

Human Rights Policy

OVERVIEW

Purpose

This document outlines Petco’s commitment to the protection and respect of human rights.

Audience

This policy applies to all Petco partners and will be incorporated into Petco’s Vendor Guide which is applicable to all merchandise vendors.

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HUMAN RIGHTS POLICY

Introduction

1.1 Petco is an industry-leading pet health and wellness company dedicated to improving the lives of pets, pet parents, and the partners who work for us. As part of our mission to improve lives, we aim to positively impact the well-being of all pets, people, and the planet we share.

1.2 Integral to this mission and to the fundamental values of the company is Petco's commitment to the protection and respect of human rights. Our approach and policies are informed by international instruments such as the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

1.3 Petco strongly condemns all forms of modern slavery, child labor, forced or bonded labor and human trafficking. We seek to ensure that our business and supply chains remain free of any form of illegal or unethical labor, or unethical recruitment practices.

1.4 This policy applies to all Petco partners and will be incorporated into Petco's Vendor Guide which is applicable to all merchandise vendors.

1.5 Petco operates a confidential ethical hotline which can be used to report any concerns regarding human rights and potential breaches of this policy. Details of the hotline can be found [here](#), and reports can be made via phone at 1.888.736.9834, or via email to ethics@petco.com. The hotline is available 24 hours a day, 7 days a week and is answered by a third party. The hotline can be used by all Petco personnel. In addition, Petco requires that vendors allow their employees access to the hotline, so that they can also report any concerns.

Ethical Conduct

2.1 We maintain high core standards of business conduct and expect that all personnel, business partners, and vendors will abide by the highest ethical standards.

2.2 These standards are set out in Petco's Code of Business Conduct and Ethics (available [here](#)) as well as the Petco Vendor Guide. Together, these documents include requirements for the ethical treatment of all partners, merchandise vendors and their workforce, and require the highest level of integrity in all transactions, as well as compliance with all applicable laws.

2.3 Petco employees are required to agree to the Code of Business Conduct and Ethics as a condition of employment and receive annual training to ensure that they remain familiar with it. Additional training opportunities in respect of this policy will be kept under review.

Our Workplace

3.1 At Petco we place great emphasis on the importance of a safe and healthy workplace. Petco complies with internationally recognized applicable wage, hour and benefits standards and laws,

including standards and laws governing minimum wages, maximum hours, days of service, rest periods, overtime pay and restrictions, worker benefits, and leaves of absence.

3.2 We operate a zero-tolerance policy when it comes to harassment or discrimination. A strict Harassment, Discrimination and Workplace Conduct Policy applies to partners, job applicants, service providers and guests.

3.3 Violations of this or other policies such as the Code of Business Conduct and Ethics may lead to immediate disciplinary action and/or dismissal, depending on the seriousness of the violation.

3.4 We unequivocally condemn racism, discrimination, and inequality in all forms, and we are deeply committed to fostering a diverse and inclusive environment, through listening to and educating employees with appropriate diversity and inclusion awareness training, focus groups and roundtable discussions.

Our Vendors

4.1 It is a condition of business that our vendors are in compliance with all applicable local, federal, and international laws and regulations. This includes, but is not limited to, those laws relating to animal welfare, labor practices, worker health and safety, and environmental protection. In addition, all merchandise vendors are required to adhere to Petco's Vendor Guide and Code of Business Conduct and Ethics.

4.2 Failure to comply with applicable laws and Petco policies may result in penalties, including the immediate termination of business with that vendor. Vendors must maintain adequate documentation to demonstrate compliance with all applicable laws and regulations.

4.3 Petco recognizes the importance of vendor due diligence, which is the responsibility of Petco's Vendor Management teams working in accordance with Petco procurement policies. Petco will continue to monitor and assess the effectiveness of its existing due diligence efforts.

Ongoing Considerations

5.1 Petco is committed to the continual review of its efforts (including this policy) to respect and uphold human rights.

5.2 This policy is owned and overseen by Petco's Compliance team.