



## Modern Slavery Act 2015: Slavery and Human Trafficking Statement

### INTRODUCTION

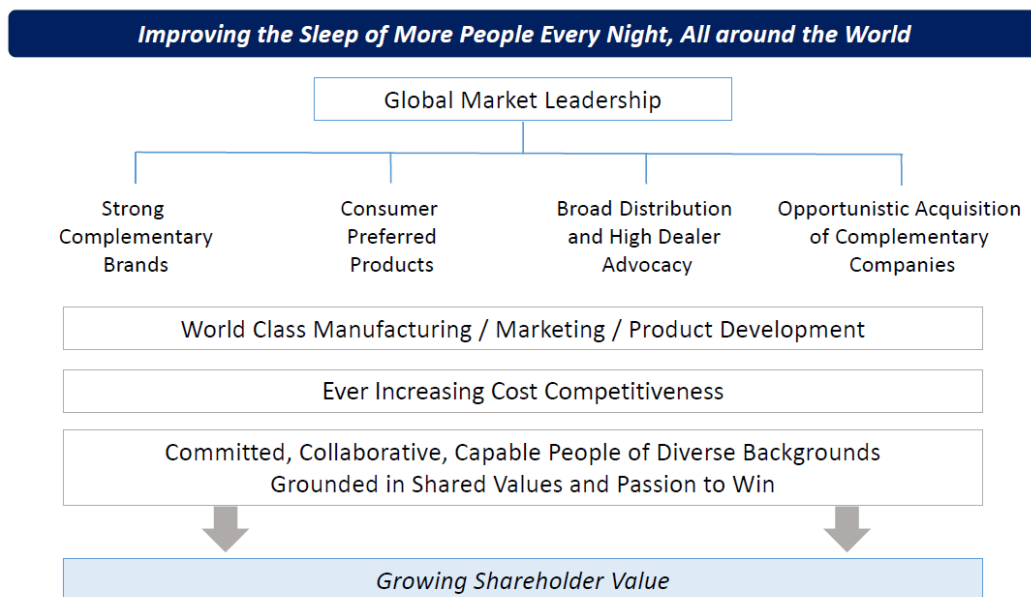
We are committed to improving our practices to combat slavery and human trafficking. We are committed to building our enterprise with integrity and this informs our approach to dealing with our investors, business partners, customers, associates, suppliers and the numerous communities in which we operate around the world. Tempur UK Ltd is committed to protecting and advancing human rights and it works strenuously to protect against violations of human rights in its operations and its supply chains. We fully support both the Act and the equivalent anti-slavery and human trafficking legislation in force in the countries in which we operate.

We have a zero-tolerance approach to slavery and human trafficking, and we act ethically and with integrity in all our business dealings and relationships. We expect the same high standards from all of our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards.

### ORGANISATION'S STRUCTURE

Tempur UK Ltd is a provider of Mattress, Pillows and Beds to the consumer sector in the UK and Ireland. Our head office is in the United Kingdom. Our ultimate parent company is Tempur Sealy International Inc which operates in over 96 countries around the world and with over 6,500 employees.

### TEMPUR SEALY INTERNATIONAL. Company Mission statement and business goals





## **OUR SUPPLY CHAINS**

Our supply chains include: Mattress, Beds, Quilts, Bed/Mattresses accessories.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

<https://uk.tempur.com/anti-slavery-policy.html>

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we have a Code of Conduct Policy and a Code of Business Conduct and Ethics.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of an annual audit and/or self-certification.

We at Tempur Sealy ensure compliance with various applicable laws and regulations across our operations and manufacturing facilities.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff, on an annual basis.



## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We are dedicated to adherence with all internal policies and we regularly provide training to our staff and verify compliance throughout our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2020.

**Managing Director**

**TEMPUR UK Limited**

**Date: 1<sup>st</sup> January 2022**