



# Sleepeeze

ESTABLISHED 1924

<b>Human Rights Policy</b>	<b>Date of Issue: May 2025</b>
	<b>Review Date: May 2026</b>

## Introduction

At Sleepeeze Ltd, we are committed to protecting the human rights of all our colleagues and of everyone who receives direct or indirect services from us. This policy outlines the minimum standard we expect to be in place throughout our supply chains to protect human rights.

It further outlines our approach to trading fairly. As a responsible, ethical organisation, we fully support the principles of the Human Rights Act and all associated legislation.

## Policy

This document is part of a broad suite of policies that ensure we treat all our stakeholders in line with our values whilst minimising the impact our business activities have on the world. It should be read in conjunction with the following Sleepeeze policies:

- Anti-bribery Policy
- Modern Slavery Policy
- Whistleblowing Policy
- Environmental Policy

Our responsibility for human rights encompasses:

- Our operating sites — we will uphold the human rights of all employees, visitors and contractors at our production site and offices.
- Our supply chain — we aspire to ensure that working conditions throughout our supply chain meet internationally accepted standards of human rights and working conditions

This policy statement has been developed with reference to the following documents:

- The Human Rights Act 1998
- The Modern Slavery Act 2015
- The Ethical Trading Initiative Base Code

## Scope

The policy applies to all employees, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

## **Equality Statement**

The company has a duty to ensure that no person receives less favourable treatment from the organisation on the grounds of age, disability, gender reassignment, marriage, civil partnership, pregnancy, religion or belief, race, sex or sexual orientation or whether they are employed on a permanent or fixed term basis

## **Data Protection**

The Company will only share information that meets the requirements of the General Data Protection Regulations 2018. Confidentiality and impartiality will be exercised by the company at all times.

## **Sourcing of products**

Our approach to sourcing is based on collaboration. We work in close partnership with our suppliers to build long-term sustainable relationships, improve quality, and invest in addressing material sustainability challenges.

We commit to paying sustainable prices for quality products based on fair terms of trade. As a minimum standard, our sourcing activities ensure that the conventions of the International Labour Organisation (ILO) are adhered to by following the Ethical Trading Initiative (ETI) Base Code. The ETI Base Code is accepted as a global reference standard and is widely used as a benchmark against which to conduct social audits and develop ethical trade action plans.

By adopting the ETI Base Code, we commit to the following:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour - We will not employ workers under the legal minimum age for work as stipulated by the Employment Act 2008.
- Remuneration - Wages paid for standard working hours will meet or exceed the national minimum wage or living wage levels as appropriate.
- Working hours - Working time directives will be adhered to per the Working Time Regulations 1998 with opt-out clauses publicised to staff.
- Discrimination - We will not employ, or allow to be employed, any form of corporate punishment, physical coercion or verbal abuse. Any disciplinary matter will be dealt with through formal procedures.
- Regular employment is provided
- No harsh or inhumane treatment is allowed
- Ethical assurance
- Forced Labour - We will not make use of any forced labour or debt-bondage labour as defined by the Modern Slavery Act 2015.

As part of our human rights due diligence process, our sources of supply are assessed to understand the human rights risks inherent in our supply base.

Sleepezee is a member of SEDEX (Supplier Ethical Data Exchange), a web-based system for suppliers to share ethical trading information with their customers. Suppliers identified as carrying risks associated with human rights are expected to have ethical processes in place throughout their own supply chains. It is desirable that they become SEDEX members and share their most recent ethical audit data with us. Suppliers are required to sign up to our

Supplier Code of Conduct and complete a questionnaire in line with our practices.

Sleepeeze reserves the right to take appropriate action where suppliers are found to be in violation of local and other applicable laws.

### **Policy Review**

This policy is reviewed regularly to ensure it remains up to date and in order to monitor its effectiveness. Any changes required will be implemented and communicated to our workforce.

***Please note: It is the responsibility of all employees to ensure that they have familiarised themselves with the most recent policies and procedures.***

A handwritten signature in black ink, appearing to read 'Steve Warren', with a horizontal line underneath it.

Signed:

Steve Warren - Managing Director

Date: May 2025