

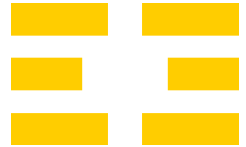


Gildan

Locations: Canada (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

DESCRIPTION:

Gildan vets vendors according to LGBTQ policies but provides viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Gildan discriminates against religious organizations in its charitable giving and funds multiple LGBTQ organizations. However, the company has not lobbied for ideological purposes. For these reasons, Gildan receives a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Gildan has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Conduct applies to all suppliers and includes a commitment to not discriminate on the basis of sexual orientation (1). However, Gildan has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Gildan will not donate to "Religious, discriminatory, non-secular, advocacy and/or political organizations." (1)(2)(3).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **Lower Risk**

Gildan protects its employees against viewpoint discrimination (1)(2).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. **Medium Risk**

Gildan has held unconscious bias training for its employees (1)(2).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Gildan's subsidiary American Apparel sponsored the 2018 Montreal Pride Festival and donated proceeds from a clothing line campaign to LGBTQ-related organizations (1). Gildan has also donated to LGBTQ advocacy organizations, including Project 10 (2).

Uses corporate political contributions for ideological, non-business purposes.

Lower Risk

Gildan does not operate a PAC at this time but has not lobbied for ideological purposes (1)(2)(3).

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