



Sleep Number

Locations: Minnesota (HQ)

Industries: Household and Personal Products, Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Sleep Number often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Sleep Number occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

Sleep Number integrates ESG principles into all of its business practices, continually "incorporating them into our strategy, culture and operations" (1). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk

Sleep Number does not appear to discriminate against charitable organizations based on views or beliefs. It focuses on "youth health and well-being" (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Sleep Number does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Lower Risk

Sleep Number has not supported ideological causes or policies (1).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk

Sleep Number does not use corporate funds to advance ideological causes, organizations, or policies ([1](#)).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

Sleep Number does not operate a PAC or engage in lobbying at this time ([1](#))([2](#))([3](#)).

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