

Chemical Safety Policy

Purpose

At Tempur Sealy International¹, we are committed to ensuring the safety and health of our employees and customers. This includes effectively managing the chemicals used in our products to maintain a healthy and safe work environment for our employees while providing a safe product for our customers. This policy outlines our approach.

Oversight and Compliance

The Director of Manufacturing at each foam pouring manufacturing plant has oversight and assigns responsible personnel to manage the updating of chemical inventories, labeling compliance, chemical purchase approval, and the maintenance of related training records.

The internal Hazardous Communication Policy aims to ensure compliance with the US Occupational Safety and Health Administration (OSHA) Hazard Communication Standard 1910.1200. The policy applies to all operations where employees may be exposed to hazardous substances under normal working conditions or during an emergency.

Our Danish facility operates under a Safety Document which complies with the European Seveso Directive's requirements on risk management measures to prevent major accidents involving chemicals and other dangerous substances and to limit their consequences. The Safety Document is approved by the Danish Environmental Authority, the Labor Inspectorate, the Police, and the local Fire Department and describes the risks and the steps taken to minimize these risks to ensure a high level of safety.

The Tempur Sealy Supplier Code of Conduct outlines the environmental standards we expect all our suppliers to follow. This includes compliance with all local, state, and national environmental laws and regulations.

Chemical Safety Strategy

We comply with all state and Environmental Protection Agency (EPA) regulatory requirements at our foam pouring facilities. Our European facilities comply with all European Union and European Chemicals Agency (ECHA) regulatory requirements and United Kingdom's Health and Safety Executive's regulatory requirements.

To manage risks associated with consumer chemical safety, we employ rigorous product testing, and we verify that our raw materials and finished goods meet the content and emissions standards for volatile organic compounds (VOCs) and other potentially hazardous substances. We collect, model, and evaluate emissions data according to internationally recognized standards and specific recommendations of independent scientists to mitigate any risk to the consumer.

¹ When used in this policy, the terms "Tempur Sealy," "Company," "we," "our," and "us" refer to Tempur Sealy International, Inc., and its subsidiaries.

Training and Scenario Analysis

Operations health and safety training is required for 100% of our manufacturing and logistics employees. This training includes chemical safety topics regarding hazard communication, Safety Data Sheet (SDS) documentation, encountering and handling chemicals, and chemical spill response.

We also conduct scenario analyses in case of an accidental spill, provide safety materials and training, and conduct drills to simulate incident response.

Chemical Supply Chain Management and Monitoring

Chemicals and foam components used in our mattresses are qualified prior to use in our manufacturing processes, including review of material safety documentation, material sampling, emissions testing, and pilots at multiple stages.

Products manufactured in our U.S. and Canada operations are formulated to comply with California's Proposition 65 law. Similarly, products manufactured in Europe are formulated to comply with the EU's Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation, the Persistent Organic Pollutants Regulations 2007, the Biocidal Products Regulation 2012 and our other markets' equivalent legislation.

To ensure compliance, we employ a rigorous product safety program, which includes the utilization of testing labs to monitor our raw materials and products for restricted, limited or otherwise classified as potentially harmful or hazardous substances.

Certifications and Testing

Facility Certifications

The foam-pouring facility located in Denmark is currently OEKO-TEX® STeP certified. This certification covers:

- chemicals management
- environmental performance
- environmental management system
- social responsibility
- quality management system
- health protection and safety

Chemicals and their distinctive properties are covered in the OEKO-TEX® STeP certification's chemical management module. The identification and mitigation of any potentially harmful effects of chemicals in manufactured goods, the environment, and the risks associated with their use are the module's most crucial components. Special consideration is given to the ways in which chemical risks and hazards can be reduced, and ideally eliminated. Certification requires compliance with the OEKO-TEX® Manufacturing Restricted Substances List (MRSL).

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Tempur Sealy has certified certain facilities to the ISO 14001 standard, including Tempur-Pedic® foam-pouring facilities located in New Mexico, Virginia, and Denmark. As part of this certification, we have a policy for the substitution of harmful substances and continuously monitor developments in this area. The Tempur Sealy manufacturing facilities in New Mexico, Virginia, Denmark are certified to the ISO 9001 standard and the Denmark facility is certified to the ISO 45001 standard.

Product Certifications

We are committed to having 100% of the products we manufacture and sell worldwide comply with the required content and emission standards for volatile organic compounds (VOCs).

The raw materials used in the production of foams and the textiles used in our covers do not contain any known sources of PFAS, and none of the components or the finished products have been treated with or have PFAS containing agents added to them.

The foam components of Tempur-Pedic®, Sealy, and Stearns & Foster mattresses are CertiPUR-US certified. A CertiPUR-US certification guarantees all foam components in our mattresses, pillows, and mattress toppers are made without ozone depleters, polybrominated diphenyl ethers (PBDEs), mercury, lead, other heavy metals, formaldehyde, and phthalates. We strive for transparency and to increase consumer awareness regarding chemical content in our products. For further information regarding our CertiPUR-US certification, please visit our [website](#).

Products made in our latex-pouring facility in Mountain Top and many of the products made in our foam-pouring facility in Denmark are OEKO-TEX® STANDARD 100 Certified for added assurance that they are free from harmful substances. The OEKO-TEX® STANDARD 100 certification guarantees that every textile component of the product, including the fabric, thread, and accompanying accessories, has been thoroughly tested against a list of over 1,000 potentially harmful substances and comply with strict limit values.

Our Mountain Top facility has also obtained UL GreenGuard and UL GreenGuard Gold certifications. The UL GreenGuard Certifications identify products that have passed testing to ensure that they adhere to chemical emissions standards. In addition, the UL GreenGuard Gold Certification Standard incorporates health-based criteria for new chemicals and necessitates lower total VOC emissions levels.

Continuous Improvement

Our dedication to preserving the environment and our communities aligns with Tempur Sealy's core values. We are committed to upholding ethical and legal standards, including compliance with all current and future local, national, and international laws and regulations that apply to our business. We value transparency and will communicate relevant changes or updates to our chemical management program through our annual Corporate Social Values Report (CSV).

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Related Information

[Core Values](#)

[Annual Corporate Social Values Report](#)

[Environmental Policy](#)

[Supplier Code of Conduct](#)

[Sustainability and Corporate Governance](#)

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