# Supplier Code of Conduct

Report 2026

## A. INTRODUCTION AND EXPECTATIONS

At Sleep Country Canada Inc. ("Sleep Country Canada" and "Dormez-vous") we are committed to conducting our business ethically, in a socially responsible and environmentally sustainable manner, and in compliance with the highest industry standards and all applicable laws, regulations and codes. Sleep Country Canada must insist that its Suppliers conduct all of their business activities (both in Canada and internationally) in compliance with these same high standards.

This Sleep Country Canada Supplier Code of Conduct (the "Supplier Code") applies to all suppliers that we do business with (whether based in Canada or elsewhere). This Supplier Code will ensure that our business partners have a clear understanding of our expectations and requirements. We require that our Suppliers take all necessary steps to ensure that they strictly comply with this Supplier Code and that they ensure that their employees and their own suppliers are fully aware of, and comply with, these requirements.

## SPECIFIC SUPPLIER STANDARDS

All Suppliers must comply with all applicable laws and regulations that govern their activities in the local areas, provinces/states and countries in which they are located, have operations or engage in import or export activities. They must also meet or exceed industry standards in all of their operations. Below are specific requirements relating to: (i) quality, safety and environmental compliance of products and services; (ii) workplace standards; and (iii) general ethical business practices. All prospective and existing Suppliers and their operations, facilities, employees, contractors and sub-contractors and sub-suppliers must comply with these requirements and take appropriate pro-active steps to ensure continuing ongoing compliance.

### *(i) QUALITY, SAFETY AND THE ENVIRONMENT*

We expect that our Suppliers supply products and/or services that strictly comply with Sleep Country Canada's specifications and meet or exceed industry standards and all applicable legal and regulatory requirements, including those relating to health, safety and the environment. Further, Suppliers are expected to supply only products and/or services that, when used as intended, are safe for employees, consumers, and the environment. Suppliers will cooperate fully with Sleep Country Canada when any concerns or potential concerns arise and take all appropriate steps to address any health, safety, environmental or regulatory issues associated with their products and/or services. This includes: immediate notification of Sleep Country Canada as soon as the Supplier becomes aware of an issue or potential issue, and where directed by us or required by law, notification of regulators and/or our customers, as well as, where appropriate or advisable, undertaking of product recalls. We must stress that in light of the extreme importance Sleep Country attaches to these issues, we require our Suppliers to always be pro-active on these issues and err on the side of protecting our employees, consumers, the environment and the Sleep Country brand. In order to ensure compliance with these expectations, we require that our Suppliers take all appropriate steps to ensure that their