



SUSTAINABILITY  
AND CULTURE

2024





## **Acknowledgement of Country**

**In the spirit of reconciliation SlumberCorp acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.**



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## Company Background

We started our operations in 1995 manufacturing eight beds each day, with the aim of becoming a viable alternative to established players in quality bedding.

We have since grown to become one of the most dynamic and progressive bedding companies in Australia, delivering innovative, cutting-edge products to our customers.

While we have partnered with international brands from North America and Europe, as well as the domestic Australian market, SlumberCorp® is fully family owned and operated in Australia. When you buy one of our beds, you're helping our economy and assisting in the employment of Australians.

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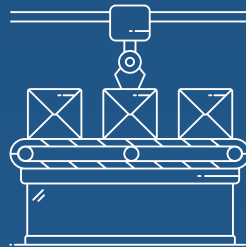
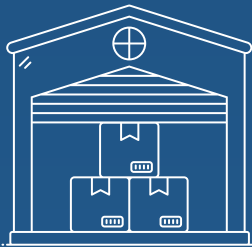
Combined years  
in business

**3**

Manufacturing  
Plants

**450+**

Retail  
Locations







Brett Gardiner  
**Managing Director**



Our waste recycling scheme demonstrates our commitment to reducing our environmental impact from our operations, along with various energy efficiency improvements and promoting responsible business practices internally.

## Message from the Managing Director

We are proud to present our first ESG report, which reflects our commitment to sustainable development and responsible business practices. We have made significant strides in advancing ESG in our business and look forward to continuing to evolve sustainable business practices in the future. We understand that ESG and sustainability is an ongoing process and remain committed as a business and management team to do all we can to continue our progress.

We have undertaken a robust and rewarding process to ensure we are meeting and exceeding the expectations of all stakeholders in our sustainability efforts. It has been pleasing to see our rapid improvement in all ESG aspects of the business over the past year.

Our waste recycling scheme demonstrates our commitment to reducing our environmental impact from our operations, along with various energy efficiency improvements and promoting responsible business practices internally.

We consider the baseline carbon emissions assessment we have commissioned to provide a useful assessment of our environmental impact, to which we can work towards improving in the coming years. We have ambitious, but achievable climate related goals that we look forward to sharing following this assessment process.

I would like to extend my gratitude to our dedicated employees, partners and stakeholders who have supported us in our ESG journey to date. We understand that this is a whole of business approach. Together we can work towards a more sustainable and prosperous future.



## Acknowledgement

We acknowledge that ESG and Sustainability is a changing landscape. This will provide some challenges for all people and businesses.

We are committed to keeping upskilled and aware of the various compliance requirements we face as a business, whilst always looking for opportunities to do as much as we can to lead the field in Sustainable initiatives that add value.

This report is the beginning of our public commitment to keep all stakeholders aware of our efforts. We believe it is our duty to remain transparent whilst we continuously improve and manage our position.

Please reach out to our head office at [admin.wa@slumbercorp.com.au](mailto:admin.wa@slumbercorp.com.au) for any queries around this report.

# OUR ESG COMMITMENT

SlumberCorp is dedicated to managing the Environmental, Social, and Governance (ESG) aspects of its operations with a strong focus on sustainability. SlumberCorp aims to create sustainable value for all stakeholders through adherence to best practices and a steadfast commitment to safeguarding the health, well-being, and prosperity of its employees, the environment, and the communities it serves.

As part of this process, in October 2023 we engaged Parvate ESG (“Parvate”), to conduct an Environmental, Social, and Governance (ESG) Maturity Assessment to provide a baseline of our ESG position.

The assessment was aimed to evaluate our ESG performance, identify gaps, and have actionable recommendations for improvement. As part of the assessment our ESG position was benchmarked against other companies who have conducted the assessment in the retail and wholesale distribution sector. The benchmarking analysis is based off industry, size of company (number of employees) and jurisdiction.

Following this assessment process, we have begun a companywide education series with Parvate ESG. We have made significant improvement across our policies and procedures, formalising our reporting systems and general awareness of the importance of sustainability to the business.

The benchmarking statistics serve as a guide in assessing our ESG position within the market as opposed to a measure of compliance.

This report has been set out across the three pillar of Environmental, Social and Governance to provide stakeholders with our position and progress.

For our company, this report enhances our reputation for responsible business practices to support our long-term viability and demonstrate our proactive approach to ESG opportunities and challenges.

We have already made significant advancements to our ESG position since completing this maturity assessment - some of which is highlighted throughout the report. We remain committed to transparency whilst we make improvements.





**At SlumberCorp, our mission is to enhance the quality of sleep for our customers by providing innovative, high-quality, and sustainable bedding products. As a family-owned Australian business, we are dedicated to exceptional customer service, fostering strong relationships with our clients and suppliers, and continuously improving our products and practices. Our commitment to excellence and sustainability drives us to be a trusted leader in the bedding industry.**

## **Baseline emissions assessment**

As part of our efforts to measure our environmental impact, we engaged Parvate to conduct a baseline Greenhouse Gas (GHG) emissions assessment for the financial year end 30 June 2024.

The process involves calculating the carbon footprint of Scope 1 (direct emissions), Scope 2 (indirect emissions from energy consumption) and Scope 3 (indirect emissions from the value chain) emissions sources in accordance with the principals of the Protocol.

This assessment serves as a foundational step towards integrating climate considerations into supply chain management and product lifecycle assessments, enhance operational resilience and mitigate regulatory risks.

Following the commencement of this process, we have incorporated a supplier accreditation policy to ensure our suppliers are aligned with our values and objectives including but not limited to sustainability measures, environmental impact, labour practices and ethical governance.

We look forward to publishing the baseline position with our stakeholders in due course.





## Environmental

We consider the first step in improving our environmental and sustainability efforts to be creating a baseline position, which formed part of our ESG maturity assessment with Parvate.

Prior to engaging Parvate, we looked at implementing energy efficiency initiatives in our office and warehouse, through the installation of LED lights and solar panels.

Since then, we have worked hard at implementing:

- A Corporate Environmental Policy.
- Setting measurable environmental targets following our Baseline GHG emissions assessment.
- Conducting a detailed assessment of the incoming climate reporting regulations.



# WASTE RECYCLING SCHEME

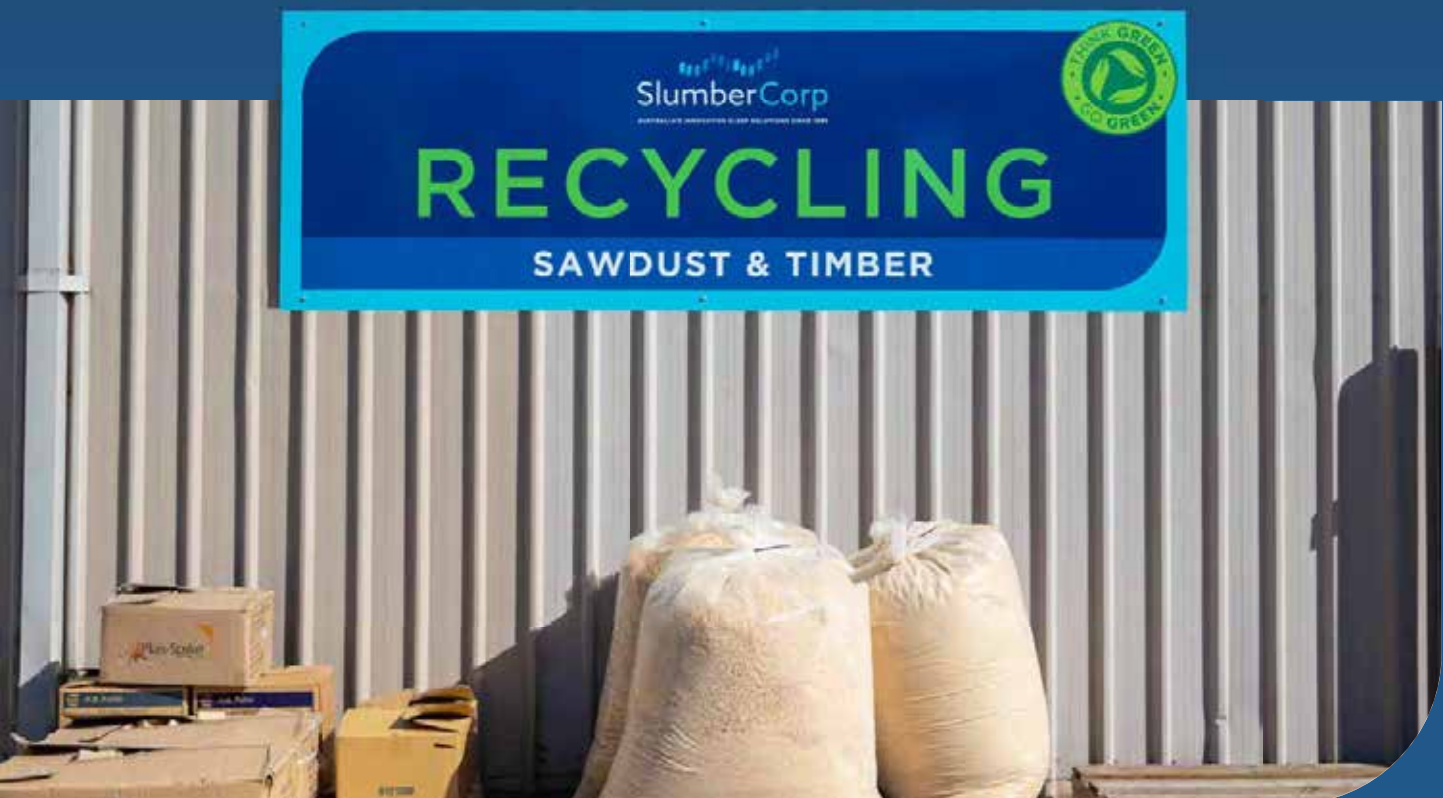
This initiative was introduced to address the environmental impact of waste materials and support a circular economy. The Waste recycling process involves collection, processing and remanufacturing.



We are committed to recycling our waste materials as best as possible and sourcing such items that utilise recycled content. SlumberCorp has designated recycling stations for the following;

- Steel
- Foam
- Plastic
- Cardboard
- Timber
- Paper

and is proactively looking at further solutions to reduce waste to landfill.







**SlumberCorp's believes in a sense of community and that we should give back to the community that supports us. Children are the future of tomorrow and for anybody that has experienced the incredible service and support that Perth Children's Hospital provides for families day in and day out, they understand the importance of supporting such a worthy cause.**

# SOCIAL

SlumberCorp has initiated various social programs aimed at fostering community engagement and supporting employee wellbeing. We already have a strong social commitment to our operations, informally sponsoring and supporting many causes. These include supporting Perth Children's Hospital (PCH) and Australian Spinal Research Foundation.

We are formalising our approach to engaging with charitable organisations and developing our first, First Nations Engagement Plan. This, with a Modern Slavery Policy, and Workplace Health and Safety Policy all in place or in the process of being incorporated, we are proud that our social performance is in great shape.

## **Diversity and Inclusion Policy**

We are committed to fostering an inclusive workplace that values diversity in all its forms. As part of ESG commitment, we have recently developed our Equal Opportunities Policy and are in the process of preparing a comprehensive Diversity and Inclusion (D&I) policy. The D&I policy reflects our dedication to creating a workplace culture that celebrates differences and promotes mutual respect among employees.

## **Employee Assistance Program & HR**

The introduction of an employee assistance program in the coming FY underscores our commitment to nurturing a supportive workplace environment and promoting staff welfare. This will be available to all of our staff members.

We have transitioned to use BrightHR, a 24-hour accessible HR platform for greater transparency and accessibility for our staff. Making it simpler to view and access our policies and procedures, as well as enable training in the various policies and procedures at SlumberCorp.



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I'm excited to be working with Parvate on sustainable matters at SlumberCorp. In particular the opportunity to improve the awareness on ESG with training within the business, creating a safe and respectable culture and identifying strategies to lower our environmental impact as we work towards a circular economy.

Kim Gardiner  
People, Culture and Sustainability

## Governance

Effective governance practices are fundamental to ensuring transparency, accountability, and ethical conduct within SlumberCorp's operations. We have demonstrated a commitment to ESG governance excellence through incorporating ESG as a standing board agenda item.

The management team of SlumberCorp are committed to the highest level of Governance and see sustainability as a responsibility of the company leadership. A continuous improvement and educational mindset is something SlumberCorp have committed to, and will continue to lead.

As part of our work with Parvate ESG, we have updated or established the following policies and documents:

**Employee Handbook:** outlines ethical principles, business conduct standards, and expectations for employees, suppliers, and stakeholders.

**Data and Cyber Security Policy:** to safeguard sensitive information, mitigate cybersecurity risks, and ensure compliance with data protection regulations.

**Whistleblower Policy:** provides a mechanisms for reporting unethical behaviour, protecting whistleblowers from retaliation, and fostering a culture of integrity and transparency.

**Privacy Policy:** governs the collection, use, and protection of personal data in compliance with privacy laws and regulations.

**Records Management Policy:** ensures systematic retention, storage, and disposal of records, promoting efficient business operations and legal compliance.



## ESG Training

In early 2024, Parvate conducted an ESG literacy training session for the SlumberCorp Board.

The purpose of the session was twofold:

Firstly, to run through the findings of the ESG Maturity Assessment and begin the improvement process.

Secondly, to begin the ESG education process with the SlumberCorp Board. We consider education to be paramount in the ESG journey.

### The session included:

- What is ESG and how does it relate to our business.
- Why is it important for our business and the wider world.
- Overview of the reporting landscape and incoming regulatory reporting requirements for ourselves and our stakeholders.
- Climate risks and opportunities.
- Where and how to start building on our ESG performance.

Follow up ESG and Sustainability education sessions are planned throughout the year and ongoing to stay up to date.



## Accreditations





## Partners





  
SlumberCorp

HIP & LUMBAR Dynamic J-5  
by Lullapac