

GLOBAL HUMAN RIGHTS POLICY

Acuity Brands is deeply committed to conducting business with the utmost integrity and ethics and to complying with applicable laws worldwide. Our Global Human Rights Policy outlines our commitment to positively impact human rights in the communities in which we operate.

KEY AREAS OF IMPACT

- **Non-Discrimination.** At Acuity Brands, we do not tolerate discrimination 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 comply with laws governing the rights of workers to form and join trade unions or labor associations of their own choosing, bargain collectively, and engage in peaceful assembly, and we respect the right of workers to refrain from such activities. We encourage our employees 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 do not support 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 use child labor.
- **Working Conditions.** We 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.** We are committed to providing all our employees a safe and healthy workplace. We comply with applicable health and safety laws and regulations and 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 Conduct, Anti-Bribery, and Anti-Corruption policies.
- **Supplier Partnership.** We expect our suppliers to 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 hotline:

- 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 employees in the European Union, our ethics hotline 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.