2024

Sustainability Report

Atkore

CEO Letter

I am proud to present Atkore's annual Sustainability Report, which showcases our Environment, Social, and Governance (ESG) accomplishments and progress towards our goals in fiscal year 2024. As the ESG landscape continues to evolve, Atkore is actively driving sustainability efforts across our operations, products, and communities.

A key achievement in the past year has been the development of Environmental Product Declarations (EPDs) for a substantial portion of our core product offerings. These EPDs represent approximately half of our global sales and provide our customers with greater transparency regarding the environmental impacts of the products they use. As we continue to expand our portfolio of EPDs across additional product lines and international markets, we further solidify Atkore's dedication to helping our customers achieve their sustainability goals.

Our commitment to sustainability within our products and beyond has not gone unnoticed. In fiscal year 2024, Atkore was recognized in Newsweek's ranking of America's Greenest Companies and was honored with the ENERGY STAR® Partner of the Year Award for a second time, a distinction awarded by the U.S. Environmental Protection Agency's voluntary program that certifies buildings meeting strict energy efficiency criteria and promotes energy savings, cost reductions, and environmental protection. Additionally, we achieved an EcoVadis Bronze rating for the third year, reflecting our ongoing efforts to embed sustainability across our operations and value chain. We are especially proud to announce that we have achieved our 2025 Climate, Carbon, and GHG Emissions goal a full year ahead of schedule. This milestone builds on Atkore's 2023 successes, where we reached our Health and Safety goal and our Employee Attraction, Development, and Retention goal two years ahead of the 2025 target.

Central to our success is the culture we foster within Atkore. I am proud to share Atkore was recertified as a Great Place to Work® for a fourth consecutive year and received a third Top Workplaces USA Award, along with five Culture Excellence Awards. Our efforts to promote an inclusive workplace were further acknowledged by the Human Rights Campaign's (HRC) "Equality 100 Award" for LGBTQIA+ inclusion. These accolades showcase our enduring efforts to create and maintain a supportive workplace where our employees can thrive, feel valued, and are empowered to contribute to our collective business and sustainability achievements.

Outside of the workplace, Atkore continues to make a positive impact through community engagement initiatives. Across our organization, we encourage and support employees in giving back to their local communities through causes that matter most to them. From our Hobart, IN facility's month-long food drive to annual, multi-site back-to-school drives, Atkore employees continue to embody our values through their meaningful contributions to the places where we live and work.

As we look ahead, I am excited about the contributions Atkore will make toward building a more sustainable future across our business and in the communities where we operate.

Sincerely,

Bill Waltz
President and CEO

A greenhouse facility featuring Atkore's Gatorshield steel tubing.

Environment

Accomplishments

- Recognized in the ranking of America's Greenest Companies 2024 by Newsweek.
- Awarded with the 2024 ENERGY STAR® Partner of the Year Award.
- Installed electric charging stations at our Phoenix, AZ facility that leverage the approximate 85,000 kWh generated per month from previously-installed solar canopies.
- Updated steel strip cleaning technology at our Harvey, IL facility for improved quality and energy-efficiency, resulting in energy savings of approximately 1.13 million kWh annually.[1]
- Announced a fully electric vehicle fleet that is powered by solar energy at our Oudenaarede, Belgium facility and installed on-site charging stations for the West Bromwich, UK facility's electric vehicles.

[1] Calculations conducted by independent third-party provider.

HIGHLIGHTS

Atkore Achieves Climate, Carbon, and GHG Emissions Goal Ahead of Schedule

Atkore has reached its Climate, Carbon, and GHG Emissions goal for 2025 ahead of schedule in fiscal year 2024, reducing its GHG emissions intensity to 49.8 metric tons of CO_2e per million USD—a significant improvement from our 2020 baseline of 58.2 metric tons of CO_2e per million USD.

This reduction is the result of Atkore's ongoing participation in Energy Star's Challenge for Industry. Over the years, Atkore has made Energy Star's 10% energy intensity reduction goal within five years a key internal focus, incorporating it as part of our broader sustainability strategy. Furthermore, Atkore is actively participating in strategic energy management programs with local utilities. From these initiatives, we continuously identify opportunities for energy savings and ensure progress toward emissions reduction goals. Through ongoing equipment upgrades and continuous tracking of energy performance, Atkore is making sustained improvements to reduce GHG intensity.

Climate, Carbon, and GHG Emissions Goal

Reduce Scope 1 and Scope 2 GHG emissions intensity by 10% by 2025, compared to 2020 baseline values[2]

2020 BASELINE	2024 PROGRESS	2025 TARGET
58.2	49.8	52.4
METRIC TONS CO_2e/MILLION USD	METRIC TONS CO_2e/MILLION USD [3]	METRIC TONS CO_2e/MILLION USD

[2] Revenue used to calculate intensity related metrics has been adjusted to remove the impact of changes in average selling prices.
[3] GHG intensities adjusted to base year sites. Emissions and revenue metrics have been normalized to reflect consistent operational boundaries and thus exclude new acquisitions and material organic operational expansions that occurred after base year. For 2022 and 2023 we previously reported unadjusted GHG intensity of 54.1 metric tons CO_2e/million USD and 55.8 metric tons CO_2e/million USD, respectively.

Social

Accomplishments

- Recertified as a Great Place to Work® for the fourth consecutive year, certified as a Top Workplace for the third consecutive year, and awarded five Culture Excellence Awards in the categories of Leadership, Work-Life Flexibility, Compensation & Benefits, Innovation, and Purpose & Values.
- Recognized with “Equality 100 Award: Leaders in LGBTQ+ Inclusion” from the HRC Foundation.
- Awarded “Subcontractor Safety” by HIIT Contracting to Atkore Unistrut Construction for its safety program and safe work ethic.
- Launched 4-pillared employee development program that empowers frontline workers through immersive cultural onboarding, skill-focused training modules, structured job qualification programs, and supervisor development leadership training.
- Provided more than $133,000 in grants through The Atkore Family Foundation to assist employees as well as employees of customers and suppliers who experienced unexpected hardships, such as fires, floods, hurricanes, and other family emergencies.
- Increased global workforce diversity from 48% in fiscal year 2023 to 55% in fiscal year 2024.

HIGHLIGHT

Employee-Driven Community Initiatives Across Atkore Sites

Atkore employees across our locations are empowered to lead community initiatives tailored to local needs, an approach that ensures our impact is meaningful and relevant. Over the past year, notable activities have included one facility’s “Socktober” fundraiser, which collected and donated over 1,000 pairs of socks to the unhoused community; another facility’s month-long food drive, which donated 2,000 pounds of food to a nearby food pantry; and holiday drives at several sites to provide toys and gifts to families in need.

Another key initiative that started four years ago at Atkore’s headquarters in Harvey, IL, and has since been adopted by several other locations globally, is an annual back-to-school drive. In partnership with local organizations, participants assemble bookbags filled with school supplies and distribute them to students in nearby areas. In 2024, the Harvey drive distributed 1,500 backpacks and the Hobart, IN, drive provided over 400 backpacks to their communities.

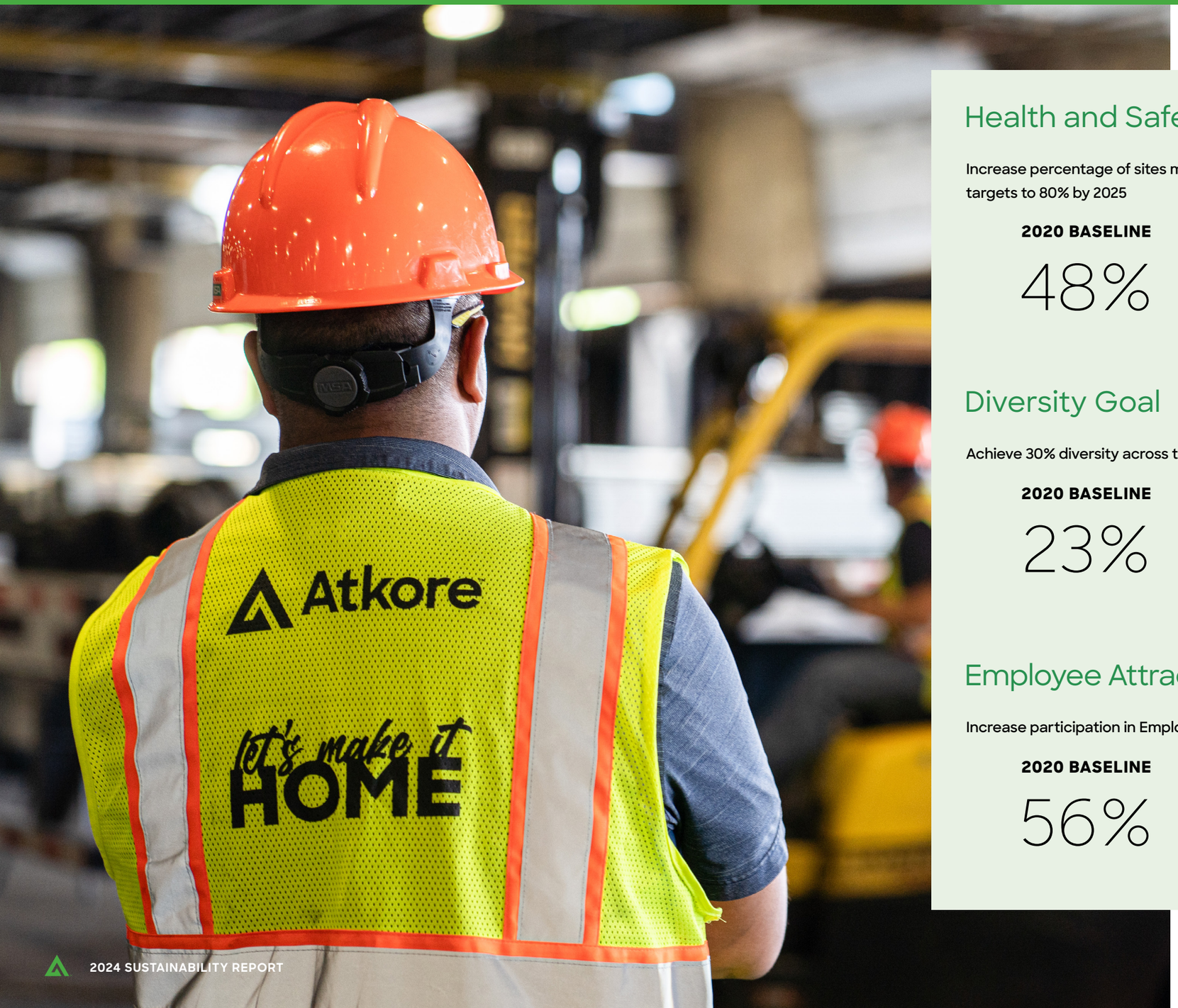
Atkore's Fourth Annual Back 2 School Drive


Socktober


DEI: 2024 Human First Gala


Annual Holiday Drive


Thanksgiving Turkey Giveaway



Health and Safety Goal

Increase percentage of sites meeting their annual Team-Based Safety Observation (TBSO) targets to 80% by 2025

2020 BASELINE	2024 PROGRESS	2025 TARGET
48%	88%	80%

Diversity Goal

Achieve 30% diversity across the Senior Leadership Team by 2025

2020 BASELINE	2024 PROGRESS	2025 TARGET
23%	29%	30%

Employee Attraction, Development, and Retention Goal

Increase participation in Employee Engagement and Alignment Survey to 80% by 2025

2020 BASELINE	2024 PROGRESS	2025 TARGET
56%	81%	80%

Governance and Product

Governance Accomplishments

- Conducted a double materiality assessment in preparation for compliance with the Corporate Sustainability Reporting Directive (CSRD).
- Implemented a Supplier ESG Assessment program to proactively identify and mitigate risks within the supply chain through targeted corrective measures.
- Achieved a 100% supplier response rate for our global conflict minerals campaign, which includes our domestic and international suppliers.
- Continued to be guided by our Code of Business Conduct and Ethics and our Guide to Ethical Conduct. We also maintain Anti-Bribery & Anti-Corruption and Whistleblower policies which apply to employees, contractors, executives, and members of our Board of Directors.

Product Accomplishments

- Published Environmental Product Declarations (EPDs) for products representing approximately half of our global sales.
- Awarded Rexel's Contractor & Installer Supplier of the Year Award in the UK.
- Received the Most Complete European Technical Information Model Data Award from the Electrical Distributors' Association for Atkore Unistrut and Atkore Marco product data.
- Achieved more than $200 million in direct sales attributed to products that support the global transition to a decarbonized economy.

HIGHLIGHT

Atkore's Environmental Product Declarations

Atkore has developed Environmental Product Declarations (EPDs) for a variety of our core product offerings, including Galvanized Steel Conduit, Stainless Steel Conduit, PVC Conduit & Fittings, Metal Framing, and Cable Management portfolios. The EPDs represent approximately half of our global sales, demonstrating our commitment to both sustainability and transparency.

An EPD is a third-party independently verified report that provides information on a product's environmental impact throughout its life cycle. Based on data from a life cycle assessment, EPDs communicate the environmental effects associated with a product or system's raw material extraction, energy use, chemical makeup, waste generation, and emissions to air, soil, and water.

EPDs help our customers reduce the environmental impact of their projects by allowing them to make informed, data-driven choices about the products they use. EPDs also contribute points towards sustainable building accreditations such as LEED and BREEAM. In UK and EU markets, EPDs are becoming standard, and their popularity is increasing across the US, with continued growth expected in the coming years. They also are essential for businesses to measure and benchmark Scope 3 emissions, thus allowing for compliance with the GHG Protocol standards. By offering transparency into product environmental impact, EPDs give customers a strategic edge by enabling informed purchasing decisions that align with their sustainability goals.

Data and Approach

Reporting Frameworks

Atkore has reported the information provided in the following data tables for the period October 1, 2023 through September 30, 2024, with reference to the Global Reporting Initiative (GRI) Standards. Additionally, Atkore reports in line, but not fully in accordance, with the Sustainability Accounting Standards Board (SASB) Standard for Electrical & Electronic Equipment (RT-EE version 2023-12). Atkore discloses climate-related risks and opportunities in the Task Force on Climate-related Financial Disclosures (TCFD) Index.

Report Scope

The 2024 Sustainability Report describes key accomplishments and updates from our sustainability programs and initiatives. Strategy, governance, policies, and management approaches for our material topics can be found in the ESG section of our website. Atkore reports on all material topics identified in the SASB standard for our industry, as well as on other topics identified in our 2020 materiality assessment. We consider the impact of our direct operations in the scope of this report. All employees are included in the health and safety statistics, all material manufacturing and distribution facilities are included in environmental statistics, and full-time and part-time employees and contractors are included in demographic statistics. Material manufacturing and distribution facilities include sites with 10 or more full-time employees; however, there are smaller locations meeting this definition where water use is non-material and usage data is not available. The information presented in the body of this report is based on activities carried out during fiscal year 2024 (October 2023–September 2024). The data in this report is based on activities carried out during fiscal years 2022 (October 2021–September 2022), 2023 (October 2022–September 2023), and 2024 (October 2023–September 2024).

For questions regarding the report or its contents, contact Investors@Atkore.com.

Cautionary & Forward-Looking Statements

This report contains forward-looking statements that are subject to known and unknown risks and uncertainties, many of which are beyond our control. All statements other than statements of historical fact included in this report are forward-looking statements. Forward-looking statements appearing throughout this report include, without limitation, statements regarding our intentions, beliefs, assumptions, or current expectations. You can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. These statements may include words such as “believes,” “expects,” “may,” “will,” “shall,” “should,” “would,” “could,” “seeks,” “aims,” “projects,” “is optimistic,” “intends,” “plans,” “estimates,” “anticipates,” and other comparable terms. We caution you that forward-looking statements are not guarantees of future performance or outcomes and that actual performance and outcomes may differ materially from those made in or suggested by the forward-looking statements contained in this report. Further, any forward-looking statement speaks only as of the date on which it is made.

SASB Content Index

TOPIC	CODE	METRIC	FY22	FY23	FY24
ACCOUNTING METRICS					
ENERGY MANAGEMENT	RT-EE-130a.1 (1)	Total energy consumed	1.20 million Gigajoules (GJ)	1.38 million Gigajoules (GJ)	1.46 million Gigajoules (GJ)
	RT-EE-130a.1 (2)	Percentage grid electricity	68%	67%	69%
	RT-EE-130a.1 (3)	Percentage renewable energy	0.23%	0.24%	0.47%
HAZARDOUS WASTE MANAGEMENT	RT-EE-150a.1 (1)	Amount of hazardous waste generated	1.8 thousand metric tons	2.4 thousand metric tons	2.2 thousand metric tons
	RT-EE-150a.1 (2)	Percentage of hazardous waste recycled	0%	0%	0%
	RT-EE-150a.2 (1)	Number and aggregate quantity of reportable spills	0	1	0
	RT-EE-150a.2 (2)	Quantity recovered	N/A	N/A	N/A
PRODUCT SAFETY	RT-EE-250a.1 (1)	Number of recalls issued	0	0	0
	RT-EE-250a.1 (2)	Total units recalled	0	0	0
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety (USD)	$0	$0	$0
PRODUCT LIFE CYCLE MANAGEMENT	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	17%	16%	14%
	RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	0%	0%	0%
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products (USD)	$101.9 million USD	$158.1 million USD	$202.4 million USD
MATERIALS SOURCING	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	None	None	None

SASB Content Index

TOPIC	CODE	METRIC	FY22	FY23	FY24
ACCOUNTING METRICS					
BUSINESS ETHICS	RT-EE-510a.1 (1)	Description of policies and practices for prevention of: corruption and bribery	Ethics and Compliance (2022 Sustainability Report)	ESG Website	ESG Website
	RT-EE-510a.1 (2)	Description of policies and practices for prevention of: anti-competitive behavior	Ethics and Compliance (2022 Sustainability Report)	ESG Website	ESG Website
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	$0	$0	$0
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	$0	$0	$0

Data Tables

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 2-7	Total number of employees, including contractors	~5,000	~5,600	~5,200
GRI 2-8	Total number of workers who are not employees[1]	840	759	320
GRI 2-27	Total number of significant instances of non-compliance with laws and regulations: instances for which fines (> $100,000) were incurred	0	0	1[2]

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 2-27	Total number of significant instances of non-compliance with laws and regulations: instances for which non-monetary sanctions were incurred	0	0	0
GRI 205-2	Total number of governance body members that the organization's anti-corruption policies and procedures have been communicated to	9 of 9	9 of 9	9 of 9

[1] Includes contractors employed directly by agents.

[2] In FY24, Atkore resolved a claim under California's Private Attorneys General Act (PAGA) law with fines in excess of $100,000.

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 205-2	Percentage of employees that the organization's anti-corruption policies and procedures have been communicated to[1]	100%	100%	100%
	Percentage of employees that have received training on anti-corruption[2]	94%	96%	82%
GRI 302-1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used[3]	377 thousand GJ	451 thousand GJ	459 thousand GJ
	Total fuel consumption within the organization from renewable sources	0 thousand GJ	0 thousand GJ	0 thousand GJ
	Electricity consumption	820 thousand GJ	929 thousand GJ	1,014 thousand GJ
	Electricity sold	1.9 thousand GJ	2.3 thousand GJ	1.5 thousand GJ
	Total energy consumption within the organization[4]	1,197 thousand GJ	1,380 thousand GJ	1,472 thousand GJ

[1] Includes global, salaried employees.
[2] Includes global, salaried employees.
[3] FY22 includes natural gas, propane, diesel, and kerosene; FY23 includes natural gas, propane, diesel, kerosene, and gasoline; FY24 includes natural gas, propane, diesel, and gasoline.
[4] FY22 includes purchased electricity, natural gas, propane, diesel, kerosene, and refrigerants/HCFCs; FY23 includes purchased electricity, natural gas, propane, diesel, kerosene, gasoline, and refrigerants/HCFCs; FY24 includes purchased electricity, natural gas, propane, diesel, gasoline, and refrigerants/HCFCs.

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 302-3	Energy intensity for the organization	306 GJ/million USD[5]	392 GJ/million USD[6]	460 GJ/million USD
	Organization-specific metric (the denominator) chosen to calculate the ratio	Revenue: $3,913.9 million USD[7]	Revenue: $3,518.8 million USD[8]	Revenue: $3,202.1 million USD
GRI 305-1	Direct (Scope 1) GHG emissions	21.5 thousand metric tons CO_2e	23.9 thousand metric tons of CO_2e	23.2 thousand metric tons of CO_2e
	Gases included in the calculation	CO_2, CH_4, N_2O, Halon 1301	CO_2, CH_4, N_2O, Halon 1301	CO_2, CH_4, N_2O, Halon 1301
	Biogenic CO_2 emissions in metric tons of CO_2 equivalent	0 thousand metric tons CO_2e	0 thousand metric tons CO_2e	0 thousand metric tons CO_2e
	Base year for the calculation	October 1, 2021 through September 30, 2022	October 1, 2022 through September 30, 2023	October 1, 2023 through September 30, 2024

[5] This value has been restated. In our FY23 Sustainability Report, it was disclosed as 617 GJ/million USD.
[6] This value has been restated. In our FY23 Sustainability Report, it was disclosed as 630 GJ/million USD.
[7] This value has been restated. In our FY23 Sustainability Report, it was disclosed as $1,939.8 million USD.
[8] This value has been restated. In our FY23 Sustainability Report, it was disclosed as $2,191.30 million USD.

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 305-1	Source of the emission factors and the global warming potential (GWP) rates used	e-Grid Summary Tables January 2022 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [March 2020]; and the Greenhouse Gas Protocol Global-Warming-Potential-Values (Feb 16 2016)	e-Grid Summary Tables January 2023 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [April 2022]; and the Greenhouse Gas Protocol Global-Warming-Potential-Values (Feb 16 2016)	e-Grid Summary Tables January 2024 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [April 2022]; and the Greenhouse Gas Protocol Global-Warming-Potential-Values (Feb 16 2016)
	Consolidation approach for emissions (Scope 1)	Operational Control	Operational Control	Operational Control
GRI 305-2	Gross location-based energy indirect (Scope 2) GHG emissions	83 thousand metric tons CO_2e	98 thousand metric tons CO_2e	107.3 thousand metric tons CO_2e
	Gases included in the calculation	CO_2, N_2O, CH_4	CO_2, N_2O, CH_4	CO_2, N_2O, CH_4
	Base year for the calculation	October 1, 2021 through September 30, 2022	October 1, 2022 through September 30, 2023	October 1, 2023 through September 30, 2024

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 305-2	Source of the emission factors and the global warming potential (GWP) rates used	e-Grid Summary Tables January 2022 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [March 2020]	e-Grid Summary Tables January 2023 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [April 2022]; and the Greenhouse Gas Protocol Global-Warming-Potential-Values (Feb 16 2016)	e-Grid Summary Tables January 2024 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [April 2022]; and the Greenhouse Gas Protocol Global-Warming-Potential-Values (Feb 16 2016)
	Consolidation approach for emissions (Scope 2)	Operational Control	Operational Control	Operational Control
GRI 305-4	GHG emissions intensity ratio for the organization[1]	54.1 metric tons CO_2e/ million USD	51.5 metric tons CO_2e/ million USD	49.8 metric tons CO_2e/million USD
	Organization-specific metric chosen to calculate the ratio[2], [3]	Revenue: $1,806.67 million USD	Revenue: $1,894.90 million USD	Revenue: $1,984.16 million USD
	Types of GHG emissions included in the intensity ratio	Scope 1 and 2	Scope 1 and 2	Scope 1 and 2
	Gases included in the calculation	CO_2, N_2O, CH_4, Halon 1301	CO_2, N_2O, CH_4, Halon 1301	CO_2, N_2O, CH_4, Halon 1301

[1] GHG intensities adjusted to base year sites. Emissions metrics have been normalized to reflect consistent operational boundaries and thus exclude new acquisitions and material organic operational expansions that occurred after base year. For 2022 and 2023 we previously reported unadjusted GHG intensity of 54.1 metric tons CO_2e/million USD and 55.8 metric tons CO_2e/million USD, respectively.

[2] Revenue used to calculate intensity related metrics has been adjusted to remove the impact of changes in average selling prices.

[3] Revenues have been normalized to reflect consistent operational boundaries and thus exclude new acquisitions and material organic operational expansions that occurred after the base year. For 2022 and 2023 we previously reported unadjusted revenue of $1,939.8 million USD and $2,191.30 million USD, respectively.

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 305-7	NO_X	14.6 thousand kg	24.4 thousand kg	23.4 thousand kg
	SO_X	0.1 thousand kg	0.6 thousand kg	0.7 thousand kg
	Volatile organic compounds (VOC)	115.4 thousand kg of which 23.3 thousand kg is VHAP	226.2 thousand kg of which 36.6 thousand kg is VHAP	126 thousands kg of which 15.2 thousand kg is VHAP
	Particulate matter (PM)	10.9 thousand kg	1.6 thousand kg[1]	1.9 thousand kg
	Source of the emission factors used	EPA AP-42 from combustion. Material usage and operations data from non-combustion sources.	EPA AP-42 from combustion. Material usage and operations data from non-combustion sources.	EPA AP-42 from combustion. Material usage and operations data from non-combustion sources.
GRI 306-4	Total weight of waste diverted from disposal	42.5 thousand metric tons	28 thousand metric tons	27.3 thousand metric tons
	Total weight of waste diverted from disposal: Ferrous metals	25.4 thousand metric tons	19.0 thousand metric tons	18.6 thousand metric tons
	Total weight of waste diverted from disposal: Non-ferrous metals	5.4 thousand metric tons	3.6 thousand metric tons	2.3 thousand metric tons
	Total weight of waste diverted from disposal: PVC and other plastics	11.3 thousand metric tons	2.2 thousand metric tons	1.8 thousand metric tons

[1] This value has been restated. In our FY23 Sustainability Report, it was disclosed as 1,599.0 thousand kg.

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 306-4	Total weight of waste diverted from disposal: Non PVC	0.3 thousand metric tons	3.1 thousand metric tons	4.5 thousand metric tons
	Total weight of waste diverted from disposal: WEE, Cardboard, etc	0.1 thousand metric tons	0.1 thousand metric tons	0.1 thousand metric tons
	Total weight of hazardous waste diverted from disposal	0 metric tons	0 metric tons	0 metric tons
	Total weight of non-hazardous waste diverted from disposal	42.5 thousand metric tons	28 thousand metric tons	27.3 thousand metric tons
GRI 306-5	Total weight of hazardous waste directed to disposal	1.8 thousand metric tons	2.4 thousand metric tons	3.0 thousand metric tons
GRI 303-3	Total water withdrawal from all areas	746 ML	848 ML	805 ML
	Total water withdrawal from all areas: Groundwater	0.4 ML	0.4 ML	0.4 ML
	Total water withdrawal from all areas: Third-party water	745 ML	847 ML	804 ML
	Total water withdrawal from all areas with water stress	26 ML	83 ML	31 ML
	Total water withdrawal from all areas with water stress: Groundwater	0 ML	0 ML	0 ML
	Total water withdrawal from all areas with water stress: Third-party water	26 ML	83 ML	31 ML

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 303-5	Total water consumption from all areas	746 ML	848 ML	805 ML
	Total water consumption from all areas with water stress	26 ML	83 ML	31 ML
GRI 416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services[1]	0	0	0
Sustainable Products	Revenue from green products (USD)	$101.9 million	$158.1 million	$202.4 million
GRI 403-9	Number of high-consequence work-related injuries (excluding fatalities): All employees	18	28	27
	Rate of high-consequence work-related injuries (excluding fatalities): All employees	0.4	0.5	0.5
	Number of recordable work-related injuries: All employees	113	176	187
	Rate of recordable work-related injuries: All employees	2.7	3.3	3.4
	Main types of work-related injury: All employees	Hand Injuries	Hand Injuries	Hand Injuries

[1] Atkore's reporting reflects incidents pertaining to mandatory regulations.

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
GRI 403-9	Number of hours worked: All employees	8.3 million	10.3 million	11 million
	Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000	200,000	200,000
GRI 405-1	Diversity HC[2] (mgmt. ethnicity): U.S. only	27%	28%	25%
	Diversity HC (mgmt. disabled): U.S. only	4%	5%	7%
	Percentage of employees:[3] Female	18%	19%	18%
	Percentage of employees: Male	82%	81%	82%
GRI 405-2	Ratio of basic salary and remuneration of women to men[4]	102%	108%	107%
GRI 404-3	Percentage of employees receiving regular performance and career development reviews[5]	100%	100%	100%
Employee Engagement and Culture	Percentage of employee participation in Employee Engagement and Alignment Survey[6]	78%	81%	81%

[2] Includes permanent employees only.
[3] Includes permanent employees only.
[4] Includes U.S. non-union permanent employees.
[5] All salaried employees are eligible to participate in the mid-year performance review process. This excludes new employees, and employees at new acquisition or closed sites.
[6] Includes permanent employees only.

DISCLOSURE	DESCRIPTION	FY22	FY23	FY24
Community Engagement and Corporate Philanthropy	Atkore Family Foundation Fundraiser amount (USD)	$190,869	$245,089	$228,781
GRI 408-1	Operations and suppliers considered to have significant risk for incidents of child labor	None	None	None
GRI 409-1	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: Type of operation (such as manufacturing plant) and supplier	None	None	None
Tax Payments (USD)	United States	$303.9 million	$129.5 million	$28.9 million
	Canada	$1.6 million	$6.1 million	$7.6 million
	United Kingdom	$0.9 million	$2.3 million	$7.5 million
	Belgium	$1 million	$1.3 million	$2.6 million

TCFD Index

PILLAR	RECOMMENDATION	RESPONSE
GOVERNANCE	a) Describe the board's oversight of climate related risks and opportunities. b) Describe management's role in assessing and managing climate related risks and opportunities.	The Nominating & Governance Committee of Atkore's Board of Directors has oversight of ESG issues, including climate-related risks and opportunities. The Committee receives a quarterly update on Atkore's ESG activities, including progress against our GHG emissions intensity goal and supporting key performance indicators. The full Board of Directors is updated on Atkore's long-term ESG strategy annually. Atkore's EHS team oversees the company's key environmental programs and associated metrics, including GHG emissions, energy use, and water use. Quarterly, Atkore's Executive Steering Committee reviews environmental metrics and progress against internal key performance indicators. This information is further relayed to the Nominating & Governance Committee of the Board.
STRATEGY	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	Atkore has analyzed transition and physical climate risks and opportunities through 2050 under business-as-usual and low emission scenarios. The physical risk analysis conducted in 2022 included an assessment of site-specific climate hazards to Atkore's key manufacturing and distribution locations. Fifty-one site locations were assessed for nine different climate hazards, including flooding, water stress, extreme temperatures, hurricanes, and wildfires, based on present, 2030, and 2050 timeframes. The climate scenarios used for future projections included lower and higher emission scenarios based on Shared Socioeconomic Pathways (SSPs) developed by the Intergovernmental Panel on Climate Change. SSP1-2.6 is a low GHG emissions scenario where global warming stays below 2°C warming by 2100, aligned to current commitments under the Paris Agreement; SSP3-7.0 represents a high GHG emissions scenario that reflects an average warming greater than 3°C by 2100. In the short-term present timeframe, two manufacturing sites were identified as having high risk–largely due to river flooding. The site identified as the highest risk is one of Atkore's smallest manufacturing sites, and both high risk sites have integrated strong flood prevention and mitigation measures to manage risks. In medium and longer-term timeframes, the number of sites with high risks are projected to increase to four locations (2030) and 10 locations (2050) under the higher emission climate scenario. Across all locations, the top hazard in the present timeframe is river flooding, while the main emerging climate hazard is projected to be water stress. The physical risk analysis demonstrated how climate change may affect Atkore's physical assets, present a potential health and safety risk to employees, impact suppliers, and impact transportation and distribution networks. Climate events may also impact the construction sector, thereby not only increasing the risk of possible construction delays, but also increasing demand for more resilient infrastructure. However, by identifying these climate risks, Atkore has the opportunity to enhance its risk management measures and incorporate them into its business strategy. The transition risk analysis applied sector-specific indicators representing changes across the economy to analyze various climate scenarios (from business as usual to Net Zero by 2050) to assess how changes in policies that incentivize a low carbon future could present risks and opportunities that may have a commercial impact on the company. Emerging energy transition risks may be lower in the near-term but could increase over time through 2050 in a lower carbon future with greater pressures to reduce manufacturing emissions and energy consumption. However, there are also market expansion opportunities for Atkore's electrical business in a low carbon future that are available beginning in the near-term and could further expand over time. Pressures to decarbonize manufacturing could increase Atkore's operational costs. For example, carbon pricing policies targeting industrial manufacturing, power use, or energy use, may result in pass-through costs. Costs for key input materials, such as steel, could also increase due to potential policies aimed at decarbonizing input material production, and Atkore may see competing demand for the same materials also needed in other expanding green sectors in a low carbon future. Concurrently, there are climate-related opportunities for Atkore across product lines. Atkore's electrical products can support the low carbon transition as electrification increases, more renewable generation infrastructure is built, and electric vehicle charging infrastructure is deployed at a larger scale. Climate policies that encourage and incentivize climate-resilient infrastructure may also increase demand for electrical products.

PILLAR	RECOMMENDATION	RESPONSE
RISK MANAGEMENT	a) Describe the organization's processes for identifying and assessing climate related risks. b) Describe the organization's processes for managing climate related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Atkore aligned with industry-leading approaches to assess climate risks and opportunities. The climate physical risk analysis assessed risk to climate hazards at 51 of Atkore's locations. Nine different climate hazards were assessed across lower- and higher-emission climate scenarios (SSP1-2.6 and SSP3-7.0) in current, medium-term (2030), and longer-term (2050) time horizons. For select assets identified as critical to business operations, a deep dive analysis was conducted to assess Atkore's insurance coverage against flooding and hurricane hazards. The transition risk analysis applied sector-specific indicators representing changes to energy and emissions across the economy under various climate scenarios (from business as usual to Net Zero by 2050). The evaluation relied on geography-specific scenario data from several organizations, such as the International Energy Agency and the Network for Greening of the Financial System, to highlight the landscape of financial risks and opportunities that Atkore may be expected to operate in over the coming decades to inform how to position itself. The analysis focused on Atkore's sensitivity to policy and legal risk (e.g., from carbon pricing and regulatory obligations), technology and resource efficiency changes (e.g., from renewable energy and advances in energy efficient technology), market risks and expansion opportunities for various product lines (e.g., due to changing policies, customer behavior, and cost of raw materials or energy), and reputation (e.g., from changing customer preferences and stakeholder concerns). Atkore strives to manage transition risks associated with a lower carbon future by reducing our operational GHG emissions. Our greatest source of Scope 1 and Scope 2 emissions is generated from our industrial plants using grid electricity, which we aim to reduce through our partnership with ENERGY STAR® and other initiatives across our sites. Company efforts to reuse and recycle raw materials in operations may also help to further support lower environmental, energy, and emissions impacts.
METRICS AND TARGETS	a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	Atkore met its Climate, Carbon, and Emissions goal to reduce Scope 1 and Scope 2 GHG emissions intensity by 10% by 2025, compared to 2020 baseline values in fiscal year 2024—one year ahead of our 2025 target. Atkore's Scope 1 and Scope 2 GHG emissions and other relevant environmental metrics related to water, energy, and air emissions are included in the Data Tables in this report.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