

LSI INDUSTRIES INC.

HUMAN RIGHTS POLICY

LSI Industries Inc. (LSI) is fundamentally committed to respecting and supporting internationally recognized human rights. We are committed to respecting the human rights and dignity of individuals within our operations, supply chain and communities where we do business. We conduct due diligence to avoid complicity in human rights abuses, and we seek to avoid causing or contributing to adverse human rights impacts through our own activities and business relationships.

LSI is committed to:

1. Treat people with respect and dignity
2. Strive for and foster a workplace free of harassment and discrimination
3. Promote inclusivity and diversity in the workplace
4. Prohibit forced, bonded, trafficked and child labor
5. Recruit ethically
6. Provide fair wages and benefits
7. Promote and protect health and safety in the workplace

We understand that human rights are fundamental rights and freedoms that all people are entitled to, without regard to race, color, religion, language, pregnancy, ancestry, age, gender, gender identity, gender expression, sexual orientation, national origin, , mental or physical disability, genetic information, or marital or veteran status. We believe the rights of women and minority groups should be protected. We respect widely accepted standards of fair treatment and non-discrimination, including those stated in the UN Universal Declaration of Human Rights (UDHR); International Covenant on Civil and Political Rights (ICCPR); the International Covenant on Economic, Social and Cultural Rights (ICESCR); and the International Labour Organizations (ILO) Declaration on Fundamental Principles and Rights at Work. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights (UNGPs) and reiterated in the human rights chapter of the Organization for Economic Co-operation and Development (OECD) Guidelines for Multi-national Enterprises.

These fundamental labor principles include the prohibition of child labor, the prohibition of forced labor in all forms, freedom of association and the right to collective bargaining, and protection from discrimination. Discrimination includes employment decisions based on personal characteristics that are unrelated to the ability to do one's job, including race, color, gender, gender identity, sexual orientation, national origin/ancestry, citizenship, religion, age, maternity, marital status, indigenous status, social origin, disability and membership in workers' organizations including unions, and political affiliation.

We commit to going beyond respecting human rights where we have a positive impact and seek to prevent or mitigate adverse human rights impacts in our direct operations.

Compliance With The Law And The Highest Ethical Standards

LSI is committed to upholding the highest ethical standards and meeting or exceeding all applicable laws and regulations wherever we operate. In cases where local laws are in conflict with international human rights standards, we comply with applicable laws while seeking ways to meet the underlying international human rights principles.

Scope

The Human Rights Policy applies to LSI and its subsidiaries wherever their business operations are located on the globe and applies to everyone in the company including the Board of Directors and all colleagues when doing work for LSI Industries. This Policy also applies to our business partners, vendors and partners across our supply chain. Given our commitment to upholding and protecting human rights, we will continue to look for ways to support the promotion of human rights within our sphere of influence.

Security

LSI maintains facility security procedures at each of its facilities to guard against the introduction of non-manifested cargo into outbound shipments (e.g., drugs, explosives, biohazards and/or other contraband). Additionally, we provide a secure and safe working environment for our employees and do not permit third parties to operate on our premises that intimidate employees or threaten their welfare. We require private security firms engaged by us to respect human rights adhere to this Policy.

Water as a Human Right

We respect the rights to water and sanitation for people who could be potentially affected by our activities, including our employees, contractors and neighboring communities. We believe the right to water is a fundamental human right.

Indigenous Peoples

We respect the rights of indigenous peoples and to the extent they may be affected by our business activities we identify and consult with indigenous peoples, seeking to apply the principles of free, prior and informed consent (FPIC). LSI is committed to adhering to the UN Declaration on the Rights of Indigenous Peoples and the ILO Convention 169 on Indigenous Peoples.

Governance

This policy was approved by executive leadership, and oversight and responsibility for the implementation of this policy rests with a cross-functional team with members from legal, procurement and HR.