



32 BRANDS

ESG 2023

Environmental, Social, and Governance Report





TABLE OF CONTENTS

Letter From the CEO.....	3
About 3Z Brands.....	4
Company Values.....	5
ESG Program Overview.....	6
Key Priorities.....	7
Governance	8
ESG Policy.....	9-11
Employee Code of Conduct.....	12
Code of Ethics.....	13
Social Media Policy.....	14
Cyber Security.....	15
Employees & Communities	16
Employee Engagement.....	17
Benefits.....	18
Attrition Rates.....	19
Diversity.....	20
Employee Profile.....	21
People Safety.....	22

Foam Pouring Safety.....	23
Employee Safety Statement.....	24
Our Community.....	25
West.....	26-28
East & South.....	29-30
Environmental	31
Environmental Policy.....	32-33
Dream Factory.....	34
Reducing Emissions.....	35
Transportation.....	36
Recycling.....	37
Water.....	38
Certifications.....	39-41
Products.....	42-50
Supplier Code of Conduct.....	51
Looking Forward.....	52

LETTER FROM THE CEO

It has been another milestone year for 3Z Brands. We welcomed Leesa Sleep and Nolah to our growing portfolio, finalized the build of our state-of-the-art manufacturing facility, and began pouring our own bedding foam. These momentous strides have significantly improved our business and positioned the company for a strong 2024.

Our continued growth as an organization requires further commitment to building sound environmental and social practices. Sustainability continues to be at the forefront of our minds as we operate and grow within our 648,165-square-foot facility in the heart of Glendale, Arizona. Through 2024, we will continue to adhere to relevant environmental legislation, further strengthen our world-class health and safety practices, and support the communities in which we operate.

I am pleased to share our second annual environmental, social, and governance report and share the ongoing initiatives and achievements the company has made during the last year. Our sustainability journey is only beginning. However, at 3Z Brands we believe that incorporating ESG fundamentals into our everyday operations creates opportunities both for us and our stakeholders, and sets the tone for the growing industry.

I'm proud of the work we've done so far and recognize there is more to be done. I look forward to sharing our ongoing accomplishments.

John Merwin
Chief Executive Officer



ABOUT 3Z BRANDS

3Z Brands aspires to be the leading vertically integrated sleep company in the US. As a house of brands, we operate a portfolio of best-in-class direct-consumer sleep brands including Helix Sleep, Brooklyn Bedding, Leesa, Birch, Bear, and Nolah. Additionally, through our world-class manufacturing facility based in Phoenix, Arizona, we supply mattress production solutions across the industry. We work hard together as a family and with partners to design, build, and deliver healthy sleep products straight to any and every door in America.



COMPANY VALUES



Be excellent to each other

- ◆ Be respectful to your teammates, customers, and partners
- ◆ Act with good intentions
- ◆ Explain yourself when unclear or misinterpreted
- ◆ Demonstrate compassion and care in your words and actions



Positivity is a choice

- ◆ Radiate energy and confidence
- ◆ Always assume positive intent



Own it

- ◆ Demonstrate a learning mindset through perpetual development
- ◆ Be accountable for your actions



Bring your whole self

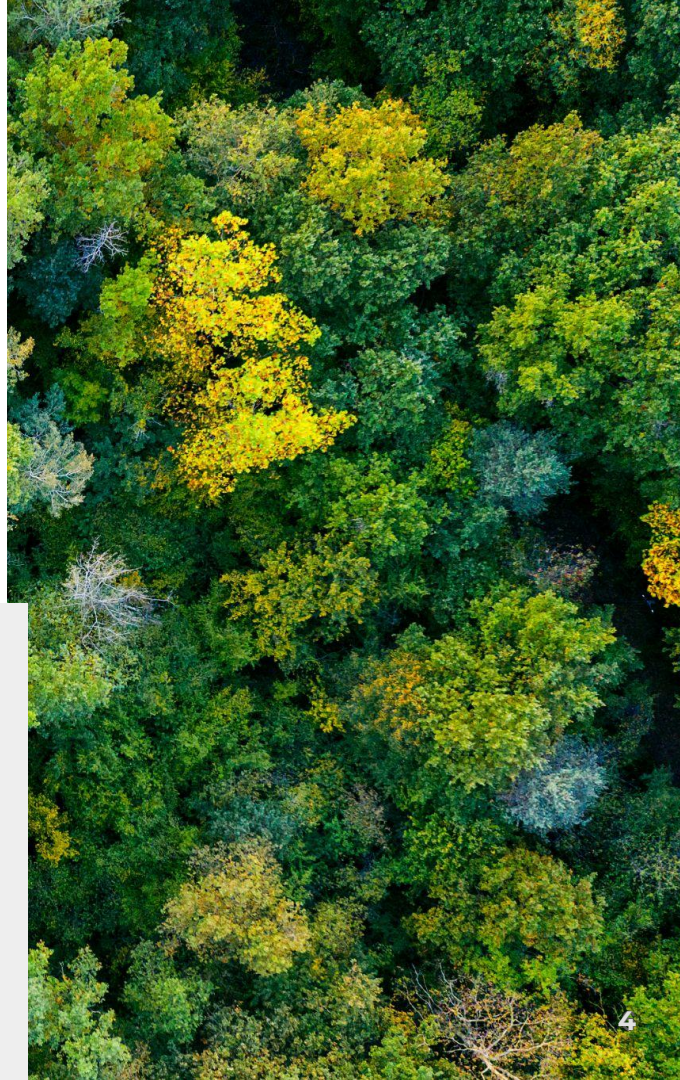
- ◆ Diversity drives innovation
- ◆ Welcome and encourage the individuality of others
- ◆ Be aware of unconscious bias; pledge to be empathetic and keep open minds to each person's unique experience

ESG PROGRAM OVERVIEW

At 3Z Brands, we understand the responsibility to conduct business sustainably, with consideration for the environment and the communities that surround our operating facility in Arizona.

As we continue delivering on our customer promise to provide the best quality sleep products on the market, we are taking the necessary steps to become greener, with both our manufacturing practices and our products, while we instill a strong team-oriented company culture that values sustainability.

We are proud of the ESG program we've created and look forward to solidifying our commitment as we continue to implement sustainable solutions into our operations.



KEY PRIORITIES



Environmental

- Manufacturing sustainability
- Product sustainability
- Offering of eco-friendly products



Social

- Employee engagement
- Diversity & Inclusion



Governance

- ESG Committee creation
- Establish committee charter and ESG policy
- Company policies





GOVERNANCE

ESG POLICY

The Environmental, Social, and Governance Steering Team (“ESG Team”) purpose is to support 3Z Brands ongoing commitment to environmental, corporate social responsibility, and corporate governance. The ESG Steering Team is a cross-functional management committee. It will assist the Senior Executive Leadership Team of the Company in (a) setting general strategy relating to ESG, (b) developing, implementing, and monitoring initiatives and policies based on that strategy, (c) overseeing communications with employees, investors, and stakeholders with respect to ESG, and (d) monitoring and assessing developments relating to and improving 3Z Brands understanding of ESG. Goals include:

- Comply with all applicable laws
- Minimize adverse impacts and enhance positive effects on the environment, workers, and all stakeholders
- Commit to continual improvement with respect to management of the environment, social matters, and governance
- Apply relevant international best practice standards with appropriate targets and timetables for achieving them
- Employ management systems that effectively address ESG risks and realize ESG opportunities



ESG TEAM

The ESG Team includes employees with expertise in relevant and varied disciplines, including environmental, operations, sustainable investing, legal, investor relations, government affairs, corporate governance, and human capital. Initial committee members are as follow:

- Jen Bruno, Chief of People Operations
- Aubrey Gonzalez, Director of Public Relations
- Jevon McCracken, Safety & Compliance Officer
- Sheridan Brown, Quality Control Manager
- Marissa Roge, Director of Supply Chain, and Operations
- Hunter Townsend, Finance Director

ESG DUTIES & RESPONSIBILITIES

To establish and maintain a company culture regarding sustainability that promotes open discussion and integrates ESG management into the Company's operational processes and goals.

To support the Company's general strategy with respect to ESG matters and to consider and recommend policies, practices, and disclosures that conform with such strategy.

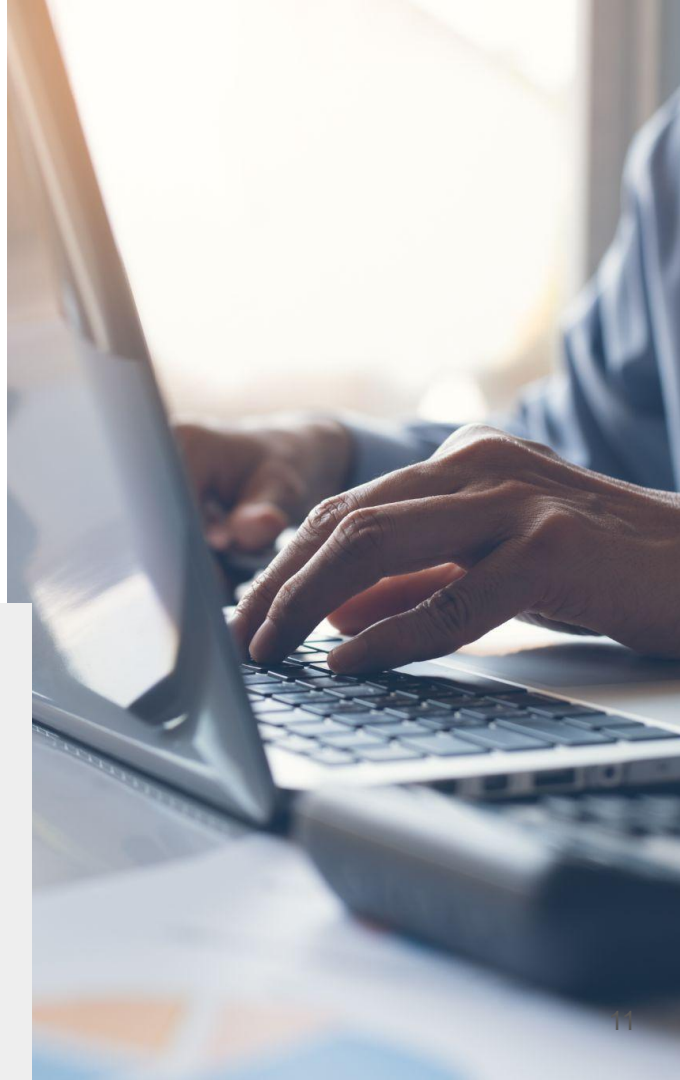
To work toward understanding 3Z Brands impact on the environment and reducing our greenhouse gas (GHG) emissions over time by assessing the Company's climate-related risks and opportunities, and continuously improving our manufacturing, procurement, and product development processes.

To oversee internal and external communications with employees, investors, customers, suppliers, and other stakeholders regarding the Company's position on or approach to ESG matters, including by coordinating and reviewing, as appropriate, draft responses, reports, or other disclosures to stakeholders.

To consider the current and emerging ESG matters that may affect the business, operations, performance, or public image of the Company.

To maintain metrics, systems, and procedures, as deemed necessary and appropriate, to monitor and track ESG matters.

To perform such other duties, tasks, and responsibilities relevant to the purpose of the ESG Team may from time to time be requested by the 3Z Brands Board of Directors.



EMPLOYEE CODE OF CONDUCT

At 3Z Brands, we are committed to creating a workplace that fosters respect, fun, determination, innovation, hard work, and ultimately satisfaction. In order to create this environment, we have set forth the following Code of Conduct that serves as a guideline for our employees:

- Be positive, creative, and kind**
- Be inclusive, motivated, and productive**
- Be a team player**
- Be real, respectful, courageous**
- Be fun!**

The Employee Code of Conduct is set to promote an ethical, inclusive, and responsible work environment. This code is outlined in the employee handbook and is acknowledged by every employee during the onboarding process.

The Employee Code of Conduct is reviewed periodically to ensure it is effective and requires updating. Employee performance reviews also include a review of behaviors to ensure alignment with the code.



CODE OF ETHICS



It is critical that we conduct our business honestly and ethically. We strive to improve the quality of our services, products, and operations while maintaining a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment. Additionally, we expect our employees to adhere to high standards of business and personal integrity.

We expect that our team will not knowingly misrepresent the Company and will not speak on behalf of the Company unless specifically authorized. The confidentiality of trade secrets or proprietary and confidential commercially sensitive information (i.e., financial or sales records/reports, marketing or business strategies/plans, product development, customer lists, patents, trademarks, etc.) about the Company or operations, or that of our customers or partners, is to be treated with discretion and only be disseminated on a need-to-know basis.



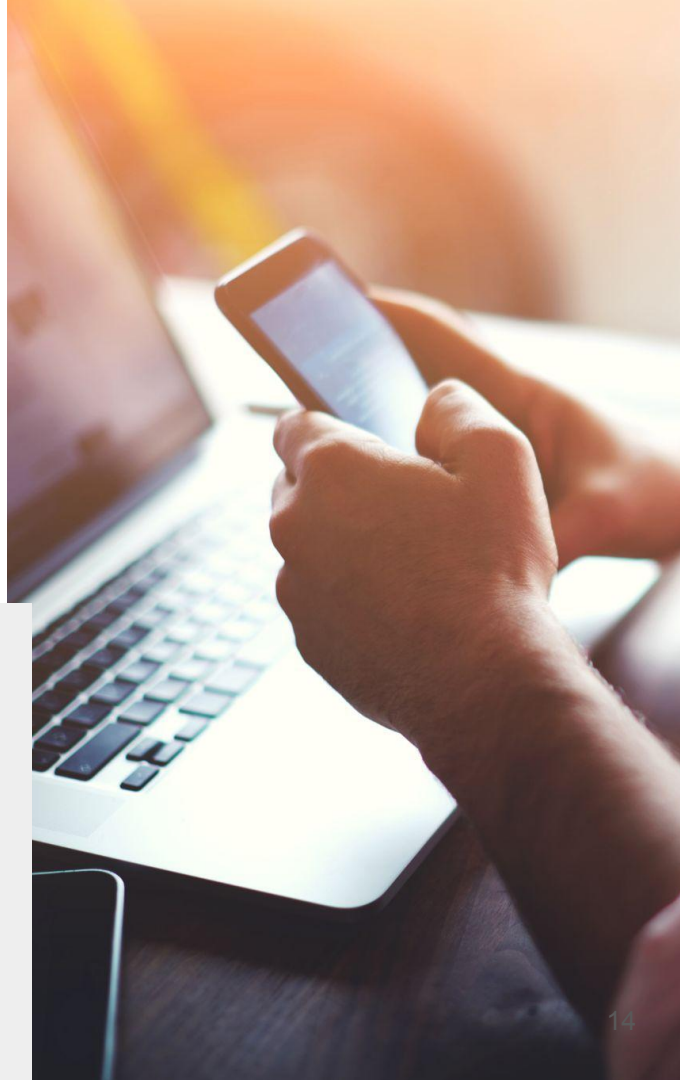
SOCIAL MEDIA POLICY



3Z Brands recognizes the growth of the internet and how it provides unique opportunities for individuals and organizations to participate in interactive discussions and share information on a wide variety of social channels. While social media use by employees may form part of their job duties and is a normal activity in their personal lives, there are some challenges this may bring to an organization if employees are not made aware of the impact social media can have.

As a result, 3Z Brands established and implemented a social media policy for all employees. The purpose of the policy was to:

- Maintain the confidentiality of commercially sensitive information
- Respect copyright, trademark, and similar laws
- Ensure postings are consistent with 3Z Brand's policies including our EEO Statements, Policies Against Harassment & Discrimination, Standards of Conduct, and Our Code of Ethics



CYBER SECURITY

At 3Z Brands, we recognize that cyber security is our corporate social responsibility. We are fully committed to protecting our Company's intellectual property, our customer's and supplier's data, and other sensitive business information. Cyber security is crucial to the growth, stability, and long-term success of our business.

We implement comprehensive cyber security measures to protect the Company's information and systems from data breaches and cyber incidents. These measures are evaluated regularly to keep up with the increasing number of threats we face as a growing business.

3Z Brands is constantly seeking to strengthen these protection measures, which include technical controls across our network, software and hardware layers, and a curriculum of employee training in cyber awareness.



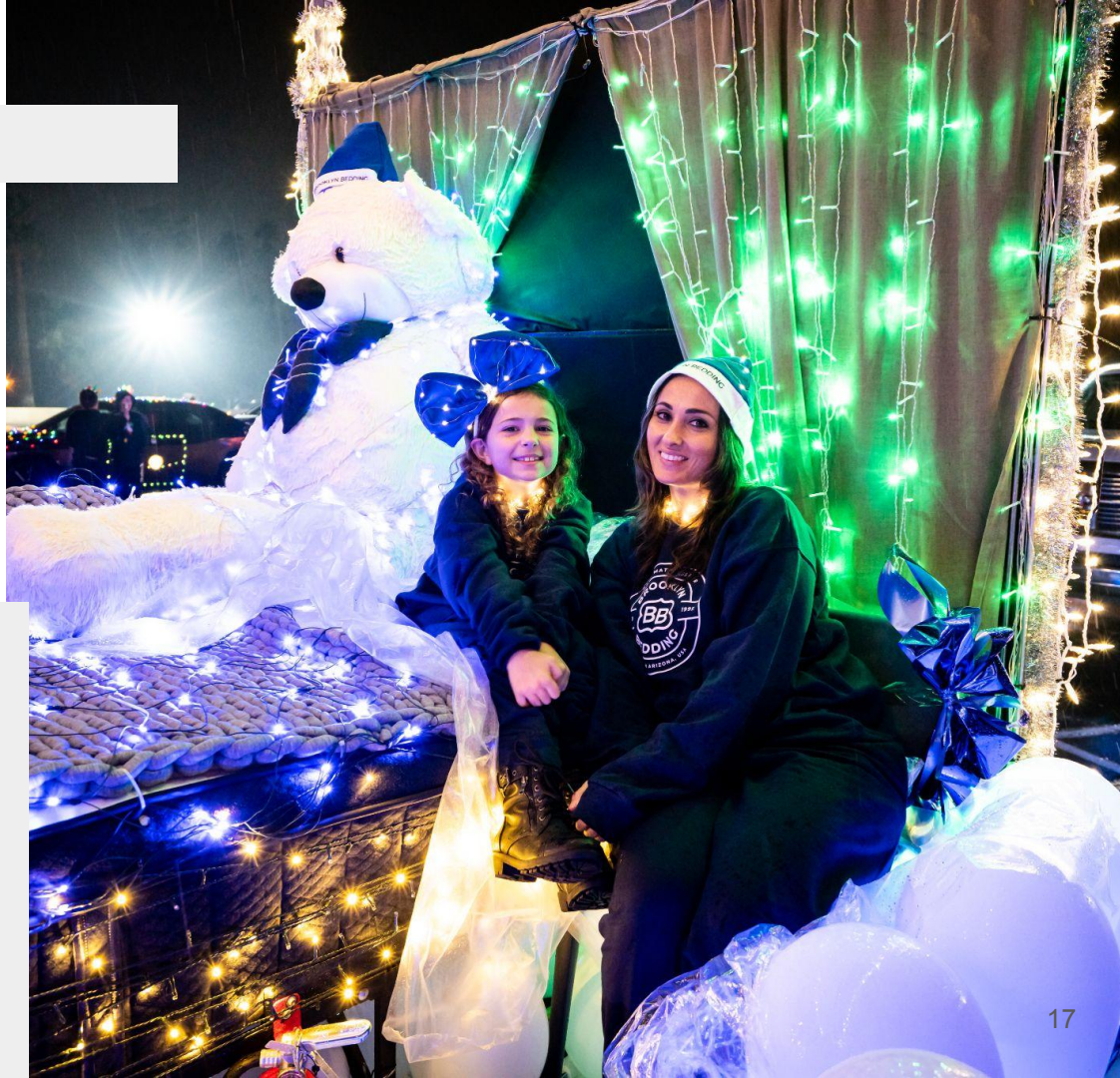


EMPLOYEES & COMMUNITIES

EMPLOYEE ENGAGEMENT

At 3Z Brands, keeping our employees safe, happy, and healthy is our number one priority. We work to ensure that all employees are treated fairly and with respect, and are given the opportunity to complete their work in a safe and inclusive environment.

We are also passionate about creating opportunities for our employees to develop their skill sets on the job. It is our goal to remove any barrier to an employee's promotion or advancement within the company.



BENEFITS

3Z Brands offers its employees the assurance of standard benefits including health care, injury and invalidity coverage, as well as paid flexibility for parental leave, medical and personal leave, and ample vacation time. Additionally, the company provides extra benefits that fit the needs of employees and some of the unique environments they operate in:

- Competitive salary that's reviewed every year
- Comprehensive group benefits plans that meet the diverse needs of employees (e.g. life insurance, extended health care, medication, dental care, dental care, Long-Term Disability, Short-Term Disability, vision care, paramedical services, etc.);
- Retirement plans to help employees plan for the future
- Generous Paid Time Off policy to promote work/life balance
- Free language courses
- On-site chef, gym, sauna, basketball court, and futsal court at the company's manufacturing facility in Phoenix
- Remote working opportunities for corporate employees
- Free vaccinations and mammograms for female employees
- Leadership development programs available to all people leaders
- Cross-training available across production teams
- Employee fun, wellness, and family events



ATTRITION RATES

Over the past year, 3Z Brands made significant improvements to the company's attrition rate, decreasing turnover by 11 percent. This is a significant improvement from 2022 where attrition landed at 25 percent.

This reduction can be attributed to a people-first culture of care. This includes improved benefits, our new state-of-the-art production facility, the implementation of leadership development programs, and the extra steps placed to improve our employees' well-being and success.

11%
ATTRITION RATE

DIVERSITY

Our ability to reach our full potential as an organization requires high-performing talent that brings unique perspectives, experiences, and ideas to the team. A diverse and deep talent pool enables us to deliver differentiated products and service levels to our customers. Creating an environment where team members feel valued is critical. This includes promoting employee development, actively seeking different perspectives, and building various workplace programs. We reinforce our commitment to creating and maintaining a culture of respect where everyone feels safe and empowered to bring their best self to work every day.

Our goal is to continually improve as we continue our journey to establish ourselves as a best-in-class employer with a diverse workforce and an inclusive workplace.



EMPLOYEE PROFILE

567

Total headcount

459

Phoenix

36

New York

72

Remote

Race

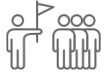
60% Hispanic or Latino; 30% White; 2% Middle Eastern/North African;
4% Asian; 3% Black or African American

Gender

62% cis-gender man; 38% cis-gender woman; 1% transgender



PEOPLE SAFETY



The employees at 3Z Brands are the foundation for the growth and success of our business. We are committed to providing safe working conditions, offering skills and career development, and an inclusive and respectful working environment. We are committed to ensuring all employees are treated fairly, with dignity and consideration, and that diversity in the workplace is both embraced and highlighted. We apply fair labor practices, comply with all safety and health regulations, and provide the tools needed to keep employees safe while on the job.

The Dream Factory has several measures in place to ensure the safety of our production employees. Our state-of-the-art safety room is equipped with PPE, first-aid products, and lifesaving equipment in case of an emergency.

3Z Brands has also implemented an anonymous complaint mechanism that allows employees to confidentially report any safety breaches or lapses in protocol.



FOAM POURING SAFETY

In 2023, 3Z Brands completed construction of its foam pouring line, rounding out the build of the 650,000-square-foot facility. With the foam pouring line fully operational, several important steps have been taken to ensure the safety and wellbeing of our employees who work in or around the foam line. This includes safety training, emergency response protocols, government compliance, testing, and more. A full list can be found below:

- Onsite Certified Hazwoper Team
- Onsite Certified First Responders
- Specialty PPE
- Emergency Protocols including Hazwoper Emergency Response Plan
- Fire Prevention Plan
- Chemical Handling & Storage Safety
- Industrial Hygiene Testing
- DOD Gas Monitoring System
- Additional Safety Signage
- Federal, State, & County Compliance
- Standby Emergency Response Agreement w/ Clean Harbors
- Operator Standard Operating Procedures



EMPLOYEE SAFETY STATEMENT

At 3Z Brands, we are committed to working as a team and understand that we are all accountable to ensure zero accidents and a safe workplace. We are compliant with all safety and health regulations to ensure our employees go home to their families injury free.

3Z Brands is 100 percent committed to the safety and wellness of every person employed within our family of brands, and we expect every employee to act with care, cooperate by following all safety procedures, and report anything unsafe to leadership.



OUR COMMUNITY

3Z Brands provides a friendly, supportive, and community-focused workplace that supports the proactive involvement of our employees in the local communities where we operate. We begin projects with the purpose of having meaningful engagement with the communities we impact. We strive to enrich the company culture by investing and supporting the communities in which we operate.

Within the past year, 3Z Brands has worked with several organizations across the country including Sojourner Center, Homeward Bound, U.S. Vets, ALS Association, Mayo Clinic, and Rebuild Together. The Company has collectively donated over \$200,000 worth of bedding products to these non-profits, helping to support each organization's unique mission. The work with these organizations is not limited to donations, as 3Z Brands works to build longstanding partnerships with each philanthropic entity.



WEST

Room For Joy

For the past 10 years, the Brooklyn Bedding brand has been donating mattresses to Room For Joy, a non-profit organization dedicated to creating fun, imaginative, medically appropriate room environments and play therapy spaces for chronically ill children.

Ante4Autism

Double platinum sponsors of Ante4Autism's annual fundraiser, Brooklyn Bedding have been supporting the cause for the last five years. Ante4Autism was started to raise awareness about Autism and to help support the needs of the families impacted. Widely known throughout the home furnishings industry, Ante4Autism supports organizations including Autism Speaks, National Autism Association, and Learning 4 Life.

Sojourner Center

Brooklyn Bedding is headed into year two of a partnership with the Sojourner Center, a residential program designed to help women and children who have been victims of domestic violence. Brooklyn Bedding provides mattresses and sheets to women, men, and their children who are transitioning out of the program and into apartments to restart their independent lives.

First Things First Foundation

Brooklyn Bedding has been a longstanding partner of Kurt and Brenda Warner's First Things First Foundation, a 501(c)(3) public charity dedicated to impacting the lives of those in need. This year, the company supported the foundation by mattresses and bedding to a local Phoenix family who was being gifted a new home through Habitat for Humanity.



WEST

One N Ten

This year, Brooklyn Bedding partnered with One N Ten, a non-profit 501(c)(3) organization dedicated to serving and assisting lesbian, gay, bisexual, transgender, and questioning (LGBTQ) youth. The brand specifically supported One N Ten's P.O.N.D. (Promise of a New Day) Housing Program by donating mattresses, pillows, and sheets to outfit the housing solutions provided through the program. The P.O.N.D. program is designed to provide housing navigation services for LGBTQ+ and allied folks, ages 18-24, who are at risk of or are currently experiencing homelessness.

The Welcome to America Project

Brooklyn Bedding is a proud partner of The Welcome to America Project, an organization that serves refugees who have recently been relocated to the Phoenix area through the U.S. State Department. The local program celebrates refugees and accelerates their self-sufficiency by providing transportation, housing, technology, and transformational resources. In 2023, Brooklyn Bedding donated mattresses and bedding to the organization to outfit refugee family homes, in addition to fabric and sewing materials to support the organization's seamstress training program.

UMOM

A new partner of Brooklyn Bedding, UMOM is a 501(c)3 organization that provides shelter, housing, and services for single women and families experiencing homelessness in the Phoenix area. In 2023, Brooklyn Bedding donated mattress, frames, and sheets to UMOM's New Day Centers to help create safe and welcoming environments for those in the program.



WEST

Rebuilding Together

As part of their Super Bowl community initiative, Brooklyn Bedding joined forces with Rebuilding Together to help repair six homes in the local Glendale community. The company donated mattresses, bases, and sleep accessories to each home being refurbished and repaired. Brooklyn Bedding staff also joined the initiative by volunteering their time to help with the home repairs.

Homeward Bound

A new partner for 2023, Brooklyn Bedding teamed up with Homeward Bound to provide hundreds of sheet sets to the organization's emergency shelter and transitional housing program. Homeward Bound serves the unique needs of Phoenix families experiencing homelessness with prevention, shelter, and after-care programs.

Thrive AZ

Leesa has been a longstanding partner of Thrive AZ, a non-profit organization that works in foster care prevention, reunification, and aged-out. In 2023, the company donated mattresses to Thrive's housing program, a drug and alcohol-free, faith based, semi-supervised transitional housing program geared toward young adults between ages 18-24 who have Aged Out of the Foster Care system or spent time in the Foster Care system.



EAST

The Green Chair Project

Leesa is a proud partner of The Green Chair Project, a North Carolina-based organization that reuses donated furnishings to help those in need facing the challenges of homelessness, crisis, and disaster. The company donated mattresses to their Sweeter Dreams Bed program which strives to provide a bed to every child in need.

Presbyterian Social Ministries

For the past year, Helix and Nolah has partnered with Presbyterian Social Ministries, a nonprofit organization that exists to support the homeless with stable supportive housing solutions and life skills training. As part of the partnership, Nolah consistently provides bedding for PSM's housing program, Home Safe, which provides safe housing and resources to the homeless community in Jacksonville, Florida.

LINK of Hampton Roads

Another meaningful partnership is with LINK of Hampton Roads, an organization that provides emergency resources and affordable housing solutions to homeless individuals in the state of Virginia. Helix and Nolah supports LINK's mission by providing sheets, pillows, and blankets, to outfit the organization's Newport News-based shelters.

World Association for Community Empowerment

Helix supports the World Association for Community Empowerment, an organization that empowers low-income and immigrant communities and families to become self-sufficient through the provision of a comprehensive array of services. The brand provides mattresses and bedding to support families in need.

Big Brothers, Big Sisters

One of Nolah and Helix's most unique partnerships is with mentoring network Big Brothers, Big Sisters. The brands provide mattresses and bedding as donations, which are then sold by the organization through its partnership with Savers Thrift Stores. The funds from these transactions go to funding mentor programs around the country. Big Brothers, Big Sisters is the nation's largest donor- and volunteer-supported mentoring network.



EAST & SOUTH

A Wider Circle

In 2023, Helix became a proud supporter of A Wider Circle, a 501(c)(3) charitable nonprofit organization with a mission to advance equity in the greater Washington, DC region by fostering the exchange of goods, skills, and connections to those who are in need. Helix has donated mattresses and bedding products to the organization's Essential Support initiative, a program that provides 10–15 families each day with beds, dressers, dining sets, couches, and more — all free of charge.

House of Bread and Peace

Helix is a proud supporter of House of Bread and Peace, an Indiana-based shelter for single women and women with children. Since opening in 1985, House of Bread and Peace has provided a homelike environment in which hundreds of homeless women and children have been able to heal from the wounds of homelessness. Helix has supported the organization's mission by providing mattresses and bedding products to outfit the shelter.

World Association For Community Empowerment, Inc.

World Association For Community Empowerment, Inc. is a nonprofit organization with a mission to empower low-income and immigrant families to become self-sufficient by providing a comprehensive array of programs and services that foster hope and provide opportunities for growth and personal development. Helix has been a proud partner of this nonprofit organization in 2023 and has supported through mattress and bedding donations.

Family Violence Donation Center

Nolah supports the Family Violence Donation Center, an organization that provides emergency shelter, transitional housing, and education to families in domestic violence situations. Based in San Antonio, Nolah provides mattresses and bedding to help outfit the Center's shelter and housing areas.





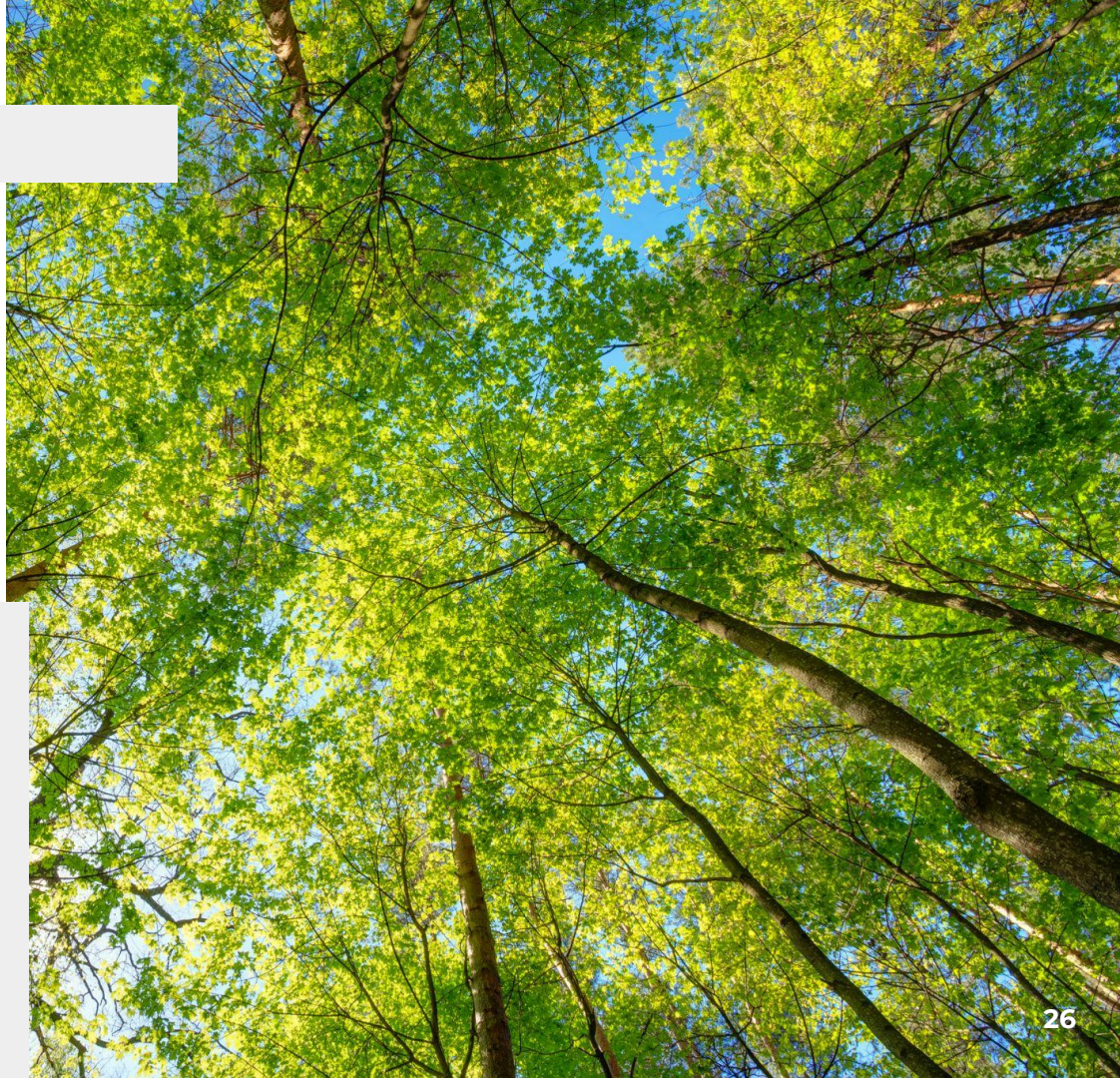
BB BROOKLYN BEDDING

ENVIRONMENTAL

ENVIRONMENTAL

3Z Brands is committed to conducting business responsibly which includes taking the necessary steps to become a more sustainable operation. We recognize that pollution prevention and resource conservation are critical factors of a sustainable environment.

We intend to do our part to protect the environment while creating a workplace culture that encourages environmental stewardship. This includes educating, training and motivating our employees and suppliers to carry out tasks in an environmentally responsible manner.



ENVIRONMENTAL POLICY

3Z Brands is one of the leading US-based mattress manufacturers that operate in a vertically integrated facility. Management of 3Z Brands is committed to protecting the environment, fulfilling compliance obligations, and continually educating our employees to enhance environmental performance. To fulfill this obligation, 3Z Brands is dedicated to the following environmental stewardship practices:

- Operate in compliance with applicable laws and regulations (as a minimum).
- Assess the environmental impact of its operations, particularly in the areas of air quality, water use, reuse and recycling, and energy consumption.
- Take appropriate actions to mitigate environmental risks, ameliorate environmental damage, and enhance positive effects.
- Make efforts to make efficient use of natural resources to protect the environment.
- Minimize adverse impacts and enhance positive effects on the environment, as relevant and appropriate, from 3Z Brands and its activities.
- Support the reduction of greenhouse gas emissions.

DREAM FACTORY

With the completion of the company's foam pour line, 3Z Brands has officially finalized construction on our 648,165-square-foot 'Dream Factory' in Glendale, Arizona. This state-of-the-art facility allows us to triple production capacity and support our ever-growing business.

During the design process with Alston Construction, 3Z Brands made a commitment to reducing energy expenditure by incorporating green design into the building. This includes temperature-controlled heating and air conditioning, roof skylights, auto light sensors, high-seer AC units, and dusk-to-dawn outside LED lighting. Additionally, all lights and machinery are powered off during closing hours.



REDUCING EMISSIONS

One of the largest contributors to 3Z Brand's greenhouse gas footprint is the manufacturing of its products. 3Z Brands has actively implemented a range of initiatives to reduce these emissions and limit our overall energy expenditure.

These initiatives are woven into the design of our Dream Factory, support both our remote and in-office employees, apply to our shipments from suppliers, and serve as a benchmark for continuous improvement. These initiatives include:

- Remote working opportunities
- EV-chargers on site
- Electric forklifts
- On-site meal options
- Lithium pallet jacks on factory floor
- Limited international suppliers



TRANSPORTATION

- In 2023, 3Z Brands implemented a new bus pass program designed for production employees in the Phoenix area. This program features subsidized bus fare through Valley Metro, and gives employees the option to utilize public transportation for their work commutes.
- Ample EV chargers are available at our Phoenix facility, encouraging employees to go electric with their commutes.
- 13 percent of our employees are fully remote, eliminating the commute to an office and therefore helping reduce transportation emissions.
- In 2023, 3Z Brands began pouring its own foam, solidifying the brand as one of the few US-based manufacturers that's vertically integrated. By producing our own foam, we will eliminate the need to import from outside states, which reduces transportation emissions.
 - By limiting international suppliers and sourcing raw materials from within the United States, we are able to reduce emissions of overseas transportation.
- The Dream Factory is powered by Hyundai electric forklifts which reduce operating costs, require less maintenance, and have a longer lifespan. Above all, electric forklifts have zero site emissions, which means a cleaner, safer work environment for our employees.
- This past year, 3Z Brands added lithium pallet jacks to the production floor. This initiative, combined with the addition of electric forklifts, completely eliminates our propane use in the factory.



RECYCLING



3Z Brands operates an on-site recycling program in all office locations, including the Dream Factory in Phoenix. This program includes adding dedicated recycling bins to ensure separation from general waste.

On the manufacturing floor, almost all our production materials are recycled, including foam, fabric, wood, plastic, and cardboard. Waste that cannot be recycled is collected by specialized, permitted vendors.

In 2024, we plan to implement the use of plastic pallets, which can be reused for up to 10 years. Made of recycled materials, these new pallets will replace our wooden pallets which have a month-long lifespan and need to be replaced several times throughout the year. This swap in materials helps us combat 'throw away' culture and promotes a circular economy within the factory.

3.5M

Total Pounds of
Scraps Recycled in
2023

\$424K

Dollars Earned from
Foam and Quilting
Scraps Recycled in
2022

WATER

Water consumption is monitored and recorded in each of our facilities to establish normal ranges of water consumption. The Dream Factory features drought-certified landscaping highlighted by low-water-use plants designed to keep irrigation to a minimum. Additionally, turf can be found throughout the grounds at The Dream Factory as a replacement for grass.

CERTIFICATIONS

Global Organic Textile Standard (GOTS)

The 3Z Brands Dream Factory holds their Global Organic Textile Standard (GOTS) certification, recognized as the highest organic textile standard in the world. The third-party certification recognizes the gold standard that 3Z Brands embraces, ensuring that every component of an organic mattress is constructed with GOTS-certified materials, ethical labor practices, and is backed by independent certification of the entire textile supply chain.

To receive GOTS certification, 3Z Brands passed a series of rigorous examinations and inspections, including an assessment of its processing and storage system, an inspection of the chemical inputs, and social criteria checks. The certification also ensures a thorough quality assurance check is performed on all GOTS-certified products before they are packaged and delivered to the customer.

GREENGUARD Gold

All mattresses under the 3Z Brand family have earned GREENGUARD Gold certifications. GREENGUARD Certified products aid in the creation of healthier environments and release fewer pollutants that can contribute to significant health issues.

This certification program requires that products meet rigorous third-party emission standards for chemicals and pollutants in indoor spaces. To earn the certification, every component of 3Z Brands' mattress lines was tested for volatile organic compounds (VOCs), formaldehyde, phthalates, and over 350 other pollutants. A case study conducted by UL GREENGUARD can be found [HERE](#).



CERTIFICATIONS

Fair Trade Certified

All cotton in our organic bedding and sleep products is Fair Trade Certified. Fair Trade works with small-scale cotton farmers, helps build stronger farmer-owned organizations, and makes positive impacts to creating job opportunities for women and bettering gender equality around the world.



Eco Institute

Our Talalay latex has been tested by an international organization to certify no emissions or VOCs (Volatile Organic Compounds) are present. This includes testing for organic pollutants, heavy metals, pesticides, and phthalates among other substances. This certification is not about merely meeting minimum requirements, but rather exceeding high level material as well as manufacturing standards.



CertiPUR-US

3Z Brands produces and utilizes CertiPUR-US certified foams which are free of heavy metals, formaldehyde, phthalates, flame retardants, and other ozone-depleting elements. CertiPUR-US certified foams also contain low VOC (Volatile Organic Compound) emissions to support indoor air quality.



CERTIFICATIONS

Children's Product Certificate (CPSC)

Children's mattresses manufactured by 3Z, including Helix Kids, Birch Kids, Bear Cub, Leesa Kids, and Nolah Kids, are third party tested and certified with a Children's Product Certificate under the Consumer Product Safety Improvement Act (CPSIA). This requirement applies to all testing, including 16 CFR Part 1632 and 1633 flammability testing, for mattresses designed or intended primarily for children twelve and younger.

This Certificate also signifies that our mattresses have passed additional testing regarding total ban on total lead content (15 U.S.C. 1278a) and prohibition of children's toys and childcare articles containing specified phthalates (16 CFR Part 1307).



PRODUCTS

We are committed to improving the sustainability of our products, from the assessment of materials we use for production, to fuel efficiency and reduction in greenhouse gas emissions.

3Z Brands is proud to create some of the most organic and natural bedding on the market. With mattresses like Birch, Birch Luxe, Birch Kids, Bloom, Nolah Natural, and Ecosleep, 3Z Brands is proud to offer natural bedding options at several price points.

In early 2022, 3Z Brands began implementing upgraded adhesives in the manufacturing process. VOCs for the suite of these adhesive products are less than 0.1% as tested by EPA method 24. All mattresses under the 3Z Brand family have earned GREENGUARD Gold certifications, meaning all products emit fewer chemicals that may cause health effects such as respiratory issues like asthma, itchy runny eyes, headaches, etc.



PRODUCTS

Birch, Birch Luxe & Birch Kids

- GOTS Certified
- GREENGUARD Gold Certified
- eco-INSTITUT Certified latex
- Fair Trade Certified materials



PRODUCTS

Ecosleep Luxe

- GOTS Certified
- GREENGUARD Gold Certified
- eco-INSTITUT Certified latex
- Fair Trade Certified materials



PRODUCTS

Nolah Natural

- GOTS Certified materials
- GREENGUARD Gold Certified
- eco-INSTITUT Certified latex
- Fair Trade Certified materials



PRODUCTS

Bear Natural

- GOTS Certified materials
- GREENGUARD Gold Certified
- eco-INSTITUT Certified latex
- Fair Trade Certified materials



PRODUCTS

Birch Organic Duvet Cover, Cotton Sheets & Pillowcases

- GOTS certified organic cotton
- Fair Trade Certified



PRODUCTS

Birch Natural Down Duvet Insert

- GOTS certified organic cotton
- Responsible Down Standard certified



PRODUCTS

Birch Eco-Rest Pillow

- GOTS Certified
- Fair Trade Certified
- Made with recycled materials



PRODUCTS

Birch Organic Pillow

- GOTS Certified
- GREENGUARD Gold Certified
- eco-INSTITUT certified
- Fair Trade Certified



SUPPLIER CODE OF CONDUCT

3Z Brands is committed to building business relationships with partners who share our values. As such, we require our Suppliers to acknowledge and comply with legal obligations, industry standards, and the 3Z Brands Supplier Code of Conduct. At the same time, our Suppliers are responsible for establishing a sustainable procurement policy regarding their supply chain and operational practices. During our business relationship, our Suppliers must embrace and implement the following standards:

- Suppliers may never use, benefit, or gain in any way from child labor, forced labor, or prison labor.
- Workers are employed and promoted based on their ability to perform the job and must be able to leave at will.
- Suppliers must adhere to a fair and orderly disciplinary process to determine penalty or dismissal.
- Suppliers must pay employees fair compensation in accordance with local legal minimum wage and benefits, while also meeting local manufacturing standards.
- Suppliers must provide safe and healthy working conditions, including the distribution of PPE.
- Suppliers must work to a minimum of applicable local environmental regulations and standards.
- Suppliers must ensure that under no circumstance will employees be exposed to toxic materials.
- Suppliers must be committed to the sourcing of raw materials, goods, and services with the same fundamental support of human rights, labor, health and safety, environment, and ethics as set forth in this Code.
- Suppliers must respect and adhere to all contract provisions, applicable laws and regulations, and import requirements of the countries in which they operate, purchase products from, and are to be sold.

LOOKING FORWARD

2023 was another year of growth for 3Z Brands. It is through our growth that we commit ourselves further to support sound environmental practices, employee safety, and sustainability.

Our ESG journey is only just beginning. This report serves as a jumping off point for many future plans that support this journey. We are already outlining new safety guidelines for the factory and putting more work into increasing our recycling practices and planning new green initiatives.

As we grow, we will continue to incorporate ESG fundamentals into our everyday operations and do our part to help set the tone for the growing sleep industry.

