



## Enterprise Environmental Impact Policy

### Policy Overview:

At Sleep Number, our commitment to corporate environmental responsibility is deeply rooted in our purpose to improve the health and wellbeing of society through higher quality sleep. We make decisions and conduct our business in compliance with environmental legislation and other legal and regulatory environmental requirements and by considering the environmental impact of our operations, and we are committed to continually improving our environmental performance.

At Sleep Number, we take seriously our responsibility to be a good steward of the environment and are integrating principles and practices into our strategy, culture and day-to-day operations. We continually seek opportunities to improve our environmental performance by establishing goals, measuring progress and keeping internal and external stakeholders informed of our progress through consistent reporting.

While we have incorporated sustainable practices into our business for years, we have become more deliberate about identifying the issues material to our business and stakeholders. We are using this insight to invest in initiatives that reduce the environmental impact and risk in our manufacturing, supply chain, retail operations and products throughout their life cycles and are aligned with our pursuit of superior value creation, which benefits all our stakeholders.

Beyond our adherence to regulatory, legislative and legal requirements, we are committed to minimizing our use of hazardous materials, energy and other natural resources, reducing our emissions, and enabling recycling and reuse of materials to minimize waste. Our efforts encompass:

- the way we design and manufacture our sleep innovations,
- the packaging we use,
- the location and design of our stores, distribution and manufacturing facilities,
- the vehicles and fuel management systems we use for customer deliveries,
- the transportation of materials and assembled products,
- how we support our team members' and customers' efforts for greater sustainability, and
- the way we engage with our suppliers and business partners.

We support and encourage our suppliers and business partners to embrace their environmental responsibility and adopt effective environmental management practices and are exploring opportunities to work collaboratively with key suppliers on environmental safety and sustainability improvements.

As evidence of our ongoing commitment to environmental responsibility and continual progress, we:

- maintain an Environmental Impact Team (EIT) comprised of Sleep Number leaders, with cross-functional representation, who can be influential in our environmental stewardship. Their responsibilities include continually researching best practices, identifying and advocating for operational and investment

**The only valid copy of this policy is online. Once this policy is printed, it is considered obsolete.**

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# Sleep Number® Policy

opportunities with the potential to reduce our environmental impact, establishing companywide environmental impact reduction goals, and overseeing implementation of approved initiatives;

- continue to expand the robustness of our Scope 1 and Scope 2 greenhouse gas (GHG) emissions measurement and reporting and to pursue further baseline measurement of Scope 3 GHG emissions;
- advance our reporting to CDP, and in accordance with GRI and SASB;
- continue to express our support for the Sustainable Development Goals and Ten Principles related to human rights, labor, environment and anti-corruption espoused by the United Nations Global Compact (UNGC);
- advance awareness and impact by communicating our environmental commitment to Sleep Number team members and suppliers. By sharing our actions and expectations – and educating – we are encouraging and enabling more sustainable choices and adoption of effective environmental management practices across the enterprise and throughout our value chain.

This policy applies to all Sleep Number officers, directors and team members of Sleep Number. In keeping with strong governance, we will regularly review this policy and our adherence, revising as necessary to drive positive impact.

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