



Equal Employment Opportunity

It is the policy of Sleep Number to provide equal employment opportunity to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, ancestry, marital status, status with regard to public assistance, military or veteran status, or any other characteristic protected by federal, state or local law. Sleep Number applies these Equal Employment Opportunity standards and values equally to all team members, independent contractors, interns and volunteers. In addition, Sleep Number will provide reasonable accommodations for qualified team members with disabilities.

Sleep Number is committed to an employment culture of diversity and inclusion. By fostering a culture of diversity, inclusion and respect, we actively value and embrace the strengths afforded by differences in perspectives, ideas, and contributions of each team member. Diversity strengthens and complements our other organizational values of teamwork, leadership, empowerment, and service quality, but also encompasses the way we work, the work environment, and respect for all people and their ideas.

Our Individuality Statement

At Sleep Number, we embrace individuality in each other, in our own lives and in our customer's lives. Individuality makes us better, stronger, smarter and together, gives us collective power. It fuels our innovation and connects us to our vision of becoming one of the world's most beloved brands by individualizing sleep experiences.

We value each individual's unique talents, perspectives and experiences and we recognize the potential in each team member.

This is our collective journey.

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

Functional Ownership Group: Human Resources	Last Revision Date: December 10, 2020	Review Interval: Annually	Next Review Date: December 10, 2021
--	--	------------------------------	--