



2020 EarthLIGHT Report

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# Improving Lives. Meeting Our Responsibility.



# EarthLIGHT Our Approach to ESG

EarthLIGHT is our comprehensive approach to ESG. Through it, we coordinate our efforts around Environmental, Social, and Governance topics, improve our performance, increase transparency, and better highlight our results on numerous ESG issues. EarthLIGHT enables us to:

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## Measure our Performance



in key areas, allowing us to prioritize our efforts and communicate about those efforts to our various stakeholders

## Fulfill our Responsibility



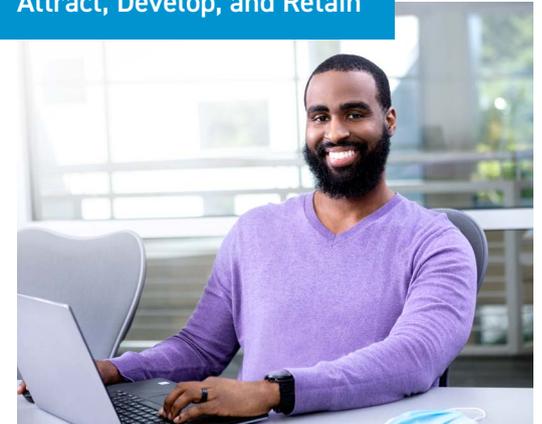
to help lighten our impact on the earth in ways that benefit our Company, associates, customers, and communities

## Drive Continuous Improvement



in our products and processes, a core element of Acuity Brands' culture

## Attract, Develop, and Retain



an engaged, connected, and inspired workforce — all while operating with a focus on honesty and integrity

# About this Report

This report incorporates research on our business sector from both the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) frameworks and uses peer benchmarking.

SASB’s expanded role in this report represents a more extensive exploration of how we intend to make SASB-related disclosures. We have identified the following SASB Sectors and Sub-sectors:

SASB Sector	SASB Sub-sectors	Possible Disclosure Topics
Resource Transformation	Electrical & Electronic Equipment	<ul style="list-style-type: none"> <li>• Energy Management (Environment)</li> <li>• Product Safety (Social Capital)</li> <li>• Product Lifecycle Management (Business Model)</li> <li>• Materials Sourcing (Business Model)</li> <li>• Business Ethics (Leadership &amp; Governance)</li> </ul>
Technology & Communications	Software & IT Services	<ul style="list-style-type: none"> <li>• Data Privacy &amp; Freedom of Expression (Social Capital)</li> <li>• Data Security (Social Capital)</li> <li>• Intellectual Property Protection &amp; Competitive Behavior (Leadership &amp; Governance)</li> <li>• Recruiting &amp; Managing a Global, Diverse, &amp; Skilled Workforce (Human Capital)</li> </ul>

You can find the SASB Index on [page 45](#) of this report.

## A Solid Foundation

Our assessment of key topics covered in the report was guided by an internal process with key leaders and informal stakeholder engagement. The content and direction of this report was influenced by — but does not strictly adhere to — GRI standards. This approach enables us to lay the foundation for including a formal GRI Index or other information in future reports to address stakeholder needs.

## Continuous Improvement

We continuously look to improve our ESG processes and seek feedback from our various stakeholders regarding our environmental and social initiatives, and our governance practices and policies.

**Neil M. Ashe**  
President and CEO

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# A Message from Neil

Durability. Sustainability. Adaptability.  
These were the keys to emerging from  
2020 stronger than ever.

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At Acuity Brands, we recognize that our company is part of a greater community and we can make a difference by how we operate to positively impact the environment, our associates, and other stakeholders.

During the year, we balanced the strong financial condition of our Company with the needs of our associates, customers, suppliers, and shareholders while embarking on the transformation of our business. The COVID-19 pandemic presented unprecedented challenges to our business and our world. But it also presented us with an opportunity to demonstrate our resiliency, compassion, and strength. We met the challenges we faced and used them as catalysts for change.

Through it all, we prioritized the health and well-being of our associates and their families, ensured that we operated our business effectively, and continued to help customers reach their carbon-reduction goals and implement their own ESG strategies.

We enhanced our product portfolio to meet the changing demands of a new market environment, successfully pivoted to help our customers meet the challenge of the pandemic, and delivered essential products to schools, hospitals, logistics centers, and other customers. Despite these many changes, we remained true to pursuing our EarthLIGHT priorities:

- Reducing our carbon footprint by reducing raw material inputs and increasing energy efficiency (natural gas and electricity) in our operations;
- Generating significant energy savings for our customers by improving the energy efficiency of our products and increasing the mix of energy-saving products we sell;
- Increasing associate engagement by furthering our connections through charitable and other community activities, doubling the utilization of wellness examinations,

continuing to drive our focus on health and safety, and improving development and recognition opportunities; and

- Operating with the highest levels of integrity and governance by, among other things, expanding the reach of our Code of Ethics & Business Conduct, requiring our supply chain partners to demonstrate similar standards in their operations, ensuring that our innovative connected solutions prioritize the protection of the privacy and data security of our customers, and continuing to operate with the input and leadership of a diverse and cross-functional team that is measured by success in these important EarthLIGHT goals.

We are pursuing these goals while increasing the integration of digital technology into all areas of our business as part of our overall digital transformation. We count on our proven resilience to help us change and adapt how we operate and how we deliver value to our customers.

We believe it is our responsibility to lighten our impact on the environment and to be the place where the best people come to do their best work. Our current financial strength and our commitment to a sustainable future provide us with an opportunity to grow, innovate, and further capture the rapidly growing market opportunities before us.

Thank you for joining us on this journey.



**Neil M. Ashe**  
President and CEO

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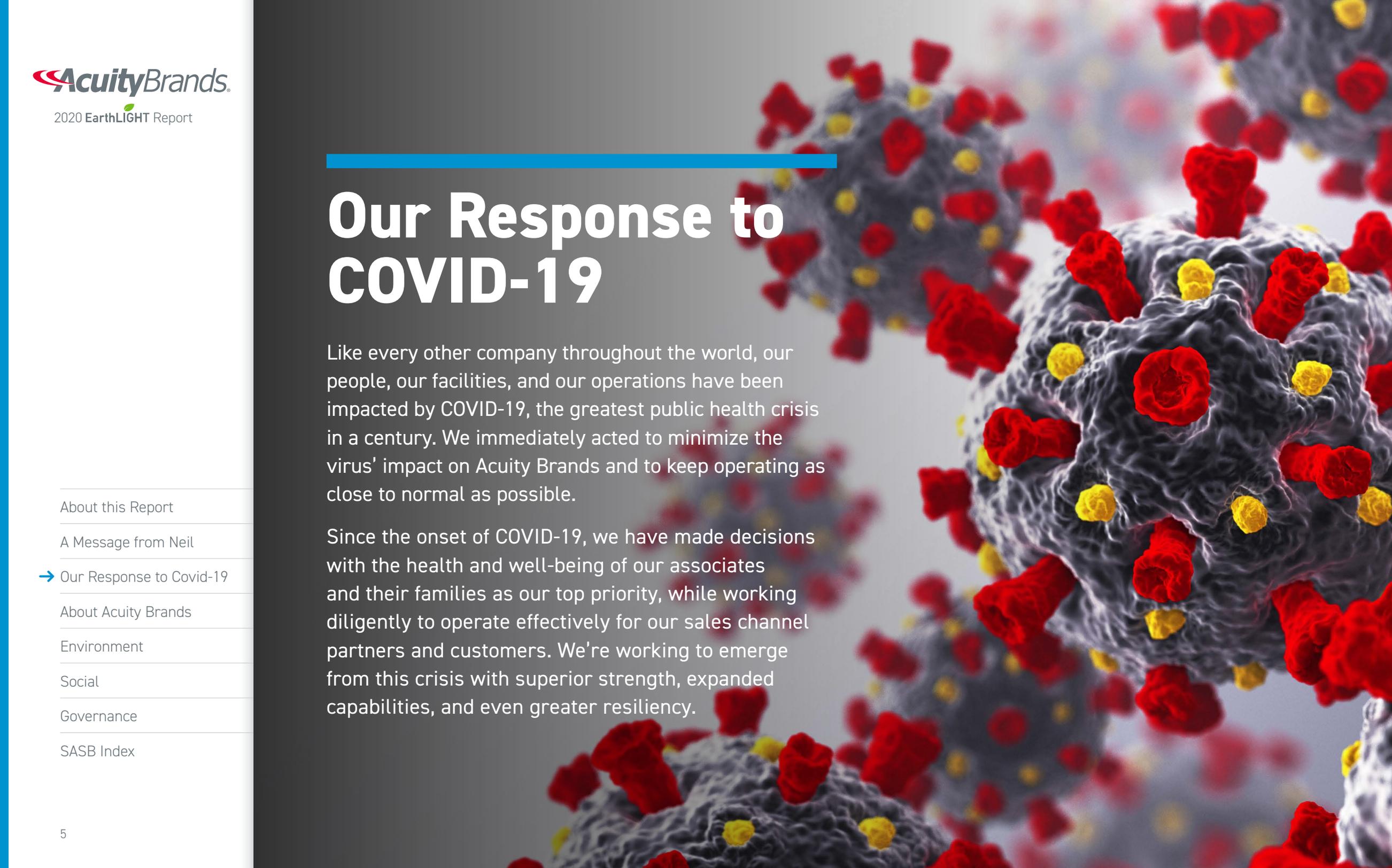
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# Our Response to COVID-19

Like every other company throughout the world, our people, our facilities, and our operations have been impacted by COVID-19, the greatest public health crisis in a century. We immediately acted to minimize the virus' impact on Acuity Brands and to keep operating as close to normal as possible.

Since the onset of COVID-19, we have made decisions with the health and well-being of our associates and their families as our top priority, while working diligently to operate effectively for our sales channel partners and customers. We're working to emerge from this crisis with superior strength, expanded capabilities, and even greater resiliency.

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# For our Associates

We continue to follow guidelines issued by the World Health Organization, Centers for Disease Control and Prevention, and local health providers, adapting our policies and procedures quickly in response to continually evolving information, statistics, and best practices.

- We required remote work for all whose jobs can be performed remotely, and shifted on-line or canceled significant events;
- We have expanded paid and unpaid leave policies to cover exposures, self-quarantines, and school closures;
- At our manufacturing and distribution facilities, we have staggered and rotated shifts, provided additional hand sanitizing stations, installed plastic shields between workstations, and increased spacing at all work areas; and
- We regularly clean work areas and encourage all associates to practice good handwashing and hygiene practices.

For these reasons and more, our facilities have been consulted by local leaders in Nuevo Leon, MX and Crawfordsville, IN to share best practices that we developed.

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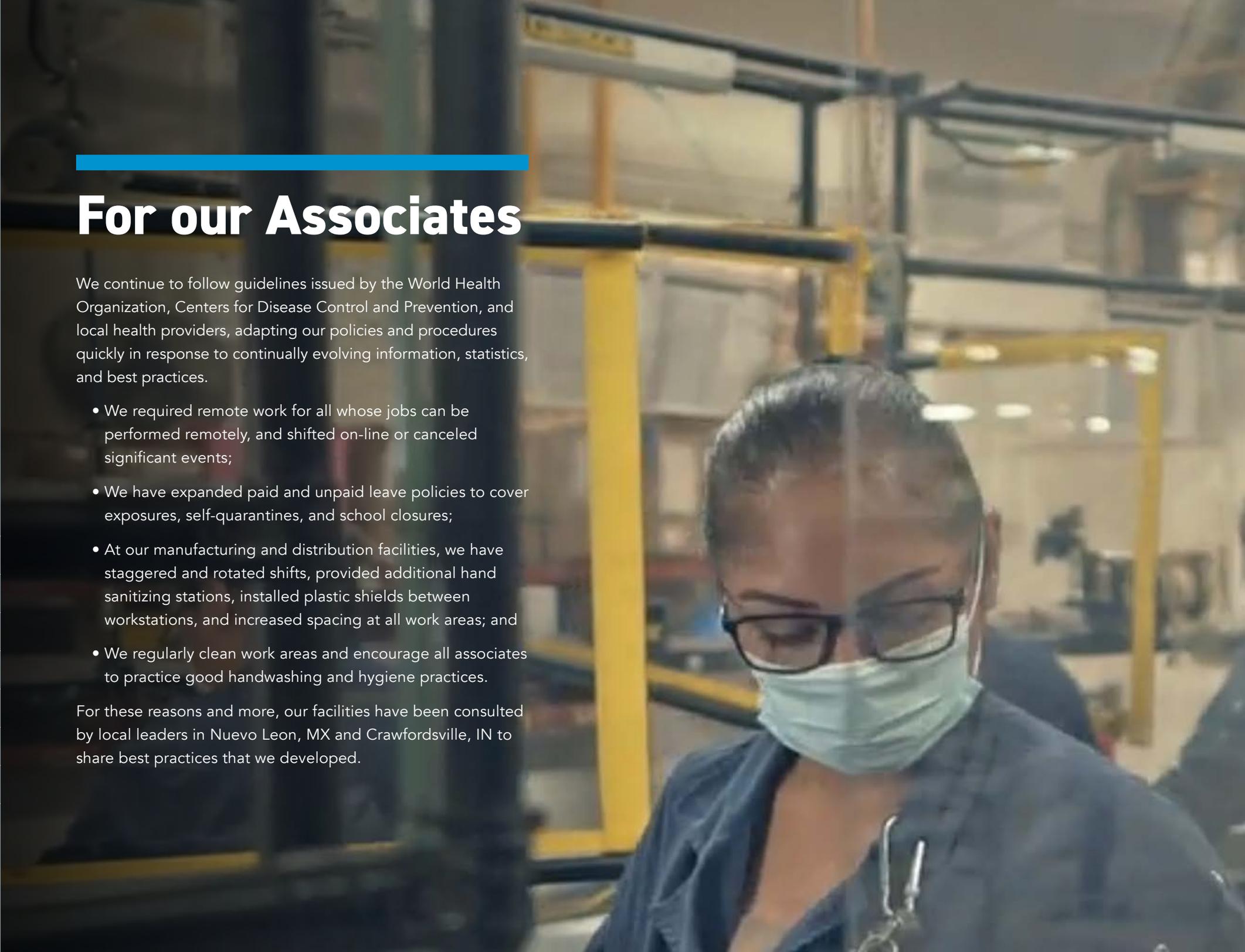
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# For our Customers

In the parlance of pandemics, Acuity Brands is an “essential business” to the United States’ critical infrastructure. We continue to operate following governmental directives.

- We manufacture critical goods that enable electricians and contractors to maintain and build hospitals, clinics, supermarkets, transportation facilities, and other buildings.
- We continue to produce products designed to keep public infrastructure and private roads, tunnels, bridges, parking areas, and other locations safe and operational, according to public health orders and the U.S. Department of Homeland Security guidance.
- Our major North American manufacturing and distribution centers have remained open continuously. This includes our manufacturing operations in the U.S. and Mexico, as well as our six distribution centers located throughout North America.
- Our sourcing team, in coordination with our supply chain partners throughout the world, is hard at work managing our access to essential items to meet critical needs.

We continue to do our best to minimize the impacts of this pandemic on our associates and business, while meeting the needs of all of our stakeholders. If you have questions about our COVID-19 response, please [contact us](#).

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# For the General Public

In addition to supporting and protecting our associates and customers, we're developing solutions that help people who are dealing with the pandemic.

For example, we provided lighting for COVID-19 patients being treated at temporary care sites, such as arenas, convention centers, and hotels (see case study on following page).

We're also working on a new approach to inactivating viruses and bacteria using UV light disinfection technology. New strategic alliances, including with Ushio America, Puro Lighting, and Violet Defense, will allow us to incorporate a variety of cutting-edge germ-killing technologies into our products in fiscal 2021.

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The PHLS includes a medical exam light, a reading light for patients, a night light for nurses, outlets for charging patients' smartphones or tablets, and an IV hanger bar that eliminates the need for a separate IV pole.

### CASE STUDY

## Providing Mobile Hospitals with Quality Lighting

**Situation:** The COVID-19 pandemic is straining the country's healthcare capabilities and is threatening to overwhelm existing medical facilities, including hospitals in the nation's largest cities.

**Challenge:** Officials developed an emergency plan to construct temporary mobile hospitals in locations such as tents in New York's Central Park and converted convention centers elsewhere. It was quickly established that these facilities would need high-quality lighting because of its importance in examining patients. The Department of Defense (DOD) laid out very clear requirements of the treatment that every patient must receive at a mobile hospital. Not only must a light be generally bright for consistent diagnoses, but the color and consistency of a light is equally important. Those factors play directly into a medical professional's ability to assess a patient's coloration, flushing, and general condition.

**Solution:** Acuity Brands quickly assembled a team to develop a solution that would exceed DOD standards for mobile hospitals. Over the course of a single weekend, the Acuity team grew to include professionals from across the Company, including electrical engineers, mechanics, lighting specialists, controllers, and manufacturing logistics staff. Their collaboration produced a new light fixture specifically for mobile healthcare units — and we designed and shipped it in less than two weeks.

**Benefits:** The Portable Healthcare Light Stand (PHLS) from Acuity Brands can be rapidly shipped and assembled or disassembled as needed. A single person can easily transport the wheeled module to its designated location and set it up in just a few minutes.

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# About Acuity Brands

Acuity Brands, Inc. (NYSE: AYI) is a market-leading industrial technology company. The Company designs, manufactures, and brings to market products and services that make the world more brilliant, productive, and connected including building management systems, lighting, lighting controls, and location-aware applications. Acuity Brands achieves growth through the development of innovative new products and services.

Our lighting and building management solutions range from individual devices to intelligent network systems. Individual devices include luminaires, lighting controls, lighting components, controllers for various building systems (including HVAC, lighting, shades, and access controls), power supplies, and prismatic skylights.

Among other benefits, intelligent network systems can optimize energy efficiency and comfort, and enhance the occupant experience for various indoor and outdoor applications — all while reducing operating costs. We continue to expand our solutions portfolio, including software and services, to provide a host of other economic benefits resulting from data analytics that support the advancement of smart buildings, smart cities, and the smart grid.

Acuity Brands is based in Atlanta, GA, with operations across North America, Europe, and Asia. The Company is powered by approximately 11,000 dedicated and talented associates.

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# Our Solutions are More Relevant than Ever

At Acuity Brands, we develop and produce intelligently designed lighting. And a lot more. Our products and services touch peoples' lives in a number of ways, from classrooms to operating rooms. Across all of these applications, we're not just a lighting company — we're an industrial technology company that uses lighting and our other technologies to help our customers achieve their goals, effectively and efficiently.



## Healthcare

Our Healthcare Lighting® brand delivers high-quality lighting systems that contribute to positive patient outcomes.



## Education

The right lighting gives students more confidence — helping them perform better.



## Wellness

Advanced lighting and intelligent buildings solutions can enhance human productivity, alertness, and health.



## Emissions

As sales of LEDs grow, GHG emissions drop. By 2030, annual carbon savings from the use of LEDs are expected to be equivalent to the energy use of 24 million homes annually.



## Environment

We even have optical solutions that can help ensure turtle hatchlings make it to the ocean safely.

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# Nurturing our Environment

We're committed to reducing the environmental impact of our products and solutions, driving efficient use of raw materials, and operating our facilities in an intelligent, environmentally friendly manner. In these ways, we also help our customers reduce their own impact on the environment.

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## Reducing the Environmental Impact of our Products and Solutions

# 13.3 billion kWh

Potential customer energy savings from Acuity Brands products and services sold in fiscal 2020. Savings equal to 2.4 coal-fired power plants or 2.03m passenger cars for a year.

# 47%

Estimated amount of our customers' energy usage reduced through the use of nLight® lighting controls, such as occupancy sensors, daylight harvesting and dimming. SensorSwitch™ lighting controls deliver up to 40% energy savings; Distech Controls™ building management systems deliver up to 30% energy savings on HVAC and lighting; and Sunoptics® skylights can deliver up to 57% savings on lighting.

# 82%

Estimated percentage of Acuity Brands revenues that come from energy efficient products and services.

## Driving Efficient Use of Raw Materials

# 6,535 metric tons

Estimated reduction in carbon emissions associated with key inputs: steel, aluminum, cardboard, and diesel fuel. This represents a 9.55% reduction in FY20 from FY19.

In our first EarthLIGHT Report, we shared that a major customer asked us to help remove cardboard from the shipments for their stores. We've applied that approach to over 50 product families, resulting in a 71% reduction in cardboard usage. On an annualized basis, we expect to use 721,375 fewer metric tons of cardboard and 324 fewer truck-trips.



### Saving Money, Saving the Planet

In FY19, we set an ambitious goal to reduce our energy consumption by 15% in a single year – FY20 – and by 25% over three years. Unfortunately, the COVID-19 pandemic upended these plans. With many improvements put on hold, and with team members focused on business continuity rather than energy conservation, our energy consumption decreased by 4% overall. We have set an FY21 target of a 20% reduction from our FY19 baseline, on our way to getting back on track for a 25% reduction by FY22.

We also expect to set science-based targets for our Company during FY21, and set ourselves on a path to carbon neutrality. As a company that helps our customers reduce their carbon footprints, we believe we must Light The Way ourselves.

### Continuous Improvement in Measurement and Approach to Carbon

Each year we get clearer visibility into our own operations and carbon footprint, which gives us better insights into how we can improve. In FY19, we gained more visibility into our energy consumption. In FY20, we calculated our Scope 1 emissions for the first time.

**38,284**  
metric tons CO<sub>2</sub>e

Acuity Scope 1 emissions

**85:1**

Ratio of energy savings delivered to customers compared to Acuity Brands' own carbon footprint

**71,850**  
metric tons CO<sub>2</sub>e

Acuity Scope 2 emissions

**33.37**  
grams CO<sub>2</sub>e / \$ of revenue<sup>1</sup>

Acuity Scope 1 + 2 emissions per \$ of revenue



The case studies that follow show some of the ways our lighting and technology solutions save energy, money, and the environment.

<sup>1</sup> In FY19 our Scope 2 carbon intensity was 20.22g CO<sub>2</sub>e per dollar of revenue. In FY20 our Scope 2 carbon intensity is 21.77g CO<sub>2</sub>e per dollar of revenue.

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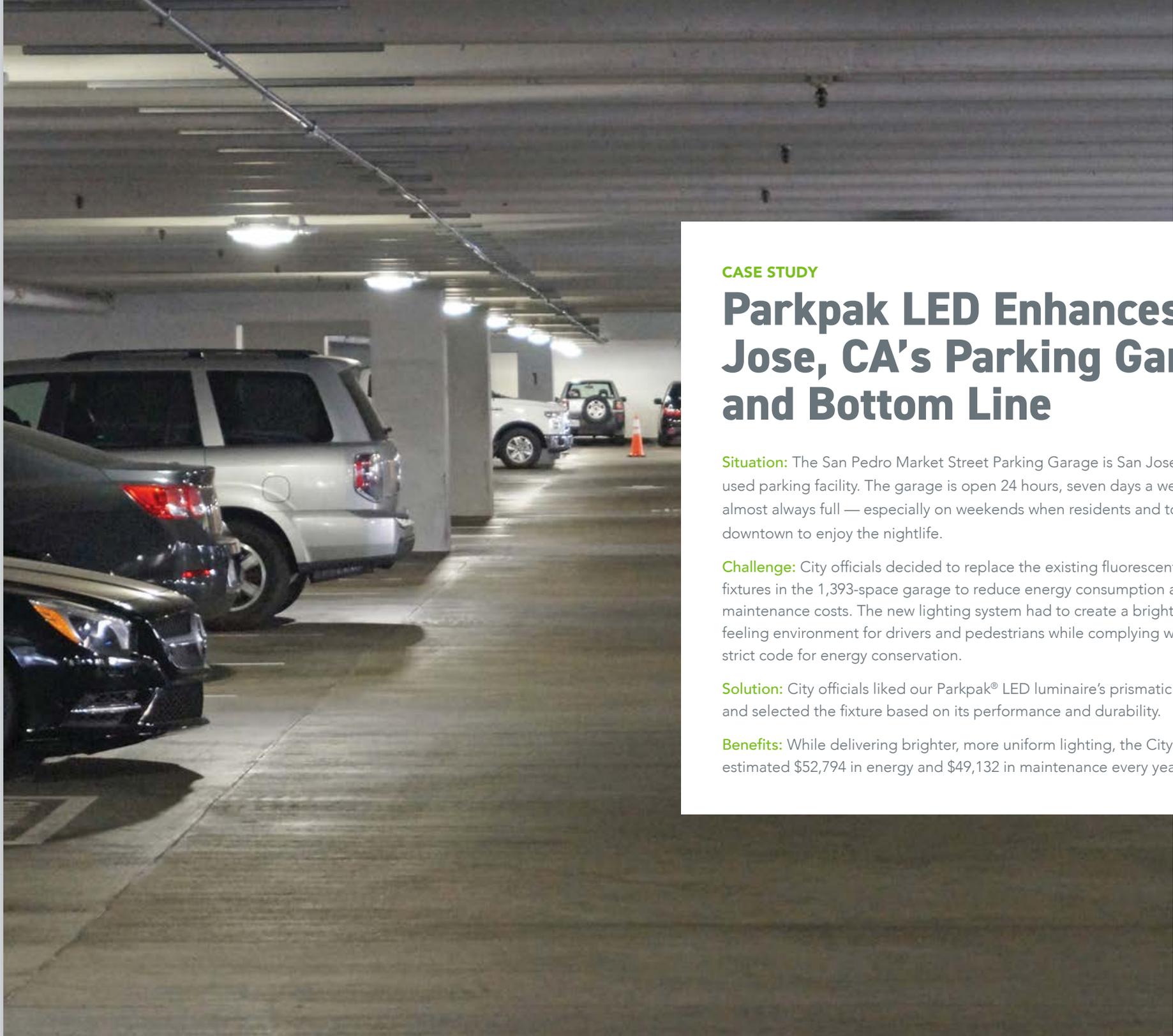
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#### CASE STUDY

## Parkpak LED Enhances San Jose, CA's Parking Garage and Bottom Line

**Situation:** The San Pedro Market Street Parking Garage is San Jose's most used parking facility. The garage is open 24 hours, seven days a week and almost always full — especially on weekends when residents and tourists gather downtown to enjoy the nightlife.

**Challenge:** City officials decided to replace the existing fluorescent lighting fixtures in the 1,393-space garage to reduce energy consumption and cut maintenance costs. The new lighting system had to create a bright and secure-feeling environment for drivers and pedestrians while complying with California's strict code for energy conservation.

**Solution:** City officials liked our Parkpak® LED luminaire's prismatic glass optics and selected the fixture based on its performance and durability.

**Benefits:** While delivering brighter, more uniform lighting, the City saves an estimated \$52,794 in energy and \$49,132 in maintenance every year.

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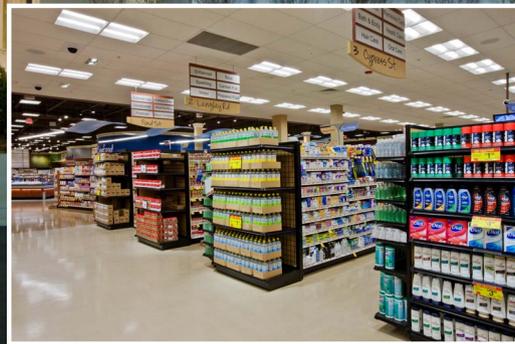
## LED Lighting Contributes to Grocery Store's EPA Award

**Situation:** The Chestnut Hill Star Market in Newton, MA is one of the nearly 200 stores in the Shaw's/Star Market chain and a key member of the more than 2,200 grocery retail stores in the Supervalu family of supermarkets.

**Challenge:** Until recently, Star Market's Chestnut Hill store, which comprises about 35,000 sq. ft of selling space, was illuminated by conventional incandescent and fluorescent lights — not the most energy-efficient solution.

**Solution:** Targeted as a test lab for energy-efficient technologies that Supervalu hopes to use in other stores, Star Market's Chestnut Hill operation has become a model of sustainability, thanks in part to RTLED high-performance systems from Lithonia Lighting®.

**Benefits:** The Chestnut Hill Star Market was one of the first grocery stores in the nation to be entirely lit with LEDs. In combination with other sustainability actions — including the use of fuel cell electricity and glycol/carbon dioxide refrigeration — the store also became the first to receive the U.S. Environmental Protection Agency's GreenChill Partnership platinum award.



The Chestnut Hill Star Market is one of the first grocery stores in the nation to be entirely lit with LEDs.

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## CASE STUDY

# Realizing Weber State University's Sustainability Goals with BuildingOS®

**Background:** Weber State University is committed to being a carbon-neutral campus by 2050. The energy team prioritizes energy efficiency, electrification, renewables, and reinvestment of energy savings for approximately 3 million square feet and within a \$4.5 million annual utility budget.

**Challenge:** Jacob Cain, Weber State's Director of Operations, and Justin Owen, Energy Manager, oversee the university's facilities, equipment, energy program, and various systems. Their team is implementing a four-point plan to bring Weber State closer to Net Zero Energy and reduced energy costs. At the start of their energy journey, Cain, Owen, and the team engaged in ongoing data analysis, development, utility planning, water management, waste management, and recycling projects. However, they realized that ad-hoc efficiency projects were insufficient to meet their energy reduction targets.

**Solution:** Cain and Owen knew the team needed a robust set of data tools to streamline project management and speed up energy efficiency performance. They implemented the BuildingOS energy management system to monitor sub-meters, collect granular insights, and quantify the impact of Weber State's energy initiatives. The team, now led by Owen, can accurately isolate multiple data points and energy consumption in every building. Facilities management officials can monitor energy and maintenance data as it streams to the BuildingOS Dashboard for public viewing. The BuildingOS Analytics Apps delivers the insights Weber State needs to prioritize its project pipeline and build financial models to validate their actions.

**Benefits:** Weber State's fiscal year 2020 energy savings were \$2.3 million and \$15 million cumulatively using BuildingOS to identify, scope, and verify projects. Operational efficiency improvements driven by BuildingOS produced a 49% energy cost reduction to date.

# Environmental Footprint and Metrics

## BuildingOS®

We are committed to minimizing the environmental impact of our facilities by integrating the BuildingOS business intelligence program at all our facilities.

BuildingOS is the leading building energy management and analytics platform for commercial buildings. It makes it easier and faster to turn commercial building data into actionable insights that save money, optimize energy, and increase productivity.

BuildingOS enables customers to:

- Centralize data across a building portfolio;
- Increase productivity with automated data management;
- Make informed decisions using data-driven analytics and reports; and
- Engage occupants and stakeholders faster and easier.

We are using BuildingOS across all of our sites to track usage of electricity, natural gas, and water — making progress toward our FY22 goal of a 25% reduction in energy consumption per unit of revenue, from our FY19 baseline. For FY21 we intend to use BuildingOS capability to track waste as well.

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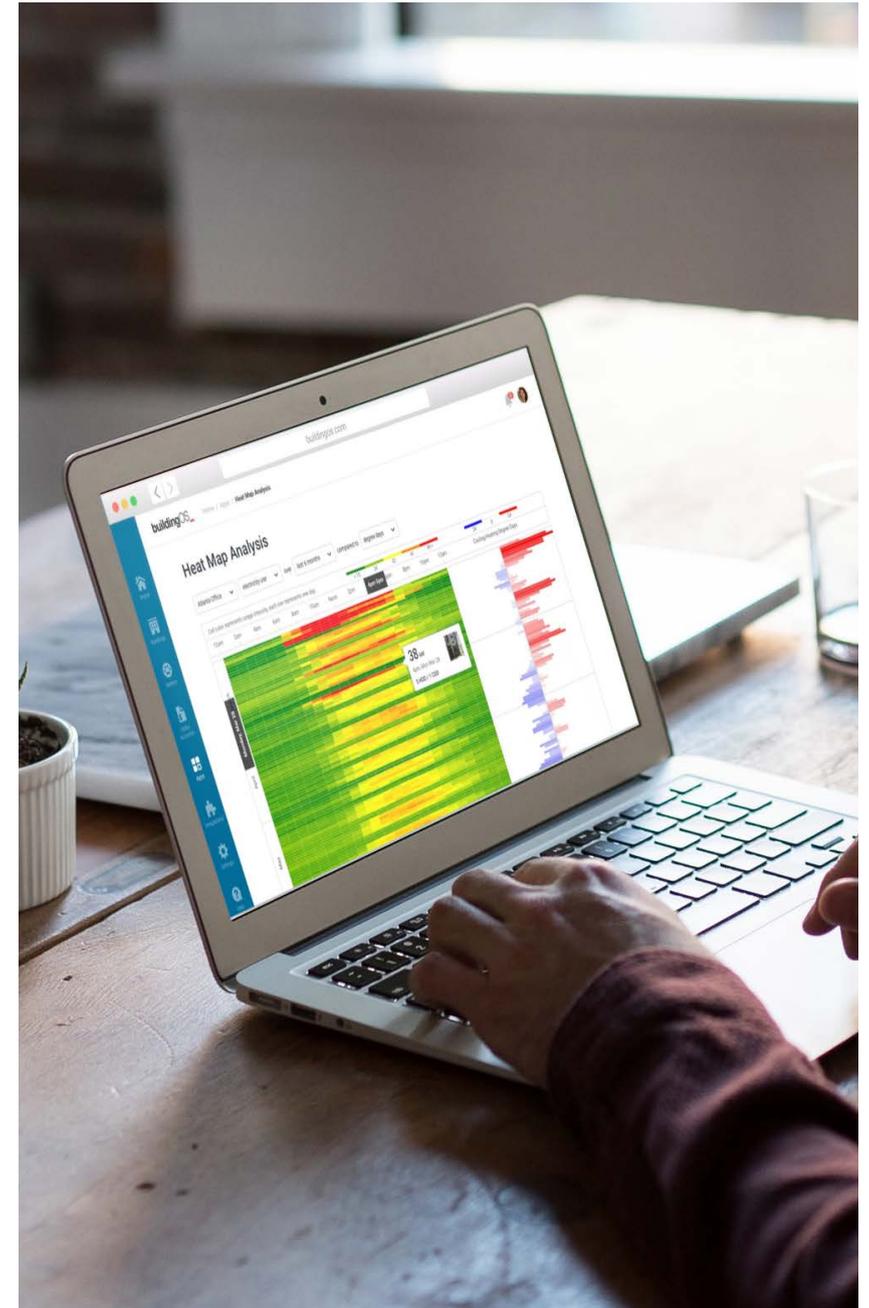
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# Developing Products that Save Energy and Emissions

At Acuity Brands, we apply our knowledge and experience to leverage the energy-saving capabilities of LED lighting and provide our customers with energy-efficient products. Due to its lower operating power levels, LED lighting places less load on building systems such as HVAC and power distribution. New installations can significantly downsize these systems, resulting in buildings with a smaller overall carbon footprint. LED lighting is also easily controlled for occupancy or daylighting to deliver further energy savings. Critically, LEDs have dramatically reduced hazardous waste disposal concerns at end of life.

As part of our ongoing innovation journey, we have recently introduced new and upgraded products designed to save energy and reduce emissions while offering new design choices. For example, our new Lithonia Lighting JEBL Round LED high bay, upgraded I-BEAM® IBG High Bay, and Holophane® Petrolux® LED Low Bay are expected to save customers 970m lbs. of CO<sub>2</sub> (or 623m kWh) while removing 18.8m lbs. CO<sub>2</sub> from Acuity Brands' carbon footprint associated with raw materials.

## 440,108 metric tons

Estimated amount of additional CO<sub>2</sub> savings using these three upgraded products for one year (623m kWh), when compared with the previous versions for each, based on total annual sales



Lithonia Lighting® JEBL



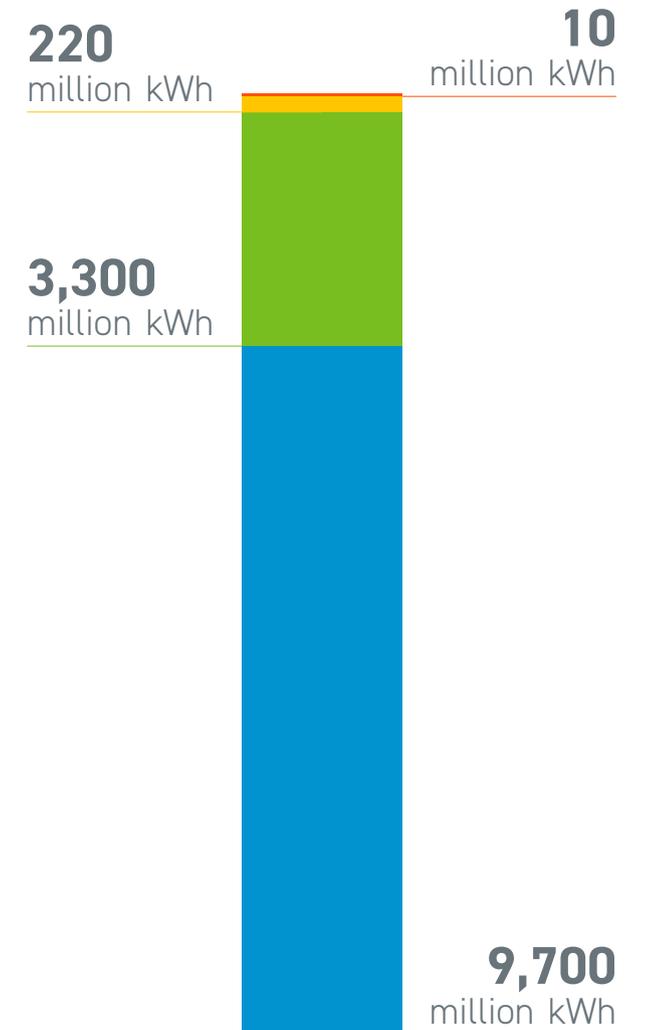
Lithonia Lighting I-BEAM® IBG



Holophane® Petrolux® LED Low Bay

## Total Customer Energy Savings (FY20, potential)

- LED Fixtures
- Building Controls
- Lighting Controls
- Daylighting



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# Beyond Energy Efficiency

By now, most people are familiar with the value proposition behind using LEDs for lighting: most of the power from incandescent bulbs is heat, not light, which makes them incredibly energy-inefficient.

But what people may not know is the huge amount of flexibility LEDs offer in terms of aesthetic design and performance.

Ben Bruckner knows. “LED fixtures create a palette of possibilities for architects and designers,” says the Director of Engineering for the Architectural Ambient Group at Acuity Brands. “That gives them the ability to really add to the quality of a space.”

“In addition, every product we make helps take on the big challenge of climate change,” he says. “Our LED technology is so much more efficient and uses much less power, yet it gives us — and our customers — the ability to do just about anything with light. We can put light exactly where it’s wanted for the desired impact.”

The next big thing in lighting? “Health and wellness. Lighting that promotes health by killing germs, or mirroring circadian rhythms,” says Ben. “We think that could offer a number of benefits, including helping people work more effectively.”

## **Ben Bruckner**

Director of Engineering, Architectural Ambient Group



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## CASE STUDY

# Designing Energy Efficiency into Lighting Projects

Cousins Properties (NYSE:CUZ) is a fully integrated, self-administered, and self-managed real estate investment trust (REIT) based in Atlanta, GA. The company manages a 21.8 million square foot trophy office portfolio in six high-growth Sun Belt markets.

Cousins believes that a commitment to sustainability and corporate social responsibility creates value for all stakeholders. It's a commitment that can be seen across Cousins' portfolio. For example, for the recent redesign of the company's corporate headquarters, Cousins specified that it wanted a system that was easy to set up, maintain, and operate, in addition to meeting code and LEED requirements.

The solution, designed by Acuity Brands agent Smart Lighting Solutions, uses building management systems and controls from Acuity to provide the functionality Cousins required. "We used the nLight® network lighting controls from Acuity Brands connected to a central hub, as well as standalone SensorSwitch occupancy sensors where simple local control was the best value," says Rob Whaley, Distributor & Contractor Sales VP for Smart Lighting Solutions.

Other energy-efficient features at the new Cousins headquarters include:

- Common areas with automated on/off functionality using date and timed programming
- Multi-function and conference rooms with local controls that are easy to select and reconfigure quickly
- Private offices with individual controls and auto off function

"For 20 years, we have worked with Cousins as part of its design team to provide value-based solutions to meet and often to exceed local energy codes, including the Georgia energy code and LEED certification on many project," says Whaley. For many projects, that means solutions from Acuity Brands.

# Making Buildings Smarter

Acuity has always been about creating appealing, energy-efficient lighting for a wide range of environments, from hospital rooms to board rooms. But we also develop and implement building automation systems which present additional opportunities for efficiencies.

“I think Distech’s mission statement does a good job of summing up what we’re all about,” says Scott Hamilton, Vice President of Sales for Distech Controls, which has been a part of Acuity Brands since 2015. The statement reads “Connecting people with intelligent building solutions for better health, better spaces, better efficiencies.”

“Take better health,” says Scott. “Our building automation solutions address air quality and provide building occupants with a dashboard that clearly shows them the quality of the air in their building, based on American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) standards.

“Similarly, connecting people with better efficiencies is important because heating, ventilation, and air conditioning (HVAC) systems typically account for as much as 30% of energy use in commercial buildings and office spaces,” says Scott. “Our broad range of solutions enables us to address energy efficiency from both lighting and building automation perspectives.”

What’s ahead for Distech? “We’re working on the industry’s first intelligent building solution with AI inside,” says Scott. “It will provide continuous learning for continuous optimization — stay tuned.”

## Scott Hamilton

Vice President, Sales, Distech Controls



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# Energy Certifications

The energy efficiency of our products is reflected in their independent energy certifications:



## ENERGY STAR

ENERGY STAR® is a voluntary program of the U.S. Environmental Protection Agency (EPA) and the government-backed symbol for energy efficiency, providing simple, credible and unbiased information that consumers and businesses rely on to make well-informed decisions. The ENERGY STAR program is helping us all save money and protect the environment through energy-efficient products and practices.

We have more than 650 products that are ENERGY STAR certified.



## California Title 20

Title 20 (T20) is a part of the California Code of Regulations and represents appliance efficiency standards that require the manufacturer of certain regulated products to certify that the devices meet minimum standards — among them, certain energy efficiency thresholds. T20 also restricts the sale of non-compliant products within the state of California. Most LED luminaires are not regulated by T20, but the list of regulated devices includes a number of lighting products, from LED lamps and downlight retrofit kits to exit signs.

To be compliant with respect to a particular product, we must certify that the product has been tested by a California Energy Commission (CEC)-approved lab and meets the T20 requirements.

Our portfolio includes over 2,250 T20-compliant products, and products meeting the certification provisions are listed in the CA T20 Appliance Efficiency Database or Modernized Appliance Efficiency Database System.



## California Title 24

Since 1978, Title 24 (T24) of the California Code of Regulations has set forth California's Energy Efficiency Standards for Residential and Nonresidential Buildings. It is California's Energy Code and part of the California Building Standards Code, covering new construction of, and additions and alterations to, residential and nonresidential buildings. 2019 changes to the Code became effective on January 1, 2020.

Since T24 is a building design code, in general, lighting products do not have a product-level compliance path. However, T24 has a certification requirement for high-efficacy residential lighting products found in Joint Appendix 8 (JA8). To be compliant with JA8, we must certify that the product meets the T24 JA8 requirements.

Our portfolio now includes over 600 T24 JA8-certified products, and products meeting the certification provisions are listed in the CA T24 Appliance Efficiency Database or Modernized Appliance Efficiency Database System.



## DesignLights Consortium

This non-profit organization is dedicated to accelerating the widespread adoption of high-performing commercial lighting solutions. The DesignLights Consortium® (DLC) promotes high-quality, energy-efficient lighting products in collaboration with utilities and energy efficiency program members, manufacturers, lighting designers, and federal, state, and local entities. Through these partnerships, the DLC establishes product quality specifications, facilitates thought leadership, and provides information, education, tools, and technical expertise.

Our portfolio now includes over 56,000 DLC-qualified products that appear in the DLC's publicly available Qualified Products List.

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# Partnerships and Member Organizations

We are an active member of our industry. We meet with our peers on an ongoing basis to share best practices and discover new ways to save energy.



## California Energy Alliance

The California Energy Alliance (CEA) unites representatives of a broad range of organizations concerned about energy and the built environment. As a member-based organization, CEA works to improve California's energy future and the migration toward a Zero Net Energy horizon. CEA focuses on the promotion and realization of deep energy savings, sustainable energy generation, and integration. The Alliance actively participates in the development and implementation of pragmatic, environmentally and economically sound building energy standards and other initiatives



## Illuminating Engineering Society

For over 110 years, the Illuminating Engineering Society (IES) has sought to balance human needs, environmental needs and architectural style. Acuity Brands became a Champion Level Sustaining Member in 2020 and is the sponsor of IES' eLearning portal.



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# Connecting with People

We seek to inspire and connect the Acuity Brands community to be its best while investing in and supporting the communities in which we all live and work.

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# Training Tomorrow's Leaders

At Acuity Brands, the most important investment we make is in our people. That's why we offer so many ways they can improve themselves and their contributions to Acuity Brands.

We are creating a leadership infrastructure specifically to aid in employee development. Training and education are becoming greater priorities as well. In particular, manager training is important because good managers produce engaged employees. To meet this challenge, we've established the Light The Way Leadership Program, which will make leaders more accountable while creating a development culture. We are also extending and expanding the variety of training opportunities to all of our associates in all of our facilities.

For recent graduates, Acuity Brands' longstanding Leadership Program is designed to identify high-potential candidates that we can train and grow within the Company for many years to come. These candidates join the Company in full-time professional roles that are designed to enhance their early career development. Specific programs include:

- Finance and Accounting;
- Software Engineering;
- Electrical Engineering; and
- Marketing.



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# Acuity Academy

This special training provides educational resources to help associates, channel partners, customers, and others expand their lighting, controls, and building management technical knowledge. While in-person, instructor-led classes are on hold for the duration of the COVID-19 pandemic, students can take e-learning courses, attend webinars and virtual instructor led training (VILT), or watch videos and recorded content.

We are also now using Acuity Academy as the platform for compliance training as well. The IT security training was launched to associates via Acuity Academy, and the Code of Ethics and Business Conduct and anti-harassment trainings will be launched there as well.

## Virtual Training

During the pandemic, instead of in-person training and education sessions we offered numerous virtual learning opportunities, including webinars and VILT. Topics include Lighting Fundamentals, Delivering Dependable Life Safety Solutions, and Light for Pathogen Reduction: UV Lighting in the Modern Age.

## Training Facilities

Acuity Academy offers a platform of training opportunities stay up-to-date on the latest solutions, trending topics and education that Acuity Brands offers.

Our mission is to educate and empower through industry expertise, engaging content, and relationship building experiences. We have instructor-led trainings at our facilities across the country and virtual instructor-led trainings you can participate in straight from your desk. We even have a hands-on Controls lab to allow for extensive lighting



controls training. You can join us for one of our live webinars or games, or get training 24/7/365 with our on-demand content including eLearnings, games, and recorded webinars.

Our vision is to educate, to inspire and to engage the entire lighting and building management community.

22%

Growth in on-demand course completion in FY20, compared with FY19

+10,965

Users completing instructor-led trainings in FY20, compared with FY19

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# Our Support for Diversity

At Acuity Brands, our goal is to ensure that all associates—regardless of their race, ethnicity, age, gender, national origin, sexual orientation, or other characteristics—feel valued, respected, and accepted for their unique characteristics and contributions to Acuity. We believe in having and supporting the best people in doing their best work here, together. The conversation this year is even more central, and we have increased our efforts to promote even more diversity and inclusiveness at Acuity Brands.

Among our recent efforts were numerous “listening” sessions during which associates shared their experiences and suggestions about diversity and inclusion directly with our CEO. We have also created a standing steering committee that combines several executive sponsors with representation from a diverse mix of associates to help guide our ongoing efforts to build a better and more inclusive company.

In 2020, we endorsed the Georgia Hate Crimes Legislation and contributed \$50,000 to racial justice organizations such as The Bail Project, the National Association for the Advancement of Colored People, and the National Society of Black Engineers. We leveraged our own associate affinity group, Minorities Amplifying Growth, Inclusion, and Community (MAGIC), for thought leadership on diversity and inclusion topics.

We have launched many other efforts related to hiring, retention, associate affinity groups, and other topics that we believe will provide a positive impact. For our part, we pledge to be transparent about our efforts and results throughout this journey.



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# Advocating for Inclusion

Tanya Hernandez evaluates and advances legislative and regulatory strategy related to energy and environmental issues, and works as a liaison to standards development organizations for Acuity Brands. She has more than 20 years of experience in the lighting industry, including lighting and electrical design, energy and environmental standards development, and certification of energy-efficient lighting systems and equipment.

Her experience, leadership, and business acumen are why Tanya was recently promoted to Vice President, Government & Industry Relations. And her contributions to Acuity Brands don't stop there. Tanya has been part of our MAGIC employee resource group since it began in 2018. "MAGIC welcomes anyone, not just minorities," says Tanya. "I believe it fosters a more open dialogue."

Tanya is currently working with other MAGIC members to develop diversity metrics around recruitment, promotion, and retention at Acuity Brands to show how the Company compares to other employers. "We want to be able to see not just where we are, but also where we ought to be," says Tanya.

## Tanya Hernandez, PE, LC

Vice President, Government & Industry Relations



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# Helping Women Thrive at Acuity Brands

Rhonda Holmes provides financial management support for sales within both the Independent and Direct Sales networks with combined revenues over \$2 billion. She also co-chairs the Acuity Women's Network Employee Resource Group, which creates and executes programs that support and develop female associates.

"We started the year observing how far women have come over the last century," says Rhonda, remembering a time when women needed their husbands' permission to work outside the home.

"In 2020 alone, we celebrated International Women's Day, collected gently used baby clothes, held lunch-and-learns for families coping with the challenges of the pandemic, and donated laptops to associates' children who are learning remotely," says Rhonda.

She says it's important to point out that, while the Women's Network is focused on challenges that women face, the group is open to anyone. "Our goal is to provide resources for each other," she says.

## **Rhonda Holmes**

Sales Finance Manager



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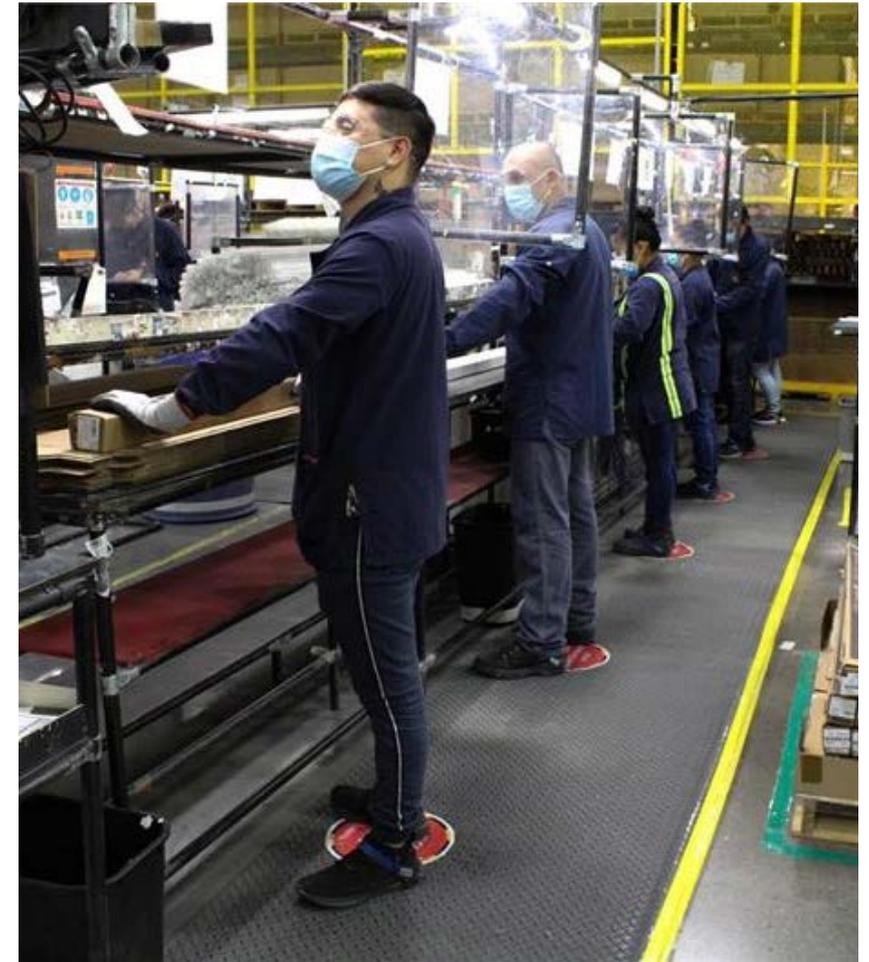
# Health & Safety

At Acuity Brands, we are passionate about the safety of our associates and promote Environmental, Health & Safety (EHS) excellence through our management practices.

Acuity Brands is fully committed to EHS excellence. To achieve this standard, we have instituted an EHS Management System based on the goals and guidelines of the International Standards of Operation for Environmental Management (ISO 14001), International Standards for Occupational Health & Safety Management (ISO 45001), and the Company's guiding principles.

These guidelines include identifying and controlling hazardous exposures for the prevention of injuries, preventing pollution, and complying with all relevant legal and other requirements.

We use each facility's Acuity Environmental Safety Scorecard (AESS) to provide visibility into the facilities' qualitative and quantitative results. A variety of different metrics are averaged to determine a facility's final score, which is used to rank each facility against other facilities and industry benchmarks. The AESS Scorecard measures each facility's performance against the annually established, prioritized, and quantitative site objectives developed from all previous organizational EHS trends.



# 1.04

Acuity Brands' Total Recordable Incident Rate is 1.04, down from 1.34 in FY19, and against an industry rate of 3.20.

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# Enabling Success Through Remote Working

When it became clear how much of an impact the pandemic would have on all aspects of Acuity Brands, we immediately began formulating plans to respond to it. Our top priority was keeping our associates safe. For many of them, that meant shifting their operations from an office to remote work—all virtually overnight.

Stephanie Eckhardt, Director, Global Sales Operations, who since the pandemic began works remotely from home, says Acuity understood the challenges associates faced and instituted a culture that supported them and their personal situations.

“There was a culture shift across the board,” she says. “We were provided flexibility, encouraged to take care of ourselves and our families, and make the schedule work for us to be able to juggle our new normal. That was huge to help me to continue thriving as a mom, wife, and a working professional.”

The Women’s Network also sponsored a well-received online session for working parents dealing with the pandemic. In addition, the Company launched access to and backup care through Care.com for associates who are located where it is offered.

One key to the success of working from home — “many managers and associates let go of the construct of a fixed working day, and shifted focus to staying safe during the pandemic while delivering positive outcomes,” said Stephanie, “which is exactly what we’ve done.”

## **Stephanie Eckhardt**

Director, Global Sales Operations



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# Keeping our Associates Connected, Productive, and Safe

Over 50 team members make up a cross-functional pandemic response workstream.



## Associate Care

- Associate well-being
- Wellness programs
- Return to the office guidance using local perspective



## EH&S & Security

- PPE / Travel Kits
- Temperature checks
- Registration for on-site visits



## Facilities

- Social distancing
- Janitorial procedures
- Associate cleaning kits



## In-person Interactions

- Travel
- Customer meetings / Site visits
- Training



## Technology

- Case tracking technology
- Remote / hybrid work technology
- Policies



## Communications

- Two-way communication
- Educational campaigns
- FAQs



## Policies

- Office work schedules
- Telecommuting
- Policy to enable sick associates to stay home

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# Improving and Enhancing the Well-being of our Communities

We're dedicated to having a positive impact on the health, well-being, and safety of our associates and the communities in which we operate. We offer workplace empowerment groups that support diversity and inclusion in the workplace and local philanthropic initiatives. We evaluate our environmental, health, and safety management systems, and use the information to make improvements.

## Contributing to our Communities in a Pandemic

Community involvement looked a little different in 2020 as our associates volunteered to assist with Acuity Brands' efforts in response to the COVID-19 pandemic.

We're proud that they took on leadership roles in educating people in the community about how to protect themselves and others. Acuity Brands' importance in the communities where we have a presence became even more critical and more meaningful during the course of this pandemic. For example, in Crawfordsville, IN, we partnered with the Montgomery County Health Department to deliver sanitizing stations and masks to local business and government buildings, as well as sponsored billboards around the county promoting healthy COVID-19 prevention measures.

We also initiated an employer match program to encourage associates to support frontline workers and organizations fighting food insecurity, as both were stretched to the point of breaking.

Finally, we leveraged our supply chain to distribute personal protective equipment — over 50,000 N95 and surgical masks — to fire departments and hospitals during the acute shortage of the pandemic.



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# Setting an Example in Mexico

## How did Acuity Brands Mexico respond to COVID 19?

The safety of our associates has always been a priority for Acuity. From the very beginning of the pandemic, we realized we would need to react rapidly to put into place the necessary measures to ensure our people had a safe place to work.

## What kinds of measures were they?

We promoted social distancing throughout the facility, incorporated anti-bacterial measures in both manufacturing and general office areas, implemented temperature checks, and modified the cafeteria to protect our associates against the virus. On the manufacturing floor, we installed physical barriers if the required social distance could not be achieved any other way.

## What role has Acuity's culture played in your response to COVID 19?

By creating a culture of caring, we give our associates and their families peace, tranquility, and stability to help them get through the pandemic. Associates know they can always ask for help and support if they need it.

## What is the biggest key to the success of your response to COVID 19?

The discipline of Acuity people to adopt new practices has been an essential part of keeping associates at the facility safe. Our Mexico team was also instrumental in helping our suppliers develop responses to COVID-19.

## What is your proudest moment during the pandemic?

We're very proud that what began as a series of initiatives to protect our own people has been adopted by Mexican authorities as a model for other companies to follow.

## Daniela Lopez

Director of Operations, Mezquital, Mexico



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# Doing Business Right

We value the ideas, innovation, contributions, and diversity of our associates and seek to promote a culture of openness, tolerance, and collaboration. We expect our business partners to reflect our values and our commitment to doing business the right way.

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# Maintaining High Ethical Standards

Our Code of Ethics and Business Conduct and related policies guide us in every aspect of our business.

**43**

Number of top 50 suppliers that have signed Acuity Brands' Supplier Code of Conduct in FY20

## Ethics Helpline

This confidential resource is available 24/7/365 for our associates and third parties all over the world to ask questions or report concerns.

**88**

cases reported and investigated

**24%**

of cases substantiated and remedial action taken

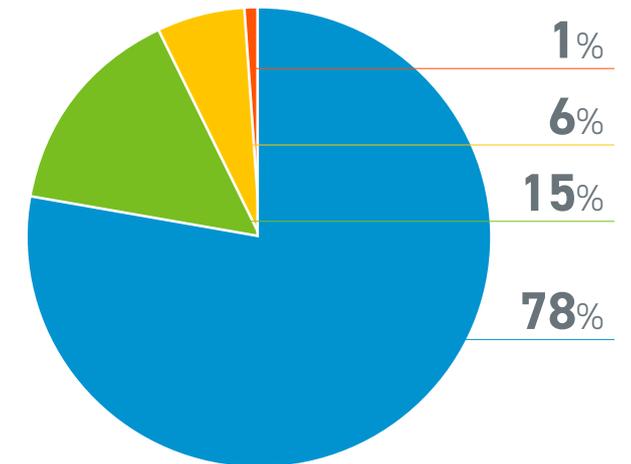
**22 days**

Average time to close  
(Industry average: 45 days)

## Ethics Helpline Issues

(by percent)

- HR, Diversity, & Workplace Respect
- EH&S
- Business Integrity
- Other



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# Privacy and Data Security

We strive to be a trusted partner to our customers — particularly when it comes to their privacy and data — as well as their customers. That is why we have made privacy, data security, and cyber security part of our governance program.

Acuity Brands has dedicated team members committed to meeting and exceeding legislative privacy requirements for the EU’s General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA), as well as many other jurisdictions. Our two security teams — one for enterprise systems and another for products and services — aggressively identify opportunities to enhance the Company’s security posture. They use tools including third party penetration testing, application and network vulnerability scanning and architectural analysis to further enhance security, and they benchmark their results against industry standards, including Center for Internet Security (CIS) Controls and Software Assurance Maturity Model. Each team meets regularly with our legal and risk management teams and senior executives. Management reports on these issues at least annually to the Board of Directors.

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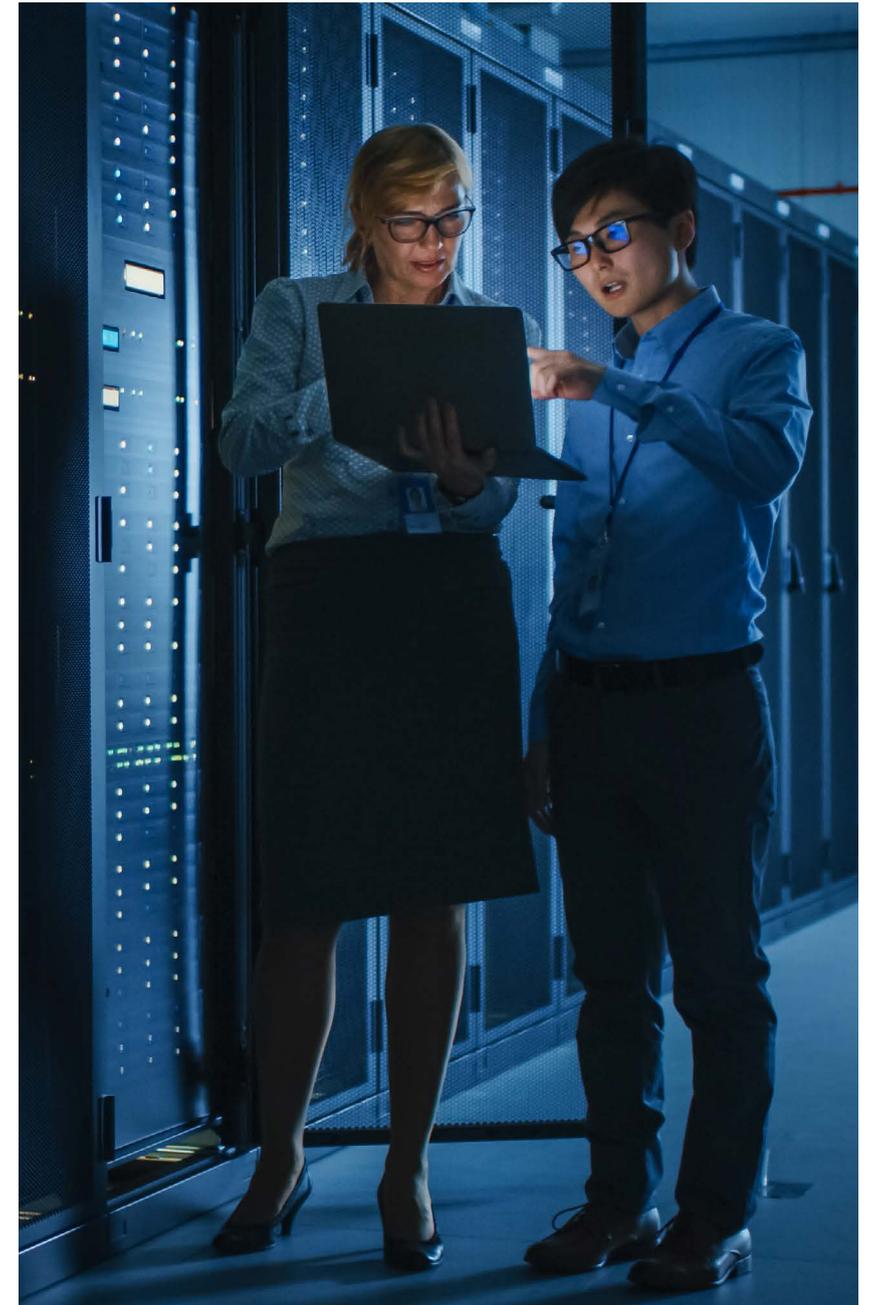
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# Governance and Leadership

Our Certificate of Incorporation, By-Laws, Corporate Governance Guidelines and various other governance documents can be found on our [Corporate Governance page](#). These documents represent the primary governing principles under which the Board of Directors and management of Acuity Brands fulfill their responsibilities to customers, associates, and stockholders. The Governance Committee of our Board of Directors oversees our corporate environmental, social, and governance strategy, policies, and procedures.

Changes to our governance have been proposed for FY21 and can be found in our Proxy Statement, once posted on our [Investor page](#).

## Board of Directors as of November 1, 2020

12

Size of Board

Yes

Annual Election of Directors

10

Independent Directors

Yes

Majority Voting in Director Elections

Yes

Lead Director

Yes

Board Diversity Policy

63

Average Age of Directors

33%

Female & Minority Board Members

8

Average Director Tenure

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# Building a Diverse Board

We recognize and embrace the value of diversity and the benefits that diversity can bring to our Board. Diversity promotes a breadth of perspectives, allows for robust discussions and well-rounded decision-making, and ensures that we can benefit from all available talent. The promotion of a diverse Board makes prudent business sense and leads to better corporate governance.

Our Corporate Governance Guidelines provide that the Governance Committee should consider diversity when reviewing the appropriate experience, skills, and characteristics required of directors. In evaluating director candidates, the Governance Committee considers the diversity of the experience, skills, and characteristics that each candidate brings to the Board. The Governance Committee and the Board seek to maintain a Board with expertise in areas that will foster the Company's continued business success, reflecting the diverse nature of the business environment in which we operate. For purposes of Board composition, diversity also may include age, gender, ethnicity, race, national origin, and geographic background.

The Board routinely reviews succession plans for key positions and guides management on these plans. In addition, human capital management — including diversity and inclusion initiatives — is important to our ongoing business success, requiring continued investment in our associates.



**Vernon J. Nagel**  
Executive Chairman



**Neil M. Ashe**  
President and  
Chief Executive Officer



**W. Patrick Battle**  
Managing Partner  
Stillwater Family Holdings



**Peter C. Browning**  
Managing Director  
Peter Browning Partners  
Board Advisory Service



**G. Douglas Dillard, Jr.**  
Founder and  
Managing Director  
Slewgrass Capital, LLC



**James H. Hance, Jr.**  
Operating Executive  
The Carlyle Group;  
Former Vice Chairman  
Bank of America Corporation



**Maya Leibman**  
Executive Vice President  
and Chief Information Officer  
American Airlines Group, Inc.



**Robert F. McCullough**  
Former Chief Financial Officer  
AMVESCAP PL



**Laura G. O'Shaughnessy**  
Co-Founder and  
Chief Executive Officer  
SocialCode, LLC



**Dominic J. Pileggi**  
Former Chairman and  
Chief Executive Officer  
Thomas & Betts Corporation



**Ray M. Robinson**  
Non-Executive Chairman  
Citizens Trust Bank;  
President Emeritus  
East Lake Golf Club



**Mary A. Winston**  
President  
WinsCo Enterprises, Inc.;  
Former Executive Vice President  
and Chief Financial Officer  
Family Dollar Stores, Inc.

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# Board Skills and Experience

We work to maintain a Board consisting of talented and dedicated directors with a diverse mix of skills, backgrounds and expertise—ideally in areas that will foster the our continued business success and reflect the diverse nature of the business environment in which we operate.

## Areas of Director Skills and Experience

## Description

Area	Count	Description
Accounting	8	Experience as a principal financial officer, principal accounting officer, controller, public accountant or auditor, or experience supervising such person(s)
Financial	9	Knowledge of finance or financial reporting, experience with debt/capital market transactions and/or mergers and acquisitions
Governance	8	Understanding of public company operating responsibilities and with issues commonly faced by public companies
Industry	3	Experience in the Company's businesses and industries, including innovative technology, electronics, lighting and system controls
Leadership	12	Significant leadership experience, including serving as a CEO, senior executive, division president or functional leader within a complex organization
Marketing	6	Experience in branding strategy and customer relations
Operational	9	Experience in operations in many different places and under varied conditions
Strategic	12	Experience in strategic planning in a large multinational organization
Digital Technology	3	Experience in digital transformation of a business

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# Doing it Right

As Nelson Mandela said, “The time is always ripe to do right.” Those eight words sum up our approach to corporate governance — and Jill Gilmer, Corporate Secretary for Acuity Brands, helps to oversee it all.

“During the year, two of the areas we focused on were refreshing the Board and making changes regarding our compensation policies,” Jill says. “In terms of the Board, we continue to implement the Board Diversity Policy we introduced in 2019, including adding two women as directors, both with backgrounds in the technology sector. In addition, we reviewed the membership of each of our standing committees resulting in the appointment of new Chairs of each of the Audit Committee and the Compensation and Management Development Committee.”

“We have also responded to feedback from our shareholders about our compensation policies,” she says. “For example, we selected a new compensation consultant to provide a fresh look at various aspects of our compensation programs and to provide guidance in responding to shareholder feedback on Say on Pay.”

It’s important to note that all of this work — and more — was done in the midst of the global pandemic.

“We take corporate governance very seriously,” says Jill. “It’s all part of our emphasis on doing the right things, in the right way.”

## **Jill Gilmer**

Vice President, Corporate Secretary



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# Stakeholder Engagement

We engage with our stakeholders throughout the year to improve our understanding of the types of environmental, social, and governance issues that are most important to them.

	Associates	Customers	Investors	Community
<b>How We Engage</b>	<ul style="list-style-type: none"> <li>Annual EH&amp;S Conference</li> <li>Periodic Surveys</li> <li>Professional Development and Affinity Groups</li> <li>Quarterly Town Halls</li> <li>Social Media</li> <li>Monthly Newsletter</li> <li>Intranet</li> </ul>	<ul style="list-style-type: none"> <li>Industry Conferences</li> <li>Ongoing Continuing Education</li> <li>Onsite Customer Events</li> <li>Product Demonstrations</li> <li>Social Media</li> <li>Virtual Trade Shows</li> <li>Voice of the Customer Roundtables</li> </ul>	<ul style="list-style-type: none"> <li>Annual Stockholders Meeting</li> <li>Industry Investor Conferences</li> <li>Investor Meetings</li> <li>Quarterly Earnings Calls</li> </ul>	<ul style="list-style-type: none"> <li>Philanthropy</li> <li>Volunteering</li> </ul>
<b>Key Discussion Topics</b>	<ul style="list-style-type: none"> <li>Associate Engagement</li> <li>Career Development</li> <li>Recognition and Appreciation</li> <li>Safety and Well-being</li> <li>Training</li> </ul>	<ul style="list-style-type: none"> <li>Innovative Designs/Solutions</li> <li>Outstanding Service</li> <li>Privacy and Data Security</li> <li>Product Quality</li> <li>Warranty</li> </ul>	<ul style="list-style-type: none"> <li>Capital Allocation</li> <li>ESG Commitment</li> <li>Executive Compensation</li> <li>Financial Performance</li> </ul>	<ul style="list-style-type: none"> <li>Environmental Stewardship</li> <li>Financial Support</li> <li>Vibrant Communities</li> <li>Volunteerism</li> </ul>

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# Progress Against FY22 Targets

Goal	Metric	FY19 Baseline	FY20 Target	FY20 Actual	FY22 Target
Reduce Carbon intensity	CO <sub>2</sub> per dollar of revenue	Scope 2 20.22g	-15%	+7.7% (Scope 2 only). New 2020 baseline for Scope 1+2 established with same 2022 reduction target	-25%
Energy Efficiency	CO <sub>2</sub> from energy consumption	-	-15%	-3.96%	-25%
Efficient Use of Raw Materials	CO <sub>2</sub> from raw materials	-	-15%	-9.55%	-25%
Customer Energy Reduction	Potential cumulative kWh savings from products sold	9.6 billion	9.0 billion	13.3 billion	27.0 billion
Engagement	Associate Engagement score	71%	78%	n/a, see <a href="#">page 49</a>	85%
Ethics	Completion of required Code of Ethics and Business Conduct modules	100% of salaried associates	100% of salaried associates, and expand the program to hourly associates without a target	n/a. Deadline shifted to 12/31/2020 due to shift in implementation platform	100% of salaried and hourly associates
Supplier Ethics	Spend with Suppliers who are signed up to the Supplier Code of Conduct	-	Top 50 suppliers	43 of Top 50, accounting for 35% of spend	FY21 target: 90% of spend

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Disclosures are influenced by Sustainability Accounting Standards Board’s (SASB) standards for Electrical & Electronic Equipment and Software & IT Services. This report covers FY20 results and includes data collected from September 1, 2019 to August 31, 2020. For information concerning the current fiscal year, please refer to the Company’s latest quarterly reports and other filings with the SEC. These documents are available online at <http://investors.acuitybrands.com>.

## ELECTRICAL AND ELECTRONIC EQUIPMENT

Topic	SASB Accounting Metric	Code	Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RT-EE-130a.1	(1) 876,999 Gj. See also <a href="#">page 14</a> of this report. (2) 100% (3) 0.55%
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	RT-EE-150a.1	We do not currently track hazardous waste at the company level; each facility complies with local regulations regarding disposal or recycling thereof. We intend to track and report on this starting in FY21.
	Number and aggregate quantity of reportable spills, quantity recovered	RT-EE-150a.2	0 kg. We had zero reportable spills in FY20.
Product Safety	Number of recalls issued, total units recalled	RT-EE-250a.1	One voluntary recall, approximately 326k units.
	Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2	We intend to track and report this in FY21.

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Topic	SASB Accounting Metric	Code	Response
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	RT-EE-410a.1	We do not directly purchase or use any IEC 62474 declarable substances. We do not specifically track these substances in the products we purchase; however, our supply agreements specify that goods purchased by Acuity Brands under said agreements will not contain any substances on the RoHS or REACH lists.
	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	RT-EE-410a.2	Approximately 17% in the year ending December 31, 2019.
	Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	82%. See also <a href="#">page 13</a> of this report.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	See page 7 of <a href="#">FY20 10-K</a> .
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	RT-EE-510a.1	See <a href="#">Anti-Bribery and Anti-Corruption Program Overview</a> . See pages 10-13 of <a href="#">Code of Ethics and Business Conduct</a> .
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	\$0 USD
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	RT-EE-510a.3	\$0 USD
Activity Metrics	Number of units produced by product category	RT-EE-000.A	We do not disclose the number of units produced.
	Number of employees	RT-EE-000.B	11,000

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## SOFTWARE & IT SERVICES

Topic	SASB Accounting Metric	Code	Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	(1) 876,999 Gj. See also <a href="#">page 14</a> of this report. (2) 100% (3) 0.55%
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	We intend to further measure and report our water use in FY21.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	<p>Acuity has been moving forward with a “cloud first” data center strategy for the past 5 years.</p> <p>The first step is complete, with consolidation and virtualization of “on prem” resources to two small data centers (space leased with 3rd party data center vendors), one in Dallas (production) and one in Chicago (disaster recovery). Co-locating our on-prem data center needs with other companies in a vendor managed data center keeps our environmental impact to a minimum.</p> <p>The long term goal is to move as much compute and storage as possible to “cloud” vendors such as Microsoft Azure, Amazon Web Services and Google Cloud. Over the next three years, we will continue to convert our on-prem systems to run on those cloud providers, and will reduce our Dallas/Chicago data center footprint to a minimum. Our strategy will move both production data processing capacity and data storage to 10% on prem and 90% cloud over the next several years.</p>

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Topic	SASB Accounting Metric	Code	Response
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	<a href="https://www.acuitybrands.com/privacy-policy">https://www.acuitybrands.com/privacy-policy</a>
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Zero. Acuity Brands does not use any user information for secondary purposes. We are explicit in our user agreements about the purposes for which data are collected, and any additional uses, per our privacy policy, require explicit additional permissions granted by users. <a href="https://www.acuitybrands.com/privacy-policy">https://www.acuitybrands.com/privacy-policy</a> .
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	\$0 USD
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	(1) 0 (2) 0 (3) 0%
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	We have not deployed our products or services in any countries in which our core products or services are subject to government-required monitoring, blocking, content filtering or censoring. While Acuity Brands does build and modify core products and services to comply with appropriate local laws such as GDPR and CCPA, Acuity Brands does not alter its core products or services at the specific behest of government entities of any country. Acuity Brands is not aware of any governments altering, blocking, censoring or filtering our products or services.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	(1) 0 (2) 0% (3) 0
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	We use secure development lifecycle for our products and identify risks by conducting various assessments, security tests and monitoring threat intelligence. We use a risk management framework to categorize our risks based on impact and work with our engineering teams to address them.

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Topic	SASB Accounting Metric	Code	Response
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	We plan to disclose in Q2 FY21.
	Employee engagement as a percentage	TC-SI-330a.2	In FY19, our associate survey showed 71% engagement. Due to COVID-19, we delayed the next engagement survey until 5/2021. During FY20, instead of an overall engagement survey, we conducted pulse surveys to measure specific dynamics and give us critical information throughout the COVID crisis.
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Our new Chief Human Resources Officer is leading an effort to enhance our approach to Diversity and Inclusion, and we plan to disclose additional gender and racial/ethnic group data along with our enhanced approach in Q2 FY21.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	\$0 USD
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	(1) 9 performance issues; (2) 12 service disruptions; (3) Zero customer downtime outside the bounds of the Service Level Agreement.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	See Page 10 of <a href="#">FY20 10-K</a> .
Activity Metrics	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	(1) 397 (2) 100%
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	(1) 2.55THz processing capacity (2) 30% cloud
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	(1) 1.2PB storage (2) 50% cloud

# Forward-Looking and Other Statements and Information in this Report

This report is intended only to summarize certain of our efforts related to our EarthLIGHT program and is not intended to replace or supplement the Company's audited financial statements or filings with the Securities and Exchange Commission. Undue reliance should therefore not be placed on this report. Actual results of these efforts could differ materially from the company's summary of current plans goals and expectations. This report contains estimates, and actual results of these efforts could differ materially from the Company's summary of current plans, goals, and expectations described in this report. Statements that may be considered forward-looking include statements incorporating terms such as "expects," "believes," "intends," "estimates," "forecasts," "anticipates," "could," "may," "should," "suggests," "remain," and similar terms that relate to future events, performance, or results of the Company and specifically include statements made in this report regarding the Company's future practices and programs and the Company's beliefs, commitments, expectations, goals and targets, planned implementation and intended outcomes of new technologies, the inclusion of SASB-related information in future disclosures, and intended use of new metrics to track progress. Forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from the historical experience of the Company and management's present expectations or projections. Some of the risks and uncertainties that could cause actual results to differ materially from those expressed in our forward-looking statements are more fully described in the Company's SEC filings including risks discussed in Part I, "Item 1a. Risk Factors" in the Company's Annual Report on Form 10-K for the year ended August 31, 2020. The discussion of those risks is specifically incorporated herein by reference. Management believes these forward-looking statements are reasonable; however, undue reliance should not be placed on any forward-looking statements, which are based on current expectations. Further, forward-looking statements speak only as of the date they are made, and management undertakes no obligation to update publicly any of them considering new information or future events.

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