



Sleepeeze

ESTABLISHED 1924

Corporate Social Responsibility Policy	Last Review : April 2026
	Next Review: April 2027

Introduction

Sleepeeze is committed to ensuring that any business undertakings are conducted as ethically as possible.

The Company recognises that its existence is part of a bigger system of people, values, other organisations and nature. Therefore, the Company acknowledges its responsibility to give back.

Scope

The policy applies to all employees, visitors to the Company, sub-contractors or suppliers at all times.

Equality Statement

The Company has a duty to ensure that no person receives less favourable treatment 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.

Principles

We strive to be a responsible business that complies with the highest standards of ethics and professionalism whilst maintaining a willingness to observe community values. In doing so, we welcome initiatives to promote human rights, help communities and protect our natural environment

Our commitment to corporate social responsibility is based on the following principles:

- Minimising the impact whilst maximising the benefits that our work has on the environment and people around us.
- Integrating our corporate social responsibility considerations into all our business decisions.

- Complying with all relevant legislation, regulations and codes of practice.
- Continuously reviewing our CSR performance

To ensure that our principles translate to action, we aim to place emphasis on the following key areas:

People

As an equal opportunities employer, we always strive to look for great people and support and develop them throughout their Sleepzee journey. We ensure that all employees enjoy their work through continued investment whilst promoting diversity and inclusion.

Sleepzee will provide safe and healthy working conditions for its employees and ensure that its activities do not adversely affect the health or safety of employees or others.

The Company will abide by all fair employment practices and ensure that our activities do not directly or indirectly violate human rights in any country. In doing so, we will actively discourage the use of child labour and any form of modern slavery.

Community

We recognise that we play an important role in the community within which we operate. The Company will encourage all employees to get involved in local communities through volunteering using their skills and where possible resources provided by the Company to help create a mutual benefit.

Sleepzee will make provisions to support charitable initiatives aimed at alleviating the lives of those in need through monetary donations or in kind.

Environmental

In managing our impact on the environment, we continue to work proactively to protect the environment through practices such as:

- Recycling and improving the end of life process for our products
- Conserving energy and lowering carbon emissions
- Using environmentally-friendly technologies and using natural resources efficiently and sustainably
- Following best practice when disposing waste and using chemical substances

Learning

Sleepzee will ensure that employees are able to improve their performance by having appropriate access to effective learning, development, coaching and counselling facilities.

We will actively invest in research and development and are open to suggestions and ideas for continuous improvement.

Trading

We are committed to maintaining high standards and will always conduct our business with integrity and respect by promoting the following to our customers and throughout our supply chain:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Policy Review

This policy will be reviewed in three years' time or earlier if required by legislation, new significant guidance or in response to specific incidents.

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

Signed:

Steve Warren - Managing Director Date: April 2026