

Working Conditions in Facilities Abroad

Gildan believes that to grow its own business, it must also help the communities in which it operates grow as well. The company promotes a healthy management style that encourages sustainable development, environmentally friendly practices and a commitment to community service. It operates in an ethical, stimulating work environment offering positive and beneficial working conditions for all employees. It also adheres to all legislation in every country where it has operations.



▶ Hiring Age

Gildan has a strict policy under which the hiring of underage employees is absolutely prohibited. While the legal working age in Honduras and Mexico is 16 years old, Gildan does not hire employees who are under 18.

▶ Wages and Benefits

Gildan pays competitive wages in all countries in which it operates.

In Honduras, considering that the overall unemployment rate is high, Gildan is proud of its record in creating well-paying jobs with attractive benefits. This has had a direct positive impact on the quality of life of our workers and their families. Gildan's Honduran employees work in modern air-conditioned and clean facilities, and their wages are generally twice the national minimum wage for the apparel sector. Gildan also offers incentives above basic salaries to employees who exceed certain objectives. These bonuses to their basic wages reward those workers whose performance is above average, similar to the model found in many North American companies.



Gildan provides many benefits to its employees, such as access to free medical assistance, subsidized transportation to and from work, subsidized meals and filtered water, and it empowers workers by providing them the opportunity to upgrade their skill sets and education levels. Classes are offered so employees can earn their diplomas, and extensive on-the-job training is also provided to employees. In addition, Gildan sponsors family days, where employees are encouraged to invite relatives to visit the facility and share lunch with them at the Company's expense, in order to foster employees' pride in their jobs and for so their relatives better understand the type of work they do.

▶ Length of Work Day

Gildan's working conditions in Honduras and Mexico allow employees to work a "4X4 schedule". The 4X4 schedule means that workers perform the work of a conventional workweek in four days of eleven hours each. These four days of work are then followed by four days off. This work schedule is appreciated by the majority of our employees and respects local laws. It should be noted that similar schedules are used by many major organizations in North America and elsewhere. This is a popular arrangement, particularly for families with children, since it allows at least one parent to be at home more frequently.

▶ Freedom of Association

Gildan respects all laws, including those relating to freedom of association in Canada and elsewhere. Our internal Code of Conduct ensures the right to associate and it is furthermore a key element of WRAP and FLA's Codes of Conduct. In Canada, two of our plants are unionized.

▶ Health and Safety



Gildan has a strict health and safety policy which all employees are required to respect. The employee manual, which is given out upon hiring, lists rules and regulations regarding safe and secure work practices. In addition, on a regular basis, employees are given up-to-date training and refresher courses in safe operations. All standards at our plants meet or often exceed local codes with an emphasis on personal safety and healthy working conditions. There is also a health and safety committee at each plant that oversees the application of health and safety regulations. Some of our facilities are equipped with state-of-the-art medical clinics staffed by a doctor and nurse. In those areas where they are required, workers are supplied with face masks

and such use is promoted by management.

▶ Air Quality

Gildan is committed to high air quality standards in all its facilities in order to provide a healthy and safe work environment to all workers. Air quality tests are regularly performed in all of our plants and the Honduran and Mexican facilities even exceed local norms, having been designed to meet Canadian air quality standards.

▶ Fire Exits and Protective Equipment

Gildan's facilities are completely equipped according to local fire codes and other relevant regulations. Fire exits are clearly identified and accessible, and workers are given ongoing training regarding exit procedures and emergency behaviour.



▶ Anti-Discrimination

One of Gildan's fundamental principles is to provide employees with a working environment free of all discriminatory practices.

Gildan does not discriminate on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin. In addition, there is a "zero-tolerance" policy with respect to sexual harassment or any other discriminatory behaviour.

[Back to the top ↑](#)