again been recognized with our inclusion on the Dow Jones Sustainability World Index (DJSI World) for a second consecutive year. Gildan is the only North American company in the Textiles, Apparel and Luxury Goods industry group to be included in the DJSI World this year. The Company is particularly proud to have achieved the highest score of all eight companies listed in the apparel industry in the categories of corporate governance, risk and crisis management, occupational health & safety, as well as to have been included in the top percentile ranking in the collective social dimension categories. This recognition reaffirms the importance we place on our CSR program and the positive impact of continuously investing in our vertical manufacturing business model, which allows us to directly implement our various programs.

This year is our first year reporting under the updated version of the Global Reporting Initiative guidelines, a leading organization in the sustainability disclosure field. One of the main changes resulting in the transition from the G3.1 to the G4 version of the guidelines is the increased prominence of the materiality concept. As part of the application of these updated guidelines, in 2014, Gildan conducted a materiality assessment amongst its stakeholders. The purpose of this exercise was to assess the importance our various stakeholders put on a vast array of CSR and business-related topics. This ultimately allows us to ensure our sustainability report contains information about subjects that our stakeholders consider to be of paramount interest. The results of our materiality assessment are available in the Company section, under the Reporting sub-section.

Finally, Gildan continues to be committed to being a member of internationally-recognized organizations such as the FLA, WRAP and the Sustainable Apparel Coalition. With a noticeable increased interest in offering socially responsible products, these standards, combined with our stringent Code of conduct and auditing program, have proven to be valuable for our customers.

I would like to thank all Gildan employees for their contribution to the Company's CSR and sustainability efforts and for their continued support of our values and initiatives. I am proud of all the hard work that we have done this year and I look forward to sharing news of further achievements in next year's report.

Glenn J. Chamandy

President and Chief Executive Officer

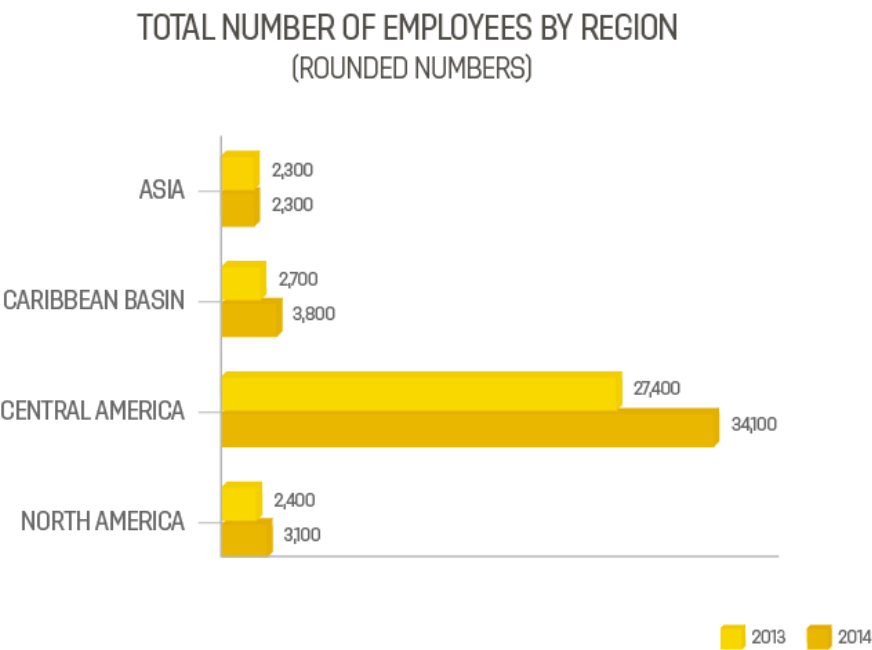


HOME > COMPANY > COMPANY OVERVIEW

Gildan is a leading supplier of quality branded basic family apparel, including T-shirts, fleece, sport shirts, underwear, socks, hosiery, and shapewear. The Company sells its products under a diversified portfolio of company-owned brands, including the Gildan®, Gold Toe®, Anvil® and Comfort Colors® brands and brand extensions, as well as the Secret®, Silks® and Therapy Plus™ brands. The Company also has the U.S. sock license for Under Armour®, and licenses for the Mossy Oak® and New Balance® brands. The Company distributes its products in printwear markets in the U.S. and Canada, as well as in Europe, Asia-Pacific and Latin America. The Company also markets its products to a broad spectrum of retailers primarily in the U.S. and Canada. The Company also manufactures for select leading global athletic and lifestyle consumer brands.

Gildan owns and operates vertically-integrated, large-scale manufacturing facilities which are primarily located in Central America and the Caribbean Basin and are strategically positioned to efficiently service the quick replenishment needs of its customers in the printwear and retail markets. Gildan has over 42,000 employees worldwide and is committed to industry-leading labour and environmental practices at all of its facilities.

TOTAL NUMBER OF EMPLOYEES PER REGION AS OF THE END OF FISCAL 2014*



* Number as of end of September 2014

2014 FINANCIAL HIGHLIGHTS

(in U.S. dollars)

- Net sales of approximately \$2.36 billion, up 8%
- EPS up 9%
- ROE of 19.3%
- 20% increase in quarterly dividend

SIGNIFICANT EVENTS IN 2014

MARKETING AND SALES

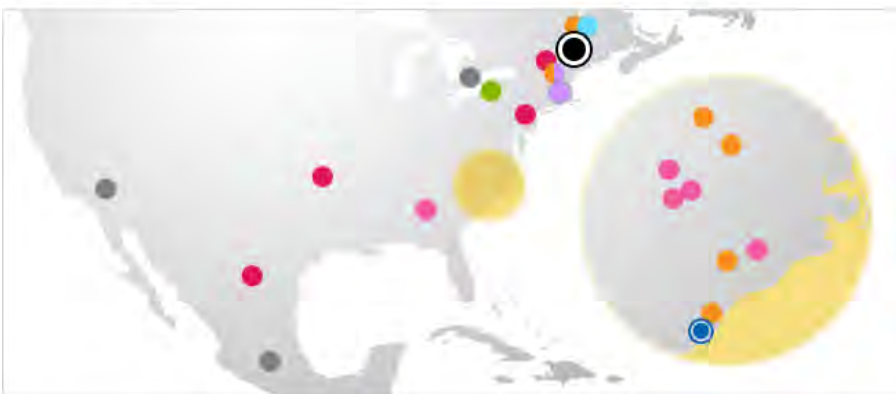
- 80th anniversary of the Gold Toe® brand
- Gildan became no. 3 brand in men’s underwear in the U.S. retail channel
- Effective October 1, 2014, Gildan extended our worldwide license for the Mossy Oak® brand for activewear, underwear and socks on an exclusive basis for a term of ten years.

MANUFACTURING OPERATIONS

- The ramp-up of the Rio Nance 1 and Anvil textile facilities in Honduras were essentially completed by the end of the 2014 fiscal year. The facilities have been reconfigured and upgraded with new equipment in order to support the Company's planned growth in underwear and in more specialized performance and fashion basic products.
- We announced plans for further textile capacity expansion, including a new textile facility in Honduras and a new textile facility in Costa Rica.
- Gildan essentially completed the construction of a new distribution centre in the Rio Nance complex in Honduras.
- On July 7, 2014, the Company acquired substantially all of the operating assets and assumed certain liabilities of Doris Inc., a marketer and manufacturer of branded sheer hosiery, legwear and shapewear products to retailers in Canada and the United States.
- As part of its significant investment in yarn-spinning in the United States:
 - During fiscal 2014, Gildan refurbished and modernized the Clarkton, North Carolina and the Cedartown, Georgia yarn-spinning facilities, which were added as part of the acquisition of the remaining 50% interest of Gildan's yarn-spinning joint-venture.
 - In February of 2014, Gildan commenced its operations at its first ring-spun yarn-spinning facility in Salisbury, North Carolina.
 - The facility was ramped-up at the end of 2014.
 - In December of 2014, Gildan also began production at a second yarn-spinning facility in Salisbury. The facility is expected to be ramped-up over the course of 2015.
 - In addition, construction of a new yarn-spinning facility in Mocksville, North Carolina is currently underway.

MAP OF OUR OPERATIONS

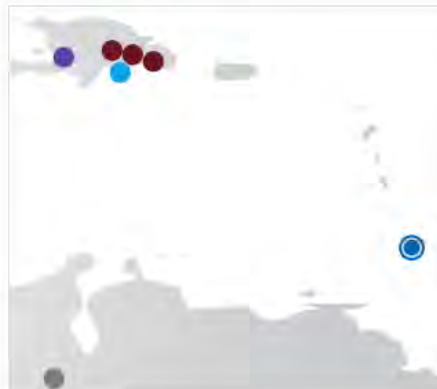
NORTH AMERICA



CENTRAL AMERICA



CARIBBEAN BASIN



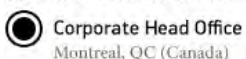
EUROPE



ASIA-PACIFIC



CORPORATE HEAD OFFICE



MANUFACTURING

- Yarn spinning facilities
- Clarkton, NC (United States)

SALES

Sales and marketing headquarters

Christ Church (Barbados) – Printwear division
Charleston, SC (United States) – Branded Apparel division

Regional sales and administrative offices

Bentonville, AR (United States)
New York, NY (United States)
Burlington, VT (United States) ⁽¹⁾
London (United Kingdom)
Mondlova (Mexico)
Kaiserslautern (Germany)
Shanghai (China)

Gold Toe Retail Stores ⁽²⁾

49 locations throughout the United States

DISTRIBUTION CENTRES

Gildan-operated

Montreal, QC (Canada) ⁽⁴⁾
Charleston, SC (United States)
Eden, NC (United States)
Mebane, NC (United States)
Hamer, SC (United States)
Berlin, VT (United States) ⁽¹⁾
New Bedford, MA (United States) ⁽¹⁾
Rio Nance (Honduras) ⁽⁴⁾
Kaiserslautern (Germany)

Third-party logistics providers

Brampton, ON (Canada)
Norwalk, CA (United States)
Mexico City (Mexico)
Medina (Colombia)
Manchester (United Kingdom)
Antwerp (Belgium)
Shanghai (China)

Cedartown, GA (United States)
Salisbury, NC (United States) – Two facilities ⁽³⁾
Mocksville, NC (United States) ⁽³⁾

Textile manufacturing facilities for activewear and underwear ⁽⁶⁾

Rio Nance (Honduras) – Three facilities
Naco (Honduras)
Bella Vista (Dominican Republic)

Sewing facilities

San Miguel, Villanueva, San Antonio and El Progreso (Honduras)
Masatepe, Rivas and San Marcos (Nicaragua)
Santo Domingo (Dominican Republic) – Two facilities
San Pedro de Macoris (Dominican Republic)

Garment dyeing facilities ⁽¹⁾

Northfield, VT (United States)
New Bedford, MA (United States)

Screenprinting facilities

Clarence, NY (United States) ⁽⁷⁾
Naco (Honduras)

Integrated textile and sewing facility

Savar, Dhaka (Bangladesh)

Sock manufacturing facilities

Rio Nance (Honduras) – Two facilities

Sheer hosiery manufacturing facility ⁽⁷⁾

Montreal, QC (Canada)

Sourcing and contractor management ⁽⁸⁾

Port-au-Prince (Haiti)
Shanghai (China)
Hong Kong (China)

- (1) These facilities were added with the acquisition, in March of 2015, of substantially all of the assets of Comfort Colors. Note that the New Bedford facility has distribution activities as well as garment dyeing operations.
- (2) Not indicated on the map.
- (3) These facilities were added with the acquisition of substantially all of the assets of Doris Inc. in July of 2014.
- (4) In 2014, Gildan inaugurated a new distribution center at its Rio Nance complex in Honduras, where was consolidated its distribution capacity in the country.
- (5) In September 2013, Gildan announced the construction of two additional yarn-spinning facilities, one facility which was built behind its Salisbury, NC location, which started operations in December of 2014, and another one in Mocksville, NC, which is currently under construction. These new yarn-spinning facilities are expected to be fully ramped up in 2015 and 2016, respectively.
- (6) In 2014, Gildan announced plans for the construction of two additional textile facilities. The first one, which will be located at its Rio Nance complex, in Honduras, is expected to begin production in 2016, while the second one, to be located in the province of Guanacaste, Costa Rica, is expected to begin production in 2017.
- (7) In April of 2015, Gildan announced the consolidation of its screenprinting activities to its largest screenprinting facility, located at the Green Valley industrial park in Honduras. This will result in the closure of the Clarence, NY facility, effective on June 1st, 2015.
- (8) Gildan has administrative offices to oversee the production of third-party sewing contractors in these regions.



HOME > COMPANY > OUR APPROACH

Gildan's commitment to leadership in operating responsibly is an integral and guiding part of our overall business strategy underlining our responsibility to our employees, the environment, our communities and the products we make.

The Gildan Genuine Stewardship strategic priorities are:

PEOPLE

Commitment to industry-leading working conditions and labour practices at each of our worldwide locations

ENVIRONMENT

Commitment to the development and implementation of innovative solutions that reduce the environmental impact of our operations throughout our entire supply chain

COMMUNITY

Commitment to our neighbours through dedicated support for youth and humanitarian aid

PRODUCT

Commitment to a responsible product line through sustainable solutions



HOME > COMPANY > OUR BRANDS

Gildan Activewear Inc. ("Gildan") is a supplier of quality branded basic family apparel. We market our products under a diversified portfolio of company-owned brands, including the Gildan® and Gold Toe® brands and brand extensions, as well as the Anvil®, Comfort Colors®, TM, Secret®, Silks® and Therapy Plus™ brands. The Company also has the U.S. sock license for Under Armour®, and licenses for Mossy Oak® and New Balance® brands.

GILDAN®

Gildan first entered the apparel industry nearly 30 years ago. Fast forward to today, and Gildan is now one of the leading suppliers of quality branded basic family apparel. Under the Gildan® brand, we offer an exceptional selection in a color palette to suit everyone's needs. Our world class products include T-shirts, sport shirts, fleece, underwear, socks and performance wear, which we design and manufacture for both printwear and retail markets around the globe.

Visit www.mygildan.com (for Printwear customers) and www.gildanonline.com (for general consumers) for more information about each of our product categories.

GILDAN®

ANVIL®

Established in 1899 as a workwear brand, Anvil® has since transformed into a fashion brand designed for individual expression. All our latest styles are designed to strike the balance between style, quality and originality and of course responsibility is woven into everything we make. Anvil® was one of the industry's first brands to develop and use organic cotton and recycled P.E.T. apparel. With innovation as our cornerstone, the Anvil® brand focuses on what's currently important to the younger demographic. Being responsible is as integral to our business as being on-trend.

Visit www.anvilknitwear.com for more information about our Anvil® brand.

anvil®

COMFORT COLORS™

Have you ever wondered who supplies those weathered-looking, tees, tanks and fleece, to famous clubs, universities and resorts? We do! Comfort Colors™ has been garment dyeing high-quality apparel, in a diverse color palette, for 40 years. Our garment dyed clothing flaunts the style of the moment with the look and feel of something vintage and cherished. This is what you wear when you are just being you!

Visit www.dyehouse.com for more information on our Comfort Colors™ brand.

COMFORT COLORS

GOLD TOE®

The sock with the iconic “gold toe®” has been a part of the American wardrobe for the better part of a century. Combining quality, design and technical expertise into the broad range of styles, the trademarked knit-in gold toe is a recognized symbol identifying the Gold Toe® brand as the standard of quality and durability in hosiery. The halo effect of the Gold Toe® brand has resulted in successful brand extensions, underwear and T-shirts, built on the core brand values of quality, fit and durability.

Visit www.goldtoe.com to read more about the Gold Toe® brands, including PowerSox®, GT, a Gold Toe brand®, TM, SoleUtion TM®, SilverToe®, TM, Auro® and All Pro®.

GOLD TOE®

SECRET®

Secret® is Canada’s leading brand of fashionable hosiery, inspired by the latest runway trends and the world’s chicest capitals. Along with countless everyday hosiery options, Secret® offers extensive seasonal collections that combine high style and total comfort. From pops of bold colour to sweetly feminine patterns, modern motifs to subtle hues, Secret® lets you create a signature style statement that’s all your own!

Since 1969, Secret® uses state-of-the-art technology and innovative fibers to design and create cutting-edge collections of tights, pantyhose and leggings that stand out from the crowd. The brand also proudly showcases a full line of shape wear solutions, including control briefs, mid-thigh shapers and slimming look camisoles that are designed to help women feel confident and look beautiful.

Visit www.secretlegwear.com for more information about the Secret® products.

SECRET®

SILKS®

From the sheerest pantyhose to feminine tights that shape, smooth and offer a slim look, Silks® is the perfect match for every outfit. Legs always look fabulous whether they’re stepping out during the day or at night!

As one of Canada’s leading legwear brands, Silks® keeps you in step with the latest fashion trends with sophisticated patterns and refined colours that are the perfect finishing touch to your look. Every season brings a huge selection of eye-catching styles that can be mixed and matched with every outfit.

Visit www.silkshosiery.com for more information about the Silks® products.



KUSHYFOOT MASSES YOUR FEET WITH EVERY STEP®

Kushyfoot™ has been offering stylish legwear solutions while keeping the focus on comfort since 2003. Products either feature a specially designed sole with a massaging sensation or a cushioned sole to help you feel comfortable in your shoes throughout the day. Offering a wide assortment of products ranging from foot covers, socks, knee highs and tights, Kushyfoot™ has everything to suit your needs.

Visit www.kushyfoot.com for more information about the Kushyfoot™ products.



NEW BALANCE®

Through licensing agreements with New Balance Athletic Shoe, Inc., Gildan is offering New Balance® branded performance wear in the wholesale channel.

Built on a heritage of running specialty, the New Balance® brand continues to focus on equipping the serious athlete with innovative footwear and apparel that provides the best performance, fit, quality and comfort – thus making New Balance® a perfect licensing partner for Gildan.

Visit www.nbimprint.com for more information on the New Balance® activewear manufactured by Gildan Activewear Inc.

The New Balance® mark is the property of New Balance Athletic Shoe, Inc.



UNDER ARMOUR®

Gildan Activewear Inc. is the exclusive U.S. sock licensee for Under Armour® men's, women's and youth athletic socks, compression socks and running socks.

Under Armour, the originator of performance footwear, apparel and accessories, revolutionized how athletes across the world dress. Designed to make all athletes better, the brand's innovative products are sold worldwide to athletes at all levels. Under Armour's wholly owned subsidiary, MapMyFitness, powers one of the world's largest Connected Fitness communities. The Under Armour global headquarters is in Baltimore, Maryland. For further information, please visit the Company's website at www.uabiz.com.

The Under Armour® mark is the property of Under Armour, Inc.



UNDER ARMOUR.

MOSSY OAK®

Mossy Oak® is first and foremost a camouflage brand and our core consumer not only wears Mossy Oak® “camo” for concealment in the woods, fields and open country, but as a representation of their love for the outdoors and the hunting lifestyle in their daily lives. Mossy Oak® has become a favorite brand for hunting apparel in the United States and Canada.

Gildan has signed an exclusive partnership with Mossy Oak to produce a variety of items in the activewear, underwear and socks categories. As such, we are the exclusive licensed manufacturer for specific Mossy Oak® products, including underwear and thermal underwear, lounge wear, graphic T-shirts, fleece and blankets. In addition, Gildan obtained the exclusive worldwide license for Mossy Oak® socks. The Company is authorized to sell to any retailer in the world and through all wholesale distribution channels.

Visit www.mossyoak.com for more information about the Mossy Oak® products.

The Mossy Oak® is a trademark used under license from Haas Outdoors, Inc. by Gildan USA Inc.



MOSSY OAK®



HOME > COMPANY > REPORTING

Gildan has published annual Corporate Citizenship Reports covering the Company's initiatives since 2004. Due to the large quantity of information and in order to offer readers a friendlier and dynamic format, in 2011 we migrated all of the information to this new dedicated website.

For social and environmental responsibility professionals, the information in this website has been structured in accordance with the Global Reporting Initiative (GRI) G4 Guidelines ([Comprehensive](#)). Gildan has submitted its reporting for 2014 to the Global Reporting Initiative and is currently waiting for their verification in order to ensure that, at the time of publication of the G4 Guidelines-based report, General Standard Disclosure G4-17 to G4-27 were correctly located in both the Content Index and in the text of the final report. We have also included material indicators from the pilot of the Apparel and Footwear Sector Supplement.

The GRI Index will help you navigate through the different guidelines. The GRI guidelines, developed by a wide range of international stakeholders, have been adopted to enhance the quality, credibility and comparability of the information we report. These guidelines were applied in the collection and interpretation of all data presented within the report and provide a widely-accepted, credible framework for reporting on the economic, environmental and social performance of an organization, irrespective of size, sector or location.

This website's information focuses on Gildan's 2014 fiscal year (from September 30, 2013 to October 5, 2014) and discloses information on issues pertaining to Gildan owned locations in North America, Central America, the Caribbean Basin and Asia, and any significant impact resulting from operations therein. Information about our third party manufacturing contractors and raw material suppliers has also been included when available. Unless otherwise specified, data concerning our third party manufacturers covers contractor facilities approved for production at the end of the reporting period. When deemed relevant, we have included data from earlier years which is clearly indicated as such when applicable. This website contains information on topics and matters that reflect the organization's sustainability programs and initiatives with regard to corporate governance, people's well-being, community engagement, environmental protection and product sustainability. We report on these initiatives as we believe they are material to the apparel industry as well as of interest to our main stakeholder groups, more specifically our employees, shareholders, customers, business partners, governments, local authorities, civil society organizations and the communities within which we operate.

Information pertaining to New Buffalo Shirt Factory, which was acquired on June 18, 2013, has been included in our 2014 data. Information pertaining to Doris Inc., which was acquired on July 17, 2014, has been included for most of the labour-related data reported. However, the environmental-related data as well as information related to our internal compliance audits have not been included in our 2014 data, as the company was acquired during the fourth quarter of the 2014 fiscal year and we are still in the process of implementing these programs. It is indicated throughout the report when Doris-related data has not been included. The remaining results from the Doris operations will be included in our next reporting year. Please note that the Doris owned and operated facility production represents less than 1% of Gildan's total owned and operated facilities' production.

Data collected and compiled within this report is the result of a collaborative effort by Gildan staff throughout the Company's many locations with a variety of measurement techniques having been adopted.

GILDAN'S BASELINE

Gildan's baseline year for the purpose of our target reporting is 2010. In 2012, Gildan established reduction targets for its owned sites for energy consumption, greenhouse gas emissions, water consumption as well as waste sent to landfill. As part of this exercise, Gildan partnered with a third party consultant in order to review reporting from previous years in terms of the indicators linked to reduction targets to account for the Company's recent acquisitions.

Accordingly, the baseline year of 2010 has been adjusted and reports from subsequent years will be updated when a significant cumulative change in the baseline year metrics is triggered. The following conditions will trigger an adjustment if a significant change is identified:

1. A structural change of Gildan's organizational boundaries (i.e. merger, acquisition, or divestiture);
 2. A change in calculation methodologies or emission factors;
 3. Additional or new data or methodology are available on source data that was not previously available; or
 4. A significant error or a number of cumulative errors in the inventory are discovered. "Significant" is typically defined as a cumulative change (+/-) of five percent (5%) or larger in total base year figures.
- As of 2014, operational data related to the recently acquired New Buffalo Shirt Factory facilities in the United States and Honduras have been integrated to the 2010 baseline. Data related to the Salisbury yarn spinning facility in the United States as well as the Las Americas (San Pedro de Macori) sewing facility in the Dominican Republic have not been integrated to the 2010 baseline as these operations are considered as organic growth, and not acquisitions.

Similarly, the Rio Nance 1 textile facility in Honduras, which restarted production in 2014 after a shut down for refurbishment, has also not been integrated into the 2010 baseline calculation.

Additionally, based on availability and quality of data in the baseline year for water and waste streams, representative data points from the New Buffalo Shirt Factory facilities, have been back-cast into 2010 in order to re-establish the baseline. When errors from previous reporting years have been identified, they have been corrected and validated with our third party consultant to align the calculation methodology across all years in order to ensure an accurate comparison.

We are confident that the exercise we undertook to adjust our baseline year properly incorporated the recent acquisitions of the Company and will provide an accurate record in terms of our environmental target reporting, which we will continue to use for our future reporting.

MATERIALITY

Gildan considers materiality to be when a topic has high importance to stakeholders and high impact on the business. In 2014, Gildan conducted its first formal, company-wide external stakeholder assessment and materiality analysis to identify topics most relevant to

Gildan and to better inform its sustainability strategy.

Gildan worked with a third party to help facilitate an independent assessment of the process. The materiality assessment included a five-step process with input from internal and external stakeholders:

1. Analyze available documentation and conduct senior leadership interviews:

The first step included a review of documentation available, such as internal business documents, Gildan’s past life-cycle assessment results as well as research on current and emerging trends to extract topics that were relevant to Gildan’s business, considering both issues within and outside Gildan’s direct control.

Senior leaders from Gildan’s different business functions and brands were interviewed in order to gain a better understanding of trends, opportunities, and challenges across the business. Topics emphasized or mentioned across multiple interviews have been classified into four different areas: opportunities, challenges, industry trends and external factors.

2. Creating a gross list of potential topics and emerging issues relevant to the apparel sector and the business:

Resulting from the aforementioned step 1, a gross list of topics were identified and sorted per business relevant topics. These areas included:

- Employees: manufacturing
- Employees: corporate functions
- Environment
- Operations
- Social
- Corporate governance and risks

The list of topics included under each of the broader aforementioned business relevant topics were used to facilitate the discussion around how the Company should prioritize these topics based on their impact on the business and importance to stakeholders.

3. Assess stakeholder priorities:

To determine the importance of each topic to stakeholders, a stakeholder assessment was conducted. As a first step, we developed a list of stakeholders across Gildan’s main stakeholder groups and we evaluated each stakeholder group’s influence over Gildan and interest in Gildan in order to build a stakeholder map.

Gildan stakeholder group surveyed included:

- Community investment and development non-profits
- B2B customers
- Media
- Labour rights and human rights non-profits
- Manufacturing contractors
- Raw material suppliers
- Governmental representatives
- Investors
- Corporate Social Responsibility analysts and rating organizations
- Trade associations

Using our list of topics we conducted a stakeholder survey and asked more than 100 stakeholders to rate the importance of each topic on a scale of “least important” to “most important”. The topics rated by the stakeholder in the survey were weighted by degree of influence and mapped on the y axis of the materiality matrix outlined below.

4. Define materiality for Gildan:

To further define what materiality means to Gildan, we organized a workshop to set the thresholds for when a topic has a high impact on Gildan. The workshop included representatives from across the business and different operations. Passing any of these threshold would mean the topic had a high impact on the business. The thresholds were defined as follows:

- A topic has a high impact on **revenue generation** if it generates:
 - 5% change in Gildan’s market share
 - Impact on Gildan’s position in the United States market
 - Impact on Gildan’s expansion in Asia and/or Central and South America
 - Impact on compliance with major customers standards
- A topic has a high impact on **costs** if it generates:
 - 1% change in operating expenses
- A topic has a high impact on **employees** if it generates:
 - Impact on talent attraction and retention of Honduras-based employees

5. Materiality Matrix: The workshop participants mapped the topics to the materiality matrix. Please click here to see the materiality matrix.

PRIORITIES AND MATERIAL TOPICS	GRI G4 MATERIAL ASPECT	BOUNDARY
Child Labour	Child Labour	Within and Outside
Corruption	Anti-corruption	Within and Outside
Employee Compensation	N/A	Within and Outside
Employee Health and Safety	Occupational Health and Safety	Within and Outside
Employee Training and Skills	Training and Education	Within
Fair Wage	N/A	Within and Outside
Product Quality	N/A	Within and Outside

Product Safety	Customer Health and Safety	Within and Outside
Wastewater Discharge	Effluents and Waste	Within and Outside

As indicated in the matrix, employee health and safety, employee training and skills, fair wage and employee compensation are material topics based on their relevance to our manufacturing employees.

Employee compensation, fair wage and product quality are additional material aspects identified during the materiality exercise not included in the GRI. They have been added to the GRI index in the section Additional Material Aspects.

In addition, although the wastewater topic is included in GRI's Effluents and waste aspect, please note that since only the wastewater portion was material to Gildan, we have either partially or not at all reported on the other indicators listed under that GRI aspect Effluents and Waste aspect.

REVIEW

Gildan's Disclosure Committee has reviewed all material information contained herein in order to ensure our stakeholders are provided with a proper representation of our performance for the 2014 fiscal year.

We invite you to go to the GRI Index section for the list of indicators addressed in this report. You can click [here](#) to consult our previous Corporate Citizenship Reports.

Should you have any questions and/or comments about this website or our responsible practices in general, please contact us at cc@gildan.com.

RIO PRINCIPLE

The precautionary principle is defined in Article 15 of the Rio Declaration of the United Nations Conference on Environment and development (1992) as a principle to be used where there are threats of serious or irreversible damage to human safety or environmental degradation. It should be applied as a preventive measure in order to reduce the environmental impact of products and ensure consumers are protected against possible harm.

At Gildan, we implement preventive measures which ensure human safety and environmental protection, such as:

- Gildan's Environmental Code of Practice and Environmental Management System
- Oeko-Tex® Standard 100 certification
- Risk approach to climate change
- Ergonomics Program to avoid musculoskeletal disorders
- Root Cause Analysis



HOME > COMPANY > REPORTING > GRI G4 CONTENT INDEX

STRATEGY AND ANALYSIS

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-1	Statement from the most senior decision-maker of the organization.	Message from Management			No
G4-2	Description of key impacts, risks, and opportunities.	2014 Annual Report p. 41-50 Company overview Goals & Targets Reporting			No

* = Is core

ORGANIZATION PROFILE

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-3	Name of the organization.	Gildan website/Company overview			No
G4-4	Primary brands, products, and/or services.	Gildan website/Company overview 2014 Annual Report p. 6-7 Company overview Our Brands			No
G4-5	Location of organization's headquarters.	Gildan website/Company overview 2014 Annual Information Report p. 6-7 Company overview Our Brands			No
G4-6	Location of organization's headquarters.	Gildan website/Company overview			No
G4-7	Nature of ownership and legal form.	Gildan website/Company overview  2014 Annual Information Report p. 1-2 Company overview			No
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Gildan website/Company overview  2014 Annual Report p. 6-11 Company overview			No
G4-9	Scale of the reporting organization.	Gildan website/Company overview 2014 Annual Report p. 7-10 and 14 Company overview			No
G4-10	Details of organization's employees and external workers.	Company overview Employment Practices			No
G4-11	Percentage of total employees covered by collective bargaining agreement.	Unions			No
G4-12	Organization's supply chain	Company overview Contractors & Suppliers			No
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	2014 Annual Report p 7-9 Contractors & Suppliers Facility Closures and Downsizing			No
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization	Reporting			No
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Stakeholders & Partners			No
G4-16	Main membership of associations (such as industry associations) and national or international advocacy organizations	Stakeholders & Partners			No

* = Is core

IDENTIFIED MATERIAL ASPECTS

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-17	Entities included in the organization's consolidated financial statement and whether any entity is not covered in the report	2014 Annual Report p. 61 Reporting			No
G4-18	Process for defining the report content and the Aspect Boundaries	Reporting			No
G4-19	List all the material Aspects identified in the process for defining report content	Child Labour (AF12, HR5) Corruption (SO3, SO4, SO5) Employee Compensation (own indicator 1) Employee Health & Safety (LA5, LA6, LA7 , AF31) Fair Wage (own indicator 2) Employee Training and Skills (LA9, LA10, LA11) Product quality (own indicator 3) Product Safety (PR1, PR2) Wastewater Discharge (EN22, EN26) Reporting Code of Ethics Wages & Benefits Training & Development Health & Safety Ergonomics Program Findings Wastewater Management Environmental Code of Practice Product Safety			No
G4-20	For material aspects identified, report the Aspect Boundary within the organization	Child Labour (AF12, HR5) Corruption (SO3, SO4, SO5) Employee Compensation (own indicator 1) Employee Health & Safety (LA5, LA6, LA7 , AF31) Fair Wage (own indicator 2) Employee Training and Skills (LA9, LA10, LA11) Product quality (own indicator 3) Product Safety (PR1, PR2) Wastewater Discharge (EN22, EN26) Reporting Code of Ethics Wages & Benefits Training & Development Health & Safety Ergonomics Program Findings Wastewater Management Environmental Code of Practice			No

		Product Safety			
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	Child Labour (AF12, HR5) Corruption (SO3, SO4, SO5) Employee Compensation (own indicator 1) Employee Health & Safety (LA5, LA6, LA7, AF31) Fair Wage (own indicator 2) Employee Training and Skills (LA9, LA10, LA11) Product quality (own indicator 3) Product Safety (PR1, PR2) Wastewater Discharge (EN22, EN26) Reporting Code of Ethics Wages & Benefits Training & Development Health & Safety Ergonomics Program Findings Wastewater Management Environmental Code of Practice Findings Product Safety			No
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Reporting			No
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Reporting			No

* = Is core

STAKEHOLDER ENGAGEMENT

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-24	List of stakeholder groups engaged by the organization	Reporting Stakeholders & Partners			No
G4-25	Basis for identification and selection of stakeholders with whom to engage	Reporting			No
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Reporting			no
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Wages & Benefits Unions			No

* = Is core

REPORT PARAMETERS

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-28	Reporting period (e.g., fiscal/calendar year) for information provided.	Reporting			No
G4-29	Date of most recent previous report (if any).	Reporting			No
G4-30	Reporting cycle (annual, biennial, etc.)	Reporting			No
G4-31	Contact point for questions regarding the report or its contents.	Reporting			No
G4-32	'In accordance' option chosen by the organization	Reporting GRI G4 Content Index			No
G4-33	Policy and current practice with regard to seeking external assurance for the report	Gildan 2014 report has not been externally assured.			No

* = Is core

GOVERNANCE

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-34	Governance structure of the organization, including committees under the highest governance body. Committees responsible for decision-making on economic, environmental and social impacts.	 2014 Proxy Circular p. 46-59 Governance			No
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	 2014 Proxy Circular p. 47-54 Corporate Governance Governance			No
G4-36	The organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	 2014 Proxy Circular p. 47-55 Corporate Governance Governance			No
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	 2014 Proxy Circular p. 55			No
G4-38	Composition of the highest governance body and its committees	 2014 Proxy Circular p. 46-59 and 5-10			No
G4-39	Report whether the Chair of the highest governance body is also an executive officer	 2014 Proxy Circular p. 46-47			No
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	 2014 Proxy Circular p. 46-59			No
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	 2014 Proxy Circular p. 46-47			No
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	 2014 Proxy Circular p. 47-54			No
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	 2014 Proxy Circular p.47-54			No
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	 2014 Proxy Circular p. 55-56			No
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	 2014 Proxy Circular p. 59			No

G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	 2014 Proxy Circular p. 59			No
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	 2014 Proxy Circular p. 47-55 and 59			No
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	 2014 Proxy Circular p. 59			No
G4-49	Process for communicating critical concerns to the highest governance body	 2014 Proxy Circular p. 55 Grievance Mechanisms			No
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	Grievance Mechanisms	The nature and total number of critical concerns communicated to the Board of Directors is not reported.	The information is subject to specific confidentiality constraints.	No
G4-51	Remuneration policies for the highest governance body and senior executives and their relationship with economic, environmental and social performance	 2014 Proxy Circular p. 11-44			No
G4-52	Process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization	 2014 Proxy Circular p. 15-16			No
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable	 2014 Proxy Circular p. 44-45			No
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country		This ratio is not disclosed.	The information is subject to specific confidentiality constraints.	No
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.		This ratio is not disclosed.	The information is subject to specific confidentiality constraints.	No

* = Is core

ETHICS AND INTEGRITY

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Code of Ethics Code of Conduct			No
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity, such as helplines or advice lines	Grievance Mechanisms			No
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Grievance Mechanisms			No

* = Is core

SUPPLY CHAIN STANDARDS AND PRACTICES

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
AF1	Code of conduct content coverage.	Code of Conduct			No
AF2	Parties and personnel engaged in code of conduct compliance function.	Auditing Methodology			No
AF3	Compliance audit process.	Auditing Methodology			No
AF4	Policy and procedures for receiving, investigating, and responding to grievances and complaints.	Grievance Mechanisms			No
AF5	Strategy and scope of efforts to strengthen capacity of management, workers and other staff to improve in social and environmental performance.	Code of Conduct Contractors & Suppliers			No
AF6	Policies for supplier selection, management, and termination.	Code of Conduct Auditing Methodology			No
AF7	Number and location of workplaces covered by code of conduct.	Company overview Code of Conduct Contractors & Suppliers			No
AF8	Number of audits conducted and percentage of workplaces audited.	Audits			No
AF9	Incidents of non-compliance with legal requirements or collective bargaining agreements on wages.	Wages & Benefits Findings			No
AF10	Incidents of non-compliance with overtime standards.	Findings			No
AF11	Incidents of non-compliance with standards on pregnancy and maternity rights.	Findings			No
AF12	Incidents of the use of child labor.	Findings			No
AF13	Incidents of noncompliance with standards on gender discrimination.	Findings			No
AF14	Incidents of non-compliance with code of conduct.	Findings			No
AF15	Analysis of data from code compliance audits.	Findings Remediation			No
AF16	Remediation practices to address non-compliance findings.	Remediation			No
AF17	Actions to identify and mitigate business practices that affect code compliance.	Remediation			No

* = Is core

ENVIRONMENT

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
AF19	Practices to source safer alternatives substances to those on the restricted substances list, including description of associated management system.	Environmental Code of Practice			No
AF20	List of environmentally preferable materials used in apparel and footwear products.	Raw Material			No
G4-EN3	Energy consumption within the organization	Energy Metrics			No
G4-EN5	Energy intensity	Energy Metrics			No
G4-EN6	Reduction of energy consumption	Energy Metrics			No
AF21	Amount of energy consumed and percentage of the energy that is from renewable sources.	Energy Renewable Energy			No
G4-EN8	Total water withdrawal by source.	Water Metrics			No
G4-EN10	Percentage and total volume of water recycled and reused.	Water			No
G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Biodiversity			No
G4-EN15	Direct greenhouse gas emissions (Scope 1).	GHG Emissions			No
G4-EN16	Indirect greenhouse gas emissions (Scope 2).	GHG Emissions			No
G4-EN18	Greenhouse gas emissions intensity	GHG Emissions			No
G4-EN19	Reduction of greenhouse gas emissions	GHG Emissions			No
G4-EN20	Emissions of ozone-depleting substances by weight.	Other Emissions			No
G4-EN21	NOx, SOx, and other significant air emissions by type and weight.	Other Emissions			No
G4-EN22	Total water discharge by quality and destination.	Wastewater Management Metrics			No
G4-EN23	Total weight of waste by type and disposal method.	Waste Metrics			No
G4-EN24	Total number and volume of significant spills.		This indicator is not reported	These topics were not identified as material	No
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.		This indicator is not reported	These topics were not identified as material	No
G4-EN26	Identity, size, protected	Gildan does not discharge			No

G4-EN26	status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	water into any protected rivers or wetlands. Wastewater Management			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Life Cycle Assessment			No
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	In 2014, Gildan did not receive any monetary sanctions for non-compliance with environmental laws and regulations.			No
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	GHG Emissions Life Cycle Assessment			No
G4-EN31	Total environmental protection expenditures and investments by type.	Environmental Policy			No
G4-EN32	Percentage of new suppliers that were screened using environmental criteria				No

* = Is core

ECONOMIC

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
EC1	Direct economic value generated and distributed.	2014 Annual Report p. 14 and 55-58 Community projects by country			No
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	2014 Annual Report p. 41-50 GHG Emissions			No
G\$-EC6	Proportion of senior management hired from the local community at significant locations of operation.	Community Development			No
G4-EC7	Development and impact of infrastructure investments and services provided	Community Development Community projects by country			No
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	Community Development			No

* = Is core

LABOUR PRACTICES AND DECENT WORK

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Employment Practices			No
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Wages & Benefits			No
AF22	Policy and practices regarding the use of employees with non-permanent and non-fulltime status.	Employment Practices Metrics			No
AF24	Policy on the use and selection of labor brokers, including adherence to relevant ILO Conventions.	Code of Conduct Contractors & Suppliers			No
AF25	Policy and practices on wage deductions that are not mandated by law.	Code of Conduct			No
AF26	Policy on working hours, including definition of overtime, and actions to prevent excessive and forced overtime.	Code of Conduct Remediation			No
AF27	Policy and actions to protect the pregnancy and maternity rights of women workers.	Code of Conduct			No
AF29	Percentage of workplaces where there is one or more independent trade union(s), broken down by: Workplace with a collective bargaining agreement and Workplaces without a collective bargaining agreement. Also provide information broken down by country.	Unions			No
AF30	Percentage of workplaces where, in the absence of a trade union, there are worker-management committees, broken down by country.	We do not currently track this indicator for third-party facilities. Grievance Mechanisms			No
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Health & Safety			No
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Health & Safety	The rates reported are not available by gender and region. Occupational disease rate and absenteeism rate are not available.	The information is currently unavailable. We are currently working on calculation these rates and expect to report them in 2017.	No
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Ergonomics Program			No
G4-LA8	Health and safety topics covered in formal agreements with trade unions.		This information is not disclosed	This is confidential information for Gildan.	No
AF31	Initiatives and programs (training) to respond to, reduce, and prevent the occurrence of musculoskeletal disorders and also general health and Safety incidents.	Health & Safety Ergonomics Program			No

G4-LA9	Average hours of training per year per employee by gender, and by employee category.	Training & Development	Training hours by gender and by employee category is not reported.	The information is currently unavailable. We are currently working on calculating these rates and expect to report it in 2017.	No
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Training & Development			No
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender.	Training & Development	This indicator is not reported.	The information is currently not compiled at a global level. We are currently working on calculating this percentage and expect to report it in 2017.;	No
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Members of the Board of Directors Employment Practices Metrics			No
AF32	Actions to address gender discrimination and to provide opportunities for the advancement of women workers.	Health & Safety Health Clinics			No
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Contractors & Suppliers Audits			No
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Contractors & Suppliers Audits Findings			No
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Grievance Mechanisms			No

* = Is core

HUMAN RIGHTS

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Contractors & Suppliers			No
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Code of Ethics Contractors & Suppliers Training & Development			No
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	In 2014, there was no incidents of discrimination reported at Gildan owned facilities.			No
G4-HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Unions Findings			No
G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Findings			No
G4-HR6	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Findings			No
G4-HR7	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Contractors & Suppliers			No
G4-HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Contractors & Suppliers Audits			No
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Contractors & Suppliers Audits			No
G4-GRI11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Contractors & Suppliers Audits Findings			No
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Grievance Mechanisms			No

* = Is core

SOCIETY

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Community Development			No
AF33	Priorities in community investment strategy.	Donations			No
AF34	Amount of investment in worker communities broken down by location.	Community projects by country			No
G4-SO3	Percentage and total number of business units analyzed for risks related to corruption and the significant risks identified	Code of Ethics	We do not report the significant risks related to corruption identified though the risk assessment.	The information is subject to specific confidentiality constraints	No
G4-SO4	Communication and training on anti-corruption policies and procedures	Code of Ethics			No
G4-SO5	Confirmed incidents of corruption and actions taken	In 2014, there were no incidents of corruption reported and no pending legal cases.			No

* = Is core

PRODUCT RESPONSIBILITY

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Environmental Code of Practice Product Safety Oeko-Tex® Standard 100 certification			No
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	During the 2014 fiscal year, we had no incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of our products.			No

* = Is core

ADDITIONAL MATERIAL ASPECTS

NUMBER	DESCRIPTION	REFERENCE AND EXPLANATION	IDENTIFIED OMISSION(S)	REASON(S) FOR OMISSION(S)	EXTERNAL ASSURANCE
own ind. 1	Employee compensation: wage and benefits awarded to an employee in exchange for work completed	Wages & Benefits			No
own ind. 2	Fair wage: earning a wage that is sufficient enough to maintain a minimum standard of living	Wages & Benefits			No
own ind. 3	Product quality: goods brought to market consistently meet standardized specifications	Gildan Quality System Environmental Code of Practice Product Safety			No

* = Is core



HOME > COMPANY > REPORTING > REPORTS

All our Corporate Citizenship Reports can be found below.

2013 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 4.4Mb\)](#)

2012 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 10.4Mb\)](#)

2011 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 3.8Mb\)](#)

2010 INTERIM CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 2.2Mb\)](#)

2008-2009 CORPORATE CITIZENSHIP EXECUTIVE SUMMARY 2008-2009 CORPORATE CITIZENSHIP REPORT

 [Read the Executive Summary report \(pdf - 1.6Mb\)](#)

 [Read the complete report \(pdf - 2.1Mb\)](#)

2008 INTERIM CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 1.4Mb\)](#)

2007 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 2.5Mb\)](#)

2006 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 1.9Mb\)](#)

2005 CORPORATE CITIZENSHIP REPORT

 [Read the report \(pdf - 1.4Mb\)](#)



HOME > COMPANY > STAKEHOLDERS & PARTNERS

At Gildan, we believe that a key step towards achieving our corporate citizenship goals is to adopt a structured approach to engaging and involving stakeholders whose contributions and perspectives allow us to collaborate and learn from one another in the pursuit of concrete, viable solutions.

The goal we share with our stakeholders is to work toward improving the lives of workers manufacturing our products, ensuring an ethical and stimulating work environment, and respecting and enhancing the local communities in which we operate. To engage in dialogue, share ideas and build consensus, we invite groups representing workers and factories, students, colleges, trade unions, academia, governments, local communities and consumers to communicate with us. This can be done through a variety of methods, including face-to-face meetings, focus groups or round tables facilitated by external independent facilitators, workshops and seminars, confidential questionnaires, and anonymous feedback.

Our belief is that engagement should be mutually beneficial and transparent, that the focus should be on common ground and creative solutions, and that the outcome should lead to real value for both the Company and its stakeholders. Gildan has been affiliated and/or dialoguing with the following organizations chosen for their pertinence to our Company and our industry.

SUSTAINABLE APPAREL COALITION

In 2013, Gildan joined the Sustainable Apparel Coalition (SAC), an industry-wide group comprising over 100 members from apparel and footwear brands, retailers, suppliers, non-profit organizations, and NGOs. The current focus of the SAC is The Higg Index, which is a tool the Coalition developed to measure the environmental and social performance of apparel and footwear products.

With the creation of an apparel and footwear index, the SAC aims at reducing redundancy in measuring sustainability in the apparel and footwear industries, driving business value through risk reduction and creating a common method used by organizations to communicate sustainability to stakeholders.

For more information on the SAC, please visit their website at www.apparelcoalition.org.



WORLDWIDE RESPONSIBLE ACCREDITED PRODUCTION (WRAP)

All of Gildan's sewing facilities are certified with the Worldwide Responsible Accredited Production (WRAP) or are currently in the process of being re-certified. The four contractor sewing facilities producing for Gildan in Haiti are also WRAP certified.

WRAP is an independent, non-profit organization dedicated to the promotion and certification of lawful, humane and ethical manufacturing throughout the world. WRAP promotes 12 principles that ensure that core labour concepts are understood and practiced on the shop floor and by management. WRAP relies upon independent, third party monitors to certify that factories are in compliance with WRAP's set of principles.

For more information on WRAP, please visit their website at www.wrapcompliance.org.

FAIR LABOR ASSOCIATION (FLA)

Gildan's labour compliance program was accredited by the Fair Labor Association (FLA) on June 13, 2007. The Company was the first vertically-integrated basic activewear apparel manufacturer to receive accreditation.

The FLA is a Washington, D.C.-based non-profit organization whose goal is to promote adherence to international labour standards and improve working conditions worldwide. It represents a multi-stakeholder coalition of companies, universities and non-governmental organizations committed to a rigorous program of code of conduct implementation, monitoring and remediation in order to bring manufacturing sites into compliance with FLA standards.

Gildan is proud to have been a pioneer in joining the FLA 10 years ago. The FLA's method of annual public reporting, its strict Workplace Code of Conduct, and the fact it conducts internal and external independent audits were all key elements that prompted Gildan to seek FLA membership in 2004.

We are grateful for all that we have been able to benefit from the FLA principles, which have guided us in the establishment of our Gildan Genuine Stewardship program, which we believe to be robust and rigorous.

When Gildan joined the FLA, we were still at the early stages of the establishment of our Gildan Genuine Stewardship corporate social responsibility (CSR) practice. Since then, we have made a significant investment in the development of our Gildan Genuine Stewardship program, a very robust and rigorous social compliance program, including comprehensive auditing procedures, while also incorporating the guiding principles of the FLA, the ILO and other internationally-recognized organizations. This has allowed us to develop valuable relationships with our various stakeholders, including NGOs, with whom we proactively maintain a regular and direct dialogue.

BETTER WORK

Gildan has been participating in the International Labour Organization's Better Work Programme through its third party contractors in Haiti. This program is a unique partnership program developed by the International Labour Organization (ILO) and the International Finance Corporation (IFC). Launched in February 2007, the program aims to improve compliance with labour standards and

competitiveness in global supply chains. It is offered in specific countries, where the ILO and IFC work together to mobilize necessary resources for projects specific to each country.

SUPPLIER ETHICAL DATA EXCHANGE (SEDEX)

Gildan is a member of Sedex, the Supplier Ethical Data Exchange, which provides member companies with a secure web-based platform for storing and sharing information on four key pillars: Health and Safety, Labour Standards, Business Ethics and The Environment. Sedex is not a standard setting body and doesn't approve or certify our policies and standards. Instead, becoming a member of Sedex is a sign of Gildan's willingness to share information and to utilise this information to help manage and improve ethical standards within its supply chain.

CARBON DISCLOSURE PROJECT (CDP)

Gildan has also been participating in the CDP since 2008. The CDP works with organizations worldwide to drive transparency and effectiveness of reporting processes with regards to international disclosures of corporate greenhouse gas emissions and climate change strategies.

MAQUILA SOLIDARITY NETWORK

The Maquila Solidarity Network (MSN) is a labour and women's rights advocacy organization that promotes solidarity with grassroots groups in Mexico, Central America and Asia, and works to improve conditions in maquiladora factories and export processing zones. Gildan has been working collaboratively with the MSN regarding labour practices and freedom of association at its various manufacturing locations.

Through dialogue with MSN, we have applied their input in the development of a remediation plan following the closure in 2004 of our El Progreso plant in Honduras. Since then, Gildan has been working collaboratively with the MSN regarding labour practices and freedom of association at its various manufacturing locations. We continue to remain in dialogue with MSN regarding our corporate social responsibility practices.

WORKER RIGHTS CONSORTIUM

The Worker Rights Consortium (WRC) is a non-profit organization created by college and university administrations, students and labour rights experts. The WRC's purpose is to assist in the enforcement of manufacturing Codes of Conduct adopted by colleges and universities.

Since 2005, Gildan has been working collaboratively with the WRC regarding labour practices and freedom of association at its various manufacturing locations. In 2012, Gildan was credited by the WRC regarding actions taken by the Company to ensure the reinstatement of workers improperly dismissed at two of its third party contractor facilities in Haiti.

OTHERS

We have also developed relationships with the following organizations:

- Adozona
- Anitec
- Asociacion Hondurena de Maquiladores
- Asociacion Nacional de Industriales
- Cámara de Comercio e Industrias de Choloma
- Fundación Hondureña de Responsabilidad Social Empresarial (FundahRSE)
- Unión Nicaragüense para la Responsabilidad Social Empresarial (UniRSE)



HOME > COMPANY > GOVERNANCE

Gildan is committed to maintaining its strong corporate governance culture of integrity, accountability and transparency.

We consider strong and transparent corporate governance practices to be both an integral part of our environmental and social commitments and an important factor in our overall business success.

Our strength in corporate governance begins with our Board of Directors. With eight out of our nine Board members, including the Chairman, independent of management, and with only independent directors sitting on the Board's three committees, the Board is well-positioned to perform its stewardship role of overseeing the management of Gildan's business and affairs, with the objective of increasing shareholder value. Gildan has been recognized for its accomplishments in corporate governance, including receiving high rankings in The Globe and Mail's "Report on Business" corporate governance rankings year after year.

Gildan is committed to adopting and adhering to the highest standards in corporate governance, a commitment that includes adopting practices that go beyond simple compliance with applicable Canadian and U.S. securities legislation and the requirements of the Toronto and New York stock exchanges where Gildan shares are listed. Our Corporate Governance Guidelines reflect this commitment and we review these guidelines to ensure they remain consistent with evolving industry trends and best practices. As part of the Board's commitment to maintaining an ongoing engagement process with the Company's shareholders, the Board has once again offered shareholders the opportunity to cast, at the annual shareholders' meeting, an advisory vote on the Company's approach to executive compensation as disclosed in its management proxy circular. The Board has offered shareholders a "say on pay" each year since 2012.

Gildan remains dedicated to the highest standards of integrity and ethics as well as to environmental and social performance, all of which are embodied in our Code of Ethics, Code of Conduct, Environmental Policy and Environmental Code of Practice adopted by our Board of Directors. In fact, as part of its formal mandate, overall responsibility for monitoring and reviewing the Company's environmental and social practices falls to our Board of Directors. In order to enhance this oversight role, the Board has delegated to the Corporate Governance and Social Responsibility Committee the specific responsibility to oversee Gildan's policies and practices in such areas as environment, labour, health and safety, financial reporting, accounting, tax, operations and sustainability issues, as well as community and other stakeholder relations. Management provides a comprehensive report on corporate social responsibility and environmental matters to the Corporate Governance and Social Responsibility Committee at each of its quarterly meetings and highlights to the Committee key developments, issues and risks in these areas.

In order to ensure that Gildan implements a robust and comprehensive compliance framework for integrity and ethics and for environmental and social performance throughout the organization, the Corporate Governance and Social Responsibility Committee has established the Compliance Steering Committee. The Compliance Steering Committee is an executive-level management committee that operates under the leadership of the President and Chief Executive Officer and is responsible for overseeing the Company's global compliance programs in such areas as ethics, environment, labour, health and safety and sustainability. The Compliance Steering Committee is ultimately accountable to the Board of Directors and reports on important compliance matters to the Corporate Governance and Social Responsibility Committee on a quarterly basis.

For more information on corporate governance, please visit the corporate governance page, in the investor relations section of our corporate website.

QUICK FACTS

- Eight out of nine Board members are independent from management
- Gildan has adopted a comprehensive Code of Ethics, Environmental Policy, Environmental Code of Practice, and Code of Conduct
- Only independent directors sit on the Board's three committees (Audit and Finance, Corporate Governance and Social Responsibility, and Compensation and Human Resources)
- Gildan's Compliance Steering Committee, chaired by the President and Chief Executive Officer, reports directly to the Corporate Governance and Social Responsibility Committee of the Board
- Gildan has obtained high rankings in corporate governance in the Globe and Mail's "Report on Business" corporate governance rankings for eight consecutive years (2007-2014)



HOME > COMPANY > GOVERNANCE > CODE OF ETHICS

Gildan is committed to maintaining high ethical standards in all of our operations and business practices worldwide. The Gildan Code of Ethics sets out Gildan's standards and expectations of conduct by all employees with regards to integrity, ethics, confidentiality and conflicts of interest. This Code of Ethics applies at all times, without exception, to all employees of Gildan worldwide, as well as to the members of Gildan's Board of Directors. Newly hired employees must sign an acknowledgement that they have read and understood the Code of Ethics and the Code of Conduct. Designated members of management are also required to re-certify their compliance with these codes on an annual basis.

The Gildan Code of Conduct defines Gildan's values and acts as a framework in guiding our operations and business practices, as well as those of our contractors, consultants, agents and suppliers.

The standards and expectations outlined in the codes are not exhaustive and should be interpreted together with other Gildan policies and practices, as well as common sense standards of conduct and individual conscience.

[View the Code of Ethics and the Code of Conduct \(pdf - 248.9Kb\).](#)

GILDAN'S ANTI-CORRUPTION POLICY AND COMPLIANCE PROGRAM

Gildan requires strict adherence to its Code of Ethics and Code of Conduct and associated policies, including its Anti-Corruption Policy and Compliance Program. Failure to comply could result in disciplinary action up to and including termination. Corruption impedes the development of trustworthy markets; it can potentially hurt our company as well as the communities where we operate. It is paramount for Gildan to operate in an ethical manner and we expect the same from our business partners.

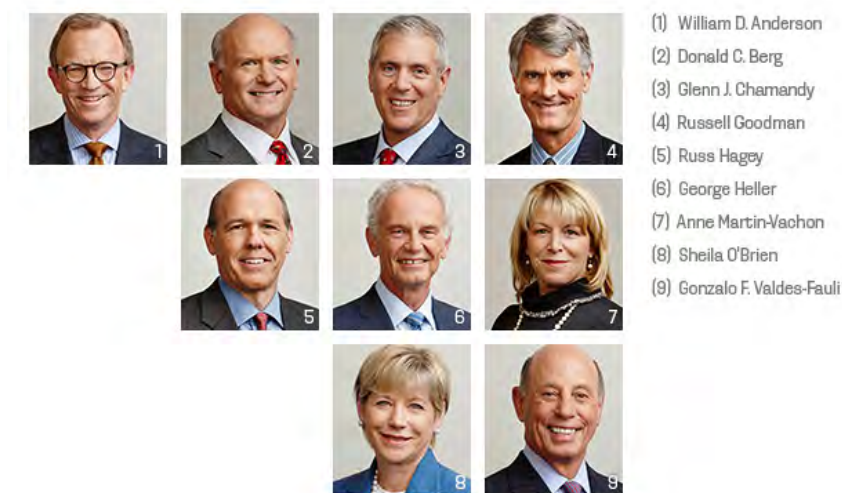
Gildan has implemented a multi-tiered compliance framework to mitigate the risk of improper conduct by employees and key business partners. This framework, which is overseen by the Compliance Steering Committee, is underpinned by robust policies and compliance programs, including Gildan's Code of Ethics, Code of Conduct and Anti-Corruption Policy and Compliance Program. In addition to ongoing monitoring and reporting, all Gildan supervisory positions are required to formally certify compliance with the Company's Code of Ethics and Code of Conduct, as well as with other important policies, such as the Anti-Corruption Policy and Compliance Program, on an annual basis. In 2014, a total of 726 employees certified their compliance to Gildan's anti-corruption policies.

Gildan's internal audit department conducts periodic reviews to ensure that management has implemented robust compliance programs and procedures as mentioned above. All Gildan business units are analyzed for risks related to corruption and fraud as part of the Company's internal control system and risk management policies.

Gildan's internal control system and risk management policies include Gildan's Code of Ethics and Code of Conduct as well as an Integrity and Social Responsibility hotline. The hotline, which is managed by a third party service provider, allows employees to confidentially and anonymously report any concerns relating to ethics, fraud, corruption or any other breaches of the Code of Ethics and Code of Conduct. The Compliance Steering Committee has established an Ethics and Fraud Compliance Committee" which has the responsibility to oversee the Code of Ethics and Code of Conduct. The Ethics and Fraud Compliance Committee reviews all calls received through the hotline service and is required to communicate any significant issues to the Compliance Steering Committee, which in turn must report to the Corporate Governance and Social Responsibility Committee of the Board of Directors, if necessary.



HOME > COMPANY > GOVERNANCE > MEMBERS OF THE BOARD OF DIRECTORS



* Please note that Pierre Robitaille and James R. Scarborough both retired from the Board, effective February 5th, 2015.

** Mr. Donald C. Berg and Ms. Anne Martin-Vachon were appointed to the Board effective February 5th, 2015, with the result that the Board has maintained at nine the number of directors and has maintained the number of independent directors at eight.

 Read more about our Board of Directors.

GOVERNANCE BOARD AND COMMITTEES – DIVERSITY AND ATTENDANCE RECORD - 2014

CONSEIL D'ADMINISTRATION	% DE MINORITÉS	% DE FEMMES	% DE MEMBRES ÂGÉS ENTRE 30 ET 50 ANS	% MEMBRES ÂGÉS DE PLUS DE 50 ANS	TAUX DE PRÉSENCE AUX RÉUNIONS
CONSEIL D'ADMINISTRATION	11,1%	11,1%	0%	100%	100%
MEMBRES DU COMITÉ DE VÉRIFICATION ET DES FINANCES	16,6%	16,6%	0%	100%	100%
MEMBRE DU COMITÉ DE RÉMUNÉRATION ET DES RESSOURCES HUMAINES	0%	16,6%	0%	100%	100%
MEMBRE DU COMITÉ DE GOUVERNANCE ET DE RESPONSABILITÉ SOCIALE	25%	0%	0%	100%	100%

Veuillez noter que ces pourcentages reflètent la composition du conseil d'administration et de ses comités en date de la fin de notre exercice 2014. Par conséquent, ils ne prennent pas en compte l'ajout de nouveaux membres du conseil d'administration en février 2015.



HOME > COMPANY > RECOGNITION

Corporate

GILDAN ACTIVEWEAR INCLUDED IN DOW JONES SUSTAINABILITY WORLD INDEX FOR A SECOND CONSECUTIVE YEAR

Gildan has been included in the Dow Jones Sustainability World Index (DJSI World) for a second consecutive year; effective as of September 22, 2014. Gildan is the only North American company in the Textiles, Apparel and Luxury Goods industry group to be included in the DJSI World Index this year. The Company believes that its corporate social responsibility initiatives create value for its various stakeholders, who have strong expectations relative to brands, especially in the apparel industry.

We are particularly proud this year to have achieved the highest score of all eight companies listed in the apparel industry in the categories of corporate governance, risk and crisis management and operational health & safety, as well as the top percentile ranking in the collective social dimension categories.

The Dow Jones Sustainability™ Indices are maintained collaboratively by S&P Dow Jones Indices and RobecoSAM. Following a best-in-class approach, the indices measure the performance of the world's sustainability leaders. Companies are selected based on a comprehensive assessment of long-term economic, environmental and social criteria that account for general as well as industry-specific sustainability trends. Only organisations that lead their industries based on this assessment are included.



Corporate

ROBECOSAM 2015 SUSTAINABILITY YEARBOOK

Gildan has been included in the 2015 edition of RobecoSAM's Sustainability Yearbook, the world's most comprehensive publication on corporate sustainability. As one of the top-scoring companies in the Textiles, Apparel and Luxury Goods industry, Gildan received the Silver Class Distinction for its excellent sustainability performance. In order to be eligible for inclusion in the Yearbook, a company must fall within the top 15% of their industry and must also achieve a score which is within 30% of the best-performing company in its industry.

Canada

GILDAN RECOGNIZED AS ONE OF CANADA'S 50 BEST CORPORATE CITIZENS – 2009-2015

Gildan has once again been recognized as one of Canada's Top 50 Socially Responsible Corporations, as presented in the June 12th issue of Maclean's magazine. This year, for the first time, Sustainalytics ranked companies within their specific industry in order to determine the leaders in Canada by sector. Gildan was one of five companies named in the Textiles, Footwear and Apparel sector. All the recognized companies were selected based on their performance across a broad range of environmental, social and governance indicators tracked by Sustainalytics. Each of the companies is either Canadian or a wholly owned subsidiary of a foreign-listed company with significant operations or brand presence in Canada.

Sustainalytics uses a Best-of-Sector™ methodology to compare companies within a given peer group to industry best practices. Sustainalytics' research is used by some of the world's largest institutional and individual investors who consider environmental, social and governance performance, in addition to financial performance, in the management of their investments. Our continued inclusion on this ranking is a testament to the numerous achievements and efforts put forward by Gildan and its employees in the implementation of our leading corporate social responsibility program.

This is a continuous process made possible with the support of all of us who believe in the value of operating with high standards of corporate responsibility towards our employees, our environment, our communities and the products we make.

For more information on the rating criteria, visit www.sustainalytics.com.



Corporate

2015 CLEAN50 "EMERGING LEADERS" AWARD

Julie Cournoyer, Manager of Sustainability at Gildan's corporate head office, who plays an important role in the development and implementation of our sustainability strategy alongside the other members of our global CSR team, was one of the ten honorees to receive an "Emerging Leaders" award as part of the 2015 Clean50 Awards. These individual awards are organized annually by Delta Management Group in order to recognize 50 people, from 16 different categories, who have made a significant contribution to the cause of sustainability and clean capitalism in Canada over the past two years.

Delta's criteria in determining honorees include actual measurable accomplishments, demonstrated innovation, collaboration with other organizations, and the power of the honoree's contribution to inspire other Canadians to take similar action.

Honduras

FUNDAHRSE SEAL FOR SOCIAL RESPONSIBILITY – 2008-2014

In 2014, for the seventh consecutive year, the Foundation for Corporate Social Responsibility in Honduras (Fundación Hondureña de Responsabilidad Social Empresarial - FUNDAHRSE) has awarded Gildan with the FUNDAHRSE Seal (Sello FUNDAHRSE). This recognition highlights the work of companies demonstrating high standards and a strong commitment towards Corporate Social Responsibility (CSR). These aspects are evaluated through responses provided in a questionnaire that covers aspects related to employee and community relations, as well as governance, marketing, environmental, and purchasing practices. The questionnaire is an assessment tool which was elaborated by FUNDAHRSE in conjunction with other CSR-focused organizations in Central America. It includes standardized questions for the region as well as specific questions for each country where it is applied. Companies which meet or exceed FUNDAHRSE standards are selected as recipients of the award, which highlight their commitment towards the community and their consistency with their corporate values, mission and vision.

Nicaragua

NATIONAL AWARD IN THE "COMPETITIVENESS WITH INCLUSION AND EQUALITY" CATEGORY IN NICARAGUA

UnIRSE, the Nicaraguan Association for Corporate Social Responsibility, recognized Gildan with the CSR "Excellence and Competitiveness" award. Gildan was honored during the 10th national CSR forum organized by UnIRSE in Managua in November 2014, an event oriented towards students from local universities and the private sector. The Company was also invited to participate at the forum as a guest, to present an overview of its CSR strategy and more specifically the standard best practices and sustainable partnerships of its operations in Nicaragua.

This is the third consecutive year Gildan is recognized for its CSR practices in Nicaragua, amongst other distinguished local companies. In addition to the Excellence and Competitiveness category, the Company has been awarded in the "Optimum Workplaces" category in 2012 and the "Competitiveness with Inclusion and Equality" category in 2013.



HOME > COMPANY

Gildan's social media pages provide a place to discuss Gildan, our operations, as well as our corporate social responsibility (CSR) programs and initiatives. The following guidelines are designed to help provide a quality environment for our fans. Please take a minute to read them and keep them in mind whenever you interact on this page:

By using or accessing Gildan's social media pages, you agree to comply with these House Rules. While we love hearing your thoughts, it is important to note that posts and comments made by fans do not necessarily reflect the opinions of Gildan, nor does it confirm their accuracy.

If you share a passion for Gildan and for CSR matters, then you are at the right place. We welcome all questions and commentary, including constructive feedback. But we do expect that participants post content and commentary that are both relevant and respectful to this community as a whole. We would like to keep our conversations and interactions enjoyable and fun for everyone, so please be polite and courteous, even if you disagree and keep it clean!

Posting to Gildan's social media page is completely voluntary, and any content, ideas, suggestions or improvements you submit may be used or reproduced by us and our subsidiaries and affiliated companies without compensation to you. For content that is covered by intellectual property rights, like photos and videos (IP content), you specifically give us the following permission: you grant us a non-exclusive, transferable, sub-licensable, royalty-free, worldwide license to use any IP content that you post on or in connection with any of our social media.

We reserve the right to remove, at our discretion, any posts that don't adhere to our House Rules and to block anyone who violates them repeatedly.

We do not tolerate the following kinds of posts:

- Abusing, harassing, stalking, threatening or attacking others
- Defamatory, offensive, obscene, vulgar language or language depicting violence
- Hateful in language targeting race/ethnicity, religion, gender, nationality or political beliefs
- Fraudulent, deceptive, misleading or unlawful posts
- Trolling or deliberate disruption of discussion
- Posts with content that violates copyright laws or any third party intellectual property rights
- Posts that contain personal information such as email addresses, photographs, phone numbers, home addresses or other forms of personal information
- Spam
- Uploading files that contain viruses, worms or programs that could damage programs or files or the operation of other people's computers
- Commercial solicitation of your services or goods or any third party services or goods
- Link baiting (embedding a link in your post to draw traffic to your own site)

If you have a customer service issue, contact us via private message or via email at: communications@gildan.com.



In the last ten years, close to 1,000 Gildan employees have benefitted from the program and pursued their high school education while working. This includes more than 80 employees from our textile facilities, who were enrolled in the Educatodos program last year.



230 volunteers participated in delivering over 8,700 toys during the "Giving Smiles with Gildan" campaign in 2014.

HOME > PEOPLE

Gildan's ability to attract and retain the best talent is due in large part to its outstanding reputation in the countries in which it operates. At Gildan, we value our employees and this is what sets us apart. Our sentiment is transformed into action on a daily basis in each of the countries in which we operate. We ask the people who have chosen to work alongside us to give us the best of themselves, in turn we believe that we owe it to them to provide a comfortable, satisfying and stimulating work environment.

Each day, Gildan strives to meet the challenge of fulfilling the needs of its employees in the different regions where we operate. A wide range of cultures, diverse economic, political, legal and social systems are represented in our operating regions throughout North and Central America, the Caribbean Basin, China, Europe and Bangladesh. In the face of these complexities, we remain committed to instituting the best working conditions in the apparel industry for the approximately 43,000 employees on whom our success depends on every day.



CODE OF CONDUCT

Guidelines for an ethical workplace

Our Code of Conduct guides our activities wherever we operate and clearly states our position on a number of labour practice issues.



WORKING CONDITIONS

Ethical and stimulating work environment

Through competitive working conditions, we want to attract, motivate and retain the best talent in all the countries in which we operate.



SOCIAL COMPLIANCE

Commitment to the highest standards of labour practices

To ensure that we deliver on our commitments to employees, customers and other stakeholders to meet or exceed our strict Code of Conduct requirements, we conduct a series of independent internal and third-party audits each year.



EMPLOYEE ENGAGEMENT PROGRAMS

Supporting our employees and their communities

We develop and implement various programs to better communicate with our employees and to support them in the many aspects of their lives.



HOME > PEOPLE > GOALS & TARGETS

Policies and Procedures

Goal

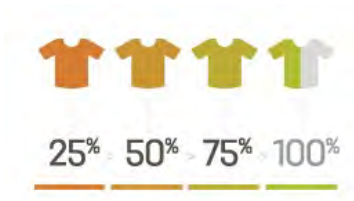
Integrate Fair Labor Association (FLA) Social Compliance Initiative (SCI) methodology into current social compliance program and monitoring practices and tools.

Timeline:

2014

Progress:

With the arrival of the FLA SCI in 2012, we decided to reassess our previous goal and base our social management system on the SCI Initiative. In 2011, we started to review our social compliance program to adopt a more complete management system approach using the SCI methodology, which we pursued in 2013. We now have a complete draft which is currently under revision and expected to be finalized in 2015. In addition to integrating the SCI methodology, we also conducted a benchmarking of best practices in the industry, the results of which will also be incorporated in our new approach.



Goal

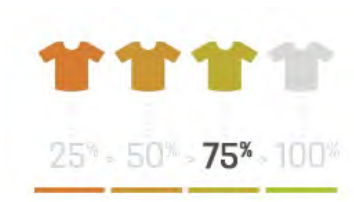
Continue implementation of Gildan's Ergonomics program at all of our sewing, textile and hosiery facilities in Honduras (up to level 5 - World-class level - of the ECNC model)

Timeline:

2014

Progress:

Although we made some progress in the implementation of our ergonomics program, we remain at 75% completion. Our facilities current strategy has been to continue strengthening their ergonomic program processes. However, new initiatives were still being implemented during 2014, such as a new Safety and Ergonomic Improvement Contest for employees and additional training in ergonomic design for engineering teams to ensure proactive ergonomic solutions. The current strategy of strengthening the current program will enable facilities to move forward consistently to achieve the 100% completion level in 2016. Newly acquired facilities started the implementation of the ergonomic program being led by organized and trained plant ergonomic committees.



Employee Engagement

New Goal

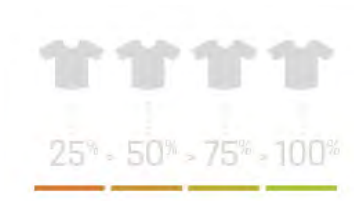
Conduct our second global employee survey

Timeline:

2015

Progress:

A global employee survey was conducted in July 2013 and as a result, various enhancement initiatives based on the results of the survey have since been implemented. In 2015, a second survey will be conducted to evaluate the current level of employee satisfaction and the results of the aforementioned initiatives taken by the Company.





HOME > PEOPLE > CODE OF CONDUCT

Gildan's Code of Conduct (CoC), developed in 2005 and updated in 2012, governs the Company's day-to-day operations by setting forth clear guidelines for the maintenance of an ethical workplace. Gildan's management expressly based these guidelines on internationally recognized standards, such as the International Labour Organization (ILO) conventions, which are an essential standard in today's workplace.

Gildan's Code of Conduct also encompasses principles set forth by the Fair Labor Association (FLA) and the Worldwide Responsible Accredited Production (WRAP). The FLA's stated purpose is to protect workers' rights and improve working conditions worldwide, while WRAP's set of principles establishes best practices commonly agreed upon in the area of social responsibility.

What does Gildan's Code of Conduct include?

Our Code of Conduct guides our activities at each of our global operational locations. Gildan's Code of Conduct unmistakably asserts our position on a wide range of labour practices that include: child labor, forced labour, compensation, hours of work/overtime, health and safety as well as many other best practices that Gildan's management feels are integral to both our organization and our employees.

Every employee and management team member is required to comply with Gildan's Code of Conduct.

 [Click here \(pdf - 261.4Kb\) to see our Code of Conduct in poster format.](#)

[Read more](#) about Code of Conduct compliance.

CODE OF CONDUCT INTERNAL TRAINING

All new employees are familiarized with Gildan's Code of Conduct through a formal onboarding process administered by the Human Resources and Corporate Social Responsibility departments and are required to certify in writing that they have read and understood all aspects of the Code of Conduct. In addition, new employees are informed on topics relating to corporate citizenship, as well as their rights and obligations in that regard. This training provides new employees with a thorough knowledge of Gildan's Code of Conduct and raises awareness on the concept of Corporate Citizenship and its role within our Company.

Ad hoc refresher courses on Gildan's Code of Conduct and on other topics relating to corporate citizenship are also periodically provided to prevent and address potential workplace-related issues. In 2014, refresher courses on the Code of Conduct were provided to all employees in our integrated facility in Bangladesh, in all of our sewing facilities and one of our textile facilities in Honduras. A refresher training course will be administered in our remaining textile, hosiery and screenprinting facilities in Central America and the Caribbean Basin by the end of the second quarter of 2015.

In 2014, the Code of Conduct was introduced to the employees from the recently acquired Doris facility and office in Canada and a more in depth training is schedule for the second quarter of 2015.

GILDAN VENDOR GUIDEBOOK

Gildan continually works with both our facilities' and contractor's management teams in order to help them improve their labour compliance performance. The Gildan Vendor Guidebook provides a comprehensive reference and it is a practical tool that covers principles of the International Labor Organization convention standards and policies that must be implemented in order to protect and promote workers' rights. Specifically, the Gildan Vendor Guidebook includes the following:

- Details on how to implement an integrated approach to meeting Gildan's Code of Conduct and labour compliance standards;
- Policies and operating procedures for each labour compliance standard;
- A management system approach to labour compliance, outlining the benefits of adopting an integrated approach rather than an issue-focused and fragmented approach.

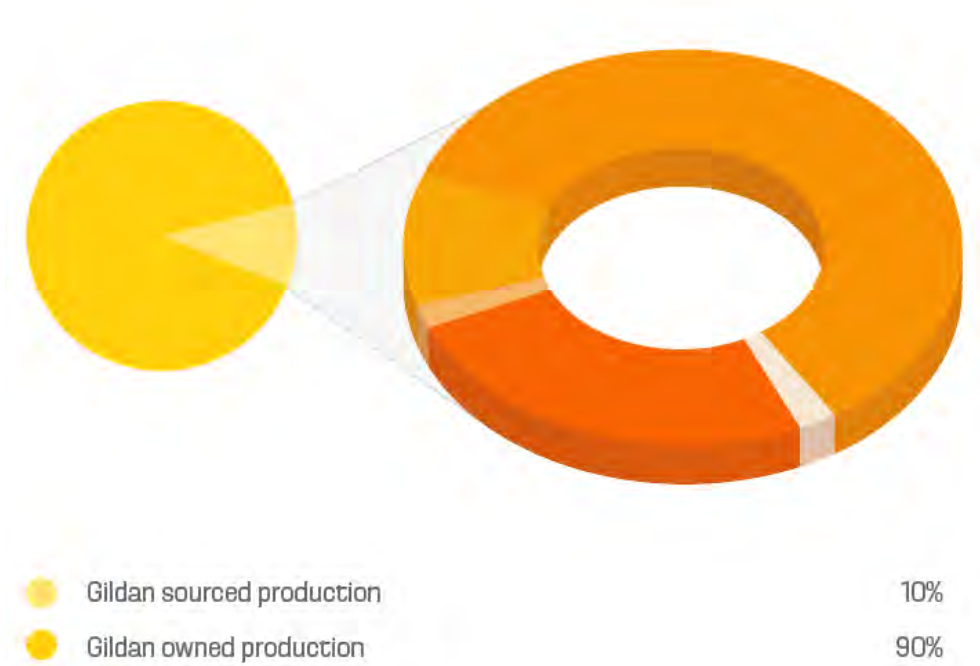


HOME > PEOPLE > CODE OF CONDUCT > CONTRACTORS & SUPPLIERS

When the decision is made to outsource production to any new contractor, we carry out a comprehensive assessment in order to determine the contractor's ability to comply with our cost structures and quality standards. We also evaluate their ability to comply with our stringent labour and environmental standards. The selection process includes a thorough analysis of the contractor's social responsibility practices. This is done by having all potential contractors complete a self-assessment questionnaire weighing in on critical issues as outlined by Gildan. Gildan then performs a preliminary onsite audit prior to engaging with any contractor.

GILDAN'S MANUFACTURING CONTRACTOR FACILITIES

We manufacture the majority of our products in our vertically-integrated manufacturing facilities (please refer to our map of operations for more details). The total outsourced production represents less than 10% (1) of our total production in terms of volume. By the end of 2014, we were outsourcing production to 57 third party contractor manufacturing facilities throughout different worldwide locations. These are represented per region in the following chart.



PROFILE OF GILDAN'S MANUFACTURING CONTRACTOR FACILITIES



(1) Please note that this percentage does not include production at the recently acquired manufacturing facilities in Canada (formerly Doris).

CONTRACTUAL REQUIREMENTS

A contractual clause is included in all our commercial agreements in order to ensure that Gildan's contractors and suppliers respect our Code of Conduct. This practice encompasses the following agreements:

- Manufacturing contractors' agreements (including sewing or any third party manufacturing agreements);
- Raw material suppliers' agreements; and
- Agreements for major equipment purchases.

DUE DILIGENCE AND SOCIAL COMPLIANCE PROCESS FOR SOURCING FACILITIES

NEW POTENTIAL THIRD PARTY CONTRACTOR

Gildan's sourcing policy states that all potential third party contractors, used for the production of Gildan branded apparel or licensee products need to be audited prior to any production contracts being awarded in order to verify their social compliance practices. These audits are conducted by auditors who are thoroughly trained on Gildan's monitoring guidelines and social compliance programs. In some instances, Gildan will mandate a third party audit service provider to conduct these audits on its behalf.

Gildan's third party contractors are assigned a rating based on their audit results. Audit results help our internal teams assess the level of compliance of potential contractor's facilities. Audit findings vary in severity depending on their classification when compared against our Code of Conduct and the benchmarks outlined in our Vendor's Guidebook. If a potential contractor fails the initial audit, they can only re-invite us for a compliance visit after a 3 month period. In the event where the facility fails the second audit, this facility will no longer be considered as a potential contractor in the future. No future orders will be accepted from this facility.

CURRENT THIRD PARTY CONTRACTOR

When a current contractor receives a low rating as a result of its annual audit, our first step is to work with their management team in order to correct any major issues found during the audit. Part of the process involves the establishment of an action plan in order to help the facility improve their overall performance. In addition, systematic follow-ups are carried out in order for the contractors to provide updates on the progress achieved in resolving the pending issues.

If no progress is shown during a pre-determined period of time, Gildan can decide to end the business relationship with a contractor. If the compliance level of a facility is deemed insufficient in meeting Gildan's standards during the due diligence process, orders can be cancelled prior to the start of production. In 2014, Gildan turned down four contractor facilities due to insufficient compliance levels.

CONTRACTOR TRAINING

We have been providing training for employees at each of our long-term Haitian sewing contractors on an ongoing basis. In 2014, more than 700 employees were trained on Gildan's Code of Conduct and nearly 600 employees were also trained on fire extinguisher use.

As part of the Better Work Haiti program, managers at our contractor facilities in Haiti have received training on various labour issues since 2011. The training provided includes the following topics:

- Human Resources planning;
- Environment, Health and Safety (EHS);
- Mastering recruitment efforts for key positions;
- Securing employee loyalty;
- Organizing successful training sessions; and
- Establishing remuneration and motivation systems and policies.

During 2014, training on Gildan's Code of Conduct was also provided to three major third party contractors in Mexico. Training sessions were provided to a total of 11 mid-management employees in all facilities.

A refresher course on Gildan's Code of Conduct was also provided to a total of 240 security personnel (all of whom are employed by sub-contractors) across Gildan-owned operations. Designed specifically for security employees hired by third party contractors, the training course offered focuses on common situations that security personnel, employed by sub-contractors, might face while performing their duties on behalf of Gildan.



HOME > PEOPLE > CODE OF CONDUCT > CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

In 2010, the California Legislature passed The California Transparency in Supply Chain Act of 2010 (SB 657). This new piece of legislation requires manufacturers and retailers of goods with annual worldwide gross receipts over \$100 million to provide consumers with information regarding their efforts to eradicate slavery and human trafficking from their supply chains.

ILO Conventions define that human trafficking can take many forms, including but not limited to forced and child labor.

- ILO Convention on Forced Labour, No. 29;
- ILO Convention on Abolition of Forced Labour, No. 105;
- ILO Conventions on the Worst Forms of Child Labour, No. 182.

Gildan's Code of Conduct, which was originally implemented in 2005 and was most recently updated in 2012, directs our activities at each of our operating locations. It clearly states our position on a wide range of labour practices.

Our Code of Conduct is based on the ILO conventions and its associated compliance benchmarks. The referenced ILO conventions address forced labour, child labour, wages and benefits, working hours, harassment and abuse, as well as health and safety. Working conditions are monitored at each of owned and contracted facilities producing our products. Gildan's labour compliance program is accredited by the Fair Labor Association (FLA), as such all company-owned facilities and those of our manufacturing contractors are subject to the FLA's rigorous monitoring, remediation and verification system. The FLA accredits, monitors and uses internal auditors to conduct unannounced verifications. Gildan was the first vertically-integrated apparel manufacturer to have its social compliance program accredited by the FLA.

Please read below for details on how Gildan complies with each points of the California Transparency in Supply Chain Act.

1. Company engages in verification of product supply chains to evaluate and address risks of human trafficking and slavery by its contractors.

Gildan evaluates the potential risks associated in its supply chain by conducting an evaluation of potential contractors prior to any sourcing agreements through the use of its pre-sourcing assessment. This assessment helps guide our business decisions and relationships with the manufacturing contractors we use.

These assessments are designed to ensure that, at a minimum, all facilities manufacturing our products comply with our strict Code of Conduct, local and international laws, and the codes which we adhere to, including those set forth by the Worldwide Responsible Accredited Production (WRAP) and the Fair Labor Association (FLA). All the aforementioned codes and standards include strict provisions with regards to forced and child labour such as human trafficking and slavery. When external suppliers are used, they must also adhere to these codes. This is a requirement for conducting business with Gildan.

To ensure that we meet or exceed our strict Code of Conduct requirements, we conduct a series of independent internal and third party audits each year, ensuring our commitment to responsibility for our employees, customers and other stakeholders. In 2014, 244 monitoring audits were performed; 155 were conducted by Gildan's internal auditors or by external auditors on working on our behalf and 89 were conducted by external auditors under the direction of WRAP, the FLA, the ILO Better Work Programme or by our own customers. For more information regarding Gildan's auditing process, please refer to point 2 below.

2. Company conducts audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains. The disclosure shall specify if the verification was not an independent, unannounced audit.

Gildan's goal is to visit 100% of its manufacturing facilities annually. In addition, we audit manufacturing facilities for third party contractors at least once in an 18-month period.

Effective since the 2014 fiscal year, Gildan implemented a new policy in which all of the audits conducted at our own facilities are unannounced audits. Audits at third party manufacturing facilities will continue to be either unannounced or semi-announced audits. The majority of the audits are conducted by our trained internal auditors. In addition we use third party auditors in some instances. We are also subject to audits from some of our customers.

Gildan's Code of Conduct is the base for all audits conducted at our contractors' manufacturing facilities. Assessments are also based on the standards found in Gildan's Vendor Guidebook, which is provided to all our contractors. Other auditing and monitoring tools include:

- Facility self-assessment questionnaires;
- Audit guidelines and management action plans;
- Management interview forms;
- Monitoring guidelines; and
- Worker interview guidelines.

Gildan uses a sampling methodology based on the Sedex Members Ethical Trade Audit (SMETA) guidelines in order to determine the number of documents to be reviewed as well as the number of individuals to be interviewed.

Some of our contractors have been participating in the ILO Better Work Programme. Gildan's manufacturing facilities, as well as its contractors, are also independently audited by the FLA, WRAP and customers. Please refer to the Social Compliance section of our website for more information.

3. Company requires direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

To ensure that Gildan's major contractors and suppliers respect and adhere to Gildan's Code of Conduct, we include a clause in our commercial agreements governing our contractual relationship which stipulates that contractors must abide by our Code. Gildan also requires all business partners to confirm, by means of a signed statement, that they do not use or procure any cotton fibers originating from Uzbekistan in any of the yarns supplied to our organization or in the manufacturing of our products.

In 2013, Gildan established a cotton traceability assessment for a group of its cotton yarn suppliers in order to ensure that the cotton, yarn or products they supply us with do not contain cotton originating from Uzbekistan.

The suppliers included in the assessment were selected according to several risk factors that include their proximity to Uzbekistan, and the quantities of yarn purchased by Gildan or third party contractors manufacturing our products. These assessments have been conducted by a third party since 2014.

In addition, as part of the continuous improvement of our social compliance program, and as a leading best practice, in the second half of fiscal 2014, we commenced the process of auditing key raw material suppliers. During 2014 in total, we completed the audit of five key raw material suppliers. The audits identified weaknesses in the areas of documentation of employee contracts and files, excessive overtime, health and safety and environment.

We are currently working with these suppliers in order to develop a remediation plan to address the findings. As this is a new process and a best in class standard, we decided to not audit additional raw material suppliers in 2015 as we expect to achieve similar results to what we saw in 2014.

Instead, we have decided to focus our resources in assisting the raw material suppliers we audited in 2014 in implementing and executing a proper remediation plan. Based on the success we achieve with this approach, we will re-evaluate how to best proceed in continuing with such audits in 2016.

4. Company maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.

Non-compliance with Gildan's Code of Conduct can result in corrective action or even termination of a commercial agreement, depending on the number of non-compliances found as well as their severity. Gildan will always seek first for a viable remediation strategy with suppliers found not in compliance with our Code of Conduct. However we may terminate a business relationship with a contractor if deemed necessary. Our team of internal auditors work with contractors to develop action plans to resolve any instances of non-compliance.

5. Company provides company employees and management who have direct responsibility for supply chain management with training on human trafficking and slavery, particularly with respect to mitigating risks within supply chains of products.

All Gildan employees are trained on our Code of Conduct. At our third party sewing contractors in Haiti, training on our Code of Conduct is provided on an ongoing basis to all new employees. Our internal monitoring teams are continuously trained on social compliance and human rights issues. They also work closely with our management teams and our contractors to ensure they are knowledgeable on our Code requirements and understand the issues related to social compliance.

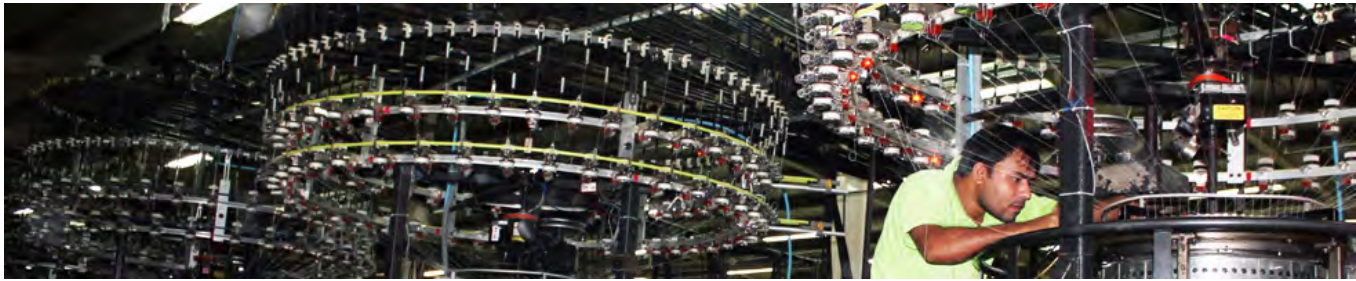


HOME > PEOPLE > WORKING CONDITIONS

Gildan offers an ethical and stimulating work environment. We aim to provide a positive work environment for all of our employees.

All production employees at our owned facilities earn significantly more than the legally-mandated minimum industry wages in all the countries in which we operate. In addition, in the majority of our locations our employees receive valuable competitive benefits such as 24-hour access to Gildan's medical clinics, free transportation to and from work, subsidized meals, and access to financial aid programs.

In the coming years, Gildan will continue to develop initiatives that will build on our existing employee relations practices and ensure that our health and safety practices are among the best in the apparel industry. We will continue to strengthen our training and development programs with the objective of creating an increased number of advancement opportunities for our employees.



HOME > PEOPLE > WORKING CONDITIONS > EMPLOYMENT PRACTICES

Gildan favours permanent employment positions over temporary contracts. Reasons for this practice include:

- Optimization of the financial investment related to employee training and development:
 - There is a significant financial cost associated with the training of new employees, as such Gildan is most interested in investing in people who are willing to make a long-term commitment to the Company;
- Reduction in recruitment costs for new employees;
- Easier integration of new employees into the Company's culture and values.

In some cases, we recognize that hiring temporary employees is necessary. Some examples include:

- For specific projects with a clear end date, when we do not have the internal capacity or expertise required;
- In order to fulfill temporary needs;
- When experiencing a busier than usual workflow;
- When it takes longer to find suitable permanent resources and someone is needed in the meantime
 - Summer interns: We believe it is important to offer students real-work experience that provides them with the opportunity to apply what they have learned in their studies.

2014 GILDAN OWNED FACILITIES - EMPLOYEES BY TYPE, REGION AND GENDER

	PERCENTAGE OF TEMPORARY EMPLOYEES		PERCENTAGE OF PERMANENT EMPLOYEES	
	MEN	WOMEN	MEN	WOMEN
ASIA	0		100	
	0	0	43.3	56.7
CARIBBEAN BASIN	0.4		99.5	
	33.3	66.7	59.8	40.2
CENTRAL AMERICA	0.6		99.4	
	76.6	23.4	53.9	46.1
EUROPE	23.7		76.3	
	44.4	55.6	27.6	72.4
NORTH AMERICA	0.5		99.5	
	16.7	83.3	46.0	54.0

- A permanent employment contract is an employee contract for full-time or part-time work for an indeterminate period of time.
- A Temporary employment contract is defined as a fixed-term contract of employment that ends when a specific time period expires or when a specific task, which has a time estimate attached, is completed

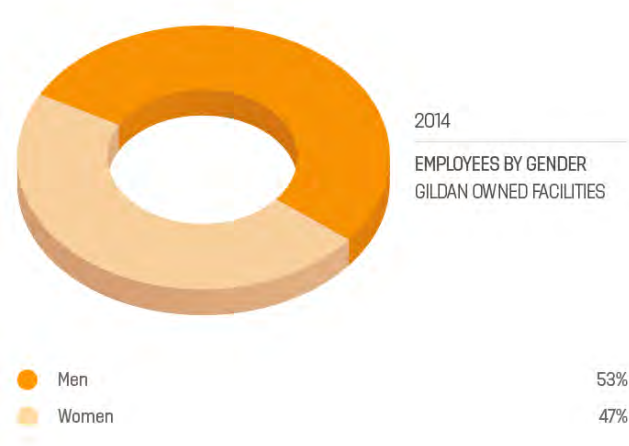
201 PERCENTAGE OF NEW EMPLOYEE HIRES BY AGE GROUP AND GENDER WITHIN EACH REGION

COUNTRY	PERCENTAGE BY AGE GROUP			PERCENTAGE BY GENDER	
	Under 30	30-50	Above 50	WOMEN	MEN
ASIA	84.0	16.0	0	32.7	67.3
CARIBBEAN					

CARIBBEAN BASIN	72.2	27.7	0.1	46.1	53.9
CENTRAL AMERICA	83.8	16.0	0.2	44.4	55.6
EUROPE	N/A	N/A	N/A	N/A	N/A
NORTH AMERICA	40.0	42.8	17.2	51.1	48.9

PROVIDING EQUAL OPPORTUNITY

In North America, we comply with equal-wage laws, such as the Quebec Employment Equity Act and the U.S. Equal Employment Opportunity law (EEO). In other regions where no such laws exist, we adhere to a policy of non-discrimination based on race, age, colour, sex, religion, national origin, disability, citizenship status, and other protected classifications. This policy, which is in line with our Code of Conduct and International Labor Organization (ILO) conventions, clearly stipulates that no employee will be subject to any type of discrimination.



OPPORTUNITIES PROGRAMS IN NICARAGUA, THE DOMINICAN REPUBLIC AND BANGLADESH

In September of 2012, Gildan and Los Pipitos, a local non-governmental organization supporting people with mental and physical disabilities, signed a collaboration agreement to implement the "Opportunities Program" at our Nicaraguan sewing facilities.

As per this agreement, Los Pipitos commits to provide training to people with disabilities while Gildan commits to providing them with job opportunities in various areas including sewing, inspection, cleaning and stockroom duties.

We currently have 33 employees under this program at our facilities in Nicaragua.

In May 2013, Gildan partnered with the National School for the Deaf in the Dominican Republic in order to implement the Opportunities Program in our sewing facilities located in the country. The program creates awareness regarding coworkers with special needs, and currently employs three people who are receiving special training in our Las Americas sewing facilities.

At our integrated textile and sewing facility in Bangladesh, we have trained two deaf employees that are now working in the facility.



HOME > PEOPLE > WORKING CONDITIONS > WAGES & BENEFITS

Gildan has developed and implemented a competitive compensation structure which is key for Gildan in order to help attract, motivate and retain the best talent in each of the countries where we operate.

Gildan is proud of its record of creating well-paying jobs with attractive benefits at all of our manufacturing locations. Some of the benefits provided to our employees include: access to free medical assistance, access to financial aid programs, and subsidized meals. We also provide subsidized transportation to and from work at the majority of our locations.

We empower workers by providing them with the opportunity to upgrade their skill sets and education level through company offered training programs. All of our production employees earn significantly more than the legally-mandated minimum industry wages in all the countries where we operate. This has had a direct and positive impact on the quality of life of our workers and their families.

Gildan also offers additional incentives to employees who exceed certain objectives. These incentives, which represent compensation over their basic wage, reward workers whose production efficiency is above average, similar to the model used in many North American companies.

Fair Wages

Since 2012, Gildan has been conducting small pilot projects in Honduras and the Dominican Republic in order to have a better understanding of fair wages. Our studies include an analysis of salaries and paid in-kind benefits that we provide to our employees. In addition, we have been analyzing trends related to inflation in regards to food and housing as well as other studies developed by local authorities and civil society organizations. Since food is one of the major components included as a basic need, Gildan has already started to take actions in order to help our employees have access to groceries and basic household products at reduced prices. To this effect, we have arranged for an establishment in Nicaragua which is in close proximity to our facilities to provide employees with food product and goods at discounted prices compared to market. In doing this, we have collaborated with the union of our facility which is playing an active role in the administration of this store.

As this is an important element to the overall working conditions we offer our employees, Gildan will continue to focus its efforts on ensuring the salaries and total benefits offered to its employees are sufficient to meet basic needs.

Minimum Wages in Latin America

Minimum wages in Latin America typically vary according to the work category. The legally-mandated minimum wage in most Latin American countries will vary, depending on the industry sector. The various industry sectors include agriculture, services, industrial, banking and manufacturing.

Most countries have a minimum wage that applies to the manufacturing industry. Wages in the manufacturing or industrial sectors can be used to compare salaries in the textile industry as they relate to similar activities.

Minimum Wages in Haiti

As opposed to the bulk of Gildan's operations, which are vertically integrated, sewing operations in Haiti are subcontracted by Gildan to third parties. Therefore, to address the concerns which were raised regarding the issue of minimum wages in Haiti, Gildan made a commitment in November 2013 to require its third party contractors in the country to comply with the payment of 300 gourdes per day in an eight hour work day to their piece rate workers, based on the expectation that they continue to operate at a reasonable efficiency rate.

We can assure you that nothing has changed with respect to our commitment and that we have taken proactive actions in this respect. We are pleased to have reached a conclusion towards ensuring compliance with this demand and would like to share the most recent details with you, as outlined below.

- Following several meetings held with union leaders in Haiti, over the course of the year, they confirmed being in agreement with the applicable rate and the methodology used by us to audit compliance, i.e. for the payment of 300 gourdes per day in an eight hour work day, based on a reasonable efficiency rate as per our commitment to the Workers' Rights Consortium (WRC).
- We are pleased to report that on October 20th 2014, the primary union in the apparel industry in Haiti, Sendika Ouvriye Tekstil ak Abiman (SOTA-BO), signed an agreement with one of our two contractors and both parties have agreed on the above-mentioned payment structure. Gildan participated as a facilitator in the negotiation process and is currently dialoguing in order to provide for the signature of a similar agreement with our other contractor in the near future. It is important to note that while there is no official agreement signed with this second contractor, changes have already been implemented to reflect the applicable payment structure, as supported by our independent audit process.
- In collaboration with our own independent audit team, we conducted audits at all of our contractor facilities in Haiti in order to validate that payments made to piece rate workers were equivalent to a minimum of 300 gourdes per day in an eight hour work day, based on the agreed upon piece rate with the union leaders in Haiti.
- We can report that after reviewing the results of these audits, we are of the view that all of our contractor facilities are substantially in compliance with the parameters we have set with the unions.
- We are committed to continue to deploy regular independent audits at our contractor facilities to validate compliance with the agreed payment to the piece rate workers.
- Gildan has been sourcing sewing production from Haiti for over 15 years and will continue to do so in the future. All contractors we deal with are responsible for implementing all necessary requirements in order to respect our Code of Conduct. Members of Gildan's team follow up regularly with our contractors and verify that they comply with our standards of quality and social compliance.

Minimum Wages in Bangladesh

In Bangladesh, there is a specific minimum wage structure for the garment sector where workers are graded according to their position. Gildan's employees in Bangladesh earn significantly more than the country legal minimum wage.

REWARDING EMPLOYEE DEDICATION AND PERFORMANCE

Performance Appraisals

Gildan has a well-established performance appraisal process. For all indirect employees and managers, Gildan's performance appraisal process is carried out on an ongoing basis that starts with a discussion of expectations and objectives at the beginning of the fiscal year. In addition, a review and adjustment is conducted at mid-year and an overall assessment of the employees' objectives and competencies fulfillment is done at the end of the year.

The performance appraisal process for direct employees (e.g. operators in the production facilities), is based on the competencies required by their position. Individual and team performance is also assessed against pre-set objectives in factors ranging from production efficiency to quality and safety.

This process brings important benefits to both the employee and the organization. Some examples of the benefits achieved include, increased individual and organizational performance, better alignment of priorities and objectives, clarification of performance expectations, increased employee engagement, improved training needs identification and better decision-making in regard to all human resources processes (e.g. succession planning, promotions, salary increases, variable compensation payments).

Gildan's compensation philosophy

Gildan's compensation philosophy is designed to attract, motivate and retain employees by encouraging and rewarding their performance. The compensation program is intended to help align employees' interests with those of the Corporation's shareholders.

In addition to the base salary, Gildan's other compensation components include:

Short-term incentive plan

All employees in management positions and a proportion of indirect employees, including some clerical, technical and professional employees are eligible for a short term incentive plan. The plan provides annual bonuses, directly related to the achievement of key financial objectives relative to budget. The plan also recognizes individual and team efforts towards the achievement of superior results. The bonuses are directly linked to the objectives met in the performance appraisal process.

The short-term incentive plan aims to enhance the link between pay and performance by:

- Aligning the financial interests of employees with the annual financial performance of the Company;
- Motivating employees to work towards common annual performance objectives; and
- Providing greater total cash compensation where superior individual and organizational results are met or exceeded.

Long-Term Incentive Plan

The Long-Term Incentive Plan (LTIP) was first implemented in 1998. Originally, it included the granting of stock options and was subsequently amended to allow the Board of Directors to grant Treasury Restricted Share Units (RSUs) and Non-Treasury RSUs, to officers, management and key employees of Gildan and its subsidiaries. The primary objective of the LTIP is to encourage individuals to work towards the long-term growth and development of the Company.

In addition, the LTIP assists Gildan in attracting, retaining and motivating its officers and key employees. The LTIP is administered by the Board of Directors, which has delegated the LTIP responsibilities to the Compensation and Human Resources Committee.

More specifically, the LTIP is designed to:

- Recognize and reward the impact of longer-term strategic actions undertaken by the management team and key employees;
- Align the interests of the management team, key employees and shareholders;
- Help employees focus on developing and successfully implementing a continual growth strategy for Gildan; and
- Foster employee retention.

Please refer to the  Management Proxy Circular for more information about Gildan's Long Term Incentive Plan.

Employee Share Purchase Plan

In order to promote employee commitment towards Gildan, an Employee Share Purchase Plan (ESPP) is offered to all employees in North America and to salaried employees in the majority of our other locations.

The ESPP encourages employees to become Gildan's shareholders. It allows them to buy shares of Gildan through payroll deductions at a discounted price. Employee participation is voluntary.



HOME > PEOPLE > WORKING CONDITIONS > TRAINING & DEVELOPMENT

Gildan recognizes that over the course of employment, it is important to provide employees with ongoing education through various types of training designed to improve the technical, administrative and interpersonal skills necessary in their present job and position them with opportunities for future growth within the organization. Ongoing employee training is a key factor in upgrading technical and behavioral competencies in the workforce.

Upon commencement of their employment with Gildan, employees attend an induction training or information session where they are introduced to Gildan, its principles, policies and procedures, the Code of Conduct, corporate citizenship principles, the Gildan Quality System (GQS), and with their specific job responsibilities. The training also includes topics related to enabling workers to better understand the environment in which they will be working, as well as informing them of their rights and obligations.

Specific employee training requirements are identified at a later time through the Performance Appraisal process. Gildan continues to assess how employee ratings, as found on the performance appraisal tool, evolve from one year to the next. In doing so, we have been able to identify and build on our employees' competencies, help them increase their knowledge and heighten their awareness of the principles of Gildan's Code of Conduct. We have also been able to identify employees' progress and take the necessary measures to address the gaps between their actual performance and the desired performance scores.

Gildan continues to help close employee performance gaps by providing training (on-the-job, internal or external) and coaching and by having employees participate in various projects or assignments throughout all Gildan locations. These efforts have yielded positive results that include internal promotions, increased employee engagement and productivity, just to name a few.

Depending on pre-defined parameters, Gildan will cover certain related expenses and will also encourages the movement of employees from one hub or facility to another for short periods so that employees may provide or receive training.

In 2014, 986,623 million man-hours of training were provided globally, which represents an average of 22.77 man-hours of training per employee.

In 2014, detailed man-hours of training provided to employees per category can be broken down as follows:

CATEGORY	MAN-HOURS
EMPLOYEE INDUCTION AND CODE OF CONDUCT	70,531
HEALTH AND SAFETY	101,779
HUMAN DEVELOPMENT	85,535
MAINTENANCE	5,915
TECHNICAL TRAINING / QUALITY ASSURANCE	722,863

IN-HOUSE TRAINING

At the majority of our locations, we have initiated a series of in-house training sessions in order to enhance employee knowledge on subjects specific to Gildan, share best practices and recognize employees' expertise and competencies.

Topics covered during these in-house training sessions include:

- **Gildan:** Launched in 2012, the Gildan Business Knowledge Training focuses on Gildan's history, products and operations, as well as Corporate Social Responsibility and Human Resources practices, the Code of Conduct and the Code of Ethics. It reflects the Gildan Culture and clearly states the expected behaviour from our employees in ethical matters.
- **Human Resources:** Various topics are being addressed though in-house training sessions. For instance; leadership and organizational skills (e.g. the setting of priorities and time management skills), employee motivation, new employee training, conflict resolution, change management, labour code, insurance plans, disciplinary process, performance appraisal process and recognition practices are all areas of focus.

Gildan launched a global initiative in 2014 whereby our Global Human Resources team trained all management staff on principles relating to performance management and recognition. This was done in order to better equip managers when it comes to dealing with high-performing employees as well as those who require more coaching and mentoring. This initiative proved to be of great success for all.

- **Quality:** Gildan Quality System, ISO 9001, quality control, internal auditor training.
- **Health and Safety:** Preparation of internal brigades, facility safety training across all areas, including fire control and chemical handling.
- **Technical:** Operator skills development; knitting; cutting and dyeing procedures; Instituto Politécnico Centroamericano technical training (refrigeration and air conditioning); basic electrics training.
- **Finance:** Finance 101 for non-finance professionals, IFRS training.
- **Corporate Citizenship:** Code of Conduct, ergonomics, environment.
- **Ethics and Compliance:** Code of Ethics, Anti-corruption.

TECHNICAL TRAINING

At Gildan, we recognize that ongoing employee training is a key factor in upgrading workforce competencies. As such, we place great emphasis on "on-the-job training" for our workers. Immediately upon hiring, direct production employees receive technical training specific to their job responsibilities, such as the equipment operator training that is provided to all lift operators at all our US facilities, or advanced training in Word, Excel and other software applications for our administrative staff in Barbados and Bangladesh. Learning the right techniques and safety protocols from day one allows employees to easily adapt to their new work environment and allows them to quickly integrate into their role and responsibilities.

At Gildan owned facilities in Central America, the Caribbean Basin and Bangladesh, as well as at our contractor facilities in Haiti, sewing modules are reserved exclusively for new employee training. These modules are also used to teach new sewing procedures throughout the course of the year. In 2014, we conducted approximately 148,800 man-hours of training on dedicated sewing modules in Honduras, more than 45,000 man-hours of training in Nicaragua and in excess of 81,600 man-hours of training in Bangladesh.

Specifically at our textile facility in the Dominican Republic (Dortex), the Dortex Training System (DTS) was created to reinforce our commitment to technical training. In 2014, close to 9,200 man-hours of training were provided to operators and utility personnel.

Close to 252,000 man-hours of training were conducted to operators in all production areas, at the Honduras textile facilities.

INTERNAL TRAINING ACADEMIES

In March 2011, Gildan created an Internal Training Academy in Nicaragua to provide all direct employees the opportunity to be trained in additional technical areas such as mechanics, as well as in supervisory and instructional roles. This allows the Company to identify and train internal talent and provide these individuals with the opportunity to be promoted within the Company. The program is supervised and certified by the National Technical Institute of Nicaragua (INATEC), a governmental organization responsible for professional development. To date, more than 150 employees have graduated from our Internal Training Academy in Nicaragua.

In 2014, the program was successfully implemented at our Villanueva sewing facility. At this facility, 7 employees graduated and were promoted to mechanic positions. The program also took place at one of our textile facilities (Rio Nance 2), where 10 employees participated and 6 graduated. 2 employees have since been promoted to supervisor positions. The Internal Training Academy started in the first quarter of 2015 at the Rio Nance 4 hosiery facility and the Rio Nance 5 textile facility started in second quarter of 2015.

In 2013, Gildan created two Collaborative Training Centers in alliance with PROCINCO, the training component of the Honduran Maquila Association (AHM), and the National Institute for Professional Training (INFOP). These training centers were established under the Engineering Department's management in Honduras and were equipped with tools and real machinery in order to provide technical training for textile and hosiery knitting maintenance technicians. This training is provided through a structured program combining theoretical and practical training hours.

Since the opening of the centers, we have provided approximately 11,800 man-hours of technical training to 121 maintenance technicians. The Collaborative Training Centers are the first of their kind for textile and hosiery knitting processes in the apparel industry in Honduras.

In 2014, over 194,000 man-hours of technical training were provided in Honduras to technicians at our textile facilities. In June 2014, the Alan Cohen Technical School was inaugurated. The goal of the technical school is to help prepare better textile technicians in order to improve production levels, promote team work and create growth opportunities for graduates.

LEADERSHIP AND MANAGERIAL PROGRAMS

We also provide both on-site and off-site managerial and leadership education, as well as labour law training to our Directors, Managers, Supervisors and Coordinators in various locations. Here are a few examples of programs:

- As part of our learning initiatives to strengthen our management team in Honduras and Nicaragua, Gildan signed a collaboration agreement with the ADEN Business School to provide a 2,000-hour training program to take place over the course of 2013 and 2014. ADEN Business School is an educational institution which focuses on the professional development of managers and executives, and has strategic alliances with recognized universities and business schools in Latin America, the United States, Spain, and Switzerland. The program covers topics such as project management, negotiation skills, supply chain management and professional development. Additionally, the training program offers mentoring and life coaching, providing tools to enhance the managerial and interpersonal skills of participants. Life coaching also helps to improve participants' quality of life and develop their potential. The programs are intended for small to medium-sized groups of individuals identified as key players for the organization.
- In 2014, close to 1,700 management and mid-management employees participated in a Humanistic and Professional Certificate program to strengthen leadership skills in Honduras and Nicaragua. The program covered topics such as: local culture and responsibility awareness, principles, values and habits, effective communication, the role of the supervisor, team work and financial freedom. In order to graduate from the program, participants had to present a project to demonstrate the skills and knowledge acquired while positively impacting their facility, community or company as a whole.
- In the Dominican Republic, we started a specialized leadership program aimed at managers in order to develop competencies in areas such as leadership, strategic planning, coaching, and emotional intelligence.
- In Barbados, groups of supervisors and managers were offered training in managing conflicts as well as a specific training on the Barbados Employment Rights Act. We also started providing training sessions on behaviour and technical competencies to employees at the management level. There were 25 employees participating this year.
- In Canada, a leadership training program was undertaken in 2013 with a group of managers and directors at the corporate head office. The program included 6 sessions, each covering different topics ranging from communications skills to coaching and providing effective feedback. A second group of managers and directors was trained in 2014 due to the success of the first program. Currently, the majority of our corporate head office managers and directors have participated in this leadership training initiative. In addition to these leadership training sessions, various individual coaching sessions are also underway to address specific topics in a more detailed and personalized manner.
- In the United States, leadership development training was introduced in the Charleston and Eden distribution centers. This training focused on leadership skills, coaching, effective communication skills, delegating and mentoring for supervisors and managers. This training is carried out throughout the course of the year.

PERSONAL DEVELOPMENT

Through the Gildan tuition reimbursement program, in some countries, we reimburse tuition fees to employees who participate in continuing professional development programs offered through universities or professional associations. Gildan supports employees whose job performance and satisfaction improve as a result of the knowledge acquired through training and development programs.

In addition, at the majority of our locations, we provide language courses to employees who are required to communicate in French, English or Spanish in performing their duties.

School for Effective Parents

In Honduras, Gildan created a training program in 2013 called School for Effective Parents. The objective of this program is to support employees with training that goes beyond work-related issues. During the workshops, parents come to recognize the importance of getting to know themselves better, and then can apply the knowledge and techniques acquired to communicate in a better way with their children and family. In the first year of the program, 13 workshops of 10 hours each were held in Honduras catering to employees from all facilities.

In all, a total of 2,400 hours of training were provided, benefiting more than 100 employees and their spouses. Three internal facilitators were trained to continue implementing the workshops and open new groups in Honduras over the course of 2014. In addition, the program offered more than 835 sessions for our employees in Honduras during the course of the 2014 year.

Educadores Program in Honduras

Basic education and literacy are taken for granted in many parts of the world but unfortunately, these fundamental rights are not available in many regions. Recognizing this, since 2003 Gildan has supported Educadores, a program developed in partnership with the Honduran Ministry of Education and the United States Agency for International Development to offer primary and secondary education classes in underprivileged regions. By 2010, Gildan had expanded the program across all its textile and sewing facilities in Honduras.

In the last ten years, close to 1,000 Gildan employees have benefitted from the program and pursued their high school education while working. This includes more than 80 employees from our textile facilities, who were enrolled in the Educadores program last year.

Strengthening Basic Job Skills with the METAS Project

In October 2012, Gildan and Proyectos METAS signed an agreement to implement the METAS project with a pilot group of 70 of our Honduran employees. This initial group of participants is composed of employees who are also involved in the Educadores program. The METAS project, an initiative funded by the United States Agency for International Development (USAID), aims at strengthening basic job skills such as mathematics, information research and reading comprehension. The project, which involves a 60-hour training period, will result in the participating employees obtaining a certification for their skills. Almost 20 employees participating in the program obtained their bronze or silver certification. The rest of the employees participating have been receiving additional classes and will be taking an additional certification test early in 2014.

During 2014, an additional 11 employees received their certification.

Facilitating education opportunities for our employees

From April to June 2013, a long-distance education program was put in place at the Star sewing facility. A group of six volunteers donated a total of 204 hours to teach 34 of their colleagues during their days off. In 2013, the program was focused on the ninth grade high school level.

In 2014, 32 employees from the Star sewing facility continued studying through this program. All of them finished their ninth grade and will continue their high school studies during the course of the 2015 year.

The program is managed in conjunction with the Education Bureau through the Honduran Institute of Radio Education (IHER).

EDUCATIONAL AGREEMENT WITH A HONDURAN UNIVERSITY

In November 2011, Gildan conducted a survey at some of its facilities in Honduras regarding employee satisfaction with the work schedule. Although the large majority of our employees expressed their overall satisfaction with their work schedule, a small percentage mentioned they were experiencing difficulties finding a post-secondary academic program adapted to it. In response to this need, in February 2012, Gildan signed an educational cooperation agreement with the Universidad Tecnológica de Honduras (UTH). Under this agreement, the first one of its kind in Latin America and the Caribbean Basin, the university offers classes that are complementary to the Gildan work model. This unique agreement, along with the flexibility afforded by the Company's schedule, allows employees to initiate or continue their university studies.

In 2014, more than 300 Gildan employees from our facilities in Honduras took advantage of the agreement and were able to enroll in the university in the different career options such as industrial production, business administration, and industrial relations.

COLLABORATION AGREEMENT WITH INATEC NICARAGUA

In September 2012, Gildan signed a collaboration agreement with the Instituto Tecnológico Agropecuario (ITA), a local institute operated by the National Technical Institute (INATEC) of Nicaragua and located in Nandaime.

The agreement provides our employees working at our Rivas sewing facility with the opportunity to pursue technical studies adapted to their working schedule. This agreement allows our Nicaraguan employees to study English, administration, accounting and computer science at one of the educational institutions affiliated with INATEC. A total of 450 employees are currently participating in this program, of which 200 have finished their computer and accounting courses. These courses are sponsored by INATEC at no cost to our employees.

MY HOUSE OF KNOWLEDGE IN DOMINICAN REPUBLIC

In the Dominican Republic, Gildan created an internal training school called "Mi Casita". The main objective of this school is to provide our maintenance employees the opportunity to increase their education level and help them improve their academic profile. In 2014, 21 employees participated in this training program.

TRANSITION ASSISTANCE PROGRAMS FOR FULL TIME EMPLOYEES

In North America and Barbados, we offer transition assistance programs aiming to support employees departure from Gildan resulting from retirement or termination of employment. Full time employees that are planning to retire can consult their local service provider to discuss their retirement benefits, savings plan as well as future financial plans.

A severance benefit is also offered to employees who have experienced the elimination of their position, or a permanent layoff related to a facility closure. The severance benefit takes into account the full years of completed service for the impacted employee. As a part of each severance package, we offer an external career counseling service, which allows transitioning employees to access counseling services related to stress management, skills assessment, resume preparation, financial planning and career development.



HOME > PEOPLE > WORKING CONDITIONS > HEALTH & SAFETY

In line with our commitment to ensure our employees’ well-being and health, occupational health and safety is a top priority at Gildan. It is an integral part of our business practices, as highlighted throughout our Global health and Safety Policy. As repetitive movements are an inherent part of our manufacturing process and can lead to discomfort and possibly injuries. Gildan has implemented measures to improve our ergonomic practices at all our facilities, with a goal of mitigating worker discomfort and preventing workplace injuries.

In 2008, Gildan implemented an internal health and safety performance scorecard (Global Safety Scorecard) in order to keep track of work-related injuries as well as their severity. The scorecard covers all Gildan owned facilities and contains data related to first aid, injuries, lost-time accidents, musculo-skeletal disorders, lost work hours, work days, injury and severity rates.

The injury and severity rate indicators are based on the Occupational Safety and Health Administration (OSHA) principles. The injury rate indicator is used to show how many accidents occurred in a 200,000 hour work period while the severity rate indicator shows the gravity of the accidents during the same amount of hours worked. This severity rate is based on the number of lost days, which is an indicator of the severity of any accident.

On a global scale, 2014 saw a decrease in injury and severity rates down 26% and 27% respectively when compared to the previous year. Injury and severity rates decreased by 48% and 46% respectively when compared to our 2010 baseline year. The decrease in both rates can be mainly attributed to the improvements achieved at the three facilities which were added in 2013 as part of the Anvil acquisition, as well as our Bangladesh facility. Increased efforts deployed in 2014 to improve employee awareness as well as the implementation of preventive measures also contributed to this decrease.

Gildan’s health and safety policies and procedures have been fully integrated at the recently acquired New Buffalo Shirt Factory facility.

All Gildan owned textile facilities have built-in fire safety systems, such as sprinkler systems (with the exception of our Bangladesh facility where a fire hose system is in place), emergency exits and fire alarms, among other safety items. Furthermore, fire drills are performed at least twice per year at all facilities.

Each job in the manufacturing and distribution operations has a job safety risk analysis which has been performed

in accordance with the OHSAS 18000 standard. This analysis identifies the critical safety aspects of each job. This helps determine the training, experience, and Personal Protective Equipment (PPE) needed to safely perform the job

Board of Directors oversight of Health and Safety

Employee Health and Safety is part of the agenda for the Compensation and Human Resources Committee of the Board of Directors each quarter. The Committee reviews and discusses the quarterly Global Safety Scorecard, reviews the overall Company trends over the past 12 months, compares the key metrics (accident frequency rate and severity rate) to industry averages, and discusses important Health and Safety topics such as reviewing any progress in regard to corrective action plans in certain facilities.

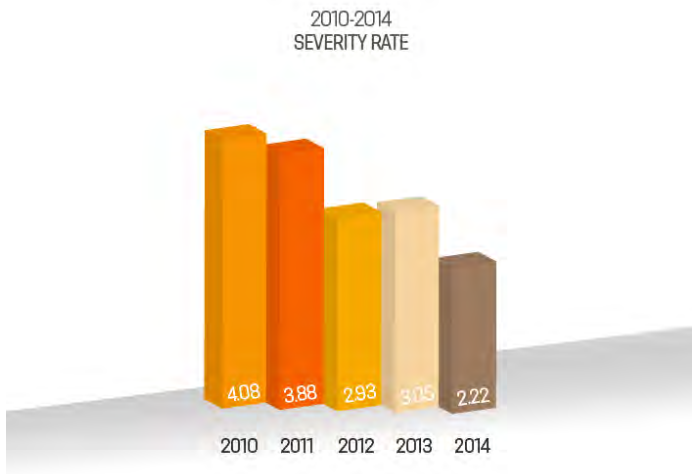
The Compensation and Human Resources Committee sets the overall plan each fiscal year and prioritizes the areas of focus. For example, if the Company begins to operate with new equipment or technology in an area in which we have no expertise, the Committee will ask for an analysis of best practices in this field and approve the approach. Most recently, this occurred as part of the Company's further vertical integration into yarn spinning.

Each fiscal year, health and safety targets are established for each of Gildan’s global operations. These targets are generally 10-20% lower than the previous year’s results as we aim for continuous improvement. Management in each facility (plant managers through supervisor) has employee health and safety as a large part of their annual operating objectives which determines their annual bonus. In addition, vice presidents in manufacturing and distribution operations review safety with plant managers and the local safety manager/coordinator on a monthly basis to measure results and trends for each facility and discuss best practices from other locations.



Data based on Occupational Safety and Health Administration (OSHA) calculations.

(Total Amount of Accidents/Total Work Hours) X 200,000
Factor 200,000 is derived from 50 working weeks at 40 hours per 100 employees.



Data based on Occupational Safety and Health Administration (OSHA) calculations.
(Total Lost Days/Total Work Hours) X 200,000
Factor 200,000 is derived from 50 working weeks at 40 hours per 100 employees.

HEALTH & SAFETY KEY PERFORMANCE INDICATOR

To measure the performance of manufacturing facilities, Gildan has developed a health and safety indicator which consolidates three of our most important safety programs: accident prevention, safety preventive observations and ergonomics. Some of the targets that are evaluated within this program include: number of recordable accidents, safety awareness campaigns, number of safety preventive observations, and implementation of ergonomic training plan and analysis of ergonomic risks, among others. Depending on the results obtained by each facility for each target, an overall score is calculated.

The health and safety indicator will be monitored on a quarterly basis to measure performance throughout the year.

HEALTH AND SAFETY COMMITTEES

Formal Health and Safety Committees, composed of managers, supervisors and production workers have been established at all Gildan owned facilities and many of our administration offices and distribution centers. These committees meet once a month to discuss preventive measures to be implemented at their corresponding location.

The committees also review any health and safety accidents that may have occurred during the reviewed period and suggest improvements to our health and safety programs. These improvements are implemented by Health and Safety Managers who are also responsible for developing related procedures at our sewing and textile operations.

Health and Safety committees are also responsible for performing employee training, as well as carrying out regular fire and safety drills.

In 2014, 94% of Gildan employees were represented by formal health and safety committees.

HEALTH AND SAFETY IN BANGLADESH

Gildan owns an integrated textile and sewing facility located near Dhaka, Bangladesh. This facility was purchased in March 2010 as a strategic initiative to service the Company's growing European and Asian businesses.

Since the time of the acquisition, we have successfully implemented our Code of Conduct and Environmental Code of Practice both of which are cornerstones of our Genuine Stewardship program. We have invested heavily in this facility in order to bring it up to par with our other facilities in Central America, the Caribbean Basin and the U.S. These investments include the installation of external fire escapes, the construction of a new water-treatment plant and the replacement/upgrade of other equipment required to bring this facility up to Gildan's global standards.

As part of the due diligence process carried out prior to the acquisition of this facility, Gildan hired a U.S.-based engineering firm to perform a physical assessment of the property and its buildings. As a result of their findings, considerable resources were allocated to reinforce the building's structure with structural steel and reinforced concrete. In addition, presently our Bangladesh building is currently being audited by safety and loss prevention specialists on an annual basis.

Our employees' health and safety continue to be of paramount importance to us. In light of the Tazreen Fashions Ltd. and Rana Plaza tragedies that occurred in Bangladesh in recent years, Gildan remains confident that the actions undertaken in our Bangladesh facility ensure the health and safety of our employees.

The facility has an emergency response brigade team which is comprised of 240 employees. One recent fire drill at our facility in Bangladesh resulted in the successful evacuation of four floors of employees in a span of six minutes.

In July 2014, Gildan was also inspected under the ACCORD program for electrical and fire safety, and building structure safety in August 2014.

HEALTH AND SAFETY TRAINING

Each year, Gildan provides a number of health and safety training sessions to employees at all levels at all of its facilities. These sessions include:

- General safety rules

- Inspection check sheets
- Emergency response and first aid
- Evacuation and rescue procedures
- Forklift security
- Industrial security training
- Fire control and prevention
- Ear protection and back safety
- Extinguisher use
- Hazardous waste management
- Work permit/lock-out/tag-out
- Personal protective equipment
- Electrical hazards
- Spill response
- Working at heights
- Chemical identification and use
- Accident reporting and investigation

Approximately 101,700 man-hours of training on health and safety were conducted in 2014.

In 2013, a group of middle management employees from our facilities in Central America and the Caribbean Basin were trained on the Safety Training Observation Program (STOP) in order to promote safety and reduce accidents at all of our facilities in these locations. More than 440 employees were trained in STOP, representing over 2,200 man-hours of training. No STOP training was provided in 2014, however, new facilities (new sewing facilities in the Dominican Republic as well as facilities from recent acquisitions) will receive STOP training in 2015.

Also, following the acquisition of the New Buffalo Shirt Factory facility, all of the staff was trained on Gildan's health and safety standards. The objective of these training sessions was to implement Gildan's Health and Safety Management System in a consistent manner throughout all company owned facilities.

In addition, more than 4,000 employees from our Villanueva sewing facility in Honduras were trained in ergonomics by medical, EHS and other staff members in 2014. Similar training sessions were also offered to more than 11,000 employees at other production facilities. These training sessions were part of the implementation of our Ergonomics program.

For more details on this program, please [click here](#).

HEALTH AND SAFETY COMPLIANCE PERFORMANCE

All Gildan-owned facilities are subject to specific health and safety audits. These audits are performed on a regular basis by in-house safety coordinators and internal corporate social responsibility auditors, in addition to external social compliance auditors.

Health and Safety Audits Conducted at All Gildan-owned Facilities:

- **Once per work shift**
 - Production work station safety
- **Once a month**
 - Cafeteria sanitary conditions
 - Facility safety
 - Maintenance and condition of equipment
 - Labelling and maintenance of chemicals
 - Housekeeping

LOCAL INITIATIVES

At Gildan, we are proud of the fact that numerous programs are developed and implemented at our locations with an objective towards improving our employees' knowledge regarding general health issues, thus contributing to their overall well-being. These initiatives are designed to address the specific needs of our employees according to their geographic location.

Staying Informed about Health and Safety

Our employees receive health and safety information through various means of communication depending on their location: bulletins, flyers, emails, meetings, Gildan TV and notification from health care partners.

Continuous Improvements in Environment, Health and Safety

In 2014, following the acquisition of New Buffalo Shirt Factory, the Environment, Health and Safety (EHS) chiefs and coordinators were trained on Gildan's environment, health and safety policies and procedures, in order to standardize practices throughout our facilities.

Cafeteria Certifications

In keeping with our commitment to provide employees with clean and hygienic cafeteria services, Gildan is implementing a food safety program (Programa Alimentos Seguros or PAS) at all cafeterias in Honduras. The program provides Gildan with useful tools to continuously improve the quality of its cafeterias and its employees' satisfaction, while reducing cafeteria personnel absenteeism due to food-transmitted outbreaks or diseases.

Through this program, Gildan has benefitted from consulting services provided by AgroBioTek Internacional, the organization responsible for the development of the program. This was complemented by training sessions on food handling, with the objectives of informing cafeteria personnel on their respective roles with regard to food safety, as well as coaching them on the auditing process to quickly detect non-conformities and how to implement corrective actions to address these in accordance with international standards.

Our San Miguel and Choltex facilities completed the implementation in June of 2011 and received their gold certification confirming that they are compliant with international standards in terms of hygienic food handling. The gold certification is the highest level that can be reached within the program. In 2012, our two Hosiery facilities and our Villanueva sewing facility in Honduras, as well as our Rivas sewing facility in Nicaragua, also obtained the gold certification.

This year, Rio Nance V in Honduras, as well as our San Marcos sewing facility in Nicaragua received the certification. The AKH and Star facilities in Honduras are currently implementing the program and are expected to receive their certification over the course of 2015. Their certification was delayed resulting from major renovations executed in the cafeterias' kitchens.

New cafeteria in Bangladesh

April 13, 2014 marked the beginning of a new year in Bangladesh. The local management organized a special lunch for the employees to celebrate the occasion, which was held in the newly renovated cafeteria at our integrated textile and sewing facility in Bangladesh. Representing an investment of approximately \$40,000, the cafeteria is now a comfortable, spacious and well equipped area, where

employees can enjoy their meals. Following the local traditions, the cafeteria was decorated with New Year festivities paraphernalia for the occasion.

Health Care Programs

In most of the countries in which we operate, public and private healthcare programs are lacking. To make up for the deficiencies in the social security systems (which includes access to medical care), Gildan physicians at each facility have analyzed public health tendencies of common illnesses (including influenza, HIV and other sexually transmitted diseases, dengue, and conjunctivitis) in the countries in which we operate. Based on the findings, Gildan has implemented preventive programs for employees, such as presentations, bulletin board postings, brochures, and loud speaker announcements.

For instance, at our facilities in Central America and the Caribbean Basin, we implemented a preventive program for respiratory illness, which is the main cause of illness in these regions due to their tropical climate. In Nicaragua, during 2012, a preventive program was implemented on leptospirosis since an increase in reported cases has been noted in the country.

In 2012, in order to further enhance our health care programs, seven additional doctors from Honduras were trained on occupational health by the Investigation and Health Studies Center of the Universidad Autónoma de Nicaragua. A total of 13 doctors were trained to date on this subject. This training program is coordinated by the Honduran Social Security Institute.

During 2014, 9 doctors and 9 nurses were certified as Occupational Hearing Conservationists (OHCs) in Honduras by the Occupational Hearing Conservation Accreditation Council (CAOHC), an organization dedicated to provide consumer safety and protection by training and accrediting those working to prevent noise-induced hearing loss. In the same period 14,454 audiometric tests were performed and 3,494 audiometric annual tests were conducted as part of the Hearing Conservation Program.

Health Days

Central America and the Caribbean Basin

We have been organizing health fairs at our Honduran facilities since 2007 and in Nicaragua since 2009. During these events, many organizations join Gildan's medical staff to provide our employees with information on various medical conditions, nutrition and other healthcare-related topics. They also receive important information on medical treatment for issues related to diabetes, orthopedics, auditory examinations, dental, ophthalmological and gynecological care, among other subject matters.

In 2014, over 5,600 employees and their families in Central America and the Caribbean Basin received free medical attention at the Company's organized health fairs. In addition, as part of the Company's continued support to our employees' well-being, a Dental Health Day was organized at one of our textile and one of our sewing facilities in Honduras with odontology students from the Honduras National University. The campaign lasted a full day, allowing employees of all working shifts to participate.

The program included informational sessions focused on prevention of tooth deterioration and free dental care and involved a total of 161 employees, of which 24 required tooth extractions and 145 needed dental cleaning and fluoride applications. Gildan covered all the expenses of the dental treatments, representing an amount of \$755.

As hypertension is a common health condition in Honduras, during the month of June, a campaign for hypertension detection and treatment took place at one of our textile and one of our sewing facilities in Honduras. The Gildan doctors provided the employees with information on high blood pressure prevention and care through power point presentations and brochures.

Thirty-one employees went through a check-up to determine their blood pressure and received instructions from our doctors regarding relevant control tests available to monitor their blood pressure periodically.

North America

This initiative also extended to our Corporate Office in Montreal, where in October 2013, employees were invited to attend a health fair organized by the Human Resources department. Eleven different organizations were on site to offer advice and information on health-related issues. More than 100 employees visited the fair during the course of the day, where they could get their blood pressure taken, or find out their body mass index (BMI), among other activities.

As part of our employee programs, our co-workers in Charleston participated in a health fair organized by the human resources department at the end of July 2014. Charlene Stevenson, Benefits Coordinator in Charleston, worked with BB&T, our insurance provider for that facility, and invited a group of health vendors to set up information booths at the facility break room, where employees could stop by to get informed.

A variety of specialists were on site, including a chiropractor, a plastic surgeon, an acupuncture specialist and a masseuse, among others. The fair lasted four hours, during which several raffles of health related prizes, such as coupons, vitamins, locally produced natural lotions, took place. The total cost of the event was a little over \$800.

Women's Health

In Honduras, our health care teams educate female employees to recognize signs of cervical cancer, and provide free testing to those who wish to be tested. Between the first campaign in 2007 and the end of 2014, 3,442 female employees have undergone cytology tests. This test was made available through a partnership between Gildan and the Honduran government, which donated the equipment required for this test.

Gildan continues to support this campaign every year in Central America and the Caribbean by providing all female employees with cytology tests at no cost. In 2014, more than 940 female employees at our facilities in that region were able to get their Pap smears and mammograms at no charge as part of this program.

At the end of September, a health campaign was launched for our female employees at our manufacturing facility in Bangladesh. The main focus of the campaign was free gynecological services, including testing and medication.

A total of 130 employees participated in the campaign in our facility clinic, where a specialist was made available. The total cost of the campaign was close to \$1,000.

Gildan's Pink Tour: Breast Cancer Awareness Campaign

Since 2010, our Central America and Caribbean facilities have developed an internal breast cancer awareness campaign called the Gildan's Pink Tour, which takes place in October. In 2014, all Gildan facilities in Central America and the Caribbean basin participated once again in the Gildan Pink Tour. Facilities were decorated in pink to raise awareness among employees. Our doctors shared important information regarding prevention, detection and treatment of breast cancer through different information sessions, creating awareness with more than 12,000 employees.

More than 500 volunteers participated in the different activities in the community aimed at spreading the word against breast cancer. Gildan joined local authorities, cancer prevention organizations and other companies during the breast cancer awareness month. Gildan also supported local artists supporting the breast cancer campaign by sponsoring an event organized by Nayla Giron, a Honduran designer, to benefit the League against cancer.

On October 27th, 2014, Gildan Honduras organized a new event called the Pink Trivia, where teams of employees from the different facilities participated in a knowledge challenge on breast cancer. More than 300 employees and their families joined the event to support their colleagues during the contest. Local artists helped bring the campaign to a close with special presentations featuring their greatest hits.

Pregnancy Workshops and Breastfeeding Clinic

In 2011, one of our nurses from our Villanueva sewing facility in Honduras was trained to develop a workshop required by the Social Security Institute (IHSS) for all pregnant employees in order to comply with the Honduran Health Secretary's standards and procedures. This workshop is also mandatory in order for women to receive an allowance during their maternity leave. The objective is to provide

pregnant women with information to help them become physically and mentally prepared to give birth and to the changes that motherhood will introduce into their lives. The workshop covers the following topics:

- Breathing techniques
- General physical preparation exercises
- Importance and advantages of breastfeeding
- Guidance on delivery phases, waiting time at home, when to go to the hospital, and high-risk situations

Among the multiple benefits of this workshop, one key advantage is that it gives employees the convenience of receiving the training at the Company's facilities over one day, compared to the four-day workshop given externally by the IHSS.

In Honduras, a total of 1,049 women participated in the workshop since its inception. In 2014, our sewing facilities in Nicaragua and our sewing and textile facilities in the Dominican Republic also provided the maternity workshops in which more than 436 female employees participated.

In October 2010, at our Villanueva sewing facility in Honduras, we also inaugurated a breastfeeding clinic to support our female employees who are returning to work after having given birth and are still breastfeeding. During the International Breastfeeding week, in August 2011, our sewing facility in Villanueva was recognized for its program.

Other facilities in Honduras and in Nicaragua also offer breastfeeding areas allowing new mothers to extract and store milk. In September of 2012, building on the success of the breastfeeding clinic implemented at its Villanueva sewing facility in Honduras, Gildan inaugurated the first breastfeeding area at its Las Americas sewing facility in Dominican Republic.

The breastfeeding area, which is decorated with pictures of our employees' babies and equipped with a small refrigerator and a comfortable chair, will benefit an average of 150 employees per year.

Pre-natal care in Bangladesh

As of February 2014, a new service became available for our female employees in Bangladesh. A pre-natal care clinic was inaugurated within the facility, to provide pre-natal care and instruction to all pregnant employees.

A vaccination program is also in place, with a main focus on tetanus vaccines to protect mother and child.

An on-site doctor and nurse are in charge of the medical attention and they also provide periodic training sessions on topics such as: special care instructions for pregnant women, exercise techniques to facilitate birth, care of the newborn and breastfeeding techniques.

HIV / AIDS Awareness Campaign

Since 2010, our Honduras facilities participated in an annual HIV / AIDS awareness and prevention campaign during which Samaritan's Purse, an international organization providing spiritual and physical aid, was invited to speak about HIV / AIDS prevention. The organization also offered on-site HIV testing for employees who wished to be tested. In 2014, more than 400 employees volunteered to be tested.

In 2013, our medical staff shared HIV prevention information to our employees through on-site HIV presentations and postings on bulletin boards within the facilities at both Honduras and the Dominican Republic.

Chikungunya fever campaign

In 2014, a campaign against the Chikungunya fever was held. Chikungunya is a virus transmitted by the same mosquito that transmits the dengue fever. Some symptoms include high fever, skin rash, head ache, back and muscle pain and arthritis. Aside from educational sessions, the facilities inspected external areas to eliminate water sources where the mosquito reproduces and they also fumigated internally and externally to eliminate adult mosquitos. This campaign has been carried along 2014, but it was further reinforced during January 2015.

Safety Bowl

At our distribution facility in Eden, North Carolina, the idea of implementing the Safety Bowl program was first raised during one of the worker-management committee meetings. Based on a football game's rules, the participating employees are divided into teams and achieve points and yardage for various safety categories such as safety inspections, no recorded accidents, no first aid accidents, and identification of team safety ideas. Similarly, teams can also be penalized for failing to comply with certain safety items. At the end of the year, the team with the most points gets a day off, as well as a trophy and plaque which are displayed in the employees' break room.

New Gildan Heroes Program

The Gildan Heroes Program's objective is to recognize the safest facility in the fiscal year using the work related injury rate as a criteria. The facility with the lowest injury rate will be selected as the safest or the Gildan Hero of the year. Additionally, the programs focuses on promoting a safety culture among employees in participating facilities to reduce the incidence of accidents. We believe that committed employees will impact the amount of injuries a facility has during the fiscal year. On a monthly basis, we will identify the facility with the lowest accumulated injury rate and we will communicate to all facilities. A trophy and a plaque will be given to the winning facility at the end of the fiscal year. The program will be implemented in 2015 in all manufacturing facilities in Central America, the Caribbean and Bangladesh.



HOME > PEOPLE > WORKING CONDITIONS > ERGONOMICS PROGRAM

Safeguarding and improving the health and safety of our employees is a priority for Gildan. It is also an integral part of our business practices. Repetitive movements are an inherent part of our manufacturing process and can lead to discomfort and possibly injuries. Gildan has implemented measures to improve our ergonomic practices at all our facilities, with a goal of mitigating worker discomfort and preventing workplace injuries.

In the textile and garment manufacturing industry, subtle hazards such as exposure to repetitive movements and vibrations, as well as incorrect posture are the main risks in the development of musculoskeletal disorders (MSDs). When compared to other industries, the occurrence of other types of acute injuries, illnesses and fatal accidents is very low. It is important to also consider that there are other non-occupational components (general health, non-work-leisure, play and physical daily living activities) that also contribute to the development and incidence of MSDs.

In 2008, Gildan began discussions with the Ergonomic Center of North Carolina (ECNC) to partner in the development and implementation of a three-to-five-year best-in-class Ergonomics Program for all our facilities. The ECNC was selected as our partner due to their leading reputation in ergonomic practices, their rigorous standards and their extensive experience with large companies operating in the apparel industry. Their specific mandate was to help Gildan identify and troubleshoot ergonomic risks.

DEVELOPING THE GILDAN ERGONOMICS PROGRAM

A senior ergonomist from the ECNC has been allocated to work with Gildan to further develop our Ergonomics Program. ECNC conducted an initial assessment in Honduras in May 2009. The initial assessment included a set of interviews with members of management and workers, a tour of four manufacturing facilities and a review of Gildan’s current Ergonomics Program, including all medical data available.

The initial assessment carried out by the ECNC, focused on thoroughly evaluating specific jobs and processes that are considered to pose a higher risk of injury to Gildan employees. The ECNC drafted specific recommendations that address hazards that are commonly associated with MSDs. These recommendations have been implemented and are now part of Gildan’s Ergonomics Program.

The Ergonomic Culture Maturity Model (ECMM) rates competency in ergonomic practices. The ECNC program provides a roadmap to help companies transition from the lower levels of ergonomics implementation into “World-class” status within periods of time ranging from three to five years.

SUMMARY OF ELEMENTS OF ECMM AND LEVELS

EIGHT ELEMENTS OF THE ECMM	LEVELS OF IMPLEMENTATION
• Injury Management • Education and Training • Program Compliance and Audit • Management Leadership • Employee Involvement and Accountability • Plant Ergonomics Team • Risk Assessment and Hazard Control • Prioritization and Analysis	• Level 1: Fire-fighting • Level 2: Reactive • Level 3: Compliance • Level 4: Preventive • Level 5: World-class

The matrix used by the ECNC includes the following key elements:

- **Employee Involvement and Accountability** to establish guidelines and implement a safety disciplinary policy which includes expectations regarding behaviours and participation
- **Management Leadership** to ensure resource availability and program measurement
- **Injury Management** to identify employees with early symptoms and to better track injury trends in order to identify root causes and mitigate risks
- **Education and Training** to support ergonomics awareness and specific training for employees at high risk
- **Program, Compliance and Audit** to implement all program components and audit performance
- **Plant Ergonomics Team** to establish multidisciplinary teams to manage the program
- **Risk Assessment and Hazard Control** to apply controls to identified risks
- **Prioritization and Analysis** to react effectively to incidents

During 2014, Gildan’s hosiery and sewing facilities in Honduras achieved level 4 – “Preventive Level” of the ECMM with the exception of the former Anvil facility, which was acquired in 2012 and thus started the implementation later on (currently at Level 3 - Compliance). During the same year, Gildan provided training in ergonomic guidelines for more than 8,000 of our employees. Textile facilities in Honduras are currently at Level 3, with the exception of the former Anvil textile facility, but continue to improve in key ergonomic elements and anticipate achieving Level 4 of the ECMM in a short period of time.

During 2014, Gildan’s Nicaraguan sewing facilities continued the implementation of our Ergonomic Program (currently at Level 3 – Compliance), with the exception of the former Anvil sewing facility. We continued to carry our activities of the Preventive level (Level 4), specifically in elements related to training of employees, medical prevention of work related injuries and hazard reduction. During 2014, approximately 5,700 employees were trained in Nicaragua.

In the Dominican Republic, the ergonomic committees continue to meet on a regular basis and in 2014, over 1,200 employees were trained in ergonomics during this time. The facilities started performing hazard analysis and controls exercises in order to meet the requirements of Level 3 - Compliance of the ECMM in 2015.

In 2013, we also began implementing the ergonomics program at our vertically-integrated facility in Bangladesh. So far, ergonomics exercises routinely take place twice a day. In addition, ergonomic mats have been provided to all standing employees and training on working postures was also provided. We expect this facility to achieve Level 2 - Reactive of the ECMM - by the end of 2015.

All facilities in Central America now have a functional Ergonomics Committee responsible for risk analysis and the implementation processes aimed at reducing potential injuries for our employees.

Once Level 5 of the ECMM is implemented in Gildan's facilities, our internal control systems will have the ability to efficiently identify root causes for injuries based on observed symptoms and pathology. On a practical level, it signifies that Gildan will be equipped to carry out measures to control hazards and mitigate risks affecting our employees.

EMPHASIZING THE IMPORTANCE OF ERGONOMICS

As part of our commitment of implementing a best-in-class Ergonomics Program at our manufacturing facilities in Honduras, Gildan also partnered with the Honduran Maquila Association, the Regional Rehabilitation Center and the ECNC to launch its new Ergonomics Exercise Program in February, 2013. The updated program includes new exercise routines developed in collaboration with all of the partners. In 2014, we completed the implementation of this new program at all our sewing facilities in Honduras, as well as on one of our sewing facilities in Nicaragua. We expect to complete the implementation at the remaining sewing facilities in Nicaragua in 2015 and the Dominican Republic by 2016.

GILDAN'S SCHOOLS FOR BACK HEALTH: A FIRST IN HONDURAS

As part of our ongoing implementation of a world-class Ergonomics Program and our commitment towards our employees' health, Gildan inaugurated three schools for back health in March of 2012. These schools were developed based on a program created by the Honduran Social Security Institute's Regional Rehabilitation Centre. Sixteen doctors and twenty-four nurses from Gildan's medical team were certified as instructors to provide theoretical and practical sessions to employees.

The goal of these sessions is to educate our employees on how to take care of their health in order to prevent back injuries thus improving their overall quality of life. Instruction is carried out in a series of 10 training sessions that include exercises that contribute to the reduction of back pain, back injury relapses and work-related medical leaves.

One of the schools for back health is located at our Rio Nance 4 hosiery facility in Choloma. It services employees at our entire Rio Nance manufacturing complex. The second school is located at Gildan's largest sewing facility in San Miguel. Our third school is located at our Villanueva sewing facility. Based on the success of the first three schools, Gildan is evaluating the possibility of opening additional schools at other Company locations.

A medical screening process conducted by our doctors will be used to select employees who will participate in this program. Gildan is the first company in Honduras to implement such a program.

As of September 2014, over 300 employees have participated in the 60 sessions offered by our schools for back health.

As a result of the success of Gildan's Schools for Back Health, we also developed a School for Shoulder Health. It was first implemented at one of one of our sewing facilities in Honduras. A total of 8 doctors and 9 nurses were trained in order to become certified as instructors. Gildan recently launched the program by providing the first 2 training sessions where a total of 13 employees attended. The School for Shoulder health is provided in the same location as the School for back health. Other facilities in Honduras and in Nicaragua will start School for Shoulder during 2015.

WORKING TOWARD IMPROVED ERGONOMICS FOR OUR EMPLOYEES: QUICK FACTS ABOUT OUR ACHIEVEMENTS IN HONDURAS

- A team of more than 45 EHS employees comprising: managers, chiefs, officers and coordinators is dedicated to raising Gildan's Ergonomics Program to the highest standard.
- Gildan has 26 doctors and 51 nurses on staff in our Central America and Caribbean Basin hubs, which are ready to meet the health needs of our employees.
- Each of our facilities includes a Health and Safety Committee and an Ergonomics Committee. Both committees are composed of approximately seven employees from various positions and departments.
- All Ergonomics Committee members are trained in MSD identification; prioritization of ergonomic stressors; root cause determination; risk analysis techniques; development of control measures; and design criteria. In addition, they interact directly with production employees to identify risks, receive feedback and implement ergonomics controls.
- Gildan and the ECNC have trained approximately 137 staff experts in ergonomics in Honduras and Nicaragua. The newly trained experts have led the efforts in the implementation of the Ergonomics Program at each facility since the inception of the program.
- To sustain the Ergonomics program full functionality at each of the facilities, more than 14,900 employees have been trained in 2014. This training includes topics such as postures; types of injuries; early symptom indicators; medical intervention; and preventive measures related to work and everyday activities.
- Ergonomics training is also included as part of the induction process for all new employees.

ERGONOMICS EVENTS IN HONDURAS AND NICARAGUA

In 2014, Gildan held its Third Annual Ergonomics Day at its San Miguel sewing facility. During the event, which lasted for two days (last day of each shift of the last two weeks of January 2014), ergonomics training was provided to employees and the new ergonomics exercise routine was implemented. In addition, one of the textile facilities in Honduras organized a Safety and Ergonomics week during the month of August where employees received training on how to use their personnel protective equipment (PPE) as well as receiving training on ergonomics.

One of our sewing facilities in Nicaragua also organized its first ergonomics awareness campaign. During the campaign employees selected a logo for the ergonomics program as well as a slogan: " Por mi salud , la familia y mi compañía trabajo con Ergonomía"- "For my health, my family and my colleagues, I work with ergonomics". Training on ergonomics was also provided during the event.

THE GILDAN COMMITMENT TO EXCELLENCE IN ERGONOMICS

As part of the initial review conducted in 2009 on Gildan's ergonomics practices, ECNC's senior ergonomist highlighted the following

observations as evidence of Gildan's commitment towards achieving a culture of excellence in ergonomics:

- Tremendous executive leadership support for creating a "peerless" ergonomics program;
- The creation of cross-functional ergonomics teams in the facilities, with the purpose of identifying potential hazards and applying controls to mitigate ergonomics risks;
- Strong medical presence in the facilities providing a proactive mechanism for employees to report discomfort and potential injuries, provide follow up and to monitoring any related symptoms;
- Employees have an opportunity to voice concerns about their work areas;
- New hire training that includes awareness training on body mechanics;
- Awareness posters reminding employees of potential job hazards;
- In addition to two standard 15-minute rest breaks, employees have two mandatory breaks per day dedicated to exercises designed to help them develop better posture and practice muscle relaxation.

FIRST ANTHROPOMETRIC STUDY IN CENTRAL AMERICA

In 2012 Gildan developed the first anthropometric study in Central America. Anthropometry is the study of the measurements and proportions of the human body. Anthropometry is an important element in ergonomics as it allows workstations to be designed to better accommodate a broader range of the general population. Working together with the Physiology Department in the Faculty of Medical Sciences of the National University of Honduras (UNAH) a sample of more than 400 people was randomly selected from our textile and sewing operations. All participants voluntarily agreed to be part of the study. As part of the study, fifty-six different anthropometric variables were measured, and twenty doctors were trained in the basic elements of anthropometry, characteristics of the instruments used and measurement conditions and common errors. Two training sessions were offered and six doctors were finally selected to carry out the study.

The study, which is widely used in developed countries, provides the average measurements and average proportions of the human body for the general Honduran population. This study allows Gildan and the industry in general in Central America, to work with industrial manufacturers so that future manufacturing equipment can be better designed to adapt to the workers in the region. The results of the study are currently being used in pilot tests to improve the adjustability of two employee workstations.

The implementation of the standards set in this study will contribute towards improving our workers' quality of life. Gildan contributed over \$6,000 toward the realisation of this project.

On March 25th 2014, Gildan made a 20 minute presentation of its first Anthropometric Study in the 17th Annual Applied Ergonomics Conference in Orlando, Florida.

In May 2014, Gildan presented the results of the first national Anthropometric Study entitled "Anthropometric characterization and health of workers in the north coast of Honduras", during a small ceremony in Tegucigalpa. The study was sponsored by Gildan and developed in collaboration with the Occupational Medicine of the Honduras National University (UNAH).



HOME > PEOPLE > WORKING CONDITIONS > HEALTH CLINICS

Gildan provides frontline healthcare to all of its employees in Central America, the Dominican Republic and Bangladesh through fully equipped medical clinics at each of our manufacturing facilities. The medical clinics operate 24 hours a day, 7 days a week. While focusing on workplace-related health issues, our medical team, composed of 27 doctors and 55 nurses worldwide are also often called upon to provide such services as pre-natal care and vaccinations.

Employees visit the medical center in the event of a minor injury or accident. Medical staff provides medical advice and general treatment for medical issues such as sudden headache, fever, diarrhea, respiratory and gastric symptoms or diseases, and general health awareness. On average, there are between 120 and 130 visits per day.

During 2014, doctors from our on-site medical clinics in Central America and in the Dominican Republic provided more than 62,741 instances of medical attention to our employees and more than 25,000 instances in Bangladesh.

In 2014:

- Over 5,400 employees from Central America and the Caribbean Basin were vaccinated free of charge against tetanus, influenza, pertussis and tetanus (DPT). The vaccines are selected based on national health statistics.
- More than 8,500 employees from Honduras and Nicaragua received vitamins and dewormers.

In addition to basic health care services, all pregnant employees are also eligible to receive medical advice related to their pregnancy through maternity workshops from Gildan's on-site medical staff in the Dominican Republic, Nicaragua and Honduras. At the majority of our facilities in Central America and the Dominican Republic, when employees register for this program, they are given training on various topics such as:

- Special care for pregnant women;
- Exercise techniques to facilitate birth;
- Care for the newborn (hygiene and preparing the home environment); and
- Breastfeeding techniques.

During 2014, 9 doctors and 9 nurses were certified as Occupational Hearing Conservationists (OHCs) in Honduras by the Occupational Hearing Conservation Accreditation Council (CAOHC). The CAOHC is an organization dedicated to providing consumer safety and protection by training and accrediting those working to prevent noise-induced hearing loss. During the course of the same period, 14,454 audiometric tests were performed and 3,494 audiometric annual tests were conducted as part of the Hearing Conservation Program.

HEALTH & WELLNESS

The health and wellness of employees is an important pillar at Gildan. We have many programs and initiatives in place across our entire organization to help manage employee health and wellness. Training and work-related stress management measures are available to all of our employees in our North America and Barbados operations through the EAP (Employee Assistance Program).

The EAP is an additional benefit provided to employees and is available on a voluntary and confidential basis. This service provides guidance to employees and their families, and provides them with the ability to talk to professionals for free when dealing with workplace challenges or personal issues (e.g. bullying and harassment, work-life balance, marital problems, and legal counseling).

Similar to the EAP, in our Central America locations, family counseling is available to employees.

At each of our operating locations we also provide localized initiatives to promote health and wellness. Some examples include:

Corporate Head Office:

- Seminars that deal with the issue of managing work-related stress;
- A Health and Wellness Fair during Health Month that includes topics such as maintaining a healthy diet, cholesterol screening, dental care and mental stress;
- Walking club and subsidized yoga classes offered on-site; and
- Discounted gym memberships are provided to all employees.

USA:

- On-site influenza vaccinations are provided at every US facility and office location;
- Discounted gym memberships are offered in Charleston, Eden, Clarence and Salisbury ;
- In Eden, employees participate in the "Get Fit Eden" program whose goal is to increase physical activity and improve the overall health of employees and residents who suffer from obesity and diabetes. Employees also participate in a company sponsored community basketball league;
- In Cedartown and Charleston, health fairs are held where employees are invited to participate in biometric screenings and have their blood pressure checked, as well as speak with local service providers that include medical, vision, dental and chiropractic care personnel; and
- In Eden and Clarence, employees participated in weight loss contests to improve overall health.

Barbados:

- Fitness classes are offered on-site;
- Healthy lifestyle initiatives are promoted by a Wellness Committee;
- Fitness and team challenges are carried out throughout the year in order to motivate employees to lead healthy lifestyles;
- Periodic health checks (weight, Body Mass Index, blood pressure, cholesterol, etc.) are offered; and
- An on-site gym is available for all employees.

Honduras and Nicaragua:

- A Gildan Soccer Tournament is sponsored between the sewing and textile facilities;

- Health campaigns, that include topics such as breast cancer and cervical cancer awareness, HIV awareness, blood donation, ergonomics, etc. are offered throughout the year; and
- Subsidized vaccinations are made available for all employees.

Dominican Republic:

- A Gildan Soccer Tournament is sponsored;
- Basketball and softball teams; and
- Subsidized vaccinations are made available for all employees.

Bangladesh:

- More than 169 employees have been vaccinated free of charge against tetanus and Hepatis B.
- 288 employees receive vitamins and calcium supplements on a monthly basis.
- A health campaign was organized where 96 women employees received a gynaecologic exam as well as medicine free of cost in case of a problem.

Our 2015 goal is to extend our wellness initiatives to all Gildan locations. Our goal includes carrying out different events that include health fairs, on-site seminars addressing nutrition and the importance of reducing stress, as well as weight loss challenges. We want to educate our employees on the importance of leading healthy lives and how these efforts will affect their overall health in the future.

On-site health clinics are available in our manufacturing hubs, where employees are cared for by certified healthcare professionals. In addition, the on-site clinics provide training for employees on safe working conditions.

Gildan's approach to providing safe working conditions is a two prong approach: raising employee awareness/involvement and having managerial commitments that support our efforts. In Gildan's manufacturing plants, over 101,779 hours of health and safety training were provided in 2014. Active safety committees, with heavy employee involvement, are present at all Gildan locations. Safety committees audit plants, discuss accidents and provide suggestions for improving safety equipment and operating procedures. Managerial commitment is illustrated through the use of the Global Health and Safety Policy that is in place in all Gildan locations.

DRUGSTORE

In May 2010, in partnership with the Instituto Hondureño de Seguridad Social (IHSS), Gildan opened a drugstore adjacent to our Rio Nance complex clinics in Honduras benefitting all employees working at the complex. The registration process for all prescriptions provided by doctors at the complex's medical clinics was subsequently automated, improving the service.

In 2014 alone, the drugstore provided the medicine needed to fill more than 119,560 prescriptions issued by our doctors at the Rio Nance complex. This represents over U.S. \$100,000 worth of medicine, offered at no cost through our clinics.

In 2014, more than \$35,000 worth of medicine was provided to our Bangladesh employees free of cost.

CERTIFIED MEDICAL CLINIC AT AKH

In July, in collaboration with the Instituto Hondureño de Seguridad Social (Honduran Social Security) our AKH textile facility opened its first medical clinic. Representatives of the Honduran Social Security delivered the official certification for the clinic and the doctor assigned to it, who was introduced during a brief inauguration ceremony. This clinic will provide medical attention to more than 800 employees at our AKH facility and will operate under the same principles as our other Gildan clinics. The AKH facility was acquired in 2012 as part of our acquisition of Anvil Knitwear, Inc.

With this new clinic, all of our Honduran facilities now have permanent, fully equipped clinics in place to provide medical attention to all our employees.

FOCUS ON HEALTH & WELLNESS IN THE UNITED STATES

As we continued to focus on wellness in 2014, our U.S. locations were encouraged to continue events from previous years that were successful through employee engagement, as well as adding exciting events that offered fresh, new opportunities to learn about personal wellness.

A much anticipated health fair was held at our yarn spinning facility located in Cedartown, Georgia. This fair, again offered on-site biometric screenings, blood pressure checks, and the opportunity to speak with local providers regarding medical, dental, vision, and chiropractic care.

In Charleston, South Carolina, a very successful health fair was also organized. This fair offered Gildan employees on-site access to in-network medical, dental, and vision providers as well as other disciplines covered by our group health plan. Employees were encouraged to engage in conversations with over 20 vendors to explore potential offerings regarding wellness assessments/visits at no additional cost.

In Eden, North Carolina, employees were engaged in a number of wellness activities including a March of Dimes walk, a Get Fit Eden wellness campaign and a Weight Loss contest.

Gildan's inaugural US wellness medical discount program was very successful. Over 93% of employees and included spouses, (those participating in our group health insurance plan) voluntarily agreed to receive an annual/routine physical prior to the deadline and provide documentation of this visit. Employees who provided valid proof of their visit were able to save \$20/bi-weekly on their coverage while those employees whose insurance plan covers their spouses were eligible for a \$40/bi-weekly savings. Our goal for 2015 is to achieve 97% participation.

In 2015, we will continue to work closely with our insurance broker and group health providers to develop a comprehensive wellness program based on statistical analysis of claims data. Based on this data, we expect to be able to evaluate a wellness program targeting high risk participants. This may result in a future modification to our group health plan in order to encourage compliance with prescription drug regimens in an effort to decrease overall costs. We will also continue to provide on-site flu clinics at all US locations, offering employees free flu vaccinations, and the added convenience of not having to make an appointment with an outside provider.

On-site Nurses

At our Charleston, South Carolina facility, our employees benefit from the presence of an on-site industrial nurse. As an integral part of Gildan's health and safety program, this nurse provides assistance with pre-employment screening requirements, assistance to employees who are injured on the shop floor, and suffer from other illnesses/injuries that may occur during the course of work. In addition, the nurse works on safety policies and procedures. The nurse's contribution has resulted in a health care program which is improved on several fronts: health and safety awareness, greater medical presence, on-site pre-employment screening, on-site work-related injury assistance, employee morale, and reduced lost time from work.

Employees at our Mebane, North Carolina distribution center have access to the services of an on-site nurse practitioner. For eight hours each week, employees can consult the nurse to address their personal health concerns, or receive a written prescription, without leaving the facility. This program has not only reduced absenteeism but has also positively impacted the Company's self-funded group health

plan, as the cost of treating minor illnesses on-site is far less than a normal doctor's office visit. These services have also allowed us to reduce overall year over year claims cost. All current and newly hired employees are encouraged to participate in a voluntary, confidential, health assessment conducted by the nurse practitioner as an alternative way to identify and treat any potential health risks that may have gone undetected.



HOME > PEOPLE > WORKING CONDITIONS > GRIEVANCE MECHANISMS

Early identification of employee-related issues is crucial to ensuring not only basic Code of Conduct compliance but also to creating an engaging workplace, by supporting effective and genuinely open lines of communication between managers and workers. This is accomplished at all of Gildan's administrative offices and manufacturing facilities through formal grievance mechanisms featuring:

- **Open Door Policy** to encourage any employee to contact management on any matter and receive immediate feedback
- Employee management **roundtables** with clear deliverables and follow-up:
 - Roundtables are organized by the management team and employees in order to identify best practices, discuss grievances, and to collectively develop an action plan for remediation
 - Provide immediate feedback to the employee
 - The frequency of the roundtables varies according to the region: monthly, bi-monthly or quarterly basis
- **Worker-management committees**
 - Several worker-management committees have been created at our various locations in order to share opinions and help manage a variety of issues in the workplace
 - In addition to the health and safety and ergonomics committees, other committees have been established and meet monthly to discuss subjects including transportation, cafeteria and environmental initiatives, or to address specific issues in a particular facility or office
 - The following are examples of committees that were created, and of some of the excellent initiatives that have been developed as a result.
 - In Honduras, an environmental committee has been created to oversee all environmental activities at our textile complex, such as recycling, reforestation, and circulation of educational bulletins
 - In the Dominican Republic, various committees were formed for employees from various shifts to work on opinion survey results and establish an action plan to work on identified areas of improvement
 - In Barbados, a staff committee is responsible for planning staff activities. It also acts as an information conduit for employees
 - In Bangladesh, a Worker's Participation Committee comprised of workers and management representatives is in place. The committee meets once every two months to discuss subjects presented by workers' representatives.
- **Suggestion boxes**
 - Suggestion boxes located on the production floor and in cafeterias at every manufacturing facility in Central America, the Caribbean Basin and Bangladesh are one of the grievance mechanisms used by the employees to report their concerns. This year, suggestions boxes will be implemented in the production areas of Gildan Apparel Canada, our most recent acquisition, formerly known as Doris.
 - Written messages from the boxes are collected every other week by a regional employee who is independent from the facility management

In Honduras, close to 3,000 suggestions were received in 2014. The majority of the concerns included issues related to the cafeteria, middle management and human resources matters. All of which could be resolved through the human resources offices.

In the Dominican Republic, we received close to 400 suggestions related to cafeteria, human resources issues and services, as well as middle management issues.

In Bangladesh, close to 120 suggestions were received which related to cafeteria services and middle management issues.

In Barbados, suggestion boxes are located on all floors in all buildings. Employee suggestions from the boxes are collected on a regular basis and addressed at the quarterly staff meetings.

We have seen an increase in the past few years regarding the number of suggestions received. We attribute this increase to the various activities that have been done to promote grievance mechanisms to employees.

For instance, over the years, many successful programs have been initiated based on employee suggestions originating from these suggestion boxes. These suggestions have included the implementation of the cooperatives program at the Rio Nance facilities in Honduras, the construction of a covered parking area for motorcycles at San Miguel, the establishment of the Green Committee in Barbados, and the installation of two ATM machines inside the facility in Bangladesh for easy payments of employee compensation.

We also believe that since all suggestions are addressed and that employees receive feedback on their ideas, there has been an increase in suggestion over the years.

- **Toll-free Integrity and Social Responsibility Hotline and website link**
 - A toll-free Integrity and Social Responsibility Hotline is available 24 hours a day, seven days a week, enabling Gildan employees to anonymously and/or confidentially report concerns in English, French, Spanish, Creole and Bengali
 - This hotline is part of our whistle blowing policy launched in 2004 and is used as a tool for reporting alleged violations of the Gildan Code of Conduct and Code of Ethics and Anti-Corruption Policy and Compliance Program.
 - The hotline is tested annually by the Company's internal audit department

In 2014, we received a total of fourteen calls related to Human Resources issues, and more precisely to labour issues and workplace conduct. Every complaint has been investigated and followed up by the Employee Concerns and Questionable Acts Committee at the Company's Head Office.

Each one of the reported complaints is investigated and followed up by management teams or, if submitted through the Hotline, by the Employee Concerns and Questionable Acts Committee. If senior management is involved in the complaint, the Board of Directors is consulted. During audits at all of our third party contractor facilities, we also verify that grievance mechanisms are effectively in place.

In 2014, we trained employees from our recently acquired New Buffalo facility in Honduras on our grievance mechanisms and Hotline.

We also introduced the Hotline and Code of Conduct and Code of Ethics to the employees at our recently acquired manufacturing facility

in Canada. In 2015, more detailed training will be provided to all employees in these locations.

USING CREATIVITY TO PROMOTE GRIEVANCE MECHANISMS

As part of the induction training provided for new employees at Gildan, we proactively advertise our available grievance mechanisms. In addition, specific training on their use is provided. Colourful posters promoting the Integrity and Social Responsibility Hotline are also in common areas on all our facilities and offices.

In 2014, the newly acquired New Buffalo Shirt Factory facility in Honduras was included in the review process used by the Interdisciplinary Grievance Mechanisms Committee. The referenced committee was originally established in 2012 and its primary function is to review all of the issues raised by all facilities and to ensure that employee concerns are appropriately addressed. This information is then shared with Directors and Vice Presidents.



HOME > PEOPLE > WORKING CONDITIONS > FACILITY CLOSURES AND DOWNSIZING

2014 was a year of global growth for Gildan. During the year, we increased our manufacturing capacity through the development of new textile, sewing and yarn-spinning facilities. There were no facility closures in 2014.

Our number of employees grew by approximately 10,000 over the course of 2014. Our total headcount at the end of 2014 was 43,323 employees.

Specific highlights include the following:

- During the 2013-2014 period, Gildan significantly invested in its yarn-spinning operations in the United States including the development of a new yarn-spinning facility in Salisbury, NC, and the construction of two new additional yarn-spinning facilities in NC (Salisbury and Mocksville).
- Once fully ramped-up, these three facilities will contribute to creating approximately 700 new jobs in the United States.
- In 2014, Gildan inaugurated a sewing facility in San Pedro de Macorís, in the Dominican Republic, thus creating more than 1,500 jobs in the region.
- In 2014, we inaugurated a new distribution center in Honduras, at our Rio Nance complex.
- In 2014, we also acquired Doris Inc. (Doris), a leading marketer and manufacturer of branded sheer hosiery, legwear and shapewear products to retailers in Canada and the United States, which operates a manufacturing facility and distribution center in Canada.



HOME > PEOPLE > WORKING CONDITIONS > UNIONS

Gildan's Code of Conduct and management team support the rights of workers to freedom of association. Gildan is currently working on a collaborative basis with various unions. The Company fully recognizes an employee's right to form or join any organization or association of their choosing, including a union, and their right to engage in collective bargaining with the Company. Approximately 9,000 of our employees are currently represented by unions worldwide. In addition, close to 8,000 (18%) of our employees are governed by a collective bargaining agreement in place between the union and the corresponding facilities.

DOMINICAN REPUBLIC

During 2013, our textile facility in the Dominican Republic continued working in a collaborative and constructive manner with the Sitragildan union despite the absence of a collective bargaining agreement due to the ongoing litigation. As previously mentioned in our 2012 report, an order from the Supreme Court of the Dominican Republic is preventing the Company from signing the collective bargaining agreement between the two parties. The Supreme Court judgment stems from a lawsuit filed by a second competing union, Sitragil, and appoints the Labor Court of Santo Domingo to make a determination as to which of the two unions, if any, represents the majority of the workers at our Dominican Republic textile facility.

Notwithstanding the ongoing litigation, the Company unilaterally implemented all economic benefits to the workers and will continue to provide the agreed upon employee benefits. We consider this matter to be effectively resolved with both Sitragildan and NGOs and are awaiting the final ruling from the courts of the Dominican Republic with respect to union representation at our facility.

CENTRAL AMERICA

At the Star sewing facility, in Honduras, a constructive dialogue between the union and management has been maintained during the year and regular monthly meetings have been conducted. A new CBA, which was satisfactorily negotiated in 2014, will be in place during 2014 and 2015.

Management and union representatives also satisfactorily renewed the CBA in place at Annic, a sewing facility in Nicaragua, which will be in place during 2014 and 2015.

A CBA was also negotiated at our two other sewing facilities in Nicaragua (Rivas and San Marcos), and will also be in place during 2014 and 2015.

Regarding the Worker Rights Consortium (WRC) report on our Villanueva sewing facility in Honduras, at the beginning of April 2013, our Villanueva facility started experiencing a shortage in its production volume due to a downward change in the market demand, which resulted in the elimination of two specific garment styles from the production process. In these instances, Gildan's approach is to maintain the employment levels at the impacted facility to the greatest extent possible and for the longest period possible despite the absence of sufficient production to support the total number of employees. Unfortunately, the facility was not able to maintain the same employment levels over the long-term, and made the difficult decision to lay off a number of workers from all areas of the facility in order to correctly balance the production lines. A total of approximately 300 employees left the Villanueva facility between May and June 2013.

The WRC's position on this unfortunate situation is that 20 individuals were terminated for freedom of association actions. Although all impacted workers at the Villanueva facility were laid off because of operational factors and in order to maintain a constructive ongoing relationship and dialogue, Gildan committed to re-hire the 20 individuals identified by the WRC. Gildan is committed to respecting workers' rights and international labour standards and approximately 10,000 of our employees are currently represented by unions worldwide. These fundamental principles are embedded in our Code of Conduct. Each of our contractual agreements with third party contractors is conditional to compliance with our Code of Conduct and the labour laws in the country in which the supplier operates.



HOME > PEOPLE > SOCIAL COMPLIANCE

Gildan is committed to achieving the highest labour practice and working condition standards. We are devoted to maintaining an open dialogue with non-governmental organizations (NGOs), members of the labour movement, and other interested parties.

A key example of our commitment as a socially responsible employer is the successful implementation of our Social Compliance Program for labour practices and working conditions at all our geographical hubs. Our Social Compliance Program was accredited by the Fair Labour Association (FLA) in 2007. Our compliance program is designed to ensure that, at a minimum, all our facilities comply with our strict Code of Conduct, local and international laws, and the codes to which we adhere, including those of Worldwide Responsible Accredited Production (WRAP) and the FLA. When external suppliers are used, they must also adhere to these codes. This is a condition for doing business with Gildan.

Our Social Compliance Program includes the carrying out of a series of internal and third party audits each year to ensure that we deliver on our commitment to our employees, customers and other stakeholders.



HOME > PEOPLE > SOCIAL COMPLIANCE > AUDITING METHODOLOGY

Gildan’s facilities have been audited for more than ten years through independent internal and external audits.

All Gildan owned and third party contractor facilities are subject to a complete internal audit at least once in a 18-month base period. As part of the continuous improvement process of our Social Compliance Program we started a pilot-project in 2014 in order to audit some of our raw material suppliers. For more details, please refer to our Audit section.

Internal audits, which are conducted on an unannounced or semi-announced basis, are conducted by internal regional monitors who are thoroughly trained on our monitoring guidelines and social compliance programs. Internal compliance auditors are selected and hired based on the job description, which includes a list of required competencies established for the position. Candidates for these positions are recruited and selected based on the identified competencies. New hires follow a series of orientation and training sessions to ensure they develop the capabilities needed to fulfill their responsibilities. Yearly performance evaluations are conducted to identify training gaps and to develop a personalized training plan designed to enhance each employee’s capabilities and continuously develop their skills. Third-party audit service provider can also be mandated by Gildan to conduct internal audits in some regions. Basic training required for all compliance staff and/or third party monitors includes:

- Understanding of the Gildan Code of Conduct
- Ability to speak the local language of their region, with the exception of Haiti where we work with an interpreter in Creole
- Knowledge of the local laws of their particular area and country
- Third party monitors work with trained staff and use either their own tools, or those of SMETA or the FLA, to conduct external monitoring
- Understanding of Gildan Corporate Citizenship Program and internal monitoring system and tools such as the Gildan Corporate Social Responsibility Database
- Involvement in FLA, WRAP or customers’ monitoring audits

Some internal audits are also conducted by third-party auditors on our behalf.

External audits are also conducted on an ongoing basis at Gildan owned and contractor facilities. These audits are performed by third party monitoring organizations, mandated by the Fair Labor Association (FLA), Worldwide Responsible Apparel Production (WRAP), Better Work and by several of our customers.

Remediation follow-ups are also conducted. These are performed by our internal monitors who are working with the facilities towards proper remediation. All evidence of remediation is verified by our auditors on an on-going basis to ensure that corrective measures have been implemented to address initial findings. The results are then updated in our internal Corporate Citizenship database. On-site follow-up audits may also be conducted if necessary.

MONITORING TOOLS

In addition to taking into account our own labour compliance requirements and best practices, our auditing and monitoring tools encompass best practices from our major retail customers.

Gildan's monitoring tools include:

- Facility self-assessment questionnaire
- Audit guidelines and management action plan
- Management interview form
- Monitoring guidelines
- Worker interview guidelines

Gildan uses a sampling methodology, based on the SMETA guidelines, to determine the number of documents to be reviewed and the number of individuals to be interviewed.

Gildan's Monitoring Guideline

NUMBER OF WORKERS (EXCLUDING MANAGERS)	LENGHT OF AUDIT	INDIVIDUAL INTERVIEWS	GROUP INTER-VIEWS	TOTAL EMPLOYEES INTERVIEWED	WORKERS FILES ANALYZED (WORKING HOURS AND WAGE COMPLIANCE)	TIME SPENT ON INTERVIEWS
1-100	1 DAY	6 (OR TOTAL NUMBER OF WORKERS IF LESS THAN 5)	1 GROUP OF 4	10	10	2.5 HOURS
101-500	2 DAYS	6	4 GROUPS OF 5	26	26	6 HOURS
501-1000	3 DAYS	12	6 GROUPS OF 5	42	42	8.5 HOURS

1001-2000	4 DAYS	20	8 GROUPS OF 4	52	52	12.5 HOURS
Over 2000	4 DAYS	30	10 GROUPS OF 4	70	70	15 HOURS

ACQUISITION DUE DILIGENCE AND INTEGRATION PROCESS

Gildan continues to expand its presence in emerging markets. As such, the role of compliance during the due diligence and integration process is crucial. In order to ensure that we continue to make responsible acquisitions,, social and environmental risks are accounted for during our due diligence process. Local Environmental and labour laws, regulatory compliance, and compliance to Gildan's internal social and environmental standards are also considered as part of our due diligence process.

Once a new acquisition is completed, we work with the newly acquired company in order to help them meet our social and environmental policies and compliance programs standards. We do so by examining any gaps on their existing social and environmental policies and compliance programs and helping them develop the corresponding action plans in order to implement any corrective actions in a timely manner. The main steps of the integration process are:

- Rolling out of the Gildan Code of Conduct and employee awareness training
- Training of auditors

Performance of internal audits

In 2014 Gildan completed the acquisition of Doris, a marketer and manufacturer of branded sheer hosiery, legwear and shapewear products to retailers in Canada and the United States. During the acquisition process, we performed a detailed due diligence process that included the review of past external social compliance audits conducted by their customers, in addition to undertaking an environmental due diligence process of our own.

We expect to complete the full integration of the acquired Doris operations to meet Gildan's social compliance standards by the end of 2015.



HOME > PEOPLE > SOCIAL COMPLIANCE > AUDITS

FISCAL 2014

Gildan’s goal is to visit 100% of its manufacturing facilities. This includes manufacturing facilities for third party contractors at least once in an 18-month period.

Audits are prioritized based on the evaluation of risk. In 2014, 81% of our manufacturing facilities were audited at least once by our internal auditors or by third party auditors on Gildan’s behalf. The facilities that have not yet been audited will be visited before the end of the second quarter of fiscal year 2015. This will ensure that all facilities have been visited at least once in an 18-month period. In addition, all new sourcing facilities have been audited prior to the start of any production for Gildan. For more information, please refer to our Methodology section.

In 2014, 244 monitoring audits were performed. This number also includes audits performed at third party contractor facilities that were not retained for production.

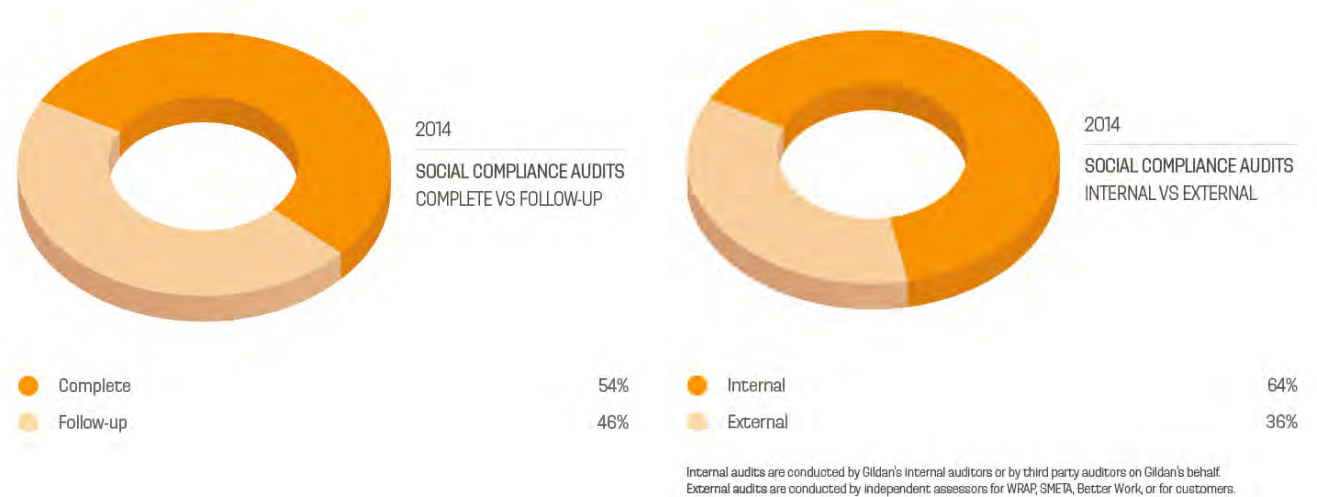
A total of 132 social compliance audits were conducted at Gildan and third party contractor facilities in the United States, Asia, Central America, and the Caribbean Basin. Of these, 80 audits were conducted by our internal auditors or by third party auditors on Gildan’s behalf. 52 audits were conducted by external auditors for WRAP, the FLA, the ILO Better Work Programme or by customers.

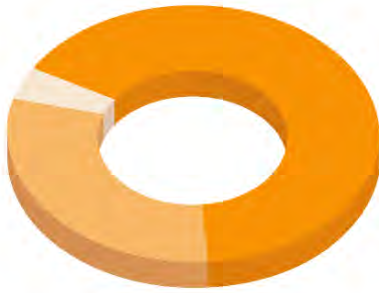
Furthermore, 112 follow-up audits were conducted at Gildan and contractor facilities. Of these, 75 audits were conducted by our internal auditors or by third party auditors on Gildan’s behalf, and 37 were conducted by external auditors for the ILO Better Work Programme.

In addition, as part of the continuous improvement of our social compliance program, and as a leading best practice, in the second half of fiscal 2014, we commenced the process of auditing key raw material suppliers. During 2014 in total, we completed the audit of five key raw material suppliers. The audits identified weaknesses in the areas of documentation of employee contracts and files, excessive overtime, health and safety and environment.

We are currently working with these suppliers in order to develop a remediation plan to address the findings. As this is a new process and a best in class standard, we decided to not audit additional raw material suppliers in 2015 as we expect to achieve similar results to what we saw in 2014.

Instead, we have decided to focus our resources in assisting the raw material suppliers we audited in 2014 in implementing and executing a proper remediation plan. Based on the success we achieve with this approach, we will re-evaluate how to best proceed in continuing with such audits in 2016.



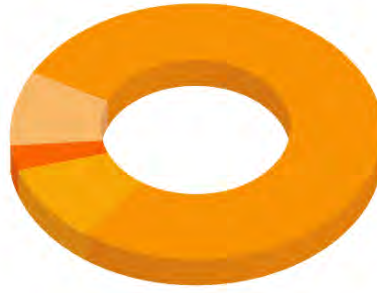


2014

SOCIAL COMPLIANCE AUDITS
GILDAN OWNED VS
CONTRACTOR AND
RAW MATERIAL SUPPLIER
FACILITIES

- Contractors
- Gildan
- Raw material suppliers

66%
30%
4%



2014

EXTERNAL SOCIAL
COMPLIANCE AUDITS

- Customers
- SMETA
- Better Work
- WRAP

78%
10%
3%
9%



HOME > PEOPLE > SOCIAL COMPLIANCE > FINDINGS

Classification of Social Non-Compliance

Non-compliances are classified as:

- **Major:** Serious violation of Gildan’s Code of Conduct, other codes and/or the law. These violations result in a severe impact on individual rights and/or physical safety. Remediation time frame: immediate.
- **Moderate:** Negative impact on workers' rights and safety (non-critical). Remediation time frame: up to two months, depending on type of violation.
- **Minor:** Low risk issues where improvement is recommended as a best practice. Remediation time frame: six months.

2014 INTERNAL SOCIAL COMPLIANCE AUDIT FINDINGS - GILDAN OWNED FACILITIES

A total of 217 labour-related non-compliances were found at Gildan owned facilities during the 2014 internal audits. Non-compliances can be classified as: 1 major (0.5%), 131 moderate (60.4%) and 85 (39.1%) minor. This represents a decrease of 7% in the total number of non-compliances when compared to the 2013 fiscal year audits.

The majority of the 2014 non-compliances found (approximately 78%) are related to health and safety issues. Due to the fact that health and safety issues are highly regulated, a large portion of our assessment questionnaire (57 %) focuses on items of that nature. . The only major finding for any of our facilities in 2014 was related to verbal harassment. A series of measures, including disciplinary actions, were undertaken by the facility’s management in order to appropriately correct this issue.

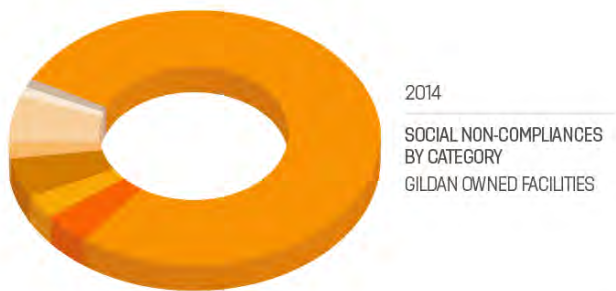
The majority of the findings at Gildan owned facilities include:

- Record keeping issues, e.g. incomplete employee contracts
- Fire safety, e.g. blocked aisles, blocked electrical panels and improper housekeeping.
 - We have found that most of the non-compliances in this area are often linked to employee negligence. Gildan works toward improving compliance in this area through the use of bulletin boards and refresher training courses, in addition to reiterating rules and procedures during health and safety committee meetings..
- General cleanliness and sanitary conditions, e.g. cafeteria hygiene and general upkeep and sanitation in facilities and bathrooms
- Machine safety, e.g. missing needle or eye guards, safety lights on lift-trucks and other missing or faulty safety devices on machines.
 - Re-training in these areas is important in order to increase employee awareness reiterating the essential nature of keeping safety devices operational on any equipment in order to ensure operator safety.
- Chemical safety, e.g. unlabelled containers.
 - For more details on this issue and its remediation, please click [here](#).

In all of the above-mentioned issues, employee, supervisor and management accountability and discipline are very important in order to enforce established rules and procedures. It is necessary to continually increase employee awareness which is why environment and health and safety training are essential. When an obvious case of negligence is observed, supervisors must also apply progressive disciplinary measures as a demonstration of their commitment to Gildan values and safety practices.

In every non-compliance case, detailed remediation plans and, where indicated, in-depth root cause analyses were implemented. We now have three years of data related to audit results in our Corporate Citizenship database. As such reliable statistics are now available to help us identify recurrent findings. With this information a presentation was prepared for middle management and upper management levels in order to share these results and discuss how we can improve and avoid their recurrence.

Audit results and findings were shared with textile and sewing management teams, whose members committed to improving CSR practices in their respective facilities. The Corporate Social Responsibility department will share similar presentations, including CSR expectations for 2015, with management to ensure the teams’ commitment to implementing best practices.



Health and safety	78%
Legal information	4%
Awareness of Company Code and policies	3%
Record keeping	5%
Grievance system	2%
Hours of work	6%
Compensation and benefits	1%
Harassment or abuse	1%

2014 INTERNAL SOCIAL COMPLIANCE AUDIT FINDINGS – MANUFACTURING CONTRACTOR FACILITIES

A total of 349 labour-related non-compliances were found at our third party contractor facilities during 2014. Non-compliances can be classified as: 13 major, 163 moderate and 173 minor. This represents a decrease of 35% in the total number of non-compliances when compared to the 2013 fiscal year audits. It is important to note that the total number of audits performed in 2014 was greater than those performed in 2013 (121 complete and follow-up internal audits at third party contractors in 2014 compared to 115 in 2013).

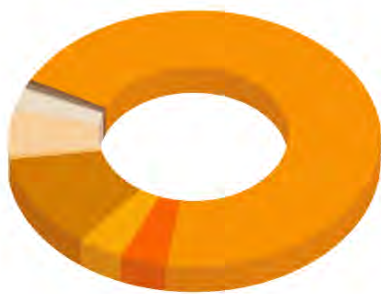
The primary findings at contractor facilities in 2014 are as follows:

- Health and safety conditions, e.g. fire safety;
- Excessive overtime, e.g. employees working more than 60 hours on a weekly basis;
- Social security payments; and
- Inconsistencies between wages stipulated in the employment contract versus actual wages paid.

81% of our contractor facilities have been audited at least once during a 12-month period. The findings reported include third party contractors with whom we conducted business over the course of 2014. Contractor facilities that have been audited, but for which no orders have been placed, are not included in the numbers reported.

Our internal auditor teams work with the facility’s management in order to assist them with corrective action plans. They also provide advice and feedback on how to better address various issues. The majority of our production needs are produced at our company owned and operated facilities, which has given us the experience to developed expertise on effective labour compliance management systems, policies and procedures. We transfer this knowledge to our contractor’s management teams in order to ensure sustainable remediation efforts and in order to better educate them on such matters.

For more details on our capacity building initiatives at our contractor facilities, please refer to our Contractors and Suppliers section.



2014

SOCIAL NON-COMPLIANCES
BY CATEGORY

THIRD PARTY CONTRACTOR
FACILITIES

Environment, health and safety	69.9%
Legal Information	4.0%
Awareness of Company Code and policies	4.3%
Record keeping	12.0%
Discipline and termination	0.6%
Hours of work	5.4%
Compensation and benefits	2.6%
Forced labour	0.3%
Freedom of association	0.6%
Discrimination	0.3%

2014 INFORMATION RELATED TO GRI INDICATORS HR4-HR5-HR6

Gildan's Code of Conduct establishes a minimum working age of 18 years. This provision allows us to ensure that no employees under the age of 18 are employed at any of our facilities as well as at the facilities of our contractors. . Even though in most countries it is legal to work at age 15 or 16, under the ILO Minimum Age Convention, 1973, many restrictions apply to young workers. For example, young workers are not allowed to perform hazardous duties or work at night (ILO Night Work of Young Person (Industry) Convention, 1919). According to our interpretation of the ILO convention on child labour, we believe that it is appropriate to exclude young workers from our facilities and have decided to set our minimum working age at 18 years.

When we acquired our integrated facility in Bangladesh in 2010, a country identified as having significant risk for child labour incidents as it has not ratified ILO Convention 138 on child labour, we conducted a complete screening of employees to confirm that they were all above the age of 18. The use of child labour is continually monitored through our internal audits or audits conducted by third parties in order to alleviate the risk of child labour incidents.

Gildan prohibits the use of forced or compulsory labour at its facilities. One finding associated with compulsory labour was identified through an internal audit at one of our third party contractors. It was related to supervisors mandating employees to work overtime. Refresher training regarding the maximum hours of work allowed as established on our Code of Conduct was provided to supervisors as a corrective action. In addition, the company policies are being communicated through the facility loud speakers on a daily basis to ensure employee awareness.

Regarding employee's freedom of association, we experienced two situations during the 2014 reporting period. Both instances were found at two different third party contractors. One was related to a statement found in the facility's Employee Manual stating the adoption of a "non-union" business model. The facility's code of conduct, as observed and posted in the facility, and Gildan's Code of Conduct state that they both recognize the right to employees to organize and bargain collectively. This issue was discussed with the facility's management and the statement in the wording of the Employee Manual was changed to ensure no ambiguity with regards to the employees' right to associate freely and bargain collectively.

In the second case, it was found that an employees' representative at a third party contractor's facility had not been democratically elected. The issue was discussed with the facility's management and a formal election took place in order to determine the employee's representative.

For more details regarding freedom of association at Gildan facilities, please consult our Unions section.

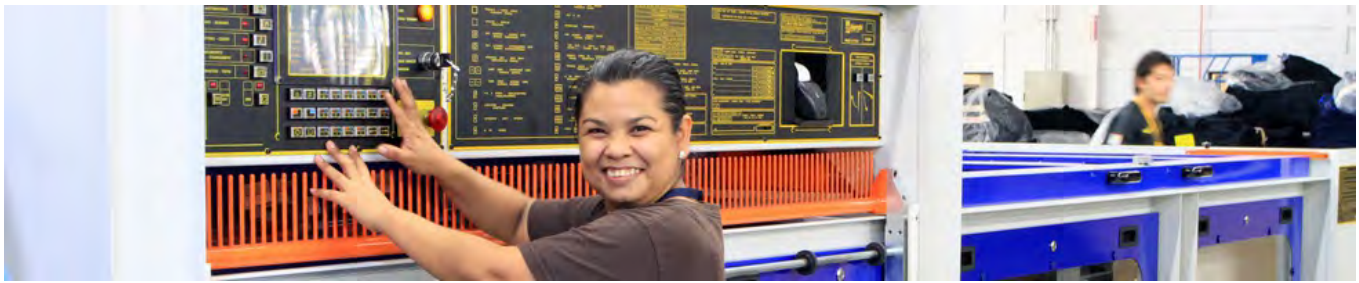


HOME > PEOPLE > SOCIAL COMPLIANCE > REMEDIATION

Corrective actions are verified through follow-up audits and through the use of our internal Corporate Citizenship database. Facilities can provide details on their corrective actions, as well as provide evidence to supporting their remedial efforts. The status of all non-compliances are reviewed and their corrective actions are reported to the Board of Directors on a quarterly basis.

Persistent or recurrent findings are given special attention in order to ensure proper remediation is implemented for these concerns as well as assess whether a persistent pattern is developing in several facilities.

In order to address recurrent issues identified in our 2014 audits, key members of the management team from each facility were trained in Gildan's root cause analysis process. Our root cause analysis procedure was revamped in 2014. Management teams in our facilities are now required to systematically identify the root causes of each of the non-compliances raised during the audit process. The main objective is to help prevent similar non-compliance issues from happening in the future. This is done by having a system in place that helps with the implementation and review of adequate preventive and corrective actions using this methodology.



HOME > PEOPLE > EMPLOYEE ENGAGEMENT PROGRAMS

At Gildan, employee engagement is at the center of our human resources strategy. We believe that an engaged workforce is one in which employee performance and retention stand out. Employee engagement can be defined as the extent to which employees feel passionate about their jobs, are emotionally connected to the company for which they work and show commitment to the organization and their role. Employee engagement is key for the betterment of any organization. This is the reason why Gildan in 2013 rolled out a global engagement survey that measured employees' emotional satisfaction and intellectual commitment to Gildan.

During the course of carrying out this engagement survey, employees from the majority of our locations were invited to participate by filling out a questionnaire which typically measures 3 key behaviors: saying positive things about Gildan, staying within the organization and striving to achieve above and beyond what's expected in their day-to-day role. Extensive analyses of the results of this survey highlighted the main strengths, as well as main areas for opportunities in terms of employee engagement within Gildan. The 2013 survey results showed high global scores relating to corporate social responsibility (CSR), employer reputation, sense of accomplishment, work/life balance and work tasks. Areas for improvement were also identified and have been currently addressed with concrete action plans that include regular follow-ups. A second employee engagement survey will be conducted in 2015. This will allow us to continue to measure our progress and continue to work on improving employee's engagement and satisfaction at Gildan.

When individuals begin working at Gildan, they become a valued member of a larger family. This is why we feel it is important for us to develop and implement various programs to better communicate with our employees, to support them in the many aspects of their lives – professional, family, and personal –, to encourage them to adopt a healthy and active lifestyle, and to recognize and reward their unique contribution to our Company.

At Gildan, we believe that such initiatives have the power to make a difference in improving our employees' quality of life at work and at home.

Here are a few examples of local initiatives.

GILDAN TV

In 2009, the Communications Department in Central America identified the need for a better and more efficient mean of communication to our employees. After conducting surveys across our facilities, television was identified as the communication vehicle of preference by our employees. Gildan TV was created in response to this survey and it has become a great tool to provide our employees with information in an easy-to-digest, attention-grabbing manner.

This closed-circuit TV system allows plant management to broadcast messages to employees through TV monitors which are located throughout our textile and sewing plants, as well as at our health clinics and cafeterias.

The content that airs on Gildan TV is mainly educational and is developed to strengthen awareness of the Company's policies, activities, employee success stories, and community programs, among other items.

In line with the positive results of Gildan TV in Honduras, this creative way of communicating information to employees was extended to other locations. As of 2012, the program is fully operational at our offices and facilities in Barbados, Charleston and Nicaragua. At the beginning of 2013, the program was launched at our Corporate Office in Montreal as well.

The Human Resources staff at each location is trained on Gildan TV software management and programming in order for them to be able to update the Gildan TV content at each facility in addition to the Communications team. Gildan TV content includes important information specific to each facility.

We now have Gildan TV in all Gildan facilities, with the exception of 3 recently acquired facilities in Honduras (former Anvil and New Buffalo Shirt Factory facilities) where Gildan TV will be implemented in 2015.

COOPERATIVES

Our Honduras and Dominican Republic sewing and textile facilities have formed independent cooperatives in order to provide an incentive and to encourage employees to accumulate savings. These cooperatives assist employees with greater access to loans, which can be difficult to obtain in these countries, and at low interest rates compared with those available through standard banking channels. Participation in these cooperatives is voluntary and may be terminated at any time.

The cooperatives operate as independent legal entities supervised by an administrative manager. All cooperatives are exclusively available for non-management employees, who freely elect a Board of Directors among themselves on a biannual basis. As the cooperatives are located within our facilities, the finance department and external auditors are mandated with ensuring they are properly managed and operated in compliance with local regulations.

In Honduras, approximately 16,570 employees are affiliated with these cooperatives. We are proud to report that in 2014, the cooperatives granted more than U.S. \$7,800,000 in loans to employees from our textile and sewing facilities.

In the Dominican Republic, Gildan is affiliated with an independent cooperative, which operates at Industrial Free Zone Las Americas, to offer this program to its employees.

In 2014, our employees in that region received a total of over 9,445 loans, which amounted to over U.S. \$1,900,000.

PERFECT ATTENDANCE LUNCHEON

Our Charleston office organized a Perfect Attendance Luncheon in November to recognize Gildan's appreciation to the hourly non-exempt employees who had a perfect attendance record during fiscal year 2014. Regular attendance at work is an important part of the success

of our operations. Many employees go above and beyond to have a perfect attendance record throughout the year.

A total of 29 employees were honoured for their perfect attendance of one, two or three years. Each recipient was invited to the annual Perfect Attendance Luncheon and also received a \$100 gift card for their hard work and dedication throughout the year.

GILDAN'S SAVING OUR FAMILY PROGRAM

Gildan's "Saving Our Family" assistance program responds to the needs expressed by many of our employees who request support in handling personal issues and family situations in a safe environment and non-confrontational manner. This program provides employees with free access to confidential counseling conducted by a certified professional specialized in marriage and family affairs. The "Saving Our Family" initiative has been in place at a number of our textile and hosiery facilities since 2009 and has fully extended to all Gildan Honduras facilities and the Dominican Republic. In 2014, the program offered more than 800 sessions for our employees in Honduras and close to 400 sessions in the Dominican Republic.

RECOGNITION FOR SUPPORTING THE ARTS

As part of our employee engagement activities, Gildan employees in Honduras and their families were once again invited to be part of the 2014 Christmas play, organized by Frances Lynch, Director of Quality and Socks Product Design & Development. This time, however, the Maquila Association of Honduras (AHM) sponsored a special presentation of the play in order to recognize Gildan for this initiative. The event was held on March 4th, 2014 at the main theatre of San Pedro Sula and attending the event were the AHM special guests, media and the general public.

Daniel Facussé, President of the AHM, presented Frances with a special recognition for organizing the annual Christmas play. The AHM also recognized Gildan for supporting the arts, culture and camaraderie among its employees.

COMMITTED TO AN ACTIVE WAY OF LIFE

Central America and the Caribbean Basin

Gildan organized its annual soccer tournament amongst its employees, both in Honduras and the Dominican Republic at the end of 2013. Family, friends and colleagues supported the participants, who played with passion, enthusiasm and team spirit.

In Honduras, our San Miguel sewing facility team was the champion in both women's and men's categories. In the Dominican Republic, the Power Sox team of Dortex won first place. The final matches in both countries were played at the beginning of December.



HOME > PEOPLE > EMPLOYEE ENGAGEMENT PROGRAMS > EMPLOYEE VOLUNTEERING PROGRAM

Each year, Gildan organizes several employee volunteering activities at our various locations. For instance, reforestation activities are annually held in Honduras, Nicaragua and in the Dominican Republic. Gildan teams contributed to their communities by painting a school's walls in Honduras, delivering school supplies and toys to children in Central America, or serving meals to the elderly in Nicaragua.

In Canada, the Company provides support to employees who volunteer their personal time to community projects through The Gildan Employee in the Community Program, in which Gildan makes a donation in cash to the organizations where employees participate in volunteer work.

GIVING SMILES WITH GILDAN

Every holiday season since 2005, as part of the Giving Smiles with Gildan program, our employees in Honduras volunteer to deliver brand new toys generously donated by the employees to underprivileged kids living in neighborhoods in close proximity to our facilities.

In 2014, our employees at the different locations once again participated in this activity.

In Honduras, more than 80 volunteers participated in delivering over 3,700 toys to three different children's orphanages in the community of Bijao and Rio Nance, where our textile and hosiery facilities are located.

In Nicaragua, 150 volunteers of our sewing facilities distributed over 5,000 toys to the children of the surrounding communities of Tola, San Marcos and Masatepe.

GLOW RUN

Gildan's Glow Run is an initiative that originated in Honduras in 2013. It consists of a volunteering sports event organized in collaboration with a community partner, where employees and their families are invited to join a marathon and make a voluntary contribution to a selected cause. Gildan then matches the amount collected by employees to make a more significant donation. The purpose of this initiative is to encourage our employees to have an active lifestyle and support organizations in their communities that provide a service everyone can benefit from.

The 2014 Gildan Glow Run 5K was launched on August 22nd with the presence of local authorities, community sponsors and others, in San Pedro Sula. During the event, Gildan employees and the surrounding community were invited to participate in this unique event to raise funds for the Mario Rivas regional hospital.

More than 6,000 runners and volunteers participated on September 20th 2014, in the 5K run to raise funds for the hospital. The participants donated more than \$25,000 to the hospital and enjoyed an unprecedented event filled with music, sportsmanship and good vibes. More than 1,000 Gildan volunteers participated donating more than \$3,000 to the cause.

Gildan was a sponsor of the event with a contribution of \$5,000 to cover logistics expenses.

In 2014, the Glow Run event was extended to our Dominican Republic operations. The marathon was organized to raise funds for the Asociación Dominicana de Rehabilitación (Dominican Rehabilitation Association), which helps children with disabilities in the community of Guerra.

A total of 850 employees participated in the event and a final contribution of approximately \$30,000 was presented to the organization. Freddy Barrantes, our Country Manager for the Caribbean, announced the contribution during a private ceremony at the Dominican Rehabilitation Association, stating that "Our main purpose is always to support education, the quality of life of individuals and the rights of children, especially those children who live in communities where we operate".

RUNNING WITH A PURPOSE

In June 2014, Gildan Honduras partnered one more time with La Prensa, one of the main newspapers in Honduras, for the Running with a Purpose marathon. This annual event is now part of Gildan's employee volunteering activity in the country.

All Gildan participants make a personal donation to the cause and the individual contributions are fully matched by the Company.

This year, the event supported the Good Samaritan Home for Children, an organization that provides home and medical attention for children with mental disabilities and who have been abandoned by their parents. Gildan participated with 388 volunteers and pre-sented a total donation in excess of \$7,000 to the Good Samaritan Home for Children.



HOME > PEOPLE > METRICS

CLASSIFICATION OF GILDAN EMPLOYEES WORLDWIDE BY GENDER AND AGE GROUP

	MEN	WOMEN	18-29	30-50	50+
2014	53%	47%	60%	37%	3%

GILDAN EMPLOYEES WORLDWIDE BY REGION AND GENDER

	Men	Women
ASIA	43%	57%
CARIBBEAN BASIN	60%	40%
CENTRAL AMERICA	54%	46%
EUROPE	32%	68%
NORTH AMERICA	47%	53%

GILDAN EMPLOYEES WORLDWIDE BY EMPLOYEE CLASSIFICATION

	2014	2013	2012	2011	2010
TEMPORARY	0.6%	0.8%	1.2%	2.4%	1.8%
PERMANENT	99.4%	99.2%	98.8%	97.6%	98.2%

WORK-RELATED INJURY AND SEVERITY RATES 2010-2014

	2014	2013	2012	2011	2010	2009
INJURY RATE	0.28	0.38	0.25	0.41	0.54	0.92
VARIANCE INJURY RATES	-26%	52%	-39%	-24%	-41%	
SEVERITY RATE	2.2	3.05	2.93	3.88	4.08	8.05
VARIANCE SEVERITY RATES	-27%	4%	-24%	-5%	-49%	



Gildan has now transitioned the majority of its steam generation plants from fossil fuels to biomass steam generation in Central America and in the Caribbean Basin.



Since 2008, Gildan has planted more than 36,500 trees and 23,000 shrubs.



Since 2010, Gildan has decreased its waste sent to landfill by 21% and recycled or repurposed 90% of our total waste.

HOME > ENVIRONMENT

At all operating levels, Gildan is aware of the fact that we operate as part of a greater whole: the environment in which we live and work. This translates into a heightened sense of responsibility to preserve our existing environmental resources and to implement processes designed to reduce, the impact of our activities on our surroundings.

In an era of growing resource depletion and environmental degradation, a narrow, compliance-based approach will not generate the kind of results we need to reduce our environmental footprint and insure our long-term competitiveness. Neither will it help improve the lives of those who work with or live near us. Gildan is committed to continuing to develop innovative environmental solutions that make the best use of our manufacturing facilities while continuing to focus on operational excellence.

Gildan's environmental program accomplishes two core objectives: reduce our environmental impact and preserve the natural resources used in our manufacturing processes.



ENERGY

Improving energy efficiency to reduce our environmental impact

Gildan is committed to reducing our reliance on fossil fuels by finding alternate sustainable energy sources and production processes.



WATER

Optimizing our water use throughout our processes

We are continually devising ways to minimize our water use and enhance the quality of our wastewater effluent.



EMISSIONS

Creativity in finding alternate sustainable energy sources

Gildan is committed to reducing its greenhouse gas emissions through energy conservation efforts.



WASTE

Continuously reducing waste through reuse and recycling

One of our key objectives with regard to environmental sustainability is waste reduction through recycling and the establishment of waste prevention measures at all stages of the production cycle.



BIODIVERSITY

Preserving the health of our ecosystem

At Gildan, we are passionate about not only preserving, but enhancing the environment in which we live and work.



POLICIES AND PROCEDURES

Developing strong guidelines to lead our actions

Gildan has put in place specific tools and programs to implement our environmental practices and ensure we meet our environmental sustainability objectives.



ENVIRONMENTAL COMPLIANCE

Going beyond legal requirements

We implemented a number of evaluation and verification methods to ensure that we are compliant with all applicable environmental laws and regulations, as well as our internal Environmental Policy.



HOME > ENVIRONMENT > GOALS & TARGETS

GHG Reduction Goal

Goal

Gildan will reduce the GHG emissions intensity resulting from its owned operations, per kg of product, by 20% as compared to the baseline year of 2010.

Timeline:

2015

Progress:

Last year (2013), we realized our 2015 GHG reduction goals ahead of schedule with a 32% reduction of GHG emissions intensity from our owned operations, per kg of product (goal was 20% compared to 2010 baseline). This year, we maintained, and continued to exceed our GHG goal, reducing emissions by 45% since the 2010 baseline.

For more details, please read our GHG emissions section.



Energy Reduction Goal

Goal

Gildan will reduce the energy intensity resulting from its owned operations, per kg of product, by 20% as compared to the baseline year of 2010.

Timeline:

2015

Progress:

In 2014, we decreased energy intensity by 2% from our 2010 baseline. However, we remain confident that we can meet our target by 2015 through the implementation of new energy efficiency projects. For more details, please read our Energy section.



Water Reduction Goal

Goal

Gildan will reduce the water intensity resulting from its owned operations, per kg of product, by 10% as compared to the baseline year of 2010.

Timeline:

2015

Progress:

Since 2010, Gildan has decreased its water intensity by 4%. The main project that was identified in order to reduce our water consumption was the brine recovery system which would allow us to recycle water and reuse it in our processes. Once this project is fully ramped up, we expect to achieve our 10% reduction target. For more details on this project, please read our Water Efficiency section.



Waste Reduction Goal

Goal

Gildan will reduce the volume of waste sent to landfills resulting from its owned operations, by 20% as compared to the baseline year of 2010.

Timeline:

2015

Progress:

Last year (2013), we realized our 2015 waste reduction goals ahead of schedule with a 25% decrease in waste sent to landfill from our owned operations (goal was 20% reduction compared to 2010 baseline). This year, we maintained, and continued to exceed



our waste goal, reducing waste sent to landfill by 21% since the 2010 baseline. For more details on our waste management, please read our Waste section.

Policies and Procedures

Goal

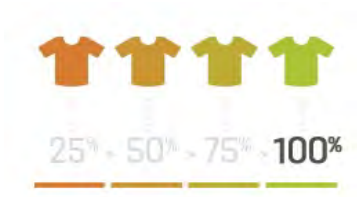
Complete the development of Gildan’s environmental management system to comply with the ISO14001 standard in Honduras.

Timeline:

2013

Progress:

We completed the revision and implementation of our Environmental Management System (EMS) to be aligned with the ISO 14001 standard in Honduras as well as in Nicaragua, exceeding our goal by completing the implementation in Nicaragua in addition to Honduras.



New Goal

Complete the development of Gildan’s environmental management system to comply with the ISO14001 standard in the Dominican Republic, Bangladesh, Canada and the United-States.

Timeline:

2016

Progress:

In 2014, we started the implementation at our facilities in the Dominican Republic and Bangladesh. We will also start this implementation at our facilities in Canada and the United-States in 2015.





HOME > ENVIRONMENT > ENERGY

Energy consumption is directly linked to greenhouse gas emissions and climate change. Gildan's main sources of energy include biomass, bunker fuel and electricity. Bunker fuel and biomass are used primarily to heat water necessary for our dyeing and compacting process and are classified as "direct energy". The balance of required energy comes from purchased electricity, which is classified as "indirect energy". Our textile and hosiery facilities as well as our yarn-spinning facilities in the United States account for a large part of the electricity we use. Gildan has recently established the following reduction target: reduce energy intensity resulting from our owned operations by 20% by 2015 from our 2010 baseline.

In 2014, we decreased energy intensity by 2% from our 2010 baseline. However, we are still confident that we can meet our target by 2015 through the implementation of new energy efficiency projects which we identified, and which are further described below.

In 2014, energy intensity (GJ per kg of products) decreased by 6% across all Gildan facilities. This decrease is mostly attributed to the expansion of our biomass steam generation system at our Rio Nance complex.

Gildan plans to achieve its 20% energy reduction target by continuing to implement energy efficiency projects. Energy reduction projects include the installation of high efficiency steam absorption chillers which will run on steam that is produced by our biomass steam generation expansion. The expansion was completed in 2014. As the absorption chillers project fully ramps up at our Honduras Rio Nance complex, we expect to see a significant reduction in energy use, allowing Gildan to use 100% of the supply demand of steam from the biomass to chill water, which was previously done by using purchased electricity.

In 2014, the global energy consumption for all our facilities and offices, including direct and indirect energy, was approximately, 6,187,582 gigajoules, compared to 5,554,790 gigajoules in 2013:

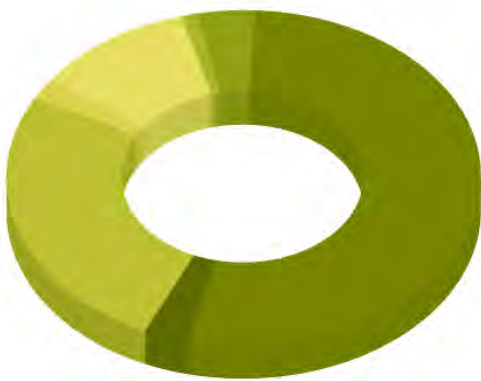
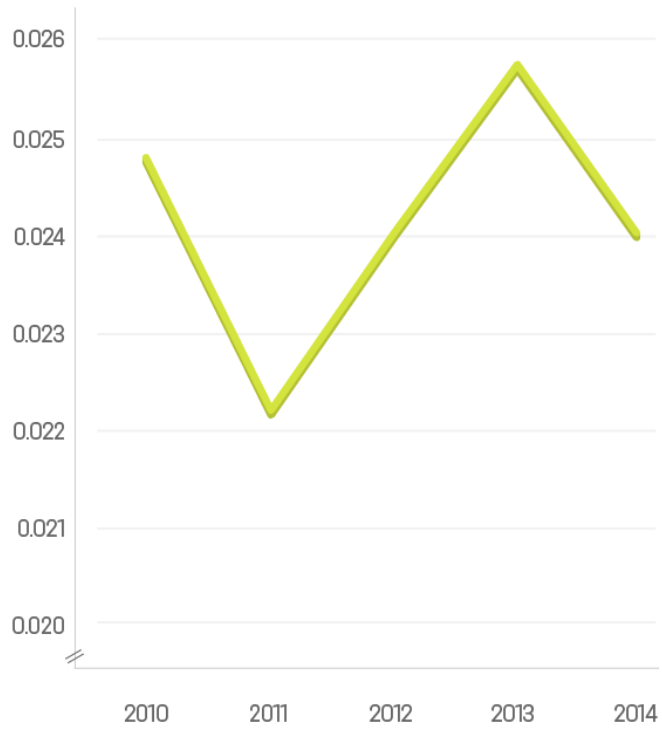
74% of the energy consumption was from direct sources, distributed as follows

- Biomass (53%) Fuel Oil (11%)
- Natural Gas (4%)
- Liquefied Natural Gas (LNG) (3%)
- Diesel (2%)
- Propane (1%)
- 26% of the energy consumption was from indirect purchased electricity sources

2014 saw the continued reduction of bunker fuel consumption. 2014's reductions represent a 17% decrease from 2013 and a 70% decrease since 2010. This is largely attributed to the increased use of biomass as a replacement for bunker fuel.

Gildan's numbers have been normalized according to an adjusted baseline to include mergers, acquisitions and divestitures since 2010. For more details on the methodology used for the baseline adjustment, please refer to our reporting section.

2010-2014
ENERGY INTENSITY
(GIGAJOULE PER KG OF PRODUCTS)

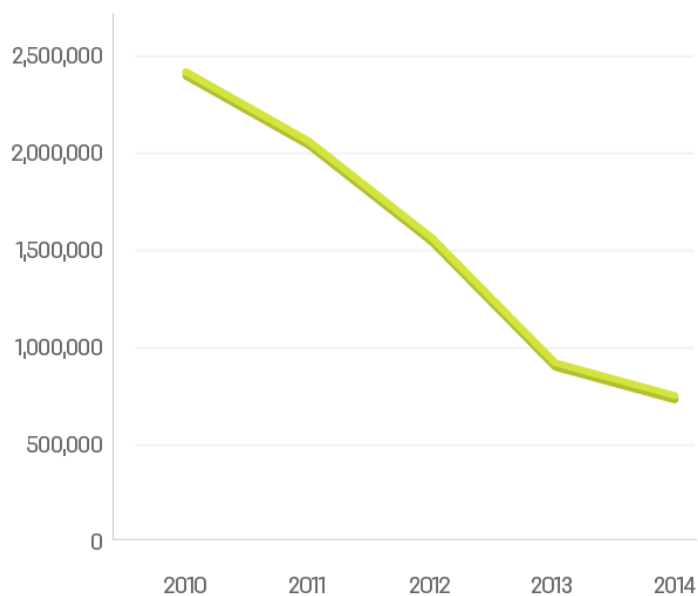


2014

ENERGY CONSUMPTION
BY SOURCE

Diesel	2%
Fuel oil	11%
Propane	1%
Natural gas	4%
Biomass	53%
Liquid natural gas	3%
Electricity	26%

2010-2014
BUNKER FUEL CONSUMPTION (IN GIGAJOULE)
GILDAN OWNED FACILITIES



2014

ENERGY CONSUMPTION
BY PROCESS

Distribution centers	2%
Hosiery manufacturing	10%
Textile manufacturing	74%
Sewing operations	3%
Yarn spinning	6%
Integrated manufacturing	4%
Others	1%



HOME > ENVIRONMENT > ENERGY > RENEWABLE ENERGY

Like most manufacturing facilities in the countries in which we operate, the energy source used by our plants has traditionally come from fossil fuels, particularly bunker oil. Fossil fuels have been the focus of much attention in recent years as they generate greenhouse gas emissions, which have a damaging effect on the environment, thus contributing to global warming. In addition, fossil fuels are non-renewable, and increasingly costly resources.

Gildan has now transitioned the majority of its steam generation plants from fossil fuels to biomass steam generation in Central America and in the Caribbean Basin.

In the Dominican Republic, the system substitutes fossil fuel with biomass such as agricultural residues and selected packaging and production leftovers.

In Honduras, the burning biomass consists of a variety of agroforestry residues – mainly African Palm –, cultivated crops harvested from agricultural energy plantations and non-fossil industrial residues from Gildan's production processes.

In 2014, 53% of Gildan's total energy was powered from renewable sources.

KEY BENEFITS OF THE AGRICULTURAL ENERGY PLANTATIONS' BIOMASS SYSTEMS

- The dedicated energy crops plantations provide numerous and diversified jobs in urban and rural areas, reducing migration flow to the cities.
- The energy from plantation-grown biomass is considered a carbon neutral process, therefore, it does not contribute to global warming and climate change.
- Biomass crops combustion generates less ash than coal with the advantage that the generated ash can be used as organic soil fertilizer.
- Biomass crops contain very low levels of sulfur.
- Biomass crops are a local source of fuel, independent of fluctuating oil prices. Their use in developing countries greatly reduces economic pressures resulting from oil derivatives and increases the country's energy autonomy.
- Biomass is a reliable, long-term fuel supply.
- Biomass supports the development of agro-industries for the production of renewable and clean energy.



HOME > ENVIRONMENT > ENERGY > ENERGY EFFICIENCY PROJECTS

Improving energy efficiency and thereby reducing our environmental impact remains a priority at all of our facilities.

Gildan's current condensate return rates at all of its textile and hosiery facilities in Central America and the Caribbean Basin are close to 90%, and close to 70% at its Bangladesh integrated facility, which translates into substantial conservation of both energy and water. Condensate is the liquid resulting after steam energy has been used in a heat transfer process. Condensate is warm water containing chemical additives that can be reused to produce steam, at just one-third of the cost of generating steam from fresh water and new chemicals.

Much of the energy consumed in our processes is used to heat the water used in the fabric dyeing process. Several heat recuperation systems have been incorporated into the condensate return loop, boiler's surface and bottom purges - used to clean solids accumulations. By using these heat recovery systems, we are able to pre-heat water and have it available when required by our different processes, thus reducing the amount of steam needed to reach the process temperature. This way, Gildan reduces its energy consumption costs and engages in effective water conservation.

GILDAN'S ACHIEVEMENTS IN REDUCING VARIOUS TYPES OF ENERGY CONSUMPTION

2014 Achievements

- Gildan installed hot water heat recovery systems with lint filtration at all of our textile facilities. This project resulted in over 15,700,000 kwh annual savings. In addition, this process which filters the lint by using water, also allowed us to reduce 6,171,452 m3 of water over a one year period. Furthermore, the lint recuperated by the filtration system resulted in a reduction of up to 70% of all the solid material contained in the wastewater sent to the Biotop lagoons for treatment. This helps in improving the Biotop's efficiency in cleaning our facilities' effluents.
- We completed the expansion project for our biomass steam generation system at our Honduras Rio Nance complex. This system allows us to supply 100% of the steam required at all of our textile facilities in addition to providing the steam required for the air conditioning of our textile facilities. This became possible because we replaced our current electrical chillers with high efficiency steam absorption chillers. The new chillers run primarily on steam produced as a result of our biomass steam generation expansion. We expect annual savings of approximately 40,000,000 kwh. However, a more exact figure will be available at the end of 2015.

Past Achievements

- Hot water heating projects were completed at all of Gildan's textile and hosiery facilities in Central America and the Caribbean Basin. A similar project is planned at our Bangladesh integrated facility for 2015. Also noteworthy, the bunker heating control system and condensate recovery process at our three textile facilities and two hosiery facilities in Honduras have resulted in a savings of approximately 10,000 gallons of bunker fuel per month.
- Exhaust heat recovery units have been installed at the top of each dryer at one of our hosiery facilities in Honduras. The captured heat is then recirculated back into the dryers, thus saving energy and reducing dry times, which improves throughput. Overall, with this measure alone, energy use has been reduced by 45% at this facility. A similar project at one of our textile facilities also allowed us to reduce energy use by 10% at this facility.
- For one of the stages of production, we have changed from cold water use to hot water use at all of our textile and hosiery facilities in Honduras, thus reducing our bunker consumption by 200 gallons per day. Instead of filling the machines with water at a temperature of 25°C to 30°C and then heating that water to 80°C with steam, we now use water at a temperature of 45°C to 50°C and heat it to 80°C, which reduces the need for the use of steam.
- At our San Miguel sewing facility, at one of our hosiery facilities and at our newest textile facility, all in Honduras, and also at two of our sewing facilities in Nicaragua, the lighting system was changed from 75W lamps (wattage originally installed in the facilities) to 59W lamps. This reduced our energy consumption without impacting workers' vision, safety or production quality.
- Skylights have been installed at our three textile facilities in Honduras to improve the lighting of the facilities with natural light. We also upgraded the lights at one of our textile facilities in Honduras which has been put on photo cells control, reducing the time that lighting is turned on. We expect this upgrade to generate approximately 2,400,000 kwh in annual energy savings.
- The vacuum system has been optimized at two of our hosiery facilities in order to reduce the pressure required during use. This was achieved by closing up all unnecessary outlets in the vacuum system, and has resulted in a total annual energy savings of approximately 688,000 kwh.



HOME > ENVIRONMENT > WATER

Water is consumed extensively in our dyeing process. For this reason, we are continually devising ways to minimize our water use and enhance the quality of our wastewater effluent as well as aiming to recycle more water throughout the various stages of our manufacturing processes. In addition, we are continuing to research programs designed to enable water recycling. In 2012, Gildan established the following target related to water consumption: reduce water intensity resulting from Gildan owned operations by 10% by 2015 from our 2010 baseline. Since 2010, Gildan has decreased its water intensity by 4%.

The main project that was identified in order to reduce our water consumption was the brine recovery system which would allow us to recycle water and reuse it in our processes. Once this project is fully ramped up, we expect to achieve a 400 m³/day reduction in water consumption. This would allow us to achieve our water reduction target by the end of 2015.

For more details on this project, please refer to our Water Efficiency section below.

WATER CONSUMPTION

Global water consumption from all facilities and offices was approximately 20,325,080 m³ in 2014.

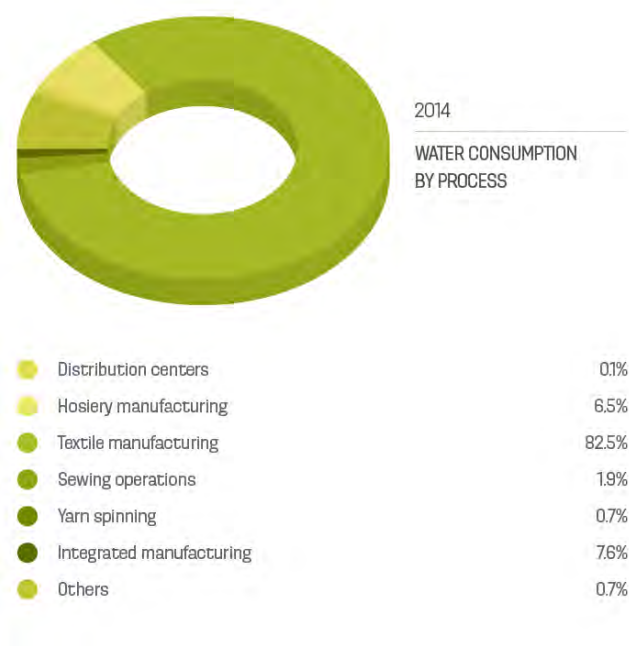
Based on the U.S. Environment Protection Agency's  Best Management Practices for Pollution Prevention in the Textile Industry, our water consumption represents a good average for the textile industry. Gildan sources the vast majority of its water needs from wells (99%) and only a small percentage is supplied by the city (1%).

The textile facilities consume 82% of Gildan's total water demands, mostly as a result of our dyeing process.

It is important to note that no water source is significantly affected by the withdrawal of water: our withdrawal amounts are below 5% of the annual average volume of any given body of water. We do not withdraw water from any Ramsar-listed wetlands or water bodies that are recognized as being particularly sensitive.

Gildan's numbers have been normalized according to an adjusted baseline to include mergers, acquisitions and divestitures since 2010. For more details on the methodology used for the baseline adjustment, please refer to our reporting section.

The "Others" category includes our water consumption from our administrative offices, chemical production unit, retail stores and industrial park services.



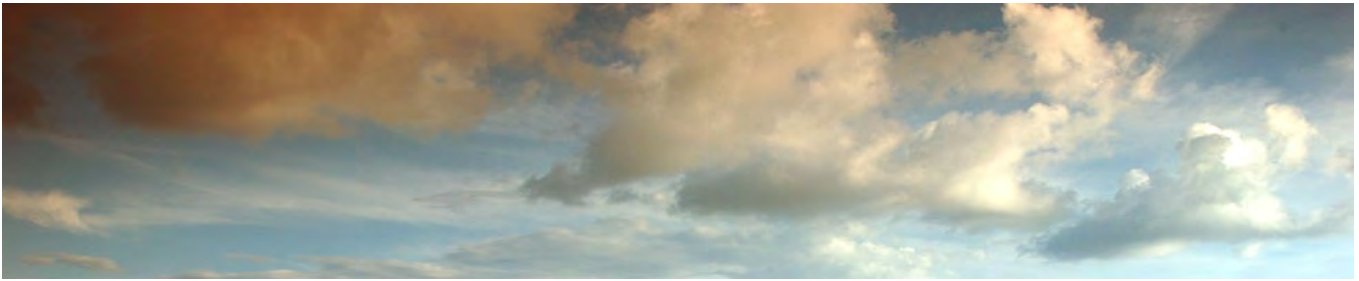
WATER EFFICIENCY

As demonstrated in the various life cycle assessments (LCAs) that we have conducted in the past years; water consumption and disposal have significant environmental impacts. We are continuing to focus our efforts on reducing water use.

In 2013, we completed the construction of a brine recovery system at one of our textile facilities in Honduras. The purpose of this system is to mechanically recover the salt from the dye house effluents that contain the highest concentration of salt. The salt and water are then reused in various stages of our dyeing process. This system is now working and is able to transform dark effluent into transparent effluent.

We are now evaluating the timeline for the implementation of such a system at our textile facility in the Dominican Republic.

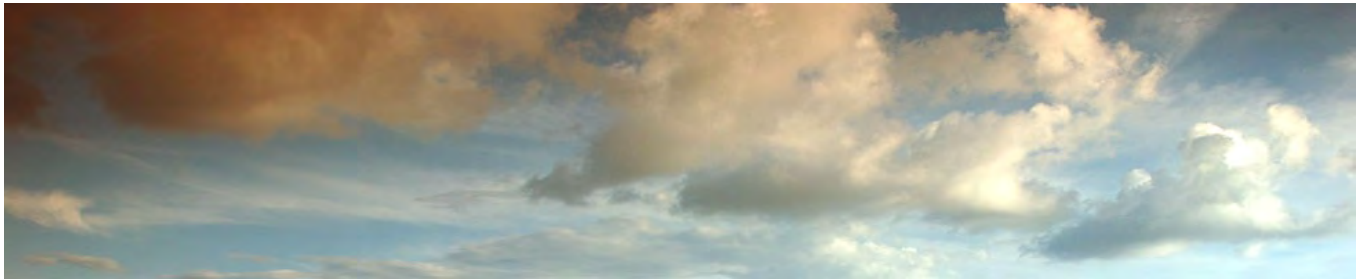
We are currently finishing the needed interconnection piping to the textile facilities in Honduras to incorporate the recovered clear brine through our centralized brine preparation station, which is under construction. By the end of 2015, we will start to recycle the water into our processes and once fully operational, we expect to save approximately 400 m³/day of water at each of the facilities in which this system is implemented. Should this system be efficient as expected, we expect to reach our 10% water consumption reduction target.



HOME > ENVIRONMENT > EMISSIONS

Through its various manufacturing processes, Gildan generates different types of air emissions and potential discharges into the environment. Air emissions typically include but are not limited to greenhouse gases (GHG). While potential discharges into the environment include wastewater and other chemicals through spills into the soil and/or ground and surface water.

Gildan manages these emissions through detailed procedures contained in its Environmental Management System (EMS). Environmental impacts due to air emissions and potential discharges into the environment are prevented and mitigated through the use of this system.



HOME > ENVIRONMENT > EMISSIONS > GHG EMISSIONS

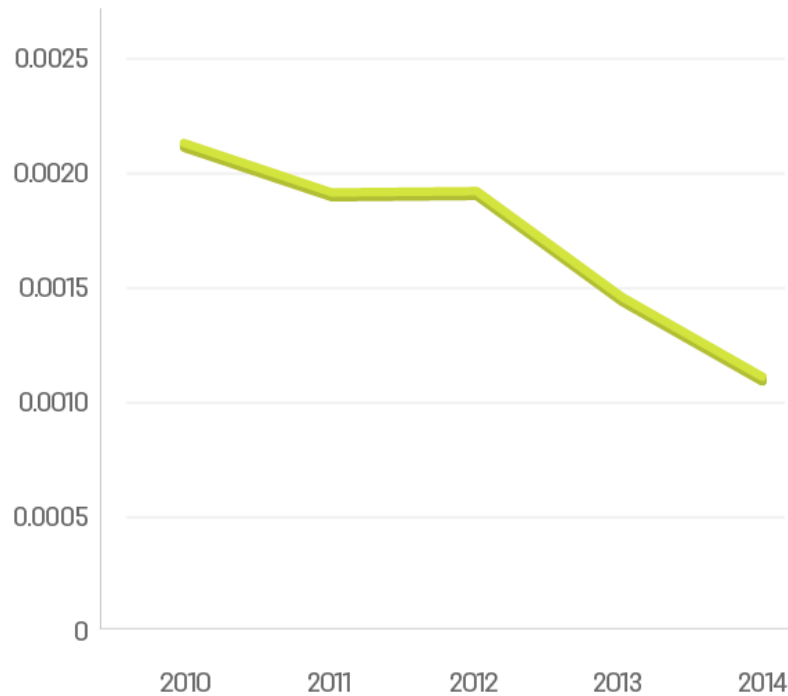
The relationship between energy consumption and climate change has been widely recognized. This new reality poses a number of legislative, physical and financial risks to our operations.

Gildan is committed to reducing its GHG emissions through energy conservation efforts. We also aim to reduce our reliance on fossil fuels by finding alternate sustainable energy sources and production processes. This will not only reduce our environmental footprint, it will also lower costs and improve our operational efficiencies. In 2012, Gildan established the following target related to GHG emissions: a 20% reduction in GHG emissions intensity resulting from our owned operations by 2015 when compared to our 2010 baseline. Since 2010, Gildan has decreased its GHG emissions intensity by 45%. In 2013, we achieved our 2015 GHG reduction goal ahead of schedule with a 32% reduction of GHG emissions intensity resulting from our owned operations, per kg of product (20% reduction goal when compared to our 2010 baseline). In 2014, we continued to exceed our GHG goal by reducing GHG emissions by 45% when compared to the 2010 baseline. We mainly attribute our continuous GHG emissions decrease to the gradual conversion from bunker fuel to biomass.

At Gildan, we continually strive to establish more efficient processes in our operations. We do so in an effort toward achieving the goals set for our 2010-2015 period. In the next year, we will continue to work to set new energy, waste, water, and GHG emissions reduction goals for 2016 and beyond.

Gildan’s numbers have been normalized according to an adjusted baseline to include mergers, acquisitions and divestitures since 2010. For more details on the methodology used for the baseline adjustment, please refer to our reporting section.

2010-2014
GREENHOUSE GAS EMISSIONS INTENSITY
(IN TONS CO₂EQ BY KG OF PRODUCTS)



MEASURING GHG EMISSIONS

We have been measuring GHG emissions since 2006 at Gildan owned facilities and offices. Gildan has also been participating in the Carbon Disclosure Project since 2008. Concurrently, we have concentrated our efforts on the implementation of energy efficiency projects as well as renewable energy initiatives, such as the biomass project, in order to reduce our GHG emissions.

In 2014, the global absolute GHG emissions from all facilities and offices, including from both direct and indirect emissions, were reduced

by 6% when compared to those of 2013. Specifically, in 2014, our absolute GHG emissions were measured at 299,553 tCO₂eq, compared to 317,108 tCO₂eq in 2013.

- 32 % of these emissions were direct emissions
- 68 % were indirect emissions from purchased electricity

Gildan’s GHG emissions intensity (tons of CO₂eq per kg of products) across all Gildan facilities decreased by 21% when compared to 2013.

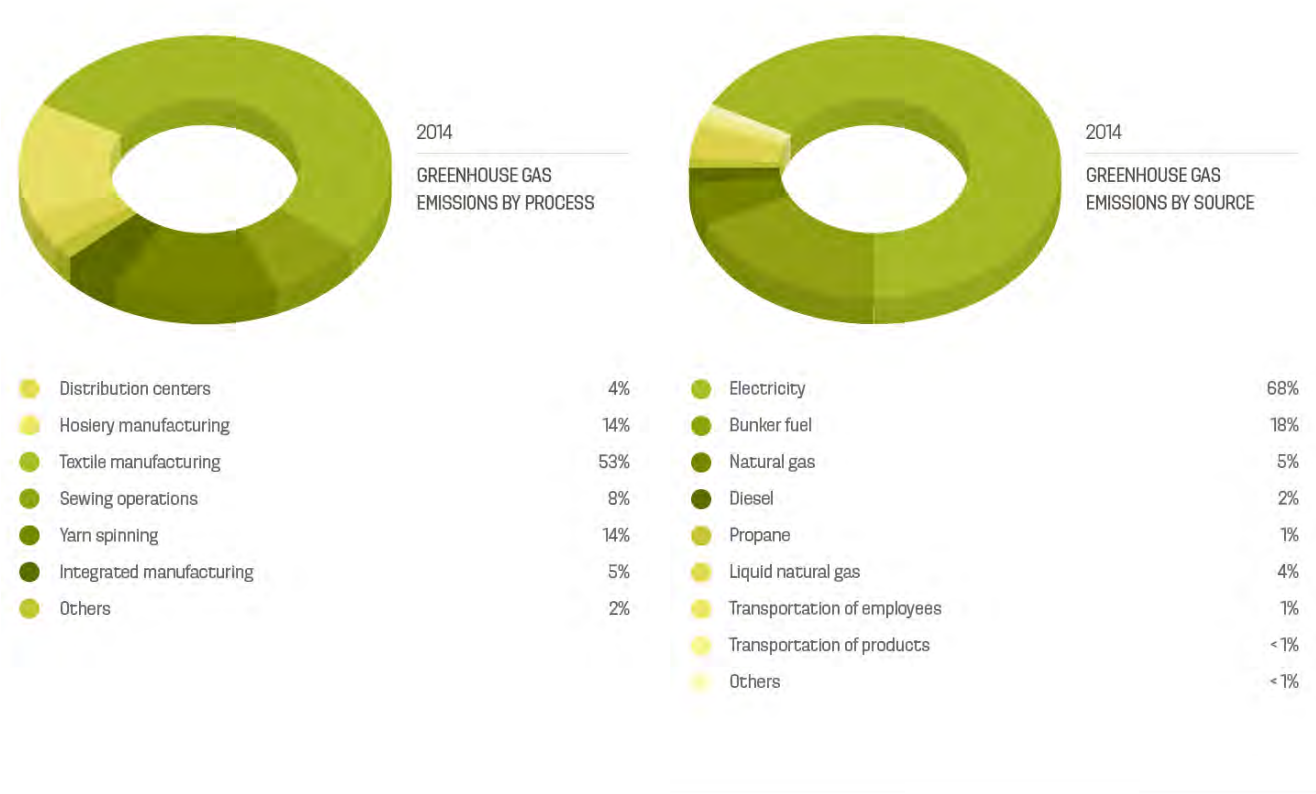
Direct GHG emissions originate primarily from:

- Purchased electricity;
- Combustion of fossil fuel used to generate electricity, heat and steam, transportation of raw materials and finished products and transportation for employees using Gildan owned vehicles;
- Fugitive emissions, mainly from the handling and use of refrigerants.

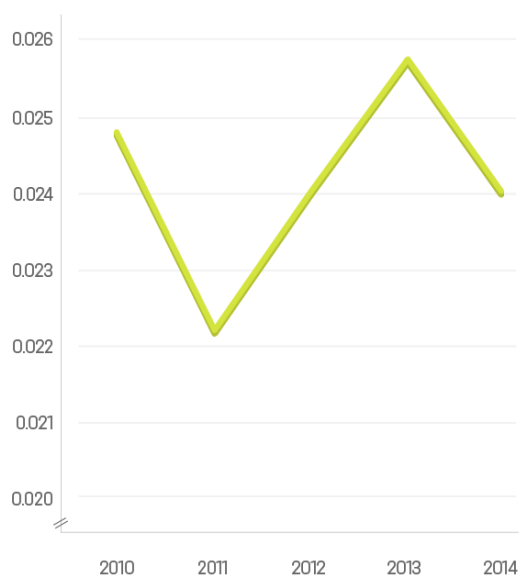
Each activity has a specific source of GHG emissions. Electricity represents the main source of emissions for all our operations. Bunker fuel remains the second source, despite the fact that we have converted a significant proportion to biomass.

Absolute indirect GHG emissions are generated at sources owned or controlled by other organizations with the use of purchased electricity.

The “Others” category in the Greenhouse gas emissions by process graph includes our GHG emissions from our administrative offices, chemical production unit, retail stores and industrial park services.



2010-2014
ENERGY INTENSITY
(GIGAJOULE PER KG OF PRODUCTS)



RISKS RELATED TO GREENHOUSE GAS EMISSIONS

Our manufacturing plants generate air emissions which are controlled by the installation of specific chimneys and filters. In 2014, the environmental protection requirements with regards to the Company's operations did not have a significant financial or operational impact on our capital expenditures, earnings and competitive position. To manage Gildan's exposure to regulatory changes, we continue to work with our local management teams. Our teams are regularly informed of potential changes to regulations that might be instituted by local governments. This allows us to be proactive and to continue improving our processes and technologies.

Physical impacts related to climate change can affect individual facilities. Most of our facilities are located in geographic regions that are exposed to the risk of, and have experienced in the past, hurricanes, floods and earthquakes. Naturally, such events could have a material adverse impact on our business. To manage the physical risks mentioned above, Gildan has built its facilities to withstand difficult climate conditions and are above the 100 year flood lines.

Our facilities have been constructed on raised land, using structural design and materials capable of resisting hurricanes. In addition, the Company is protected by an insurance policy that covers loss of assets and business interruption in the event of natural disasters such as earthquakes, hurricanes and floods. Our local management teams monitor climate conditions on a regular basis and adequate emergency response plans are implemented at all sites, in order to protect employees and assets in case such natural disasters occur.



HOME > ENVIRONMENT > EMISSIONS > WASTEWATER MANAGEMENT

Water is consumed extensively in our dyeing process as well as chemicals. For this reason, we have a strong interest and responsibility to reduce the impact of water use associated with our processes as well as using chemicals that do not contain substances that are harmful to humans or the environment. We are continually devising ways to minimize our water use and enhance the quality of our wastewater effluent as well as aiming to recycle more water throughout the various stages of our manufacturing processes. In addition, we are continuing to research programs designed to enable water recycling.

THE GILDAN BIOTOP SYSTEM

Gildan has created a highly efficient biological wastewater treatment system, referred to as the Biotop, at its Honduras and Dominican Republic facilities. The Biotop system has been in use since the facilities’ inception, in 2002.

The purpose of the system is to treat wastewater through a series of lagoons. The lagoons naturally stabilize the wastewater’s pH. Gildan’s Biotop wastewater treatment process has yielded excellent results while maintaining an extremely rich ecosystem just beside our production facilities. Some of the important advantages of Gildan’s Biotop over traditional chemical- based treatment systems include:

- Bacteria virtually eliminate dyes and chemicals
- No additional chemicals are introduced into the system
- Virtually no incremental energy is required to process the effluent
- No harm is done to the aquatic life in the receiving river and its ecosystem. In fact, several species of birds and fish have been spotted in the lagoons area
- Water treated by this biological system is suitable for agricultural use in surrounding communities which in fact helps local farmers
- The system does not consume fossil fuels
- The 40-day retention time in the system protects against sudden changes in production or accidental spills of dangerous liquids in the production process
- Water entering the local ecosystem is free of all contaminants and is continuously monitored for compliance with local requirements
- The clean water is then released into a drainage channel that flows into the nearest river

Wastewater sent for treatment to the Biotop is monitored in accordance with the following indicators: biological oxygen demand (BOD5); chemical oxygen demand (COD); pH; total dissolved solids (TDS); total suspended solid (TSS); oxygen; oil and grease; temperature; coliform bacteria; colour; nitrogen Kjeldahl; nitrogen ammonia; phosphorus; detergents; phenols; sulfide; and heavy metals. Gildan does not discharge water into any protected rivers and/or wetlands.

Strict controls are enforced on all the effluents discharged from our wastewater treatment plants. Each treatment facility is required to meet the local discharge regulations in addition to Gildan’s effluent corporate standards. Gildan’s corporate standards were created to establish a baseline for all effluent discharged into the environment as a result of our production processes in all our facilities. In manufacturing operations located in countries where there is no specific regulation for the wastewater treatment or where the regulations are very basic, Gildan’s manufacturing facilities are required to meet the stringent corporate standard.

To develop this standard, we carried out a benchmarking exercise in which the regulations of all the countries in which we currently operate were compared. In addition, widely-accepted international standards were also considered, and in most cases, the highest norms were selected to become Gildan’s Corporate Standard.

The table presented below is an example of parameters we monitor at the point of discharge of various wastewater treatment systems, including our Biotop locations, effluent treatment plants (ETPs) and biological reactor. For each of these parameters, the table shows our own corporate standard, as well an average of our measurements for the 2014 year for all Gildan wastewater treatment systems. Gildan’s performance for each of the parameters listed was in compliance with Gildan’s Corporate Standard, with the exception total suspended solids (TSS) which slightly surpassed our corporate standard.

Parameters

	CHEMICAL OXYGEN DEMAND (COD) [MG/L]	BIOLO-GICAL OXYGEN DEMAND (BOD ₅)[MG/L]	TOTAL SUSPEN- DED SOLIDS (TSS) [MG/L]	NITROGEN KJELDAHL [MG/L]	PHOS- PHORUS TOTAL [MG/L]
GILDAN CORPORATE STANDARD	200.00	50.00	50.00	30.00	5.00
HONDURAS STANDARD	200.00	50.00	50.00	30.00	5.00
DOMINICAN REPUBLIC STANDARD	150.00	50.00	50.00	30.00	5.00
BANGLADESH STANDARD	200.00	50.00	150.00	100.00	8.00
NICARAGUA					

NICARAGUA STANDARD	250.00	100.00	100.00	NA	NA
GILDAN AVERAGE 2014	168.28	40.83	55.82	10.06	3.71

NA: Not available since the local regulation does not require this parameter to be tested for this type of process.

USE OF A BIOLOGICAL REACTOR TO ENHANCE THE EFFLUENT TREATMENT PROCESS

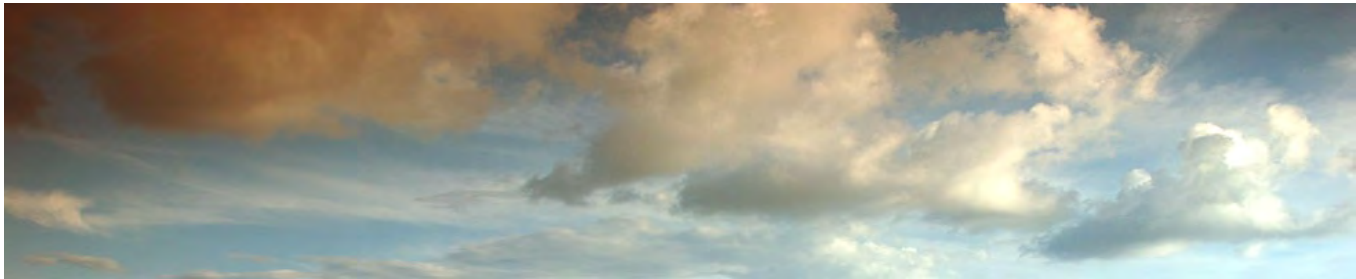
Following the success of our Biotop system, Gildan completed the construction of a new biological reactor for the treatment of the effluents from our most recent textile facility (Rio Nance V). The new system began operations in December 2014.

As part of our commitment to reducing our environmental footprint, while continuing to maintain operational efficiency, Gildan determined that biological oxidation represents an advantageous wastewater treatment process for the above referenced facility. Biological oxidation provides effective wastewater treatment at a low operational cost. The biological reactor will work in tandem with the Biotop system in order to guarantee a continuous and safe wastewater treatment system. Gildan’s biological reactor represents an additional environmental safeguard and socially responsible solution.

When researching options for the new effluent treatment plant at this facility, Gildan sought for an optimal solution based on the following criteria:

- Environmental friendliness as respect for the environment has been at the core of Gildan’s operating procedures;
- Reliability: the chosen system must run 24/7 and must comply with the latest environmental regulations at all times;
- Long-lasting and leading-edge equipment from industry leaders is installed at Gildan facilities. This allows for maximum reliability for the continuous support of our production processes.

The biological oxidation reactor chosen met the above criteria. In addition, since it does not require significant space, this system optimizes land use as it does not require a significant operating land footprint.



HOME > ENVIRONMENT > EMISSIONS > OTHER EMISSIONS

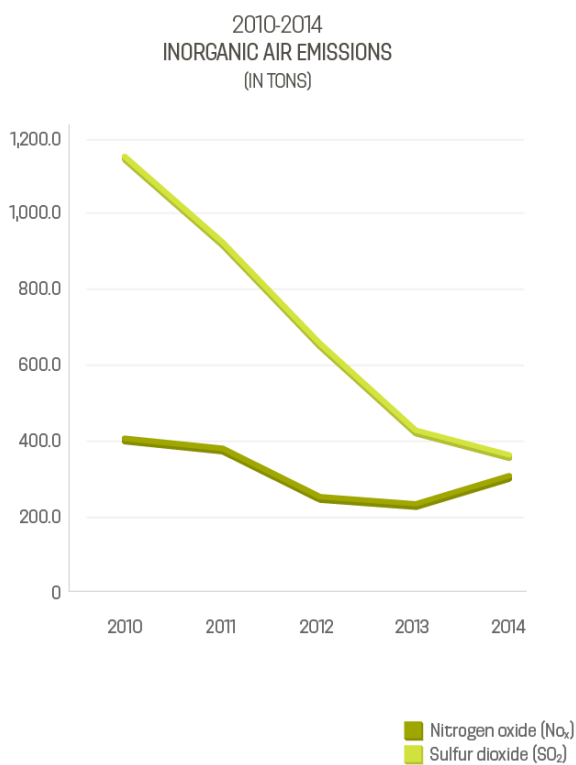
INORGANIC AIR EMISSIONS

In 2014, our inorganic air pollutant emissions totaled 654.5 tons, a reduction of more than 8% (59.5 tons) when compared to 2013's emissions. Sulfur dioxide (SO2) represents 56% of the total inorganic compound emissions while nitrogen oxide (NOX) represents the remaining 44%.

From 2010 to 2014, Gildan has achieved a 67% decrease in SO2 emissions. Gildan's substitution of bunker fuel with biomass for the boilers located at our textile facility in the Dominican Republic as well as at our hosiery and textile facilities in Honduras have contributed to the decrease of SO2 emissions.

Bunker fuel, primarily used for heat generation during the dyeing process, and diesel fuel, used by the generators to produce energy when necessary, are the two main contributors of our total inorganic air pollutant emissions.

Of note, our nitrogen oxide (NOx) emissions exhibited a 4% increase in 2014 when compared with 2013's emissions (285.6 tons vs 273.8 tons). This small increase was caused by the rise of diesel consumption at the integrated facility in Bangladesh. Since 2010, Gildan achieved a 31% decrease in NOx emissions.



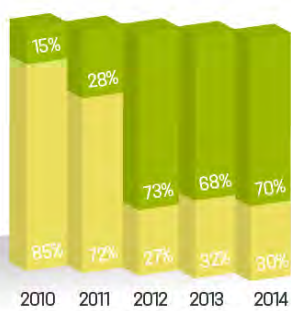
INVENTORY OF OZONE DEPLETING SUBSTANCES

Gildan is committed to taking proactive measures towards the elimination of hydrochlorofluorocarbons (HCFCs) in our processes. To this end, Gildan conducted its first inventory of ozone depleting substances (ODS) in 2010.

This action allowed us to identify that HCFC-22 refrigerant, also known as R22, is the most common ODS found in our facilities. R22 is primarily used in our oldest air conditioning units. In 2014 our ODS inventory saw an decrease of 2% (32% to 30%) when compared to 2013. The observed decrease was due to the continuous effort of Gildan in order to minimize the use of ODS in our facilities.

Gildan is committed to minimizing the use of synthetic refrigerants, such as the R22 refrigerant. These types of refrigerants will not be used in any of our new installations. Natural refrigerants will be the preferred alternative for all new refrigeration equipment. HCFCs in existing equipment are being phased out when refilling becomes necessary. Based on this policy, going forward, all refrigerant replaced in all our existing installations will no longer contain HCFCs.

2010-2014
TOTAL REFRIGERANTS QUANTITY (IN %)



■ Non ozone depleting substances - Hydrofluorocarbons (HFC)
■ Ozone depleting substances (ODS)



HOME > ENVIRONMENT > WASTE

At Gildan, one of our key objectives with regards to environmental sustainability is waste reduction through recycling and the establishment of waste prevention measures at all stages of the production cycle. Proper waste management is essential as Gildan uses a variety of materials in its processes and it is important to ensure materials are reused and recycled to the greatest extent possible, and the remainder is disposed of in a responsible manner. Waste minimization, reuse, and recycling activities are fundamental to Gildan's operations.

In 2012, Gildan established the following target related to waste: 20% reduction in waste sent to landfills resulting from our operations by 2015 when compared to our 2010 baseline. Since 2010, Gildan has decreased its waste sent to landfill by 21%. In 2013, we achieved our 2015 waste reduction goals ahead of schedule with a 25% decrease in waste sent to landfill from our owned operations (20% reduction goal when compared to 2010 baseline). In 2014, we continued to exceed our waste reduction goal by reducing waste sent to landfill by 21% when compared to the 2010 baseline.

At Gildan, we continually strive to establish more efficient processes in our operations. We do so in an effort toward achieving the goals set for our 2010-2015 period. In the next year, we will continue to work to set new energy, waste, water, and GHG emissions reduction goals for 2016 and beyond.

In 2014, we also managed to recycle or repurposed 90% of our total waste.

We attribute the achievement of our waste to landfill reduction target to:

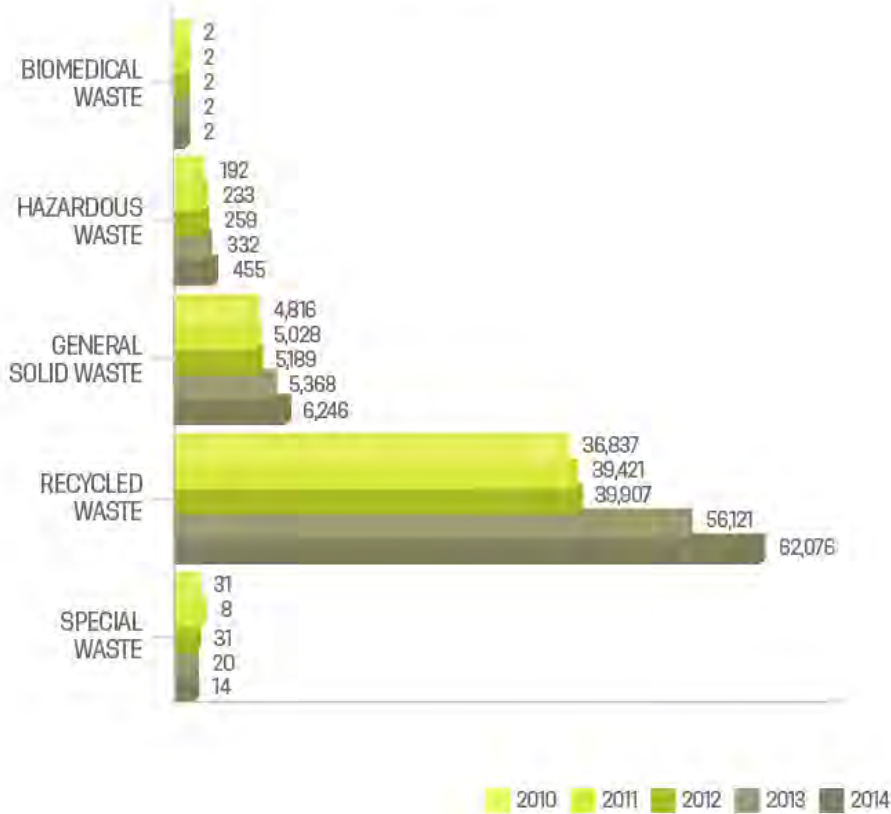
1. An increase in the % of recycled waste at our facilities. This includes waste from the production area and at our cafeterias following an awareness campaign to recycle products used in our cafeterias.
2. An increase in the % of the recovered waste that we generate at the production area. For example, cardboard, wood pallets and reels of yarn are used as biomass in our boilers.

Gildan's Waste Management System was developed in 2007 and implemented over the course of 2008 and 2009. It is based on the 4R-D concept: Reduction, Reuse, Recycle, Recovery, and Disposal. It consists in identifying and quantifying all waste by type and weight on a monthly basis, and ensuring effective waste management and control.

Implementing this Waste Management System involved several key steps representing best practices, which were communicated to supervisors and production staff at each of our owned facilities through comprehensive training sessions. Dedicated on-site environmental staff support key steps of the program, these include

- Overview of waste classification;
- Processes for handling each type of waste;
- Site-specific information for cafeteria, office and facility waste reduction and streaming;
- Creation of additional facilities to store waste where necessary;
- Processes for documenting and reporting waste data;
- Identification of the impact our business has on the environment;
- Identification of opportunities to continue raising awareness and integrating waste management practices.

2010-2014
WASTE BY TYPE
(IN TONS)



Gildan's Waste Management System includes best practices designed and based on our own corporate standard. They include, at a minimum, legal requirements in the countries in which we operate.

Gildan's numbers have been normalized according to an adjusted baseline to include mergers, acquisitions and divestitures since 2010. For more details on the methodology used for the baseline adjustment, please refer to our reporting section.

The special waste category includes domestic batteries (disposable and rechargeable batteries), industrial batteries, construction, renovation and demolition waste, information and communications technology waste (ICT) and fluorescent lights.



HOME > ENVIRONMENT > BIODIVERSITY

The number and diversity of vegetation and animal species constitute a key indicator in measuring the health of any ecosystem, as they ultimately influence the quality of life of the people living in or adjacent to this ecosystem.

Our Environmental Management System (EMS) includes a Biodiversity and Soil Use procedure which specifies that for every tree we cut, we plant ten. When the need to cut a tree arises, the facility must ensure that they have the environmental permit to do so. In addition, each instance must be recorded along with the total number of trees planted to replace the trees cut.

In 2014, only one tree was cut. Each year Gildan voluntarily organises reforestation activities in many of the communities where our facilities operate. Gildan also plants trees and shrubs outside of these organized employee led reforestation activities. In 2014, Gildan planted more than 5,300 trees along with over 2,200 plants and shrubs through reforestation activities led by our employees, thus going well beyond its commitment to plant ten trees for each tree cut.

Since 2008, Gildan has planted more than 36,500 trees and 23,000 shrubs.

GILDAN EMPLOYEES: MAKING AN ENVIRONMENTAL DIFFERENCE AROUND THE WORLD

At Gildan, we are passionate about not only preserving, but enhancing the environment in which we live and work. With this philosophy in mind, we celebrate environmental events such as Earth Day and Environment Day at each of our facilities in Central America and in the Caribbean Basin.

Two main employee led reforestation activities took place in 2014, both involving the employees of our textile and sewing facilities in the Dominican Republic. The first included a group of 100 employees which planted 2,600 trees in the community of Bayaguana. The second took place at the San Luis Ecologic Park where a total of 340 employees planted close to 4,000 trees.

Additional reforestation activities have taken place in Honduras and Nicaragua during the first quarter of 2015 and will be reported as part of our next update.

BIODIVERSITY INVENTORY

As part of our overall environmental impact assessments, we conduct third party biodiversity inventories in the Dominican Republic and Honduras. Annual Inventories are conducted in the Dominican Republic as it is a legal requirement in this country while bi-annual inventories are conducted on a voluntary basis in Honduras.

Dominican Republic

The most recent biodiversity inventory in the Dominican Republic was performed in April 2014. It revealed an identical number of animal species when compared to that of 2013, i.e. 45 species distributed in the following categories:

- 35 bird species
- 5 reptile species
- 1 amphibious species
- 3 fish species
- 1 mammalian species

The species were qualified based on their abundance in the area assessed. 21 of the above species were found to be living in or around the Gildan Biotop wastewater treatment system.

Our biodiversity inventory process confirms once again that the Dominican Republic's national bird, the Cigua Palmera (*Dulus dominicus*) a locally protected species, continues to live and thrive in the environment of our Biotop system.

Certain endangered species, as classified according to the Convention on International Trade on Endangered Species of Wild Fauna and Flora, were also found in the vicinity of our Dominican Republic facilities. These species include the blunt-headed green treesnake (*Uromacer catesbyi*) and the Turkey Vulture (*Cathartes aura*). The ruddy duck (*Oxiura jamaicensis*), also classified as an endangered species ("vulnerable" category), was also reported to be living in close proximity to our facilities.

The inventory also revealed the presence of the Hispaniolan Lizard-cuckoo (*Saurothera longirostris*), which is included in the International Union for Conservation of Nature (IUCN) Red List of Threatened Species.

Honduras

In October 2013, the second bi-annual inventory at our Honduran manufacturing complex revealed a total of 61 animal species living in or around the Gildan Biotop wastewater treatment plant. The identified species include:

- 41 bird species (an increase of 15 from 2011)
- 6 reptile species (an increase of 3 from 2011)
- 5 amphibious species (same as 2011)
- 8 macroinvertebrate species (new species)
- 1 fish species (new species)

28 of the 41 bird species included in the inventory are part of the International Union for Conservation of Nature (IUCN) Red List of Threatened Species in the category "minor preoccupation."

The third bi-annual inventory at our Honduran manufacturing complex is scheduled for 2015.



[HOME](#) > [ENVIRONMENT](#) > [POLICIES & PROCEDURES](#)

Gildan has specific tools and programs in place to track its environmental practices and ensure our environmental sustainability objectives are met.



HOME > ENVIRONMENT > POLICIES & PROCEDURES > ENVIRONMENTAL POLICY

Adopted in 2003, Gildan's  Environmental Policy (pdf - 46.8Kb) guides our day-to-day practices. Gildan's Environmental Policy encompasses areas such as water use; wastewater control; waste management; energy; chemical handling; control of atmospheric emissions, ozone-depleting substances; biodiversity protection; and greenhouse gas emissions. It is rigorously applied at all operating facilities and seeks to clearly describe and reinforce behaviours that ensure that we meet and/or exceed local laws, as well as our own higher standards.

ENVIRONMENTAL EXPENDITURES

Gildan incurs environmental expenditures in order to comply with environmental laws and regulations, our own Environmental Policy and to continue to improve our practices.

The total environmental protection expenditures for 2014 were approximately \$5.7 million. This includes total operational costs (including the treatment of effluents; Biotop® maintenance; waste disposal and management; emissions treatment; spills clean-up and other improvement initiatives.

An example of one of our environmental investments for 2014 is the purchase of an emission particulate matter online monitoring system for the larger biomass facility in Honduras. This monitoring system allows us to examine the emissions on a more frequent basis as well as monitoring the impact of the biomass mix used on the subsequent emissions.



HOME > ENVIRONMENT > POLICIES & PROCEDURES > ENVIRONMENTAL CODE OF PRACTICE

Gildan's Environmental Code of Practice (ECP) was created in 2003 and since then has been integrated into all Gildan operations and third-party manufacturing contractors. Our ECP lists the allowable materials that can be used in our manufacturing processes – these materials do not contain substances that are harmful to humans or the environment. Our raw material suppliers are required to adhere to the stringent standards set forth by our Environmental Code of Practice. In addition, our third party manufacturing contractors also must ensure that all our products comply with the ECP.

The ECP has multiple benefits:

- It guarantees our customers that our products are clean and safe for their health
- It ensures a safe working environment for our employees
- It minimizes our environmental impact

RAW MATERIAL CLASSIFICATION

Gildan classifies any raw materials supplied by third party manufacturing contractors into three distinct categories:

Class I: The raw materials supplied by third party manufacturing contractor meet Gildan's Environmental Code of Practice. They are therefore approved for use, in our manufacturing process from an environmental perspective.

Class II: Gildan's analysis results indicate that the raw material information provided for the goods to be supplied was insufficient. For raw materials supplied directly to our own facilities, additional information is required from the supplier within a period of three months in order to finalize analysis to determine if the raw materials are approved for inclusion in our manufacturing process. For any third party manufacturing contractors, although the information provided is insufficient to finalize the comprehensive evaluation process, sufficient information is provided to start some level of production (e.g. sampling and production testing). The contractor is still required to provide any missing information within a period of three months in order to finalize the evaluation.

Class III: Materials are deemed unacceptable according to the terms of our Environmental Code of Practice and are therefore rejected. These materials are not used in any of our manufacturing process. A Class III classification is given to third party contractors who are unable to provide the required information to complete the ECP evaluation process or are found to use materials and chemicals deemed as unacceptable according to Gildan's ECP.

EMBELLISHING OUR CODE, IMPROVING OUR PRACTICE

As a reflection of our commitment to continuous improvement, our Environmental Code of Practice is regularly updated to include chemicals related to the apparel sector which are newly banned or restricted by Oeko-Tex, REACH, California's Proposition 65, EPA, OSHA, the Children's Safe Products Act from the Washington State, Environment Canada, and the Conflict Mineral Rule. Gildan's ECP version 9, restricts the use of 1,095 substances. To facilitate the search for specific chemicals restricted by Gildan's ECP, a Restricted Substances List (pdf - 213.6Kb) is included for easy reference. The Restricted Substances List enumerates all substances that are restricted for use by Gildan and indicates the chemical category, name and its reference number, as listed in the Chemical Abstracts Service (CAS).

Gildan's ECP is progressively modified as the aforementioned regulations are revised to include new restricted chemicals. These revisions include new requirements for a wide range of product components that include: cotton, polyester, yarn, chemicals dyes, solvents, trims, accessories, waistbands and elastics, bags, screenprinting activities, service chemicals, ozone depleting substances, fluorinated greenhouse gases and asbestos.



HOME > ENVIRONMENT > POLICIES & PROCEDURES >
ENVIRONMENTAL MANAGEMENT SYSTEM

Gildan’s Environmental Management System (EMS), which is based on the ISO 14001 standard, tracks how Gildan’s Environment Policy and environmental procedures are being implemented across all of our facilities. Gildan’s EMS is verified by internal audits conducted on an annual basis. The EMS allows us to evaluate our procedures for managing water use, wastewater discharges, energy consumption, chemical handling and storage, raw materials, waste generation, biodiversity protection, emissions and spills control.

As part of this EMS, each Gildan-owned facility has to set objectives and targets, aligned with the corporate goals and targets. In addition, each facility manager has environmental objectives linked to their compensation as an incentive for continuous improvement.



HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE

At Gildan, we have devised a number of evaluation and verification methods to help ensure that we are compliant with all applicable environmental laws and regulations in the countries in which we operate, in addition to our internal Environmental Policy. Our yearly capital expenditures aim at achieving and improving our compliance with current environment standards. In addition, it demonstrates our commitment to the environment and to the health and safety of our employees.

ENVIRONMENTAL ASSESSMENTS

As part of its Environmental Management System, Gildan conducts a complete analysis of potential environmental risks that are specific to the locations where we operate. This analysis helps us prevent and address any adverse impact that our operations might create at the location and in the surrounding community. Part of this analysis process includes carrying out of public consultations with members of the community who are invited to address Gildan representatives with any concerns that they might have concerning the technical aspects of any proposed project.



HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE > FINDINGS

2014 ENVIRONMENTAL NON-COMPLIANCES AT GILDAN OWNED FACILITIES

In 2014, 18 complete and 18 follow-up environmental audits were performed at all our textile, hosiery, and sewing facilities. In addition, a third-party environmental audit was also performed as part of the Doris acquisition due diligence process.

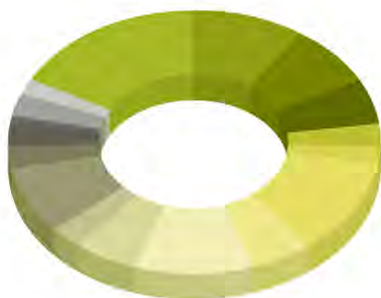
A total of 193 non-compliances were identified. The non-compliances were classified as follows: 2 major (1%), 66 moderate (34%), and 125 minor (65%). We experienced a 47% decrease in the total number of non-compliances for Gildan owned facilities compared to 2013.

One of the major non-compliances was found at one of our hosiery facilities in Honduras where at the time of the audit walk-through, a small gas leak in the generator area was noticed outside of the facility but there was no spill. This non-compliance was raised as a major issue since it is a recurrent non-compliance from previous audits which means that previously established procedures are not being well followed. The generators have since then been transferred inside the facility premises according to the environmental requirements.

The other major non-compliance was found at one of our sewing facilities in Honduras where at the time of the audit walk-through, three instances of poor or non-existent secondary spill containment were noticed. This type of non-compliance is usually rated as a moderate non-compliance but since in this case three instances were found, it was raised as a major issue. The three dikes for spill containment were fixed by the maintenance department accordingly.

The majority of the non-compliances found relate to internal policies and procedures:

- Legal requirements identification and documentation (18%): Lack of identification, documentation and follow-up of legal requirements at some facilities;
- General requirements (13%): The scope of the environmental system regarding ISO 14001 has not been defined for some facilities. The ISO 14001 standard requires that we define the boundaries (Process and/or departments) where the environmental management system will be applicable.
- Document control (11%): Not all documentation has been controlled as required by the Gildan Quality System (GQS);
- Waste management (9%): Some facilities require improvements regarding their waste classification and identification procedures as well as their waste storage warehouses.
- Emergency preparedness and response (8%): Emergency plans have not been consistently updated, incomplete assessments of emergency plans and lack of emergency drills for specific situations (spills, gas leaks) have been identified.



2014

ENVIRONMENTAL
NON-COMPLIANCES
BY CATEGORY
GILDAN OWNED FACILITIES

Legal requirements identification and documentation	18%
Document control	11%
Emergency preparedness and response	8%
Management reviews	6%
Monitoring and measurement	1%
Objectives and targets	1%
General requirements	13%
Internal and external communication	6%
Responsibility and authority	6%
Spill management	6%
Environmental impact identification	3%
Waste management	9%
Noise measurement	3%
Water quality measurement	3%
Corrective and preventive actions	1%
Chemical management	3%
Training and awareness	2%



HOME > ENVIRONMENT > ENVIRONMENTAL COMPLIANCE > REMEDIATION

In order to address the non-compliances identified through our various environmental audits, various remediation actions were initiated in 2014. Some of which are described below:

- We have worked with local consultants in order to reinforce our process and documentation for the compliance of all legal requirements in each of the regions where we operate
- We worked closely with each of the facilities in order to establish the scope of the environmental management system, as explained in the findings above.
- We also worked closely with Gildan’s Quality System (GQS) team to integrate and align our environmental management system documentation with the GQS, following specific guidelines of document and record control as required by the ISO 14001 standard.
- Environmental workshops have been conducted in order to reinforce the knowledge of the environmental management system.
- Environmental Audits have been executed with our waste management contractors in order to ensure they are complying with local and Gildan Corporate requirements.
- We worked closely with each of the facilities to determine the best location for the waste warehouse, the financial cost of establishing such a warehouse and the plan layout for such a warehouse.



HOME > ENVIRONMENT > METRICS

2010-2014 ENERGY CONSUMPTION FOR GILDAN OWNED FACILITIES

	2014	2013	2012	2011	2010
ABSOLUTE DIRECT ENERGY (GJ)	4,548,952	4,030,936	3,330,999	3,117,511	3,176,266
ABSOLUTE INDIRECT ENERGY (GJ)	1,638,629	1,523,855	1,432,218	1,389,414	1,130,727
ABSOLUTE TOTAL ENERGY (GJ)	6,187,582	5,554,790	4,763,216	4,506,925	4,306,993
TOTAL ENERGY INTENSITY (GJ/KG)	0.02406	0.02561	0.02410	0.02231	0.02465
% INTENSITY VARIATION FROM 2010 BASELINE	-2%	4%	-2%	-9%	
% RENEWABLE ENERGY	53%	53%	34%	24%	15%

Gildan’s numbers have been normalized according to an adjusted baseline including Gildan’s mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

Read more about our energy consumption.

2010-2014 GREENHOUSE GAS EMISSIONS FOR GILDAN OWNED FACILITIES

	2014	2013	2012	2011	2010
ABSOLUTE DIRECT GHG EMISSIONS (Scope 1) (tCO ₂ eq)	94,849	119,145	175,698	196,062	227,430
ABSOLUTE INDIRECT GHG EMISSIONS (Scope 2) (tCO ₂ eq)	204,704	197,963	193,248	179,124	145,639
TOTAL ABSOLUTE GHG EMISSIONS (Scope 1 and 2) (tCO ₂ eq)	299,553	317,108	368,946	375,186	373,069
TOTAL GHG EMISSIONS INTENSITY (Scope 1 and 2) (tCO ₂ eq/kg)	0.00116	0.00146	0.00187	0.00186	0.00213
% INTENSITY VARIATION FROM 2010 BASELINE	-45%	-32%	-13%	-13%	

Gildan’s numbers have been normalized according to an adjusted baseline including Gildan’s mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

2010-2014 INORGANIC AIR EMISSIONS (IN TONS) FOR GILDAN OWNED FACILITIES

	2014	2013	2012	2011	2010
NITROGEN OXIDE (NO _x)	285.6	273.8	273.7	374.9	411.0
SULFUR DIOXIDE (SO ₂)	368.9	440.2	665.7	905.2	1,107.9
TOTAL INORGANIC AIR EMISSIONS	654.5	714	939.4	1,280.2	1,519.0

Results from our manufacturing facility in Bangladesh (acquired in 2010) and GoldToeMoretz owned facilities (acquired in 2011) were not

included in data prior to 2012. Results from manufacturing facilities in Honduras and Nicaragua which were added with the acquisition of Anvil in 2012 are not included in data prior to 2013. Results from the New Buffalo facility are included in 2014 but not in data prior to 2014.

2010-2014 TOTAL REFRIGERANTS INVENTORIES (IN TONS) FOR GILDAN OWNED FACILITIES

	2014	2013	2012	2011	2010
CFC INVENTORIES	0	0	0	0	0.01
HCFC INVENTORIES	4.68	4.04	3.09	3.02	3.08
HFC INVENTORIES	10.89	8.63	8.47	1.14	0.54
TOTAL REFRIGERANT INVENTORIES	15.57	12.67	11.56	4.16	3.62
TOTAL ODS	4.68	4.04	3.09	3.02	3.09

Results from our manufacturing facility in Bangladesh (acquired in 2010) and GoldToeMoretz owned facilities (acquired in 2011) were not included in data prior to 2012. Results from manufacturing facilities in Honduras and Nicaragua which were added with the acquisition of Anvil in 2012 are not included in data prior to 2013. Results from the New Buffalo facility are included in 2014 but not in data prior to 2014.

2010-2014 WATER CONSUMPTION FOR GILDAN OWNED FACILITIES

	2014	2013	2012	2011	2010
ABSOLUTE WATER (M ³)	20,325,080	17,705,215	15,783,736	14,801,028	14,346,098
WATER INTENSITY (M ³ /KG)	0.07904	0.08163	0.07985	0.07327	0.08210
WATER INTENSITY VARIATION FROM 2010 BASELINE	-4%	-1%	-3%	-11%	

Gildan's numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

2010-2014 WASTE FOR GILDAN OWNED FACILITIES

	2014	2013	2012	2011	2010
HAZARDOUS WASTE (TONS)	470	353	292	243	225
NON-HAZARDOUS WASTE (TONS)	68,322	61,488	45,096	44,449	41,653
TOTAL ABSOLUTE WASTE (TONS)	68,792	61,841	45,388	44,693	41,879
TOTAL WASTE INTENSITY (KG/KG)	0.26753	0.28463	0.22946	0.22109	0.23948
VARIATION WASTE INTENSITY FROM 2010 BASELINE	12%	19%	-4%	-8%	
LANDFILL WASTE PERCENTAGE	9%	9%	11%	11%	12%
LANDFILL DEFERRAL IMPROVEMENT FROM 2010 BASELINE	-21%	-25%	-1%	-2%	

Gildan's numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.

2010-2014 WASTEWATER EFFLUENTS FOR GILDAN OWNED FACILITIES

	2014	2013	2012	2011	2010
TOTAL EFFLUENTS (M ³)	18,038,118	16,571,999	13,036,320	13,038,480	11,128,024
TOTAL EFFLUENTS INTENSITY (M ³ /KG)	0.07015	0.07640	0.06595	0.06455	0.06368

EFFLUENT INTENSITY VARIATION FROM 2010 BASELINE	10%	20%	4%	1%	
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Gildan's numbers have been normalized according to an adjusted baseline including Gildan's mergers, acquisitions and divestitures since 2010. For more details on the methodology used for baseline adjustment, please refer to our reporting section.



HOME > COMMUNITY > DONATIONS

Gildan's Donation Policy focuses on two main areas: youth education and humanitarian aid in regions where Gildan operates.

At Gildan, we believe that investing in youth education can have a transformational impact as it builds jobs and life skills and prepares a whole generation to contribute to their own community. This is the primary focus of our community support activities. Furthermore, we focus our investment in the areas in which we can have the greatest impact.

Some of the communities where we operate are very prone to natural disasters, therefore, our community support initiatives extend to contributing funds and logistic support for disaster relief, to help those affected overcome such events and rebuild their lives and communities.

The Company's Donation Policy is currently under review, and the updated guidelines will be communicated over the course of 2015.

EMPLOYEE DONATIONS PROGRAM

Gildan encourages and supports employee giving and volunteering.

Through the Gildan Employee Matching Grant Program, the Company matches donations and/or contributions to selected fundraising campaigns made by employees to charitable organizations in Canada, the U.S. and Honduras.

Furthermore, through the Gildan Employee in the Community Program, the Company provides support to Canadian employees who volunteer their personal time to community projects. With this program, Gildan makes a donation in cash to the organizations with which employees do volunteer work.



The AnvilSustainable™ T-shirt is an innovative product made using 50% organic combed ring-spun cotton and 50% post-consumer P.E.T. recycled polyester fabrics.



Gildan sources the vast majority of cotton used in our own manufacturing facilities from the United States.

HOME > PRODUCT



LIFE CYCLE ASSESSMENT

Identifying and quantifying our environmental impact

The LCA enabled us to better understand our processes and impacts, validate improvements to processes or products and identify new ones, and manage current risks.



RAW MATERIAL

Using quality and sustainable raw material

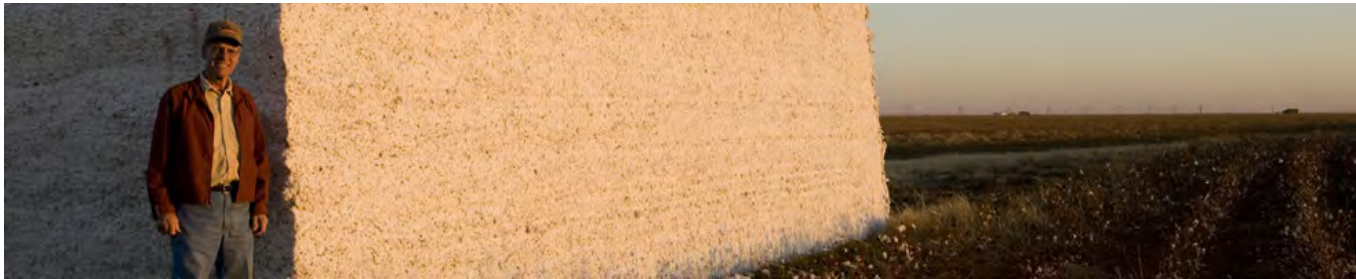
Gildan is continuously seeking to integrate more sustainable raw material, made using ethical practices, in its manufacturing processes.



PRODUCT SAFETY

Ensuring health and environmental protection

Gildan is in compliance with applicable product safety laws and regulations in the jurisdictions in which we operate.



HOME > PRODUCT > GOALS & TARGETS

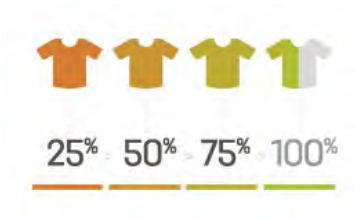
New Initiatives

Goal
Improve our cotton traceability system to ensure sustainable sourcing.

Timeline:
2015

Progress:

As child labour and forced labour have been identified in the production of cotton from Uzbekistan, in 2012, Gildan established a process requiring all business partners to confirm, by means of a signed statement, that they do not use or procure any cotton fibre, originating from Uzbekistan in any supplies of yarn to our organization or in the manufacturing of our products. In 2013, we also established a risk-based approach to identify yarn suppliers to be assessed for the possibility of sourcing from Uzbekistan. These assessments have been conducted since 2014 and the results will be reported in the next report update.





HOME > PRODUCT > RAW MATERIAL

COTTON

Regulated as a food and fibre crop under strict U.S. Department of Agriculture (USDA), U.S. Environmental Protection Agency (EPA) and the Occupational Safety and Health Administration's (OSHA) standards, cotton grown in the USA represents the best combination of quality and value for Gildan's cotton and cotton blended products. Under the guidance of the National Cotton Council, USDA and various other organisations, US farmers have continuously reduced their environmental footprint by constantly improving their agricultural practices.

Since 2009, Gildan has proudly displayed the Cotton USA mark on consumer's product packaging and shipping materials. This internationally recognized mark, licensed by the Cotton Council International, symbolizes the inherent benefits that the US Cotton industry delivers by being a highly regulated crop.

Gildan has carefully selected to primarily use US Cotton for the vast majority of its products. We recognize the synergies between the US industry's social, environmental and agricultural programs and the core values of Gildan's Genuine Stewardship Program.

Under the guidance of the USDA, the National Cotton Council (NCC) and various other organisations, US Cotton farmers have partnered with industry and academia in order to develop and implement numerous agricultural conservation practices and technologies. These technologies have allowed to dramatically reduce their environmental footprint.

Seed varieties have increased production yields while lowering water, land and energy, and furthermore reducing the frequency and intensity of chemical applications. Conservation agricultural practices and advanced soil monitoring systems have reduced soil erosion and residual impacts on the environment. GPS positioning and advanced delivery systems allows farmers to be more efficient while planting, fertilizing and harvesting, effectively allowing for a reduction in GHG emissions and environmental impacts on the land and neighbouring ecosystems.

US cotton farmers are required to adhere to strict US labour laws and regulations. These regulations are most likely some of the most stringent in the cotton growing industry globally. They provide workers with ethical workplaces and because cotton is regulated as a food crop, workplace health and safety conditions mirror those of the vast majority of the foods we find on our tables.

Some U.S. Cotton facts:

- The US Cotton industry as a whole employs over 190,000 employees, whose farms output is valued in excess of 5 billion. The economic impact of all parts of the US Cotton industry are estimated to be in excess of \$27 billion*
- U.S. cotton is regulated as a food crop as well as a fibre crop by U.S. regulatory agencies (USDA, USEPA and FDA), It is therefore subject to the same rigorous environmental standards as food producers.
- U.S. Cotton growers offer ethical and safe work environments respecting employee rights according to the laws and regulations as set forth under U.S. law and OSHA.
- U.S. Cotton is a drought and heat-tolerant crop, with two-thirds of a planted acreage requiring no supplemental irrigation in addition to rainfall.
- Two-thirds of U.S. growers use conservation tillage, which saves about 907 million metric tons of soil per year and over one billion litres of tractor fuel. Conservation tillage is a method different than conventional tillage. It reduces soil erosion and therefore nutrient loss. It also increases the soil's moisture and organic matter content.
- U.S. cotton is a net greenhouse gas (GHG) absorber. More GHGs are absorbed in the fiber, plants and soil than those GHGs emitted during the entire agricultural cycle: field preparation through harvest.

* www.cotton.org/econ/world/detail.cfm

GILDAN'S POSITION ON UZBEKISTAN COTTON

The vast majority of the cotton used by Gildan is produced in the United States. Notwithstanding this fact, we require all our business partners to confirm, by means of a signed statement, that they do not use or procure any cotton fibre originating from Uzbekistan. We continue to work on improving the cotton traceability process for the cotton used for our products. In 2013, Gildan established a cotton traceability assessment for a group of its cotton yarn suppliers in order to ensure that the cotton, yarn or products they supplied did not contain cotton originating from Uzbekistan.

The suppliers included in the assessment were selected according to several risk factors that include their proximity to Uzbekistan, and the quantities of yarn purchased by Gildan or third party contractors manufacturing our products. These assessments have been conducted by a third party since 2014.

ORGANIC COTTON

Organic t-shirts are part of our Anvil® branded catalogue of products (AnvilOrganic™). Our organic T-shirts are all made with organic cotton certified under the USDA National Organic Program. Some of the environmental benefits of organic cotton include:

1. Reduction in the amount of chemicals entering the air, ground and water;
2. The use of farming methods such as crop rotation as a natural way to preserve the soil, avoid pests and cover crops to fertilize the soil;
3. The use of insects and other organisms to control pest populations. In addition to weeding managed mechanically or by hand rather than using chemical means;;
4. Avoidance of the use of genetically modified seeds.

RECYCLED POLYESTER

The AnvilSustainable™ T-shirt is an innovative product made using 50% organic combed ring-spun cotton and 50% post-consumer P.E.T.

recycled polyester fabrics. P.E.T recycled polyester is mostly made of PET plastic bottles. Benefits of recycled polyester include:

1. Energy savings (fuel consumption) in the production process of conventional polyester;
2. Reduction of GHG emissions and chemicals during production.

CONFLICT MINERALS

Our Code of Conduct, which applies to our own facilities and also our third party suppliers, shows our commitment in adhering to the highest standards with regards to human rights, labour relations and the environment. Gildan is committed to sourcing products and raw materials from suppliers that engage in responsible practices.

In 2012, the U.S. Securities and Exchange Commission (SEC) established new requirements under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. The new requirements make it mandatory for publicly-traded companies to identify and disclose products that contain “conflict minerals” (the “Conflict Minerals Rule”). Conflict minerals include columbite-tantalite (coltan, i.e. tantalum), cassiterite (i.e. tin), wolframite (i.e. tungsten) and/or gold, as well as their derivatives, originating in the Democratic Republic of the Congo and adjoining countries. Gildan filed its first  disclosure report on June 2, 2014.

Gildan is committed to avoiding the use of conflict minerals in the products we manufacture and source. We have implemented a compliance program in order to meet our obligations under the Conflict Minerals Rule. Tin, tantalum, tungsten or gold are used in the production of Gildan’s products. As such, our compliance program is designed to determine whether these minerals originate from the Democratic Republic of the Congo or any adjoining country.

Our compliance program includes the implementation of portions of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as well as processes to identify whether any conflict minerals have the potential to be present in our products. We require our suppliers to certify in writing that all raw materials or products supplied to us are free of conflict minerals.

Furthermore, Gildan reserves the right at any time to request additional information from suppliers regarding the origin of any raw materials or products containing tantalum, tin, tungsten, or gold.

For more information on Gildan’s position regarding the use of conflict minerals, please contact conflictminerals@gildan.com.



HOME > PRODUCT > PRODUCT SAFETY

Product safety is a priority at Gildan. Customer health and safety is essential to Gildan because of Gildan's promise to provide safe products and meet the quality expectations of customers, all while adhering to applicable regulatory requirements. We ensure that our products comply with the consumer product safety laws and regulations of the jurisdictions in which they are sold. In the United States these include; the Consumer Product Safety Act and the Flammable Fabrics Act, as well as several state laws such as California's Proposition 65. Others include the Canada Consumer Product Safety Act, and the European Union's General Product Safety Directive. When required, our products undergo regular flammability testing and testing for lead, phthalates, and other harmful substances.

The United States Consumer Product Safety Commission requires that children's products that are designed or intended primarily for use by children ages 12 or younger must have distinguishing permanent marks, generally referred to as "tracking labels".

You may obtain information about Gildan's products that include tracking labels at cpscopytrack@gildan.com or by calling 1-877-445-3265, extension 8112.

For more information about the safety of Gildan's products, please email compliance@gildan.com.