



Enterprise Environmental Policy

Policy Overview:

At Sleep Number, we seek to make a positive impact in society by improving lives through better quality sleep. As a purpose driven and efficiency-oriented team, we see innovation everywhere and believe that we can help shape the future for the better.

Throughout our company, we look for – and implement – initiatives to reduce our impact on the environment and embrace our responsibility to our customers, shareholders and communities by adhering to the following principles:

- We will employ management systems and procedures designed to minimize the generation of waste, enable recycling, and reuse of materials, and effectively manage our fuel consumption and energy use.
- We will continually seek opportunities to improve our environmental, operational, and financial performance by establishing objectives and targets, measuring progress, and reporting our results.
- We will communicate our commitment to responsible environmental stewardship by promoting environmental responsibility among our team members – providing the necessary support to enable them to implement this policy – and by informing suppliers of our environmental policy and encouraging them to adopt effective environmental management practices.

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

Functional Ownership Group: Legal	Last Revision Date: 10/21/2021	Review Interval: Two Years	Next Review Date: 10/21/2023
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