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. These principles provide guidance to ensure that our business practices and processes support our commitment to human rights, and that our team members and business partners understand their 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 senior 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:	Review Interval:	Next Review Date:
Legal	10/21/2021	Two Years	10/21/2023

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.

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

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