

Conflict Minerals Policy

Tempur Sealy is committed to sourcing components and materials from companies that share our values around human rights, ethics and environmental responsibility. We expect all of our suppliers to abide by all applicable local laws and regulations including those that prohibit human rights abuses and unethical practices.

On August 22, 2012, the U.S. Securities and Exchange Commission ("SEC) issued the final conflict minerals rule under Section 1502 the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Conflict Minerals Rule")' The Conflict Minerals Rule requires publicly traded companies to report annually the presence of conflict minerals (tin, tungsten, tantalum and gold, or "3TG") originating in the Democratic Republic of the Congo or adjoining countries ("Covered Countries").

Tempus Sealy supports the goal of ending violence, human rights violations and environmental devastation in the covered counties and we are committed to complying with all requirements applicable to our company under the Conflict Minerals Rule.

OUR COMMITMENTS:

- Support the aims and objectives of the U.S. "Conflict Minerals Rule".
- We will not knowingly procure specified metals that originate from facilities in the "Conflict Region" that are not certified as "conflict free".
- Ask our suppliers to undertake reasonable due diligence with their supply chains to assure that products supplied to Tempur Sealy:
 - Do not contain tantalum, tin, tungsten or gold (3TG) as elements necessary to their production or functionality, or,
 - If products supplied to Tempur Sealy do contain these minerals
 - the minerals must originate outside the DRC,
 - come from scrap or recycled sources or,
 - be supplied from smelters that have been validated by an independent private sector party to be conflict-free

If we discover the use of these minerals produced in facilities that are considered to be "non-conflict free", in any material, parts or components we procure, we will take appropriate actions to transition the item to be "conflict free".