



Human Rights Policy

Policy Overview:

At Sleep Number, our values of passion, integrity, innovation, courage, and teamwork are our compass and guide our decisions. We expect Sleep Number team members and our business partners — both key stakeholders in the implementation of our Human Rights policy — to act with the highest ethical standards and treat others with respect every single day. Our values and commitment to international standards, including the United Nations Global Compact (UNGC) and the International Bill of Human Rights, guide our business practices and processes related to human rights. Through communication and trainings in accordance with our Code of Business Conduct, Team Member Handbook, and Code of Business Conduct for Vendors, we reinforce our team members', suppliers' and business partners' understanding of, role in, and responsibility for upholding human rights and equality in the workplace. No Sleep Number team member or business partner should ever be complicit in human rights abuses or ethical violations of any kind.

Our commitment to human rights, which is overseen by the Sleep Number board of directors and executive leadership team, include the following principles:

Child Labor Restrictions

Sleep Number prohibits child labor in all forms. When employing persons under the age of 18, managers must comply with all Sleep Number-established and legally required limitations on minimum hiring age, work hours and tasks performed by these team members and ensure that any work performed does not interfere with the team member's health, safety, mental or physical development, education or morals. We maintain data on the age of all team members for auditing and reporting purposes.

Equal and Nondiscriminatory Practices

We believe that attracting, employing and retaining a diverse team, including people from all backgrounds, ethnicities, genders, lifestyles and belief systems – and maintaining an environment that is welcoming and respectful of this diversity – is foundational to our mission, business strategy and financial performance. We are committed to providing a work environment free from all forms of unlawful harassment and discrimination. At Sleep Number, we recruit, hire, compensate and promote team members based on qualifications and performance. We do not tolerate any conduct that creates an intimidating, offensive or hostile work environment.

Human Trafficking, Slavery and Forced Labor

We do not employ involuntary labor of any kind and will not knowingly conduct business with any partner who does. Involuntary labor includes prison, indentured or bonded labor or labor obtained through human trafficking or slavery. We are partnering with suppliers to monitor their performance where appropriate and working to ensure that our supply chain includes no child, forced, trafficked or slave labor.

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

Functional Ownership Group:	Last Revision Date: 11/14/2025	Review Interval:	Next Review Date: 12/15/2027
-----------------------------	-----------------------------------	------------------	---------------------------------



Sleep Number® Policy

Wages and Working Hours

We adhere to all applicable wage laws and regulations. All workers must be paid at least the legal minimum wage. In addition, workers must be compensated for overtime hours at a rate legally required by local laws and must exceed regular hourly compensation.

Right to Freedom of Association and Collective Bargaining

We recognize and respect the right of all team members to freedom of association and the right to join unions or other work-related associations as well as the right to bargain collectively, as permitted by, and within the limits of, local laws. All team members should be able to assert their right to freedom of association and their right to remain independent without fear of retaliation or termination.

Supplier Engagement

To align suppliers – all of whom are subject to the Sleep Number Code of Business Conduct for Vendors – with our human rights commitments, to build compliance with our expectations for performance and to promote safe and secure working environments for all workers, Sleep Number monitors and assesses supplier performance related to human rights through informal visits, audits and conducts supplier training. In the event any supplier audit or assessment raises concerns or identifies performance issues, Sleep Number re-audits to ensure improvement and compliance. Sleep Number also provides team members and leaders who have direct responsibility for supply chain management with training on matters within the scope of our Code of Business Conduct. In addition, Sleep Number team members are reminded through annual training on our Code of Business Conduct that any potential violation of our human rights policy or principles they observe or suspect – whether by a Sleep Number team member, business partner or supplier – should be reported in accordance with the process described in our Code.

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

Functional Ownership Group:	Last Revision Date: 11/14/2025	Review Interval:	Next Review Date: 12/15/2027
-----------------------------	-----------------------------------	------------------	---------------------------------