



Global Human Rights Policy

Acuity Brands is deeply committed to conducting business with the utmost integrity and improving our communities. Our Global Human Rights Policy applies to all Acuity associates globally and outlines our commitment to positively impact human rights in the communities in which we operate.

This Policy is part of our global Code of Ethics and Business Conduct and reflects the principles of the UN Guiding Principles on Business and Human Rights, UN Global Compact, ILO Declaration on Fundamental Principles and Rights at Work, and the International Bill of Human Rights.

Ensuring Human Rights

We believe the following areas are essential to the fundamental human rights of all our associates and are committed to identify, prevent, and address human rights risks in our business:

- **Non-Discrimination and No Harassment.** At Acuity Brands, we expressly prohibit discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status, or any other classification protected by applicable law and regulations. This applies to all aspects of employment, including in hiring and employment practices such as wages, promotions, rewards, and access to training.
- **Freedom of Association.** We respect the rights of all workers to form and join trade unions or labor associations of their own choosing, bargain collectively, and engage in peaceful assembly, as well as respect the right of workers to refrain from such activities. Where associates are legally represented by a union or labor association, we engage in good faith dialogue with those representatives. We also encourage our associates to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.
- **Freely Chosen Employment.** We respect the rights of workers to freely choose their employment and prohibit all forms of forced, bonded, indentured, or slave labor. We believe that the trafficking of persons, in any form, is unacceptable and workers should be able to freely resign their employment in accordance with local or national laws or regulations.
- **Child Labor.** We comply with all local and national laws on minimum working age and do not employ children under the legal minimum working age or compulsory schooling age, whichever is higher. If we participate in any intern, apprentice, or job shadowing programs, we ensure that these individuals are prohibited from engaging in any work that may pose a threat to their health, safety, education, or training.
- **Working Hours, Wages, and Benefits.** We provide competitive compensation packages

to our associates and comply with all applicable local and national wage laws and regulations, including those related to minimum wages, overtime hours, wage deductions, legally mandated benefits, and working hours, including overtime.

- **Safe and Healthy Workplace.** In connection with our Environmental, Health, and Safety (EHS) program, we provide and maintain a safe and healthy workplace for all our associates. We comply with applicable health and safety laws and regulations and prevent, address, and remediate any identified risks of accidents, injury, and health impacts. We are also committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions.
- **Ethical Business Conduct.** At Acuity Brands, we believe our continued success depends upon all of us to use good judgment and make ethical decisions, in compliance with all applicable laws worldwide. We also have policies and procedures designed to ensure compliance, such as our Code of Ethics and Business Conduct, Global Human Rights, Anti-Bribery, and Anti-Corruption policies, and promote awareness of these policies through training and communication.
- **Supplier Partnership.** We also ensure that our suppliers share in our commitment to human rights and ethical business conduct. As outlined in our Supplier Code of Conduct, we require our suppliers to comply with all applicable laws and regulations of the countries and locations in which they operate and ensure fair labor conditions.

Raising Concerns

If you have concerns about activity you feel may not be in line with this or other Acuity Brands policies, you should contact your local management, Human Resources, or a member of the Acuity Brands Legal Department. You can also reach out to our Ethics Helpline:

- Via the internet: www.acuitybrands.ethicspoint.com
- Via telephone, 24 hours/day, 7 days/week:

U.S. and Canada:	877-672-8798
China:	400-8-801-482
France:	0800-94-86-73
Mexico:	01-800-436-0166
Netherlands:	0800-020-1671
United Kingdom:	0-800-89-0011 (at the prompt dial 877-672-8798)

We will investigate any concerns in a timely and thorough manner, maintaining confidentiality to the extent possible. We do not tolerate retaliation against an individual that raises a good faith concern about this policy or other Acuity Brands business activities.

For associates in the European Union, our Ethics Helpline is limited to certain matters in accordance with EU laws. To report other concerns under the Global Human Rights Policy, please contact your local management, Human Resources, or a member of the Acuity Brands Legal Department.