

WHAT YOU SHOULD KNOW ABOUT SIMMONS CODE OF CONDUCT AND ETHICS

What Is the Code For?

Simmons is firmly committed to conducting business ethically and in compliance with the letter and spirit of the law.

The truth is, however, that laws and standards for business conduct are more demanding than ever. Failing to meet these standards exposes Simmons to very serious harm. Moreover, **it is wrong**. Acting from Integrity means living up to the standards – laws and our own company policies – that we commit to. Nothing is more important at Simmons.

The Simmons *Code of Conduct* provides an introduction to important laws and policies that everyone working for Simmons Company and its affiliates (Simmons) must follow. The Code is designed to help each of us:

- Understand and follow the basic compliance and integrity rules that apply to our jobs,
- Know when to ask for advice, and report actual or suspected violations and,
- Identify resources we can call on for guidance.

The Code is not entirely new. It organizes, summarizes and updates some existing policies into one convenient Code. As explained below, it is a starting point – other company policies supplement the Code and may apply to your job.

Who Should Follow this Code?

All associates, officers, temporaries, vendors, agents and consultants worldwide who work for Simmons should adhere to the standards contained in this Code and should consult the Code for guidance when acting on behalf of Simmons.

Your Personal Pledge to Do the Right Thing

This Code represents a commitment to doing what is right. By working for Simmons, you are agreeing to uphold this commitment. Understand the standards of the Code that apply to your job – and always follow them. Those who fail to follow these standards put themselves, their colleagues, and Simmons at risk. They are also subject to disciplinary action, including termination, and if appropriate under the circumstances, to criminal prosecution.

► **At the back of this Code is a certification.** After you have reviewed the Code, sign and return the certification to Human Resources. All associates who receive this

Code must sign the certification. It is your commitment to doing what is right.

What About Those Who Supervise Others?

Those who supervise others have additional responsibilities under the Code to:

- Set an example – show what it means to act with integrity;
- Ensure that those who report to them have adequate knowledge and resources to follow the Code's standards;
- Monitor compliance of the people they supervise;
- Enforce the standards of this Code and all related company standards; and
- Support associates who in good faith raise questions or concerns about compliance and integrity.

Does the Code Explain All the Standards I Need to Know?

The Code is the cornerstone of our commitment to integrity. But the Code is not intended to describe every law or policy that may apply to you. Other Simmons policies and procedures further implement the standards in the Code. Make sure you know the rules that do apply to you.

To learn more about laws and policies that apply to you, see the additional resources identified throughout the Code, ask your local HR Manager, or contact the [Open Door Line](#).

What About Different Laws in Different Countries?

If you do any business for Simmons outside of the United States you may be subject to the laws of different countries, and organizations such as the European Union. A responsibility for each of us is to know and follow the laws that apply to us where we work. Remember, too, that U.S. law can apply even when business activities are conducted outside the U.S. Other countries apply their laws outside their boundaries, too.