

ACUITY BRANDS SUPPLIER CODE OF CONDUCT

Acuity Brands is deeply committed to conducting business with the utmost integrity and ethics and to complying with applicable laws worldwide. This Supplier Code of Conduct sets forth our standards and expectations for our suppliers. Our goal is to ensure that all levels of our business, including our business partners and suppliers, share our commitment to driving success through ethical decision making, compliance, and integrity.

OVERVIEW

- All Acuity Brands suppliers must abide by the standards set forth in this Supplier Code of Conduct.
- References in this Supplier Code of Conduct to “suppliers” means any supplier of goods (whether for use as or in products made for and sold to Acuity Brands customers or in Acuity Brands factories, warehouses or offices), service provider, contractor, consultant, professional advisor, or entity that Acuity Brands engages to provide value to support Acuity Brands business.
- We require our suppliers to operate under the Acuity Brands Purchase Order Terms and Conditions or under a signed, written contract in a form acceptable to us.
- The expectations in this Supplier Code of Conduct are not intended to conflict with or modify the terms and conditions of any contracts with Acuity Brands. If a contract requirement is more restrictive than this Supplier Code of Conduct, then the supplier must comply with the more restrictive contract requirement.
- Our suppliers may be measured on key performance indicators related to, but not limited to, on-time delivery, environmental standards, compliance with law, and product quality. These key performance indicators will be detailed in a Supplier Scorecard provided to our suppliers.
- Our suppliers must have a process to communicate the requirements of this Supplier Code of Conduct to their suppliers and to monitor their suppliers’ compliance with this Supplier Code of Conduct.
- We expect all suppliers to fully cooperate with Acuity Brands reasonable requests for

information or requests to audit compliance with this Supplier Code of Conduct. We aim to partner with our suppliers to address any issues, but reserve the right to end our supplier relationship if we determine compliance cannot be achieved.

- We use the Acuity Business System to drive lean manufacturing and eliminate waste in everything we do, and we expect our suppliers to partner with us and drive waste from their processes.
- Concerns or reports of violations of this Supplier Code of Conduct may be made via the Acuity Brands 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
 - Acuity Brands will investigate these 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 Supplier Code of Conduct or other Acuity Brands business activities.

LABOR

Acuity Brands expects its suppliers to share in its commitment to equal employment opportunity and treat all individuals with respect. All suppliers must comply with the applicable labor laws and regulations of the countries and locations in which they operate and ensure fair labor conditions. This applies to all workers, including temporary, migrant, student and contract workers.

- **Freely Chosen Employment.** You must not use forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, or slave labor. You also must not engage in trafficking of persons, including transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. You must not place unreasonable restrictions on your workers' freedom of movement in your facilities or ability to voluntarily resign their employment in accordance with local or national laws or regulations. You and your agents may not

hold or otherwise destroy, conceal, confiscate or deny access by your workers to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law.

- **Child Labor.** You must comply with all local and national laws on minimum working age and not use child labor. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations, is permitted. You must not permit workers under the age of 18 to perform work that is likely to jeopardize their health or safety, including night shifts and overtime.
- **Working Hours.** Working hours, including overtime, must not exceed the maximum set by local or national law or regulations. Where such requirements do not exist, we recommend that a workweek not be more than 60 hours per week, including overtime, except in emergency or unusual situations and workers receive at least one day off every seven days.
- **Wages and Benefits.** You must comply with all applicable local and national wage laws and regulations, including those related to minimum wages, overtime hours, statements of wages, permissible deductions from wages, and legally mandated benefits. Any use of temporary, dispatch, and outsourced labor must also comply with all local and national law and regulations.
- **Humane Treatment.** You must not subject, or threaten to subject, your workers to harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse. You must clearly define and communicate to your workers disciplinary policies and procedures in support of these requirements.
- **Non-Discrimination.** You must not engage in 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.** In conformance with local and national law and regulations, you must respect all workers’ right to freedom of association, including the ability to form and join trade unions of their own choosing, bargain collectively, and engage in peaceful assembly, as well as respect the right of workers to refrain from such activities. You must permit workers and/or their representatives to openly communicate and share

ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

HEALTH and SAFETY

All suppliers must provide workers with a safe and healthy working environment, in compliance with all local and national laws and regulations:

- **Occupational Safety.** You must identify and assess, and control through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout, physical guards, interlocks and barriers), and ongoing safety training, worker exposure to safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) and the hazards of physically demanding tasks. Where hazards cannot be adequately controlled by these means, you must provide your workers with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards.
- **Emergency Preparedness.** You must identify and assess potential emergency situations and events and minimize their impact by implementing emergency plans and response procedures, including emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.
- **Sanitation, Food and Housing.** You must provide your workers with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by you or a labor agent must be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space, along with reasonable entry and exit privileges.
- **Health and Safety Communication.** You must provide your workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including mechanical, electrical, chemical, fire, and physical hazards. You must clearly post in the facility health and safety related information or place such information in a location identifiable and accessible by your workers. You must provide your workers with training prior to the beginning of work and regularly thereafter. You must encourage your workers to raise safety concerns.

ENVIRONMENTAL

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We expect our suppliers to comply with all applicable environmental laws and regulations and meet the following environmental standards:

- **Environmental Permits and Reporting.** You must obtain, maintain and keep current all required environmental permits (e.g. discharge monitoring), approvals and registrations and follow their operational and reporting requirements.
- **Environmental Practices.** You must comply with all applicable local and national environmental laws and regulations regarding pollution prevention, resource reduction, hazardous substances, waste, emissions, material restrictions, and energy consumption. We encourage our suppliers to take active steps to conserve the use of natural resources, including water, fossil fuels, minerals, and forest products, improve energy efficiency and to minimize your energy consumption and greenhouse gas emissions.

We expect our suppliers to track their progress on the above and to report the same to Acuity Brands on an annual basis.

ETHICS

Suppliers and their agents must comply with all applicable local and national laws and regulations in the countries in which they operate and meet the following ethical standards:

- **Code of Ethics and Business Conduct.** You must comply with the Acuity Brands Code of Ethics and Business Conduct.
- **Anti-Bribery; Anti-Corruption.** You must comply with the Acuity Brands Foreign Corrupt Practices Act Compliance Policy.
- **Intellectual Property.** You must respect intellectual property rights; you must make any transfer of technology and know-how in a manner that protects intellectual property rights; and you must safeguard the information of your customers and suppliers.
- **Fair Business, Advertising, and Competition.** You must uphold standards of fair business, advertising, and competition.
- **Whistleblowers and Non-Retaliation.** You must maintain programs that ensure the confidentiality, anonymity and protection of whistleblowers, unless prohibited by law. You must have a communicated process for your workers to be able to raise any concerns without fear of retaliation.

- **Conflict Minerals.** You must comply with the Acuity Brands Conflict Minerals Policy.
- **Privacy.** You must commit to protecting the reasonable privacy expectations of personal information of everyone you do business with, including your suppliers, customers, consumers and workers. You must comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.