

GOVERNANCE

Gildan is already among the largest employers in each of the countries where most of our manufacturing facilities are located and has an important business presence in Barbados, Montreal, and Charleston. In addition to capital investment and payroll, which are significant contributors to local economic development, Gildan is also committed to continuing to play an active role in the community by enhancing our contributions and involvement.

At Gildan, we believe that investing in youth education can have a transformational impact as it builds job and life skills and prepares a generation to contribute to their own community. This is the primary focus of our direct expertise — that some communities in which we operate are all too prone to natural disasters. However, by contributing funds and logistical support, we also know that we can help them ride out the storm and rebuild.

COMMUNITIES

COMMITTED TO OUR NEIGHBOURS THROUGH SUPPORT FOR YOUTH EDUCATION AND HUMANITARIAN AID

We recognize that, by being an employer of choice wherever we operate, Gildan will attract and retain the best talent, improve productivity and enhance our reputation as a preferred supplier. Given our diverse operations, with their wide range of cultures as well as their varied economic, political, legal, and social systems, this is a challenge, but one filled with opportunity. Nevertheless, we are committed to instituting the best working conditions in the apparel industry for the approximately 28,000 employees on whom our success depends each day.

COMMITTED TO INDUSTRY-LEADING WORKING CONDITIONS AND LABOUR PRACTICES IN EVERY LOCATION IN WHICH WE OPERATE

EMPLOYEES

GILDAN CORPORATE CITIZENSHIP STRATEGIC PRIORITIES

CORPORATE CITIZENSHIP COMMITMENT



EMPLOYEES



ENVIRONMENT



COMMUNITIES



GOVERNANCE

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. Gildan remains committed to the highest standards of integrity and ethical behaviour and Environmental Code of Practice adopted by our Board of Directors.

COMMITTED TO MAINTAINING OUR STRONG CORPORATE GOVERNANCE CULTURE OF INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY

In an era of growing resource depletion and environmental degradation that impacts the health of the planet, its citizens and the economy, leading companies realize that doing nothing is simply not an option. We recognize that a narrow, compliance-based approach will not generate the kind of results we need to reduce our environmental footprint, improve the lives of those who work for us or live near us, and ensure our long-term competitiveness.

COMMITTED TO DEVELOPING INNOVATIVE ENVIRONMENTAL SOLUTIONS THAT REDUCE IMPACTS IN ALL OF OUR OPERATIONS

ENVIRONMENT

We are therefore committed to developing innovative solutions that leverage our large-scale vertical manufacturing facilities and our focus on operational excellence.

WWW.GILDAN.COM/CITIZENSHIP





CORPORATE CITIZENSHIP COMMITMENT

WHO WE ARE

Gildan is a leading vertically-integrated manufacturing company of large volume branded basic apparel for replenishment customers. We operate highly efficient, large scale environmentally and socially responsible facilities. We deliver high quality, low cost products creating superior value for all Gildan stakeholders.

ENVIRONMENT

COMMITTED TO DEVELOPING INNOVATIVE ENVIRONMENTAL SOLUTIONS THAT REDUCE IMPACTS IN ALL OF OUR OPERATIONS



RENEWABLE ENERGY

- Biomass steam generation system substitutes fossil fuel for biomass such as agricultural residues and selected production wastes

OEKO-TEX® STANDARD 100 CERTIFICATION

- All Gildan-branded products are Oeko-Tex® Standard 100 certified, assuring consumers that our products are safe and that no harmful chemicals or materials are to be found in their composition



USING USA COTTON

- Ethically grown and harvested
- Most regulated cotton crop globally, under USEPA, USDA and OSHA guidelines
- Grown with reduced utilization of water and land

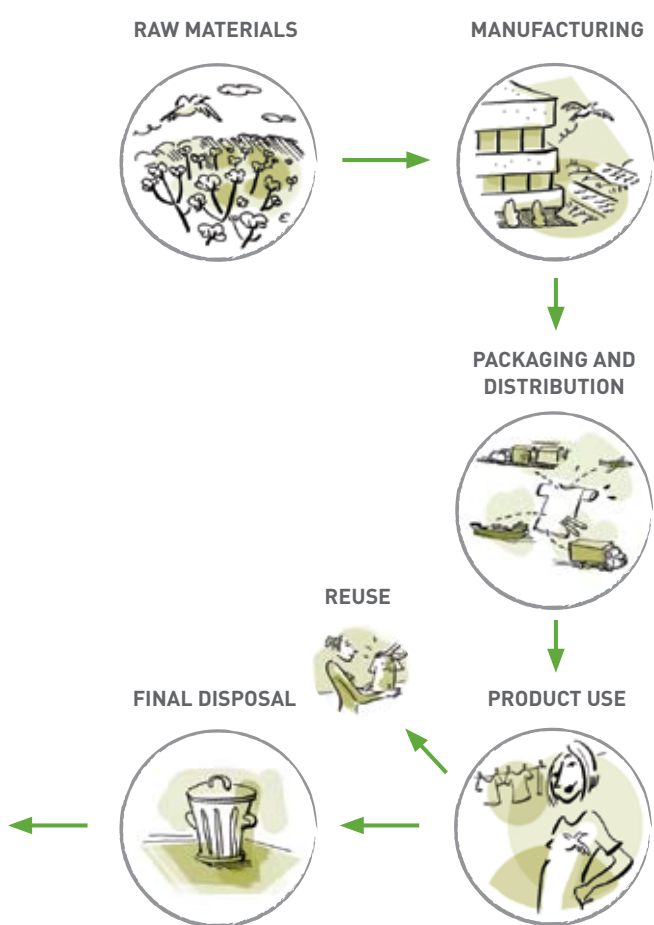


WASTEWATER MANAGEMENT

- Biological wastewater treatment system - Biotop®

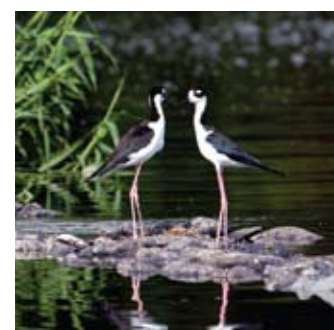
LIFE CYCLE ASSESSEMENT

- To identify the "hotspots" over the entire life cycle — from agriculture through manufacturing and customer use to final disposal



EMPLOYEE VOLUNTEERING

- Reforestation activities with employees planting over 5,600 trees in 2010



BIODIVERSITY

- Gildan conducts, through a third-party, an annual biodiversity inventory of our land in the Dominican Republic

EMPLOYEES

COMMITTED TO INDUSTRY-LEADING WORKING CONDITIONS AND LABOUR PRACTICES IN EVERY LOCATION IN WHICH WE OPERATE

28,000 EMPLOYEES WORLDWIDE WORKING IN OUR FACILITIES AND OFFICES LOCATED IN HONDURAS, NICARAGUA, THE DOMINICAN REPUBLIC, BANGLADESH, UNITED STATES, CANADA, BARBADOS AND HAITI

(END OF FISCAL YEAR 2010)

WORKING CONDITIONS

- Strict Code of Conduct
- Competitive compensation structure
- Benefits such as subsidized transportation and meals
- Training and development opportunities
- Extensive facility monitoring and independent auditing

CERTIFICATION / MEMBERSHIPS

- Sewing facilities are WRAP certified
- Labour compliance program is FLA accredited
- Ongoing ergonomics program optimization with BSR
- Member of FUNDAHRSE in Honduras



ERGONOMICS PROGRAM

- All facilities in Central America have a functional ergonomics committee, review early symptoms reported to medical staff, and have been trained to perform risk analysis and processes



HEALTH CLINICS

- With fully equipped medical clinics at our manufacturing facilities, Gildan provides frontline healthcare to all its employees in Central America and the Dominican Republic

GRIEVANCE MECHANISMS

- Employees in Honduras participated as actors and cinematographers in the production of a training video on grievance mechanisms

COMMUNITIES

COMMITTED TO OUR NEIGHBOURS THROUGH SUPPORT FOR YOUTH EDUCATION AND HUMANITARIAN AID



DONATION POLICY

- Focusing on humanitarian aid and youth education

I SUPPORT

- Program based on the public and customer participation to select a charity that will receive a donation of \$100,000

INSTITUTO POLITÉCNICO CENTROAMERICANO (IPC)

- Initial funding in 2005 of U.S. \$500,000 for the first technical college in Central America
- Sponsors 50 scholarships per year
- 800 students graduated from one-year program to date



HAITI EARTHQUAKE

- We donated more than \$570,000 for relief and reconstruction efforts in Haiti

GOVERNANCE

COMMITTED TO MAINTAINING OUR STRONG CORPORATE GOVERNANCE CULTURE OF INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY

- NINE OUT OF TEN BOARD MEMBERS INDEPENDENT FROM MANAGEMENT
- CODE OF ETHICS, ENVIRONMENT POLICY, ENVIRONMENTAL CODE OF PRACTICE, AND CODE OF CONDUCT
- ONLY INDEPENDENT DIRECTORS SIT ON THE BOARD'S THREE COMMITTEES
- HIGH RANKINGS IN CORPORATE GOVERNANCE IN THE GLOBE AND MAIL'S "REPORT ON BUSINESS" FOUR YEARS IN A ROW

Code of conduct
Wherever GILDAN operates, we are guided by this CODE OF CONDUCT. All Gildan employees and business partners should adhere to these principles. These are set out below.

GILDAN