



Conflict Minerals Policy

Sleep Number Corporation is committed to conducting business activities to the highest standards of ethics and social responsibility and providing our customers with ethically sourced products.

In July 2010, President Obama signed into law the Dodd Frank Act. Section 1502 of the new legislation, commonly called the Conflict Minerals Rule, took effect January 1, 2013, and requires all U.S. publicly traded manufacturing companies to report annually to the Securities and Exchange Commission whether any conflict minerals, defined as, tin, tantalum, tungsten, and gold (3TG), necessary to the functionality or production of products they manufacture or contract to manufacture originated from the Democratic Republic of Congo or adjoining countries (covered countries). Armed groups operating in these countries control many of the region's mines or transit routes and have engaged in human rights violations fueled by the trade of 3TG. The reporting requirement is an effort to encourage companies to obtain minerals from sources that do not directly or indirectly finance or benefit these armed groups.

Sleep Number has initiated a comprehensive process to meet the requirements of the Conflict Minerals Rule, taking steps to increase our supply chain due diligence measures and internal controls relating to conflict minerals. Sleep Number does not directly source 3TG from mines, smelters or refiners, and is in most cases several production levels removed from them. As such, suppliers who provide ingredients, components, parts, or products (Products) to Sleep Number containing 3TG are expected to source them from ethically and socially responsible sub-tier suppliers and to undertake due diligence following a nationally or internationally recognized due diligence framework within their supply chains to determine the origin of the 3TG. Sleep Number requires suppliers to annually certify whether any Products supplied to Sleep Number in that calendar year contain conflict minerals and if so, provide written evidence documenting their due diligence efforts and the source of each mineral.

Sleep Number Corporation supports the goal of ending violence, human rights violations and environmental devastation in Democratic Republic of Congo and adjoining countries and is committed to providing ethically sourced products.

Questions regarding this policy or suspected violations can be reported by contacting Nathan Swanson, Compliance and Legal Services Manager, at nathan.swanson@sleepnumber.com.

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