



# GLOBAL HUMAN RIGHTS POLICY

We are committed to conducting business with the utmost integrity and ethics and complying with applicable laws worldwide. While we believe that governments have the primary duty to ensure and protect all their citizens' human rights, we are also responsible for supporting these efforts. Our Global Human Rights Policy outlines our commitment to positively impact human rights in the communities in which we operate.

This policy applies to all Acuity associates globally.

## Key Areas of Impact

- **Non-Discrimination.** 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 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 choosing, bargain collectively, engage in peaceful assembly, and respect workers' right to refrain from such activities. We 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 choose their employment freely 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 from their employment under 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 associates 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 free from violence, harassment, intimidation, and other unsafe or disruptive conditions.
- **Ethical Business Conduct.** 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 to ensure compliance, such as our Code

of Conduct, Anti-Bribery, and Anti-Corruption policies.

- **Supplier Partnership.** We expect suppliers to share 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 an activity you believe may not align with this or other Acuity Brands policies, contact your local management, Human Resources, or Acuity Brands Legal Department member. You can also reach out to our ethics helpline:

- Via the internet: [ethicshelpline.acuitybrands.com](https://ethicshelpline.acuitybrands.com)
- Via telephone, 24 hours/day, seven days/week:

Canada & U.S.	800-461-9330 via text 770-637-0324
China	400-120-3062
France	0805-080339
Mexico	01-800-681-6945
Netherlands	0-800-022-0441
United Kingdom	0-808-189-1053

We will investigate any concerns promptly and thoroughly, 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 following EU laws. To report other concerns under the Global Human Rights Policy, please get in touch with your local management, Human Resources, or a member of the Acuity Brands Legal Department.