



Fighting Against Forced and Child Labour in Supply Chains

This report is made by Distech Controls, Inc. ("Distech Controls") in accordance with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). This initial report covers Distech Controls fiscal year of September 1, 2022 through August 31, 2023.

Business, Structure, and Supply Chain

Distech Controls 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.

Our ISG strategy is to make spaces smarter, safer, and greener by connecting the edge to the cloud. Flexible and modular, ISG's portfolio of software, sensors, and controls helps our customers lower their operational costs and reduce their carbon footprint. Our technology differentiates through open protocols and open distribution channels, giving our end users choice to best solve their unique challenges. The ISG business segment consists of Distech Controls® and Atrius®. Distech Controls is a leader in open and connected HVAC and refrigeration controls, and Atrius' cloud applications focus on extracting value from building data faster and easier, including sustainability reporting, energy management, indoor wayfinding, and real-time asset tracking. Customers of ISG primarily include system integrators as well as retail stores, airports, and enterprise campuses throughout North America and select international locations.

Distech Controls utilizes a variety of suppliers globally, with many suppliers located in North America and the EU. These suppliers provide a range of raw materials, including electronic components, hardware, and plastics, as well as certain finished goods.

Policies and Due Diligence Processes

Acuity Brands has in place foundational policies that apply globally to all subsidiaries, including Distech Controls. 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 Acuity Brands 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 suppliers, vendors, system integrators, distributors, 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. We also include this language in our standard contracts where we have a direct contractual agreement with the supplier.

While Distech Controls has not yet undertaken a formal process to assess risks of forced or child labour in its 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, Distech Controls 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 Distech Controls 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 Distech Controls has established policies, expectations, and assessments of our suppliers, we have not yet taken any formal actions to 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 the requirements of section 11(4)(a) of the Act, this report was approved by the governing body of Distech Controls, Inc.

I have the authority to bind Distech Controls, Inc.

A handwritten signature in blue ink that reads "Karen Holcom".

Karen Holcom

Senior Vice President & CFO

Acuity Brands, Inc.

May 30, 2024
