

## Privacy & Security

Acuity Brands is committed to protecting the privacy and security of the information we possess. The company has two security teams – one for enterprise systems and another for products and services. Both are fully dedicated to aggressively identifying opportunities to improve the company's security posture and to implement necessary improvements. Each team evaluates Acuity Brands' current security programs, crafts improvements to those programs, and drives the inclusion of appropriate security measures in the development and implementation of future architectures, systems and products. These evaluations involve the use of a combination of tools, such as third-party penetration testing, application and network vulnerability scanning and architectural analysis to further enhance security. The teams also require and measure adherence to documented policies and processes, such as regularly administered security and privacy awareness training and secure coding practices. To promote continuous improvement, the security teams regularly benchmark the results of these evaluations against industry-standard frameworks, such as the Critical Security Controls identified by the Center for Internet Security and the Software Assurance Maturity Model by the Open Web Application Security Project.

The company has established processes that promote a holistic approach to privacy and security, utilizing cross-functional reviews, appropriate checks and balances, and dissemination of pertinent information.

- Twice a month, each security team meets with senior members of the Acuity Brands legal and risk management team to review the company's progress, evaluate the risk posed by any outstanding issues, and determine whether any issues should be escalated to the company's general counsel.
- On a quarterly basis, representatives of each security team meet with the general counsel, senior members of the Acuity Brands legal and risk management team, and senior executives from either the enterprise systems or product and services group, as applicable, to report on the company's progress against their metrics and discuss future plans for security.
- At least annually, senior executives from the enterprise systems group, the product and services group, and the legal and risk management team report to the Acuity Brands Board of Directors on the company's evolving security posture.

Additionally, Acuity Brands has formed a cross-functional working group, led by the chief information officer and the chief intellectual property counsel, to complete, before the end of 2019, a comprehensive privacy impact assessment of all data held by the company and to take actions to mitigate privacy risks that are identified.