

COMMUNITIES AND SOCIETY

Environmental Compliance

Compliance with environmental laws is only the starting point of Simmons' environmental commitment. We are also committed to reducing the environmental impact of our activities and promoting the sustainability of the natural resources on which we depend, while providing quality products that meet the needs of consumers.

Consistent with our environmental policy, every associate of Simmons is required to:

- Know the environmental responsibilities of your job, and conduct business in accordance with all applicable environmental laws, regulations, requirements and corporate commitments.
- Understand that the goal is environmentally sustainable practices where feasible – this means finding ways to improve environmental performance even where the law does not require it.
- By following specified procedures and notifying management of potential environmental issues, and, where appropriate, offering ideas for continuous performance improvement.

If you have questions or concerns relating to Simmons' environmental compliance requirements or activities, contact your supervisor, plant manager, the Director of Engineering Services, at the Simmons Institute for Technology and Education or the [Open Door Line](#).

Question: We use a contractor to dispose of spent oil. I know the contractor's crew chief and I get the feeling that they may not be disposing of the oil the right way, at least not according to what the law says. Should I care about this? After all, it's not my company. And it is just dirty oil – not some toxic substance. They are probably saving everyone money.

Answer: Yes, you should care. What the contractor is doing might even make Simmons liable. But even if there would be no liability, we still care. Doing things the right way means not looking the other way if you have any reason to think someone we work with is doing something wrong. And we should never "second guess" the law. Environmental laws exist for a reason. Not all substances are equally harmful, but all must be properly disposed of. Do the right thing. Talk with your supervisor, plant manager, the Director of Engineering Services, at the Simmons Institute for Technology and Education or the [Open Door Line](#).

Political Activity

Federal and state laws set strict limits on contributions by corporations to political parties and candidates, and violators are subject to very serious penalties – including imprisonment in the case of individuals.

► **Corporate Political Activity.** To ensure compliance with these laws, associates may not make any direct or indirect political contribution on behalf of Simmons. This includes contributions to candidates, office holders and parties. Contributions can include such things as:

- Buying tickets for a political fundraising event;
- Providing goods or services;
- Loaning personnel during working hours for fundraising activities; or
- Paying for advertisements and other campaign expenses.

► **Personal Political Activity.** Simmons encourages political activity by associates in support of candidates or parties. But you should engage in the political process on your own time, with your own resources. Never use Simmons' time, property or equipment for personal political activities. Simmons will not reimburse employees for any political expenditure.

► **Lobbying.** Lobbying requires disclosure, is subject to specific rules and covers many kinds of activity. Simmons engages in very limited lobbying and only in the state of California in cooperation with the International Sleep Products Association. Associates are not permitted to lobby on behalf of Simmons and should contact your local HR Manager or the Open Door Line with any questions.

Question: I am running for the local school board. I want to use the office copier to make copies of my campaign flyer. Is that OK?

Answer: No. Company property and equipment may not be used for a political purpose. Running for a public office, even the school board, is a political purpose.

Government Inquiries or Investigations

Periodically, Simmons facilities are inspected by OSHA or other government entities. Plant management notifies the Safety Director when an OSHA inspection is taking place. We cooperate fully with the inspectors.

There may be other times when an associate is approached by someone claiming to be a government investigator. Any time you are approached by someone claiming to be a government investigator, you should contact your Operations Manager or your local HR Manager before answering any questions or providing any information or records. Any information provided must be honest and avoid falsification of any kind. Do not alter or destroy any documents.

Records are the property of Simmons (regardless of who creates, keeps or updates them) and must not be produced for government investigations without contacting the Legal Department. If served with a subpoena or search warrant immediately contact the Legal Department.

We cooperate with appropriate government investigations into possible violations of the law. In this context however, it is important to protect Simmons' property and legal rights. Be sure that records relevant to the government inquiry are preserved.

Speaking on Behalf of the Company

Associates who receive oral or written inquiries from outside contacts about Simmons matters should consult with the Executive Vice President--Human Resources for guidance.

At the local plant level only the Operations Manager may speak on behalf of Simmons after receiving authorization from the Executive Vice President--Human Resources, the Senior Vice President of Marketing or the Legal Department.

Additionally, any press release involving our company requires Board approval. This is true even if customers wish to issue a press release and it involves our company.