



# Sleepeeze

ESTABLISHED 1924

<b>Modern Slavery Policy</b>	<b>Last Review: March 2026</b>
	<b>Next Review: March 2027</b>

## Introduction

Sleepeeze Ltd (Sleepeeze) operates a zero-tolerance stance regarding modern slavery and human trafficking and is fully committed to acting ethically and with integrity. We acknowledge our responsibilities in relation to tackling modern slavery and commit to complying with the provisions of the Modern Slavery Act 2015. We understand that this requires an ongoing review of our internal practices concerning our workforce and supply chain.

Sleepeeze does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

No labour provided to Sleepeeze in the course of carrying out its business is obtained by means of slavery or human trafficking. The Company strictly adheres to the standards required in relation to our responsibilities under relevant UK employment legislation.

We regularly conduct SMETA audits to enhance and maintain our standards of labour, health and safety, environmental performance, and ethics within our own operations.

All our suppliers are required to provide their modern slavery statements and attention is paid to working conditions during regular visits to UK sites by our procurement team.

## Organisational Structure

Established in 1924, Sleepeeze has grown into one of the most well-known bed manufacturers. With approximately 300 employees, the business operates on one site in Rochester, Kent with a small commercial cell in the same area.

With annual sales in excess of £46 million in the financial year ending January 2025, our main operational activity is the expert crafting of mattresses, divan bed bases and headboards and the sale and delivery of our products to retailers, the contract and hospitality sector and customers in the UK, Ireland, Luxemburg, Belgium, The Netherlands, Germany, Austria, Switzerland and South Korea.

## **Scope**

The policy applies to all employees and is published in accordance with the Modern Slavery Act 2015. The policy refers to the financial year ending January 2026 and provides information on our activities and commitments to prevent modern slavery in our business operations and supply chain.

## **Definitions**

For the purpose of this policy, Sleepzee considers the following circumstances as modern slavery:

- human trafficking
- forced work through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or having restrictions placed on freedom of movement.

## **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.

## **Application**

### Our People

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 any form of modern slavery.

Our recruitment process requires all prospective employees and agency workers to provide documentary evidence of their legal entitlement to work in the UK as well as a bank account in their name.

### Our Supply Chain

In order to fulfil our activities, our main supply chains include suppliers involved in the supply of materials such as springs, fabrics and fillings from both the UK and Europe.

We aim for all suppliers to operate to the highest standards and to use our influence through contractual terms to ensure that slavery and human trafficking are not taking place within their operations, together with their assurance that they seek similar commitment through their own supply chain.

Sleepeezee is committed to establishing long-term partnerships with suppliers. We issue a Supplier Code of Conduct for all existing and new supplier relationships. Each supplier is asked to confirm their actions and compliance to uphold modern slavery legislation.

Fortunately, most of our first-tier suppliers are based in the UK, where we have built long-term and effective working relationships. Every supplier in our network must sign an agreement that checks their compliance with our ethical trading code. Suppliers must have modern slavery safeguards in place.

### **Potential Exposure**

In general, Sleepeezee considers its exposure to the risk of slavery and human trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to it.

### **Steps**

Sleepeezee carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains.

There have been no reported instances of slavery or human trafficking within our organisation, nor have we, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Sleepeezee has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures are in place to identify and assess the potential risks in our supply chains

### **Policies**

Sleepeezee has the following policies which further define its stance on modern slavery:

- Ethical Trading and Human Rights Policy
- Supplier Code of Conduct
- Corporate Social Responsibility Policy

As a business, we have a set of fundamental principles that guide and shape how we work. Through this, we have introduced more robust policies into our organisation so that colleagues are more informed. All our policies are accessible to all colleagues via our Handbook, intranet, or can be requested from the HR Team. We review our policies annually to ensure they are fit for purpose, reflect current legislation, and align with our guiding principles.

We raise awareness of modern slavery across the business, including through posters around our site.

## Training

Sleepeezee has provided modern slavery training to the senior management team and all employees with access to work emails via the e-learning I-Hasco provided by Atlas LMS.

Over the coming months, we will roll out a modern slavery educational module in a suitable format accessible to all colleagues without access to email.

The training will be mandatory for all new starters to the business.

This policy is available publicly on our website, to all colleagues on our intranet and can be requested from the HR Team.

## 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.***



Signed:  
Steve Warren - Managing Director

Date: March 2026