

Overview Of The Company

Gildan is a leading manufacturer of everyday basic apparel. It owns and operates vertically integrated, large-scale manufacturing facilities primarily located in Central America, the Caribbean, the United States, and Bangladesh.

Gildan operates with a strong commitment to industry-leading labor, environmental, and governance practices throughout its supply chain in accordance with its comprehensive ESG strategy embedded in the Company's long-term business strategy

Major Projects Undertaken

2023 ESG Report

I contributed to the preparation of Gildan's 2023 ESG report by ensuring alignment with the narrative document, cross-referencing content between the word and final design to ensure information was accurately transcribed. I supported due diligence efforts to ensure all approvals, appropriate versions and supporting documentation was in place.

2023 DJSI Report

I assisted the team in completing the DJSI questionnaire by developing a comprehensive tracker and developed questionnaire approval templates for subject matter experts. I also handled the initial responses to the questionnaire and documented references to other public documents, policies or approved internal data to expedite internal reviews.

Regulations Tracker

I conducted in-depth research on new and upcoming ESG regulations in Canada, the USA, and the EU, and assisted in updating Gildan's compliance documents with these relevant regulations. Additionally, I provided updates on previously stated regulations, ensured information about the latest standards, and helped maintain and refine the regulatory tracker.

Climate Modelling

I worked on creating graphs for the data outputs from the company's new climate modeling tool to illustrate its financial implications for Gildan in the coming years. This involved building a draft presentations to help understand the effects of various climate scenarios on upstream processes. The purpose was to help the company better understand the tool and how it could be useful in long-term decision making related to mitigating climate related risks or identifying climate related opportunities.

My Role and Responsibility

My role was the **Sustainability Intern**

Role expectations included assisting the team with the upcoming ESG report, managing external ratings, and providing research documentation on key topics for Gildan.



Summer Highlights

Attending **the Finance Montreal Awards**, where Gildan won Best Corporate Sustainability, highlighted the team's outstanding work in ensuring top-tier ESG reports. Over the summer, I also witnessed the organization receive other prestigious awards, including the Corporate Knights and Times awards.

Celebrating **Gildan's 40th Anniversary** was a memorable experience, marking a significant milestone for the company. The event allowed us to appreciate Gildan's growth, connect with colleagues outside of work, and witness the shared passion and dedication across the team.

Attending **company-organized "Lunch and Learns"** offered summer interns valuable insights into various Gildan departments, allowing us to connect with teams we don't usually interact with and learn more about the company.

Key Takeaways

Reporting standards and the increasing demand for transparency in the textile sector

In the textile sector, increasing transparency demands are shaped by evolving reporting standards. These frameworks highlight key sustainability trends and indicate where the industry is heading. By aligning with these standards, companies can develop proactive strategies that ensure compliance and lead in sustainable practices.

Staying Ahead of Emerging Regulations and Trend

Staying current with emerging regulations and trends is essential, particularly for publicly traded companies. Monitoring regulatory developments provides valuable insights into future industry directions, enabling companies to use this as an input to proactively shape their strategies.

The Growing Role of Stakeholder Contribution

The future of sustainability will continue to rely heavily on robust stakeholder engagement and collaboration. Recent European regulations showcase stakeholders' crucial role in identifying and addressing ESG risks. As regulations evolve, involving diverse stakeholders—from investors to local communities will be essential in shaping and validating ESG strategies, ensuring reporting and risk management are comprehensive and inclusive.

