



Modern Slavery Act 2015: Slavery and Human Trafficking Statement 2025

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.

ORGANISATION'S STRUCTURE

Tempur UK Ltd is a provider of Mattress, Pillows, Beds and home and travel accessories to the consumer sector in the UK and Eire. Our head office is in the United Kingdom. We are a subsidiary of Dan-Foam ApS, based in Denmark. Following the merger of Tempur Sealy International, Inc. and Mattress Firm Group Inc, our ultimate parent company was renamed Somnigroup International Inc (the Company). The Company operates in over 100 countries around the world.

TEMPUR SEALY INTERNATIONAL. Company Mission statement and business goals





OUR SUPPLY CHAINS

Tempur UK is a supplier of Mattress, Pillows, Beds, Duvets, Bedding and Home and Travel accessories to the consumer sector in the UK and Eire. Our immediate parent company, Dan-Foam ApS, manufactures and supplies Tempur-branded products to us and to other Tempur subsidiary companies and 3rd parties across Europe and the Asia-Pacific region. Our products are primarily manufactured in Denmark.

OUR POLICIES ON HUMAN RIGHTS, SLAVERY AND HUMAN TRAFFICKING

We have a Human Rights Policy that applies to our global organization. This policy utilizes the recognized international standards set down by the United Nations' Universal Declaration of Human Rights and the International Labor Organization.

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

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, the Company has a Code of Conduct Policy, a Code of Business Conduct and Ethics, and a Supplier Code of Conduct.

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 2025.

Tobin James

Managing Director

TEMPUR UK Limited

Date: 07 October 2025