Environmental, Health & Safety Management at Acuity Brands
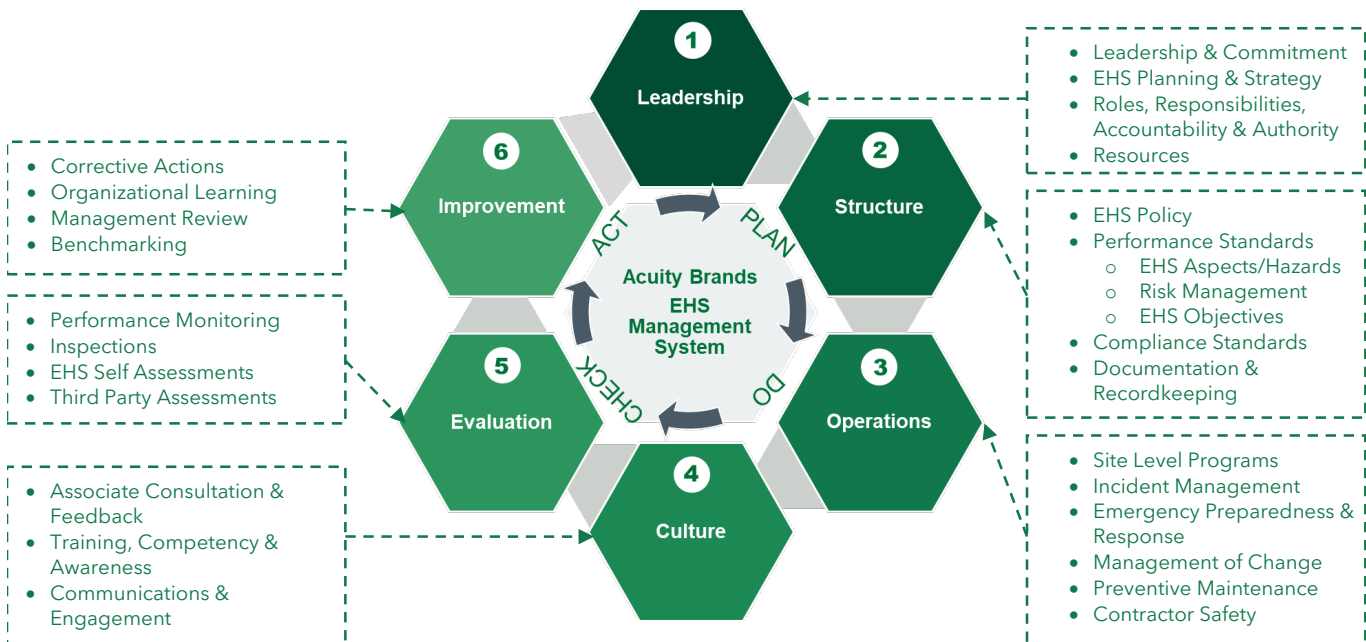
Introduction and Expectations

At Acuity Brands, we believe that the health and wellbeing of our associates, business partners, communities, and our planet matter most. Guided by our shared values, we are committed to maintaining safe and healthy workplaces, preserving our environmental resources, and continuously striving for ways to improve.

Our Environmental, Health and Safety Management System (EHSMS) provides the framework and performance expectations for planning, prioritizing, implementing, measuring, and continually improving our Environmental, Health, and Safety (EHS) performance at every facility. It encompasses the design and manufacture of products and services under all our or Acuity Brands Business Segments.

Our EHSMS is applicable to all company associates, contractors, and operating locations worldwide, including all manufacturing facilities, distribution centers, warehouses, engineering offices, field service locations, and other locations such as joint ventures where we employ associates and/or contractors to perform business activities. Our management system, along with our EHS Policy, help us keep EHS at the forefront of everything we do.

EHS Management System Framework

Our EHSMS is comprised of six (6) elements, as outlined below:

Our EHSMS is designed to be consistent with International Organization for Standardization, ISO14001:2015 and ISO 45001:2018.
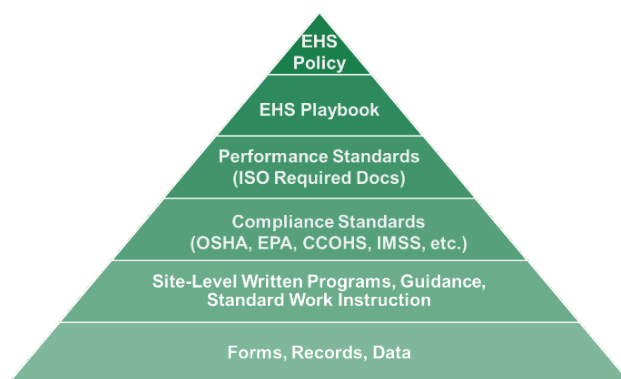
The following is a summary of each element of the system.

Element 1 – Leadership

- Our EHS Leadership Council of key senior leaders throughout the company, with ultimate oversite by our Board of Directors, provides guidance and direction for our EHS strategy, EHS objectives and goals, and reviews overall performance and improvement actions.
- We have clearly defined roles and responsibilities at the corporate and facility level to efficiently meet EHS goals, objectives, and expectations.
- All associates and contractors are aware of their roles and responsibilities within the EHSMS and the key role they play in helping us maintain safe and healthy workplaces.

Element 2 – Structure

- Our EHS Policy and standards help provide the specific requirements for our facilities, including hazard identification, risk assessments, compliance obligations, objectives, training, communications, and review.
- Our standards are based on industry best practices and with an emphasis on identifying, preventing, and eliminating risks throughout our operations.

Element 3 – Operations

- Each facility identifies the risks and compliance obligations associated with its activities and maintains controls, written programs, and procedures to ensure the safety of our workplace and compliance with all applicable regulations, permits, or other requirements.
- We have documented safe work practices for managing specific EHS risks including programs for emergency preparedness and response, management of change, preventive maintenance, and contractor safety.
- We share our EHS commitments with our Suppliers and assess their EHS programs as part of our supplier review processes.

Element 4 – Culture

- We promote EHS awareness among all associates and encourage active participation and consultation on our EHS management process.
- We measure our culture and the effectiveness of our EHS efforts in our annual associate engagement survey and through other listening strategies.
- EHS training and education are provided to associates, as well as temporary workers and contractors, at our facilities to ensure everyone understands how they contribute to maintaining a safe and healthy workplace.

Element 5 - Evaluation

- An important element of our EHSMS is tracking and trending our EHS performance to drive performance and take corrective actions where needed.
- This includes both internal and external assessments of our operations to ensure compliance and evaluate our performance in how we can continue to improve.

Element 6 – Improvement

- We are always striving to improve our EHS actions, performance, and standards, learning from feedback from our associates, observations, incidents, near misses, and our EHS performance results.
- Using this data, our facilities set EHS goals annually to continue to mitigate risks, improve product sustainability, and social responsibility.
- Our EHS Leadership Council reviews our overall EHS performance, trends, and industry best practices to ensure our EHS policy and performance are well aligned.

EHS Management System Implementation

Implementation of the Acuity EHSMS affects everyone inside our company. This document provides a brief overview of the management of our EHS risk and describes that contributions are required from all functions and all organizational levels, including our associates and the contractors working on behalf of the company. Ultimately, accountability for EHS performance rests with each associate. As we continue to enhance and strengthen the key elements surrounding our EHSMS, clearly define and communicate expectations surrounding our EHS Policy, and consult with and proactively empower associates, we continue our path toward a culture of EHS excellence.

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