



Human Rights Policy

1. Purpose, Overview and Application

- 1.1 Somnigroup¹ is committed to doing the right thing and consistently adhering to our core values in accomplishing all of our goals. As part of that, we are committed to the protection and preservation of fundamental human rights. We accept our global responsibility to serve all stakeholders, our community, and environment. We utilize the recognized 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.

2. Labor Practices

- 2.1 As an Equal Employment Opportunity Employer, we are committed to providing opportunities to all employees and applicants and prohibiting discrimination and harassment. The following are some of the actions that we take to realize our commitment to equal opportunity employment:

- Promotion of a diverse slate of qualified candidates during the hiring process
- Outreach with organizations in each of our local communities to increase the flow of minority, female, veteran, and disabled applicants for employment
- Periodic gender and minority pay equity analysis
- Fair pay in accordance with local laws

We have a zero-tolerance approach to slavery, human trafficking and child labor, and we act ethically and with integrity in all our business dealings and relationships. We expect the same high standards from all of our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards.

3. Workplace Well-Being

- 3.1 As a global organization, our workforce and communities are important to us. We believe in investing in our workforce to promote health and safety, to train and develop future leaders and corporate citizens, and to encourage diversity and inclusiveness.

We are committed to a safe and healthy work environment and are committed to our global safety policy. We provide it worldwide in all our business locations, and the policy is translated into the appropriate language(s) at each location.

4. Supplier Conduct

- 4.1 SGI's commitment to human rights extends beyond the SGI family of employees, as we expect the suppliers we do business with to also abide by our high standards of conduct. This commitment is outlined within our Supplier Code of Conduct.

We monitor their conduct through our Vendor Risk program which scans over 1,300 lists for sanctions, politically exposed persons, and other possible negative activity to ensure compliance with both our policies and local and international law.

5. Reporting & Governance

- 5.1 Somnigroup is committed to maintaining high standards of corporate governance. We believe our success is tied to being an ethical and respectful corporate citizen.

Our risk management plan includes monitoring and addressing matters disclosed through our U.S. and international ethics lines for legal compliance and for accounting irregularities. Information and metrics relating to our hotline are reported to our Board of Directors.

There are three easy ways to report violations of our policies:

1. By mail:

Somnigroup International Inc.
Attn: Chairman of the Nominating and Corporate Governance Committee
1000 Tempur Way
Lexington, KY 40511

2. Through the Corporate Governance Ethics Line:

- a. 1-800-520-4294 (North America Toll Free)
- b. Text: 859-295-3642 (North America)
- c. 1-800-461-9330 (International Direct Dial Worldwide Toll)
 - i. Alternatively, please visit the Ethics Line website to find a country's local number.

3. Through the Ethics Line Web Submission System:

<http://somnigroup.com/ethicsline>