

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE

In accordance with the California Transparency in Supply Chains Act (California Civil Code §1714.43), Acuity Brands makes the following disclosure regarding its efforts to eradicate slavery and human trafficking from its direct supply chain for tangible goods offered for sale:

VERIFICATION

Acuity Brands is committed to fair labor practices within our supply chain. As part of our verification process, before engaging potential suppliers, we require that all suppliers enter into a supply agreement that obligates the supplier to not engage, or be involved in any manner in, unfair labor practices or violation of human rights. We do not use third parties to conduct this verification.

SUPPLIER AUDITS

Acuity Brands reserves the right in its supply agreements to inspect any facility of its suppliers for the purpose of determining whether the supplier is complying all applicable laws, including those prohibiting unfair labor practices. These inspections are done with prior notice to the supplier and at reasonable times. Inspection by Acuity Brands does not alleviate the supplier's obligations to comply with all applicable laws or be viewed as Acuity Brands acquiescence to any non-compliance by the supplier.

CERTIFICATION

Acuity Brands requires its suppliers to certify each year that they are in compliance with the Acuity Brands Supplier Code of Conduct (<https://www.acuitybrands.com/about-us/sustainability/integrity-drives-our-success>) and all applicable laws, including those prohibiting unfair labor practices, of the country of origin of any product supplied to Acuity Brands and any country in which a component part of any product supplied to Acuity Brands is manufactured, distributed or offered. Suppliers are required to certify that they will take appropriate actions necessary to protect the health, safety and the environment, including in the workplace, and that they have established an effective program to ensure any suppliers they use also do so and are in compliance with all applicable laws.

INTERNAL ACCOUNTABILITY

The Acuity Brands Code of Ethics and Business Conduct (<https://www.acuitybrands.com/about-us/sustainability/integrity-drives-our-success>) applies to all of our employees, directors, officers, agents, distributors and suppliers worldwide. The Acuity Brands Code of Ethics and Business Conduct, among other things, provides that Acuity Brands does not engage directly or indirectly in child or slave labor or human trafficking, and that we do not associate with any business partners who engage directly or indirectly in child or slave labor or human trafficking. There is no retaliation against an employee for reports of violations of the Acuity Brands Code of Ethics

and Business Conduct that are made in good faith. A violation of the Acuity Brands Code of Ethics and Business Conduct may result in discipline, up to and including termination, or loss of business relationship with Acuity Brands.

TRAINING

All of our employees, including those who have direct responsibility for supply chain management, are required to complete training each year on the Acuity Brands Code of Ethics and Business Conduct and to certify their compliance with the Acuity Brands Code of Ethics and Business Conduct.