



## Why choose Gildan garments

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**.

- **Worldwide Responsible Apparel Production (WRAP)**



Gildan's initial WRAP certification followed a comprehensive and independent verification carried out by the Bureau Veritas Quality International. **WRAP is an independent, non-profit organisation dedicated to the promotion and certification of lawful, humane and ethical manufacturing throughout the world**. WRAP promotes a code of conduct that ensures that core labour concepts are understood and practiced on the shop room floor and by management. WRAP relies upon independent, third-party monitors to certify that factories are in compliance with WRAP's Code of Conduct.

- **Fair Labour Association (FLA)**

Gildan was the first manufacturer with operations in Honduras to become a Participating Company of the FLA.

**The FLA is a Washington, D.C.-based non-profit organisation 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 organisations 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 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.

- **Gildan's Green Production Process**

Manufacturing textile products impacts the environment in a variety of ways, including the consumption of natural resources and energy and the creation of waste in the transformation process itself. Our production process is managed in a way to **continuously improve our efficiency and productivity in an eco-friendly manner**. Every Gildan-owned and contractor facility is required to comply with our Environmental Code of Practices (ECP), which was implemented last year.

- **Manufacturing Inputs**

Protecting the environment starts at the beginning of the manufacturing process. **Our buying policy has been formulated to exclude all harmful chemicals**. This ensures that the Companies use of raw materials, dyes and chemicals complies with local legislation and Gildan's ECP. In addition, biochemistry

technology is always preferred to traditional chemistry.

#### ○ **Manufacturing Process**

We continuously evaluate NOX (nitrogen oxides) levels in order to reduce greenhouse gas emissions. **We also reduce energy consumption by recycling condensed heat.** In addition, the Company has found ways to reduce solid wastes and use of petroleum consumption by utilizing selected oils.

**Gildan has taken a leadership role in adopting sustainable environmental practices in the textile and apparel manufacturing industry.** Among its environmentally friendly initiatives, the company has created a highly efficient, biological wastewater treatment system (biotope).



The wastewater flows from the plant through a series of lagoons where pH is naturally stabilized, using bacteria to ensure chemical degradation and the removal of particles. The treated water is then released into a drainage channel that flows into the nearest river three kilometers away.

This environmentally friendly process has the following advantages:

- No chemicals are used to reduce the chemical oxygen demand levels and the colour.
- **The water treated by this natural system, and available for surrounding communities, comes out cleaner than it was before being used by the Company.**
- No harm is done to the aquatic life in the receiving river and its ecosystem.
- Several species of birds and fish have been spotted in these lagoons of fresh water.
- Our water treatment system helps farming communities that use the water to irrigate crops.

#### ○ **Brine Recovery System**

Dyeing operations require extensive use of salt. We are aware that this consumption could have an impact on the environment and have therefore developed a brine recovery system in 2007. It consists in recycling the salt from wastewater, recovering the top-quality brine solution and then reusing it in the dyeing process.



#### ○ **Greenhouse Gas Emissions Inventory**

We are committed to reducing our own greenhouse gas emissions primarily through energy conservation efforts. We will assess our energy consumption to better understand where we should focus our attention and where our efforts could have the most significant impact.

#### • **Oeko-Tex Certification**



In April 2004, Gildan became the first manufacturer catering to the wholesale imprinted activewear market to obtain the Oeko-tex Standard 100 certification, the most internationally recognized eco-label designation in the textile supply chain. A rigorous process comprising over 100 individual tests is required to achieve the standard. It ensures that the **production process and the textiles themselves pose no risk to the human body through skin contact, ingestion or inhalation,** thereby offering consumers maximum confidence in terms of health and environmental implications when buying textiles.

For more detailed information please visit [www.gildan.com/asiapacific](http://www.gildan.com/asiapacific) and choose **Environmental Sustainability and Labour Policies**