



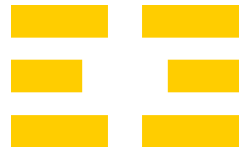
Somnigroup International (formerly Tempur Sealy)

Subsidiaries: Mattress Firm

Locations: Kentucky (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

DESCRIPTION:

Somnigroup International, formerly Tempur Sealy, is Medium Risk. The company 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. Somnigroup 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

Tempur Sealy integrated ESG into its business practices. From its 2022 Corporate Social Values Report: the company "embedded ESG performance as a metric in executive leadership's 2022 compensation program" (1). However, Somnigroup 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

The Tempur Sealy Foundation does not discriminate against charitable organizations based on views or beliefs (1). Its charitable giving focus areas are "high-impact healthcare, social service, and educational organizations" (2).

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

Tempur Sealy does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Somnigroup is committed to carbon neutrality by 2040 (1). Otherwise, the company has not supported ideological causes or policies (

[2](#)).

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

Somnigroup has not used 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

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

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