

TEMPUR SHERWOOD, LLC

Human Rights Policy

Policy Statement

Respect for human rights is a fundamental value of Tempur Sherwood. Tempur Sherwood and its subsidiaries (collectively referred to herein as, “Sherwood”, the “Company”, “we”, “our” and “us”) is committed to supporting, respecting, and protecting human rights in our relationships with our stakeholders, including employees, suppliers, consumers, and the communities in which we operate. This policy recognizes international standards set forth by the United Nations’ Universal Declaration of Human Rights and the International Labor Organization conventions to implement programs consistent with these goals.

Scope

This policy applies to all employees, suppliers, contractors, and partners associated with Sherwood. This policy covers all operations and activities undertaken by Sherwood, including but not limited to:

- Labor standards
- Health and safety
- Business Ethics
- Environment

Principles of Human Rights

Sherwood adheres to the following key principles:

Respect for Human Dignity

We recognize the inherent worth of every individual and commit to treating everyone with respect and dignity.

Equality and Non-Discrimination

We promote an inclusive workplace and supply chain that values diversity and prohibits discrimination based on race, gender, ethnicity, sexual orientation, disability, religion, or any other characteristic. As an Equal Employment Opportunity Employer, we are committed to providing opportunities to all employees and applicants and prohibiting discrimination and harassment.

Fair Labor Practices

We uphold fair labor practices, including the right to freely chosen employment, the right to associate freely, and the provision of fair wages and working conditions.

Child and Forced Labor

We prohibit the use of child labor and forced labor in any form within our operations and supply chain.

Health and Safety

We are committed to providing a safe and healthy work environment for all employees and stakeholders.

Environmental Responsibility

We endeavor to minimize our environmental impact and recognize the interconnectedness of human rights and environmental sustainability.

Implementation

Respect for human rights is expressed in our company’s workplace policies and practices, including the following:

- Code of Conduct, which all employees must accept on an annual basis to certify that they will uphold the highest ethical standards and comply with the law.
- Equal Opportunity statement which highlights our commitment to recruit, hire, train, develop and promote the best people available based solely upon job-related qualifications.

Training and Awareness

All employees will receive training on this policy and related human rights issues to ensure awareness and understanding. We will also provide resources and support to suppliers to enhance their understanding and implementation of human rights practices.

Due Diligence

To ensure our respect of human rights, we endeavor to conduct reasonable due diligence to become aware of, prevent and address the adverse human rights impacts of our supply chain and our operations and to provide reasonable disclosure of our efforts. We are committed to advancing human rights through practicing continuous improvement.

Monitoring and Compliance

We will regularly review and assess our performance against this policy and make necessary adjustments to ensure its effectiveness.

Integrate Findings

Findings from human rights assessments are relayed to leadership and recommendations are shared with function-specific subject matter experts to inform their ongoing work and future planning. Findings from targeted accountability mechanisms are used to improve specific compliance and performance findings and inform longer-term strategies.

Reporting & Governance

Sherwood is committed to maintaining high standards of corporate governance. Our risk management plan includes monitoring and addressing matters disclosed through our ethics line for legal compliance and for accounting irregularities. You may report a violation of our policy to onsite management, HR support personnel, or corporate management when onsite, or by any of the following methods:

- Mail:
Tempur Sealy
Attn: Chairman of the Nominating and Governance Committee
1000 Tempur Way
Lexington, KY 40511
- Corporate Governance Ethics Line:
Call: 1-800-520-4294 (Toll Free)
Text: 859-295-3642
- Ethics Line Web Submission System:
<http://tempursealy.com/ethicsline>

It is the responsibility of each employee, executive officer, and member of the Board of Directors to promptly report perceived violations of the law or this policy. Each employee shall report violations to his or her supervisor or Human Resources. Directors shall report violations to Human Resources or by direct report. It is the responsibility of the Company to make any required report of violations of law to the appropriate government authorities.

Corporate Policy References

Many of Sherwood's commitments to human rights as described in this policy are embedded into other relevant policies and statements, which are instrumental in managing our overall approach to human rights, including:

- Code of Business Conduct and Ethics
- Lawful and Ethical Behavior Employee Conduct Policy
- Supplier Code of Conduct
- Safety Policy
- Equal Employment Opportunity/Non-Discrimination Policy
- Harassment Policy

Amendments

This policy will be reviewed annually and updated as necessary to reflect changes in laws, regulations, and best practices related to human rights.

Effective Date: August 26, 2024

Approved By:



Kevin Sirop, Executive VP, CFO