



Fighting Against Forced and Child Labour in Supply Chains

This report is made by Acuity Brands Lighting Canada, Inc. (“ABLC”) in accordance with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). This initial report covers ABLC’s fiscal year of September 1, 2022 through August 31, 2023.

Business, Structure, and Supply Chain

ABLC is a wholly owned subsidiary of Acuity Brands, Inc. (“Acuity Brands”), a market-leading industrial technology company. Through its two business segments, Acuity Brands Lighting and Lighting Controls (“ABL”) and the Intelligent Spaces Group (“ISG”), Acuity Brands designs, manufactures, and brings to market products and services that make a valuable difference in people’s lives. ABLC is part of our ABL business segment.

Our ABL strategy is to increase product vitality, improve service levels, use technology to improve and differentiate both our products and our services, and drive productivity. ABL’s portfolio of lighting solutions includes commercial, architectural, and specialty lighting in addition to lighting controls and components that can be combined to create integrated lighting controls systems. We offer devices such as luminaires that predominantly utilize light emitting diode (“LED”) technology designed to optimize energy efficiency and comfort for various indoor and outdoor applications.

Principal customers of ABL include electrical distributors, retail home improvement centers, electric utilities, national accounts, original equipment manufacturer (“OEM”) customers, digital retailers, lighting showrooms, and energy service companies. Our customers are located in North America and select international markets that serve new construction, renovation and retrofit, and maintenance and repair applications. ABL’s lighting and lighting controls solutions are sold primarily through a network of independent sales agencies that cover specific geographic areas and market channels, by internal sales representatives, through consumer retail channels, directly to large corporate accounts, and directly to OEM customers. Products are delivered directly from our manufacturing facilities or through a network of distribution centers, regional warehouses, and commercial warehouses using both common carriers and an internally-managed truck fleet.

We market our product portfolio and service capabilities to customers and/or end users in multiple channels through a broad spectrum of marketing and promotional methods, including direct customer contact, trade shows, on-site training, print and digital advertising in industry publications, product brochures, and other literature, as well as through digital marketing and



social media. We operate training and education facilities in several locations throughout North America and Europe designed to enhance the lighting knowledge of customers and industry professionals.

ABLC primarily receives finished goods from other ABL locations in North America. ABL utilizes a variety of suppliers globally, with many suppliers located in North America. These suppliers provide a range of raw materials, including aluminum, steel, electrical and electronic components, plastics, and other petroleum-based materials and components.

Policies and Due Diligence Processes

Acuity Brands has in place foundational policies that apply globally to all subsidiaries, including ABLC. These include the Code of Ethics and Business Conduct (the "Code"), Global Human Rights Policy, and Supplier Code of Conduct ("Supplier Code"), all of which confirm our corporate commitments to preventing and reducing the risk of forced and child labour in our business activities and supply chain.

The Code provides the resources and information for all associates to lead through our values, do our jobs with purpose, and comply with applicable laws. The Code applies to all associates whether regular, temporary, full-time, or part-time – and is translated into multiple languages to ensure it is easily understood. We also expect our agents, suppliers, vendors, customers, and business partners to share these same commitments. The Code has a section outlining our commitment to human rights and states we do not support, or use forced, bonded, indentured, slave, or child labour or trafficking.

The Acuity Brands Global Human Rights Policy outlines our commitment to positively impact human rights in the communities in which we operate. We outline in this policy that we do not utilize forced, bonded, indentured, slave, or child labour and require the same of suppliers. The Global Human Rights Policy is also incorporated into the Code.

Our Supplier Code more specifically sets forth 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. The Supplier Code expressly prohibits the use of forced or child labour by suppliers, service providers, contractors, consultants, and other third parties.

We also have a Whistleblower and Non-Retaliation Policy, as well as various avenues for associates, suppliers, and others to report concerns. These include raising concerns to management, human resources, and legal/compliance, as well as our Ethics Helpline. The Ethics



Helpline is a confidential platform administered by a third party and available 24/7 to all associates, suppliers, and other third parties. Concerns raised through any of these channels are reviewed and/or investigated and appropriate actions taken, as necessary.

Assessing and Managing Risks

We are not aware of any forced or child labour in our supply chain and expect all our suppliers to adhere to the standards outlined in our Supplier Code of Conduct, which includes a prohibition of forced and child labour. This language is also included in our standard contracts where we have a direct contractual agreement with the supplier.

While ABLC has not yet undertaken a formal process to assess risks of forced or child labour in our supply chain, we plan to enhance our Third-Party Due Diligence processes, including more robust risk assessments and additional technology to increase visibility within our supply chain. We recognize that there could be a potential risk for forced or child labour deep within our supply chain where we currently do not have visibility or control.

Remediation

As of August 31, 2023, ABLC has not faced situations or allegations of forced or child labour and has not had to remedy any such situations. Given that no remediation actions have needed to be taken, there is no anticipated loss of income to the most vulnerable families, as defined under the Act.

The Acuity Brands Code, Supplier Code, and other related policies contain information on how to raise concerns, including to our Ethics Helpline. If a situation is identified, we will investigate and take any necessary corrective actions.

Training

All ABLC associates receive training each year on the Acuity Brands Code of Ethics and Business Conduct. As part of this training, associates are required to acknowledge that they read, understand, and will comply with the Code of Ethics and Business Conduct. This training is also provided to new hires as part of our onboarding processes.



Assessing Effectiveness

While ABLC has established policies, expectations, and assessments of our suppliers, we have not yet undertaken a formal process to specifically assess the effectiveness of our actions to ensure that forced or child labour are not used in our supply chain. We plan to establish a formal process in the future.

In accordance with section 11(4)(a) of the Act, this report was approved by the governing body of Acuity Brands Lighting Canada, Inc.

I have the authority to bind Acuity Brands Lighting Canada, Inc.

Karen Holcom

Senior Vice President & CFO

Acuity Brands, Inc.

May 30, 2024
