



Code of Ethics and Business Conduct

Effective: February 1, 2024



Letter from Neil Ashe: Leading with Integrity

Dear Associates:

We are committed to doing the right thing the first time, every time. That's why integrity is one of our values. [Our values](#) are the foundation of our culture and will help us achieve what other companies cannot. Acting with integrity in everyday situations together with our interactions with associates, customers, business partners, shareholders, and communities sets our ethical tone.

Our Code of Ethics and Business Conduct provides the resources and information for us to lead through our values, do our jobs with purpose, and comply with applicable laws. Please use the Code as your guide to ensure your actions continue to proudly reflect our values.

You should always feel empowered to do the right thing at Acuity, no matter the situation. Speak up if you see something that concerns you from an ethical or legal perspective or if you are unsure about the right thing to do. This is how we continue to create the environment where the best people come to do their best work.

NEIL M. ASHE

Chairman, President, and Chief Executive Officer

“We are committed to doing the right thing the first time, every time.”

● [LETTER FROM
NEIL ASHE](#)



QUESTIONS OR
CONCERNS?

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Our Values

Our values define who we are.

They provide a framework to guide our decisions and actions.
When we align with our values, we all succeed together.



Integrity

We do the right thing,
the first time, every time.



Time

Time is the only constrained
resource. We focus on what
is most important.



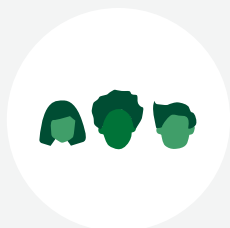
Curiosity

We are always searching for a
better way. We are willing and
able to change.



Customer Obsessed

We see the world through
the eyes of customers and
end-users. We deliver on
their needs.



People

We create the environment
where the best people come
to do their best work. We all
succeed together.



Community

We care about the environment
and our neighbors. We make
communities better.



Owner's Mindset

We think and act like owners.
We focus on long-term,
sustainable value creation.

Our Code and Responsibilities



• OUR CODE AND
RESPONSIBILITIES

Using the Code

Every day, we make decisions that impact our associates, customers, business partners, shareholders, and communities.

Our Code of Ethics and Business Conduct (the “Code”) is here to help you navigate these decisions in alignment with our values. It can also help you understand the laws, policies, and regulations that may apply. Although we can’t cover every possible situation in this document, you should use the Code as your starting point for guidance.

Our 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.

Our Code does not alter the terms and conditions of your employment. Failure to comply with the Code may result in disciplinary action, up to and including termination. In addition, our Code cannot be waived without prior written approval from the Board of Directors or a committee of the Board.



We support our associates’ rights under the specific labor laws of their country.

Our Code and policies are not intended to interfere with those rights, including but not limited to, your ability to speak out about matters of public concern or participate in certain activities related to the terms and conditions of your employment, such as wages, hours, working conditions, or safety. The Code and our policies are also not intended to prohibit you from reporting potential legal issues to a government authority.

Your Responsibilities

Each and every one of us has a responsibility to act with integrity and make ethical business decisions.



As an Acuity associate, you are responsible for:

- Ensuring that your decisions and actions align with our values
- Reading and understanding our Code and policies
- Knowing and complying with applicable laws and regulations
- Raising concerns if you see something that is not in line with our values, Code, or policies
- Asking questions if you are uncertain or need help



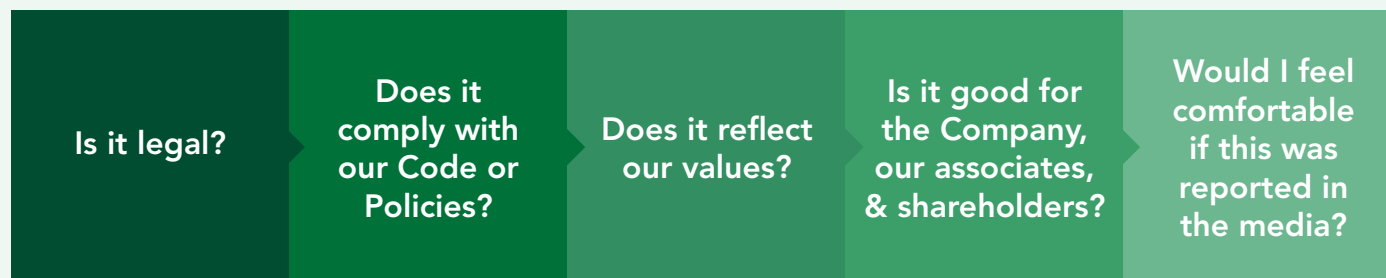
As an Acuity manager or leader, you are also responsible for:

- Leading by example and showing our values in action each day
- Ensuring that your team understands how to make ethical business decisions and where to go with questions.
- Promoting an environment where associates are comfortable raising concerns
- Staying aware of how things get done and watching out for red flags, concerns, or possible violations of our Code or policies
- Immediately reporting all potential violations of the Code or policies

Making Ethical Decisions

Remember that the Code is a guide for ethical decision making but doesn't have the answer to every question you may face.

If you are not sure of what to do, ask yourself:



If the answer to any of these questions is no, you should not proceed and should speak up if you see someone else doing this.

If you are unsure, ask for help.

Your manager, HR, or the Compliance team can help. You can also "Ask a Question" directly and confidentially through our Ethics Helpline, which will be reviewed by our Compliance team.

Raising Issues or Concerns

What if I?

1. See, hear, or suspect something that violates our Code or policies
2. Have concerns about whether something is appropriate
3. Have questions about the Code or other policies

Who should I contact?

- Reach out to your manager or HR
- E-mail our Compliance team at Compliance@AcuityBrands.com
- Contact the Ethics Helpline online or via telephone (available 24 hours/day, 7 days/week and anonymously)*

[Ethicshelpline.AcuityBrands.com](https://www.acuitybrands.com/ethicshelpline)

U.S. and Canada: 800-461-9330
or 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



- Mail a letter to Acuity Brands, Inc.
 - Attention: Compliance, 1170 Peachtree Street N.E., Suite 1200, Atlanta, GA 30309-7673

What happens next?

- The Compliance team creates a report of any concerns raised, and these concerns are investigated in a timely and thorough manner, maintaining confidentiality to the extent possible
- We will take appropriate action as necessary
- The investigation outcome and actions may also be confidential

*For employees in the European Union, our Ethics Helpline is limited to certain matters in accordance with EU laws. To report other concerns, please contact your local management, Human Resources, or a member of the Acuity Brands Legal team.



Whistleblower and Non-Retaliation Policy

No Retaliation

It takes courage to speak up and we want you to always feel comfortable doing so. We strictly prohibit retaliation against an associate for raising a concern in good faith or participating in an investigation.

Valuing Our People



● VALUING
OUR PEOPLE

We Treat Everyone with Respect

We believe that diversity, equity, and inclusion are important factors in our ongoing success. Our goal is to ensure that all associates feel valued, respected, and accepted for their contributions.

We are committed to treating everyone with respect and ensuring that employment decisions are based on your individual performance and qualifications.

We do not tolerate discrimination based on race, color, ethnic origin or group, national origin, age, gender, gender identity, gender expression, sex, sexual orientation, pregnancy (which includes pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding), religion, mental disability, physical disability, genetic information, medical condition, marital status, or family status, covered veteran status, or any other characteristic or classification protected by local, state, provincial, or federal law. This applies to all aspects of employment, including in hiring and employment practices such as wages, promotions, rewards, and access to training.

We also do not tolerate any harassment (sexual or otherwise), bullying, or intimidation by co-workers, supervisors, managers, and business partners, including consultants, customers, and vendors. This applies in the workplace and any work-related setting, such as business trips, business meetings, and business-related social events.

We take these concerns very seriously and will quickly and thoroughly investigate and take appropriate action. We prohibit retaliation against any associate who comes forward in good faith to express a concern or complaint or participates in an investigation.

If you are aware of or witness any discrimination, harassment, or similar incidents, you should immediately report it to your supervisor.

If you believe your supervisor is involved in the misconduct or are uncomfortable going to them, you should [reach out](#) to a member of our HR team, our Compliance team, or the Ethics Helpline.



Respectful Workplace Policy

Q: A group of associates constantly make jokes about a co-worker with a speech disability. They never say anything to him directly, but I still don't think it is appropriate. What should I do?

A: You should [reach out](#) to your manager or one of the other options available to raise this concern. Making fun of someone because of a disability is not aligned with our values, Code, or Respectful Workplace Policy, even if the comments are not made to the person directly.



We are Committed to a Safe and Secure Workplace

The health and safety of our associates is at the forefront of everything we do.

We comply with all health and safety laws and regulations and proactively identify job hazards, implement protective controls, and drive continuous improvement through our Environmental, Health and Safety (EHS) Management System. We also set proactive targets, monitor performance, and review our progress against those targets every quarter with senior management and our Board of Directors. All of us have a role to play in making health and safety a priority and keeping ourselves and all those around us safe.

Our goal is also to eliminate, to the best we can, the use of hazardous materials, and the generation of hazardous waste in our operations. We have a robust environmental compliance and management program, and we continuously assess potential environmental consequences relating to our operations.

We are committed to providing a work environment free from threats or violence. All threats of violence, occurrences of intimidation, and acts of violence in our workplace are strictly prohibited. In addition, associates (other than authorized security personnel) are prohibited from bringing any type of weapon onto Company property, unless otherwise required by state law or as approved in writing by the Chief Executive Officer or Senior Vice President, General Counsel.

We also expect associates to report to work free from the influence of illegal drugs or alcohol. Possessing, selling, or using illegal drugs on Company property is strictly prohibited.

If you see anything that might pose a health or safety risk, please immediately report it to a manager, your site Environmental, Health, and Safety designee, a member of the HR team, Compliance, or our Ethics Helpline.

We Respect All Human Rights

We are committed to complying with applicable labor and employment laws, including those related to minimum wage and overtime hours. We respect the rights of all workers to freely choose their employment and do not support forced, bonded, indentured, slave, or child labor or trafficking. We also respect the rights of all workers to form and join trade unions or labor associations of their own choosing, bargain collectively, and engage in peaceful assembly, as well as respect the right of workers to refrain from such activities.



See our Global Human Rights Policy on our commitment to positively impact human rights and **reach out** with any questions or concerns.

Q: Someone stacked a group of boxes, and they are partially blocking an emergency exit. What should I do?

A: You should immediately report this to a manager or your site EHS designee. Emergency exits should always be clear and available in case of an emergency.



For further guidance, please review our Environment, Health and Safety Policy and Environmental, Health and Safety Management System Overview.

Following the Law



We Strictly Comply with All Anti-Bribery and Anti-Corruption Laws

We compete based on our innovative products, services, and our reputation of integrity.

Offering, paying, giving, promising or accepting bribes or other unlawful payments to get or keep business is strictly prohibited. A bribe can be anything of value given to improperly influence a decision or gain an improper advantage.

Bribes can take many forms, including:

- money or gift cards
- lavish gifts or trips
- excessive commissions or rebates
- unusual charges or contributions
- offers of employment
- charitable or political donations
- kickbacks or a payment made to reward facilitation of a business relationship or agreement

Small payments to individuals to make them perform a government service to which we would already be entitled (also called “grease” or “facilitation” payments) are also strictly prohibited.

Our strict prohibition of bribery and corruption also extends to our third-party business partners. If we can’t do it, neither can they – regardless of local practice or custom.

In addition, if you work with a government official or municipality, be sure you understand the specific requirements when dealing with public officials.

We maintain an extensive program to reduce the risk of such inappropriate conduct, including performing due diligence of third parties acting on our behalf, certifications and undertakings, and training of our associates and agents.

We also have a comprehensive Anti-Bribery/Anti-Corruption program that applies to our associates, representatives, and our third-party business partners.

Government Contracting

Our products are used in many different applications, including local, state, and/or federally funded projects. We are committed to complying with all requirements for doing business with the government or on publicly funded projects.

Q: A business partner in a new country said it is a normal business practice to submit a cash payment to the governmental official for them to consider the bid and they can invoice us for the payment. What should I do?

A: Even if someone tells you this is normal and customary, it is still wrong, a violation of our Code, and illegal. Don’t pay this or allow anyone else to pay it.



Review our Foreign Corrupt Practices Act Compliance Policy and **reach out** with any questions or concerns

We Compete Vigorously and Fairly

We believe in competing fairly on the merits of our products and complying with applicable antitrust and competition laws worldwide.

You should never join in any agreements or discussions with competitors about fixing prices, rigging bids, dividing products, territories, customers or markets, or limiting production or sale of products.

You should also consult with a member of the Law and Business Environment team before entering into any joint venture, non-competition agreement, merger, acquisition, tying contract, exclusive dealing arrangement, or bundled discount or loyalty program. Keep in

mind that an agreement or understanding can be formal or informal, express or implied, and may even be inferred from conduct alone.

You should never use misrepresentation, deception, or abuse confidential information to gain an unfair advantage over our competitors. If you need to obtain market information, you should do so honestly and transparently. You should never encourage anyone to provide you with confidential information from a competitor or previous employer or accept information they obtained improperly.

Always communicate honestly to customers about our products and do not make false statements about our competitors.



Antitrust and competition laws are complex, so please consult our Antitrust Compliance Policy and **reach out** with any questions or concerns



Q: I'm at an industry event and a competitor wants to talk later about aligning on the timing of our next pricing increase. What should I do?

A: You should immediately end the conversation and not meet the competitor after the event so that you avoid even the perception of this anticompetitive behavior. Talking about pricing with a competitor, in any capacity, is not appropriate or lawful.

We Comply with Trade Compliance Laws

We comply with all applicable international trade laws, including laws concerning:

- Import and export of products, services, and technology;
- Prohibition of transactions with specific countries, entities, and people; and
- Participation in international boycotts.

Trade laws may apply to any import or export activity, even including electronic transmission of information.

Remember, you can't do indirectly what you can't do directly. You cannot ask a third-party to act on your behalf if it would violate the law.

We have a comprehensive trade compliance program that applies to our employees, representatives, and our third-party business partners.

Consult our trade compliance policies and [reach out](#) with any questions or concerns.

We Stay Vigilant to Prevent Money Laundering

We comply with anti-money laundering and anti-terrorism laws in the countries where we do business. Money laundering is when individuals try to disguise or hide proceeds from criminal activities to make them appear legitimate.

You should carefully monitor our business transactions and ask questions if you see any red flags such as:

- Large payments in cash or pre-paid cards
- Requesting numerous smaller transactions to avoid reporting thresholds
- Refusing to provide identification or information

If a transaction appears suspicious, please immediately [reach out](#) with any questions or concerns.

We Provide Quality Products



We are committed to designing, sourcing, and producing safe quality products for our customers. We comply with applicable safety and quality requirements in the markets where we do business.

We Do Not Trade on Inside Information

We are committed to maintaining a fair market for buying and selling Acuity Brands stock.

Trading in stock based on material, non-public information is called “insider trading” and is illegal. You also cannot share material, non-public information with your family or friends so they can trade stock, also known as “tipping.”

“Material” information is anything a reasonable investor would consider important in the decision to buy or sell stock. “Non-public” information is information that is treated as confidential and not available to the public.

Examples of material non-public information may include:

- Financial or operating results
- Termination of a significant contract
- Significant joint venture, merger, or acquisition
- Significant new lawsuit or loss of business
- Significant disruptions in operations or breach or unauthorized access of Acuity Brands data, property, or assets
- Labor negotiations
- Pricing strategy

If you are unsure if something is material, non-public information, consult the Law and Business Environment team for clarification.



See our Insider Trading Policy and **reach out** with any questions or concerns.



Q: After work, I met my brother for dinner and shared my excitement over a significant upcoming product launch that I was working on. He later purchased Acuity stock before the product was officially launched. Was that okay?

A: No. You shared material non-public information with your brother, who bought stock based on that information. This is illegal.

Our Books and Records Will Be Accurate

We have a responsibility to fairly and accurately report our financial results to our shareholders and the public.

We also must ensure that our books and records are materially accurate, complete, and maintained as required by law and applicable financial accounting standards. All our associates are expected to follow our written policies, standard work, and controls related to financial reporting.

Whether you are preparing financial statements, reporting transactions, or even just recording your working time, you should always be accurate, complete, honest, and transparent. You must comply with all established controls and procedures and not make false or misleading entries or omit any required details. Also, you must retain any required supporting documentation in accordance with our records retention schedules.

You can also reach out to the Finance team for further information and copies of our internal accounting procedures.

If you find errors, are having trouble reconciling an account, or have other financial concerns, you should immediately [reach out](#) with any questions or concerns.

Q: It's the end of the quarter and the business leader is asking me to change the date on a purchase order so we can recognize the sales in this quarter even though the products won't ship until later. What should I do?

A: You should not make the change and immediately [reach out](#). This may be a violation of our revenue recognition policy and processes and could cause inaccuracies in our financial statements.

We Hold Our Suppliers to the Same High Standards

Our 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.

TRANSFORMING
WHAT MATTERS

Protecting Our Company



We Safeguard Intellectual Property and Confidential Information

Our intellectual property is vital to our success as a Company and represents the hard work and dedication of our associates.

We all share the responsibility to protect our intellectual property, confidential information, and trade secrets from misuse by others and help maintain our competitive advantage.

Ensure that you keep all intellectual property and confidential information, including business plans, customer lists, pricing, patents, design information, trade secrets, trademarks, services marks, and copyrights, protected from disclosure or misuse. Unless you have approval from the Law and Business Environment team, you should not disclose any confidential intellectual property, confidential information, or trade secrets of our Company, customers, and business partners, to any

third parties or anyone who does not have a need to know the information. You should also be aware of any agreements or other regulations that would prohibit disclosing information to the public. Always be careful when you are discussing or communicating confidential information in public places, over the phone, or via e-mail.

We also respect the intellectual property, trade secrets, and confidential information of third parties. You should never ask or cause someone to disclose information that they are required by their company to keep confidential. Just like we want to keep our information safe, we always want to respect other's ability to do the same.

If you see anyone improperly disclosing or misusing our intellectual property, confidential information, or trade secrets, please immediately [reach out](#) with any questions or concerns.



Q: My new co-worker recently worked for one of our competitors. Can I ask him to share details about their new product development pipeline and processes?

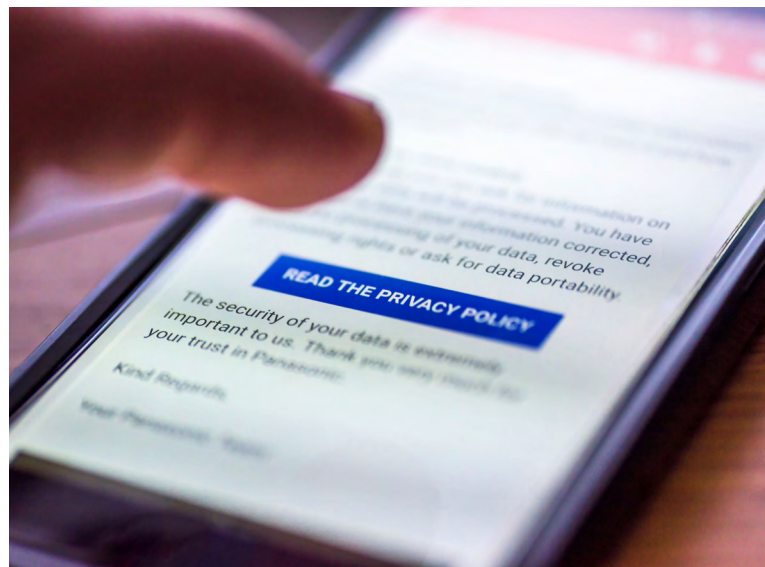
A: No. You should not ask someone to share confidential information from a former employer in violation of their obligations to their former employer. We always want to respect our competitors' ability to keep their information confidential.

We Appropriately Use and Protect Personal Data and Company Assets

The privacy of our associates and all stakeholders is extremely important.

In the course of our business, we collect personal information, such as name, address, or e-mail, which can be used to identify someone. Data privacy laws throughout the world help provide guidance on how we should collect, store, use, and share this information. We are dedicated to complying with all data privacy laws worldwide and we limit access to personal data to only associates who have appropriate authorization and a business need for that information. If you have access to any personal information as part of your role, you should always ensure that you are using that information appropriately and not sharing it with anyone who should not have access. Any breach or unauthorized disclosure of data should be immediately reported to your manager, HR, Compliance, or a member of the Law and Business Environment team.

We trust you to use Company computers, mobile devices, and other property appropriately and for business purposes and to protect them from misuse, theft, or fraud. You should never use our computer systems or media to offend, harass, or threaten anyone, or to access, send, or store illegal or offensive material. Keep in mind that the information you send or receive on our Company networks, systems, and devices is not private and can be accessed by the Company at any time.



We expect you to be aware of cybersecurity risks as well.

Be sure to follow all policies and processes that are in place to protect our systems and data from a cyberattack or unauthorized access.

Please [reach out](#) with any questions or concerns.

We Communicate and Use Social Media Appropriately

As a Company, we also want to be sure that any information shared publicly is consistent, complete, and accurate.

That is why only a few designated individuals within our Company serve as official spokespersons. If you are not authorized to do so, you should not speak on behalf of Acuity Brands or its products. This helps ensure that we avoid any confusion or sharing of incorrect information.

If you are personally asked to speak at an industry event or sit on a panel, always check first with your supervisor, HR, or a member of the Law and Business Environment team.

Also, if you receive a request from any government official or agency, they should be referred directly to our Compliance team.

Social media is a great way to share ideas and keep in touch with our networks of family and friends. However, you should always use social media in a way that is in line with our values and policies. In addition, you should always indicate that your online postings and views are your own and are not the views or position of Acuity Brands.



Please review our Social Media Guidelines for further details.



Q: A reporter from a trade publication reached out for a comment regarding our products. What do I do?

A: You should not respond, but instead notify our Communications team so that we can ensure we share consistent and accurate information.

We Act in the Best Interest of Acuity Brands

A conflict of interest can occur when your personal interests interfere, or appear to interfere, with the interests of the Company and affect your judgment in performing your job honestly, objectively, and effectively. We all have a duty to avoid conflicts of interest but identifying a conflict is sometimes challenging.

Think about how each situation looks from the perspective of a co-worker or someone outside of the Company and if they could think your ability to act in the best interest of Acuity Brands is affected.

Additionally, you should never take personal advantage of opportunities that arise from the use of Company property, information, or even your position for unethical personal gain or to compete against the Company. This includes not asking customers, agents, or business partners for items or "favors," such as tickets to a sporting event or a job for a family member.

If you identify a potential conflict of interest, reach out to your manager, HR, or complete the Conflict of Interest Disclosure Form.

We will explore the issue with you to determine whether there is a conflict and any appropriate outcome. Prior approval from your manager and the Senior Vice President, General Counsel, is required to work for or have ownership in a customer or supplier or other third-party business partner of Acuity Brands.

Some examples of possible conflicts of interest include, but are not limited to:

- Owning an interest in customers, suppliers, or competitors;
- Giving or receiving loans to or from customers, suppliers, or competitors;
- Working for customers, suppliers, or competitors;
- Being involved in the selection process if a friend or family member is applying for a role with the Company or to become a vendor, supplier, agent, or other business partner;
- Holding outside employment that competes with the work you do at Acuity Brands or interferes with your ability to do your job;
- Having a direct supervisory relationship between close relatives (related by blood, adoption, marriage, or partnership) or those in a romantic relationship; or
- Holding an outside for-profit directorship position, unless approved in writing by the Senior Vice President, General Counsel.

Excessive or Inappropriate Business Gifts are Not Allowed

Gifts and entertainment can help build good business relationships, but they can also pose a conflict of interest if they affect, or appear to affect your ability to make objective and fair business decisions. Lavish or inappropriate business gifts may create the perception that we are trying to obtain or give business by attempting to influence individuals with personal benefits.

Particular attention must be given to situations involving government officials, who in many cases are not allowed to accept gifts of any kind. In addition, you should never ask for a gift from a customer, agent, or business partner.

Never offer or accept gifts, meals, or entertainment that may be intended to:

Gain an unfair business advantage or influence a certain business decision.



Consult our Gifts and Entertainment Policy for further details, including details about specific monetary limits, as well as our Anti-Bribery/Anti-Corruption Program.

Gifts and entertainment must not be:



Frequent or excessive;



In the form of cash or stored-value gift cards;



Given or received in violation of laws or the recipient's policies (as applicable);



Improperly expensed; or



Otherwise in violation of our gifts and entertainment policy.

If you're not sure if a gift or event is appropriate, [reach out](#) with any questions or concerns.

Being Good Global Citizens



Earthlight: Our Approach to ESG

We strive to do good things for the environment, do right by our people and our communities, and conduct ourselves in a way that makes us a trusted business partner.

EarthLIGHT is the way we coordinate our efforts around Environmental, Social, and Governance (ESG) considerations, measure our performance in key areas, and communicate about those efforts to our various stakeholders.

We are positioned at the intersection of sustainability and technology. Our Company develops technology that helps save our customers energy and reduces their carbon emissions. As a leading provider of innovative lighting, controls, and building management solutions, we are making a positive contribution to the future of our planet by reducing our carbon footprint and helping our customers do the same. We are committed to providing more efficient and effective solutions to our customers to enable all of us to be better environmental stewards.

We are also creating the environment where the best people come to their best work. We believe that when associates feel they belong, they can do their best work. Our focus on diversity, equity, and inclusion efforts is highly integrated with our business processes and strategies and supported by a strong network of Employee Resource Groups throughout the company.

Additionally, we value the feedback from our associates and regularly seek their insights as part of our listening strategy. In our annual Associate Engagement Survey, we measure how comfortable our associates feel contributing their ideas and opinions and living our shared values. This also includes questions around our culture of ethics and compliance to ensure that associates feel respected and comfortable raising concerns. As a Company, the actions we take today also help

create a better future in the communities where we live and work. We have a rich history of community engagement and encourage our associates and business partners to find new and more effective ways to help our neighbors as well as the environment.



Our EarthLIGHT Report shares Acuity's annual progress update on our specific efforts around ESG – progress made possible through our associates, distributors and customers. Our annual Report helps us:

- **Demonstrate** year-over-year EarthLIGHT ESG progress.
- **Illustrate** that our strategy and values are manifested through EarthLIGHT – for investors, prospective and current associates, suppliers, channel partners, and customers.
- **Celebrate and broaden awareness** around Acuity's EarthLIGHT progress.



Learn more about how we brought this to life.

Community and Political Activities

Acuity's business is affected by public policy at the local, state, national, regional and global levels. Through our Government and Industry Relations team and related activities, we actively promote policies and standards that support our business strategy and our ability to achieve sustainable growth in the years ahead. Because Acuity Brands products and services directly influence energy performance, one of our areas of focus is working with national, federal, and state energy offices and policymakers to educate and promote policy that will advance the adoption of quality lighting technologies. It is through these efforts that Acuity Brands educates and

promotes policy and standards not only for better business, but a better society.

We also recognize and celebrate our associates' personal involvement in the communities in which we live and work.

Always be mindful that your activities are lawful, consistent with our policies, and do not create a conflict of interest. You should also be sure not to utilize Company time, property, resources, or funds for personal community interests,

unless approved in advance by senior leadership.

Additionally, we respect your right to engage in personal political activities, but again, you must do so on your own time, with your own resources. You should never use Acuity Brands funds, time, property, or equipment for personal political activities. These private political activities must not in any way suggest Acuity's involvement or support and should be lawful, consistent with our policies, and not create any conflicts of interest.



Review our Policy on Political Activities and Public Policy Engagement for additional details.



Remember, our Code of Conduct is intended to provide each of us with resources and information needed to conduct business in the right way.

If you have any questions about our Code or policies, please:

- Reach out to your manager or HR
- E-mail our Compliance team at Compliance@AcuityBrands.com
- Contact the Ethics Helpline online or via telephone (available 24 hours/day, 7 days/week and anonymously)*

[Ethicshelpline.AcuityBrands.com](https://ethicshelpline.AcuityBrands.com)

U.S. and Canada: 800-461-9330
or 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



- Mail a letter to Acuity Brands, Inc.
 - Attention: Compliance, 1170 Peachtree Street N.E.
Suite 1200, Atlanta, GA 30309-7673

* For employees in the European Union, our Ethics Helpline is limited to certain matters in accordance with EU laws. To report other concerns, please contact your local management, Human Resources, or a member of the Acuity Brands Legal team.

Our Code of Conduct is administered and monitored by our Law and Business Environment Team, with oversight by the Governance Committee of the Board of Directors. No part of our Code of Conduct can be waived without prior written approval.

The Code of Conduct applies to all members of the Board of Directors (employee and non-employee directors) to the extent applicable and not inconsistent with the director's duties under the Company's certificate of incorporation, bylaws, Delaware law, NYSE listing requirements, SEC rules and regulations, or other superseding authority. The Governance Committee of the Board of Directors is charged with the administration of this Code of Conduct for our directors.

For purposes of Section 406 of the Sarbanes-Oxley Act of 2002 and the rules promulgated thereunder, this Code of Conduct shall be the code of ethics for the Company's Chief Executive Officer and President, Chief Financial Officer, principal accounting officer or other chief accounting officer, and any other senior executive or financial officers of the Company performing similar functions and so designated from time to time by the Chief Executive Officer of the Company.

We support our associates' right to speak out about matters of public concern or participate in certain activities related to the terms and conditions of your employment. Our Code of Conduct and policies are not intended to limit, restrain, or interfere with your right to engage in concerted activities protected under Section 7 of the National Labor Relations Act, such as discussions related to wages, hours, working conditions, and safety issues.