



AUSTRALIAN BEDDING STEWARDSHIP COUNCIL

CODE OF CONDUCT

Better Bedding, Together

The Australian Bedding Stewardship Council Limited (ABSC), its Members, Industry Partners and Approved Mattress Recyclers are committed to demonstrating leadership in the responsible and ethical management of mattresses and bedding products throughout their lifecycle. Compliance with this Code of Conduct is a condition of membership and partnership with the ABSC Scheme.

SECTION 1

APPLICATION

The ABSC Code of Conduct applies to all Scheme Members, Industry Partners and Approved Mattress Recyclers. It aims to encourage, support and, where appropriate, mandate requirements that will assist the Scheme to move the bedding industry towards a circular economy, and provide national recycling solutions.

SECTION 2

OBJECTIVES OF THE CODE OF CONDUCT

- To promote the ABSC as the responsible party for operating the Scheme.
- To support the Scheme in delivering a range of benefits to the environment, to human health and safety, to the community as a whole, and to industry.
- To ensure Members, Industry Partners and Approved Mattress Recyclers act in the best interests of the Scheme by at all times acting ethically, with integrity, respect and honesty.
- To promote understanding of and compliance with this Code by relevant employees and supply chain.
- To give confidence to consumers and stakeholders that the ABSC, its Members, Industry Partners and Approved Mattress Recyclers, are responsible corporate citizens.

SECTION 3

REQUIREMENTS FOR ALL MEMBERS, INDUSTRY PARTNERS AND APPROVED MATTRESS RECYCLERS

- Actively support and promote the Scheme's purposes as set out in the Scheme Guidelines.
- Provide leadership for all sectors of the bedding supply chain and customer base to foster high ethical standards.
- Participate in a range of product stewardship activities.
- Foster openness and transparency in the implementation of the Scheme's activities.
- Ensure relevant company personnel are familiar with the provisions of this Code.
- Provide accurate information and data as set out in the Scheme Guidelines or as agreed by the ABSC Board.
- Act with courtesy and respect to fellow ABSC Members, Industry Partners, Approved Mattress Recyclers, the Board, ABSC personnel and other stakeholders.
- Act to enhance the profile of the Scheme and the resource recovery industry.
- Comply with ABSC Brand Guidelines.

- Promote and encourage recovery of mattresses and bedding products according to the Scheme Guidelines.
 - Ensure any product and performance claims ¹ (e.g. environmental or health) can be properly substantiated to avoid greenwashing.
 - Keep confidential any information about the operation of the Scheme, its Members, Industry Partners, Approved Mattress Recyclers, and the ABSC obtained as a result of membership that has been marked as Confidential or has not been made public by the ABSC.
 - Subject to any legal requirements, encourage customers (retailers, commercial, wholesalers) to participate in the Scheme with a view to maximising the recovery of bedding products.
 - Not improperly use intellectual property (IP) owned by other parties.
 - Ensure mattresses and related products are accurately represented to customers in terms of country of origin, content and condition.
 - For processes around refurbishment ² – please discuss with the ABSC, as standards are being developed to support these programs.
 - Retailers who offer a comfort return ³ should, wherever possible, direct returned mattresses to accredited charities for resale or distribution to those in need – not for recycling or landfill.
- All collected End-of-Life (EOL) mattresses should be provided to an
- ABSC Approved Mattress Recycler in your region where possible (see list on ABSC website).

SECTION 4

REQUIREMENTS FOR APPROVED MATTRESS RECYCLERS

In addition to the requirements in Section 3:

- Approved Mattress Recyclers must comply with all relevant legal, regulatory and Scheme requirements, and as a minimum those set out in the ABSC Scheme Guidelines.
- Where possible, Recyclers should support the employment of those who experience barriers to employment.
- Approved Mattress Recyclers must ensure safe and environmentally responsible collection, storage, recovery of materials and disposal of those with no end market that are salvaged from end-of-life bedding products.

SECTION 5

DEEMED OBLIGATION

All Members, Industry Partners and Approved Mattress Recyclers will sign this Code of Conduct on joining the ABSC Scheme. It is a condition of membership and partnership to continue to abide by this Code of Conduct for the duration of that membership.

SECTION 6

COMPLAINTS AND DISPUTE PROCEDURES

Any person may refer a complaint against a signatory to this Code to the Code Administrator. The complaint must be in writing and addressed to the Code Administrator.

The Code Administrator will seek resolution of any complaint. If the complaint is not resolved in a manner acceptable to the complainant, the Code Administrator shall:

- Refer the complaint to the Board of the ABSC with a summary of the nature of the complaint and, where appropriate, general reasons for that outcome.
- Inform the complainant that the matter has been referred to the Board and advise generally of the procedure that will follow in accordance with the rules of the Association.

All complaints will be reported by the Code Administrator to the Board and made available to all signatories on request. Failure to rectify a complaint in accordance with the Code Administrator and Board requirements may result in expulsion from the Scheme and withdrawal of any permission to use the Scheme's logo and branding. Any other legal rights of the ABSC will be preserved.

SECTION 7

MONITORING, REVIEW AND AMENDMENTS

This Code of Conduct may be amended by the ABSC Board. Any interested party may refer comments and proposals for amendment to the Code Administrator.

SECTION 8

CODE ADMINISTRATOR

The Code Administrator is the Chief Executive Officer of the Australian Bedding Stewardship Council Limited.

Kylie Roberts-Frost, CEO

ceo@bedding.org.au

bedding.org.au

To join the Scheme: Return a signed copy of this Code of Conduct to membership@bedding.org.au

Signatory Declaration

The below company agrees to be bound by the Australian Bedding Stewardship Council Code of Conduct for the duration of our membership/partnership with the Scheme.

Company name

Signatory name

Signature of authorised person

Signatory title

Date signed

¹ See the ACCC Making Environmental Claims: A Guide for Businesses, [acc.gov.au/about-us/publications/making-environmental-claims-a-guide-for-business](https://www.accc.gov.au/about-us/publications/making-environmental-claims-a-guide-for-business)

² **Refurbishing** – inspecting a used mattress for suitability for reuse, cleaning it, or removing the old outer layer and replacing it with a new one.

³ **Comfort returns** – mattresses returned by customers within a specified trial period. These should not be recycled but inspected and directed to charitable donation where possible.



Better Bedding, **Together.**

