

## Airsprung Group plc - Environmental and Sustainability Policy

Airsprung Group is committed to conducting all of its operations and business in an environmentally responsible and ethical manner.

We are committed to managing our impact on the environment whether through our operations or product development in order to become long term sustainable whilst striving to reduce our environmental footprint through quantified and targeted processes. We aim to ensure that our supply chains are equally committed to operating in ethical and environmentally appropriate ways. Fundamentally, the intention is to put these factors at the heart of any significant business decision.

As a leading business in the bed manufacturing sector and also a lead driver for the development of environmental and sustainable strategies, Airsprung is committed to the development of products that, over time, will incorporate materials that have intrinsically lower environmental impact and/or are constructed in such a way as to facilitate re-use or recycling. We will work closely with our suppliers to encourage them to bring forward sustainably produced components.

In terms of the Group's impact on the environment we are actively engaged in the following areas to:

- Quantitatively measure the impact of our operations and seek to identify processes or equipment that will reduce such impact
- Develop products that are produced using materials that are quantifiably of lower environmental impact than their predecessors.
- Develop products that can be more easily recycled and the constituent recyclates kept within the economy rather than going to landfill or EfW.
- Work with our suppliers to ensure that they are innovating with the environment at the forefront of their thinking.
- Utilise packaging that both reduces our environmental impact.
- Educate all the workforce via a cascade process of the requirements and plans in this field.

The above policy statement is driven by the Group board of the company and will be reported on each year with respect to progress.

Tony Lisanti

CEO

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