

California Transparency in Supply Chains Act of 2010

Petco's Vendor Guide (the "Guide") prohibits human rights abuses in our supply chain. Worker welfare is promoted throughout the Guide, and practices such as human trafficking, physical abuse of workers, unsafe work environments, failure to pay adequate wages, excessive or forced overtime, and illegal child labor are proscribed by the Guide. Our merchandise vendors contractually agree to follow the Guide.

We require international Owned Brand manufacturers to provide evidence of a social accountability audit completed by a certified third party. This third-party audit includes a review of human trafficking and slavery issues. Failure to provide these audits may result in the termination of the relationship with non-compliant Owned Brand manufacturers. Petco verifies the documentation for these third party audits and further requires certification from the manufacturer that they comply with all laws in their own country, including those prohibiting human trafficking and slavery. In the event a manufacturer fails to comply with any of the above requirements or fails an audit, Petco promptly reviews the failure with the manufacturer to determine if compliance can be achieved.

If we discover that an Owned Brand manufacturer has violated the principles outlined in the Guide, we act promptly and in a manner commensurate with the nature and extent of the violation. Violations deemed by Petco to be significant require immediate corrective action and may result in the termination of the business relationship, regardless of the remedial action taken. For less serious violations, we require the vendor to develop and implement a plan for remediation. However, if the vendor fails to make satisfactory progress toward compliance, we may terminate our business relationship.

Our Global Sourcing team members, who manage Owned Brand vendor relationships, receive annual training on Petco's Code of Business Conduct and Ethics. The training highlights the importance of safe and ethical working conditions to our business and to the workers who produce the merchandise we sell. We encourage anyone who is aware of violations of the law, Petco's Code, or the Vendor Guide to notify their management, our Human Resources team, the Legal Department or the [Petco Hotline](#).

