

PetsAtWork Office Transformation Guide

by Petco

A step-by-step guide for establishing a pet-friendly work environment and easing the transition to post-pandemic routines.





“It’s no secret that pets come with a multitude of benefits for humans, from reducing stress to improving health. When it comes to pets in the workplace, I’m confident that as more companies witness the positive effects that pets have on employees and company culture, the more they’ll see enhanced overall morale, which bodes well for business performance.”

—Dr. Whitney Miller, Petco chief veterinarian

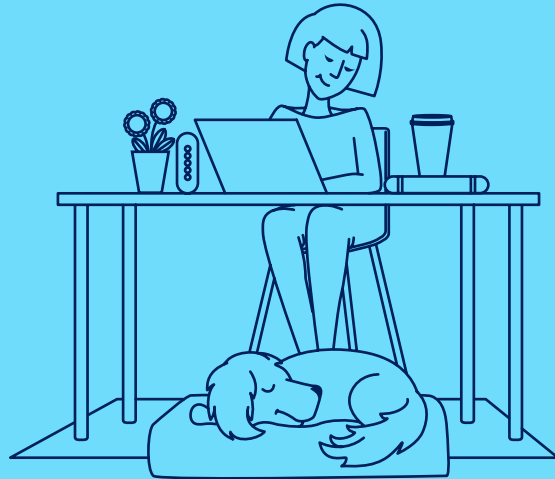


BENEFITS OF A PET-FRIENDLY WORKPLACE

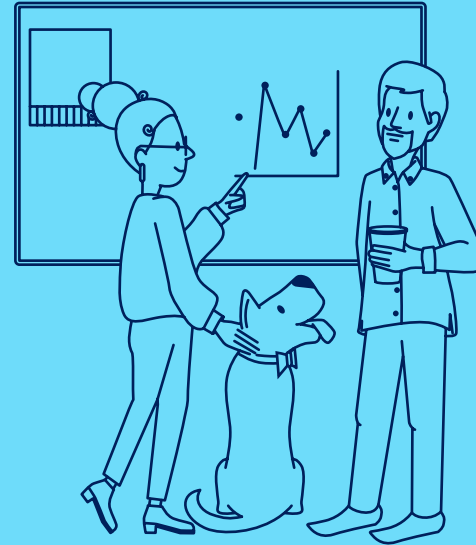


PEOPLE SEE THEIR PETS AS AN EXTENSION OF THEMSELVES,

so there is no better way to bring your whole self to work than to be able to bring your pet.



The presence of friendly pets can help reduce people's heart rate, blood pressure and cholesterol; regularly interacting with pets can help reduce anxiety and promote calmness.



Pets in the workplace can enhance productivity, employee engagement and socialization among co-workers.



Given the concerns around post-pandemic separation anxiety and its impact on pet mental health, allowing pets into the office can benefit pets' mental wellbeing and ease the return-to-work transition.



More than 3 million incremental new pets entered U.S. homes in the past year,* and many of them have rarely, if ever, been separated from their humans for more than a few minutes or by more than one door in the house.

Now, after more than a year of working from home—often with pets, children and other family members in tow—return to work is inextricably linked to pets at work.

*Source: Packaged Facts with adjustments from company internal estimates.



That's why Petco created PetsAtWork—to support the 93% of employers who have not yet adopted pet-friendly workplaces**

** Source: Forbes.

69% of pet parents are stressed about what returning to work will mean for their pets



Pet parents' top three worries about returning to the workplace:

- 1. Pet's loneliness**
- 2. Pet's separation anxiety**
- 3. Missing the comfort and joy experienced by having their pet with them while working**



Pet parents are seeking support from their employers as they return to work

44% of pet parents want their employers to adopt a pet-friendly workplace

41% would consider switching jobs if it meant they could bring their pet to work

Statistics from 2021 Petco consumer survey of 2,001 U.S. pet parents.



47% say they need leadership support

39% say they are concerned about safety at work

29% require infrastructure changes for a pet-friendly workplace

22% say they are concerned about distractions



Statistics from a 2021 Petco Pets at Work poll; LinkedIn poll.

While talent attraction and retention hangs in the balance, employers are struggling with where to start



RETURN TO WORK MEETS

PetsAtWork

A unique offering from Petco employers for pet parents.



1 IMPLEMENT PET-SAFE WORKPLACES

As a leading pet-friendly employer, Petco can offer expertise for how other companies can foster and manage pet-friendly office environments and keep both pets and people safe, comfortable and happy.

2 EASE TRANSITION AS PET PARENTS RETURN TO THE WORKPLACE

As a leader in pet health & wellness, Petco can offer advice, services and expertise for how companies can support pet care needs as employees return to the office.







THE FIRST STEPS TO MAKING OUR OFFICE PET-FRIENDLY?



Becoming a pet-friendly workplace requires intentional effort from leaders, HR, facilities, landlords, architects and others.

YOUR FIRST STEPS:

-  Poll employees to understand their perspectives
-  Stand up a working team to help set up the office space
-  Contact the office landlord
-  Build out HR and legal policies



How Petco can support PetsAtWork:

Check out [our tips](#) on how to foster and manage a pet-friendly office.

HOW DO WE GAIN SUPPORT FROM LEADERSHIP?

Mental health is a growing concern for pet parents, which will potentially be exacerbated in a post-COVID environment.



62%¹ of pet parents are nervous about how their dog(s) will cope when they go back to post-COVID workplaces.



Pets have become accustomed to increased time spent with pet parents over the past ~1.5 years².

BRINGING PETS TO WORK CAN:



Ease the return-to-work transition







Have positive effects on both animals and people

1. Results of a fall 2020 Petco survey.
2. Particularly in single pet-parent households.



WHAT SHOULD OUR PETSATWORK POLICY LOOK LIKE?

Once you confirm that your office building can accommodate pets, you will need to set up a clear policy for bringing pets to work that includes:

-  Types of pets allowed at work and any restrictions
-  General health and safety requirements
-  Vaccination/health certification requirements
-  An action plan for pet-related incidents



How Petco can support PetsAtWork:

To build the foundations of your program, take a page from Petco's

[PetsAtWork corporate policy template](#) and the [PetsAtWork acknowledgement](#)



HOW SHOULD WE SET UP THE OFFICE FOR OUR NEW FURRY CO-WORKERS?



When setting up your office space for pets, it is important to:



Ensure there are readily accessible outdoor areas for pet breaks



Invest in built-in or removable pet gates at employee workspaces to make containment safe and easy



Designate pet-free zones for employees who have allergies



Clear any pet-zone areas of potentially dangerous items such as cables, human food or furniture that could easily be knocked down



Provide pet cleanup stations, offering products like stain and odor eliminator spray and deodorizing wipes for inevitable accidents around the office



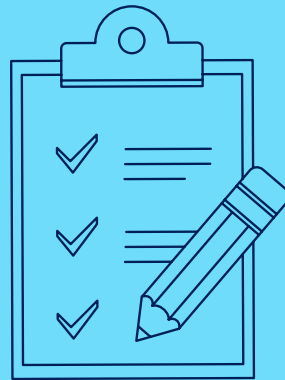
How Petco can support PetsAtWork:

Check out our [digital toolkit](#) for more tips on setting up a pet-friendly working environment and share our [dog self-assessment](#) with your employees to make sure their dogs are ready for a day at the office.

HOW SHOULD WE SET UP THE OFFICE FOR OUR NEW FURRY CO-WORKERS?

Indoor suggestions:

- Pet gates (for common areas, desks)
- Pet divider walls (for common areas, desks)
- Pet kickboards (e.g. railings)
- Indoor signage (etiquette)
- Self-wash station
- Common areas/leash hookups
- Calming sounds
- Dog beds and bowls
- Food/treats
- Accident stations (carpet cleaner, disinfectant wipes, waste baskets, scrub brushes, protective disposable gloves,



Structural considerations:

- Double-gate entry
- Dog parks/runs
- Pet relief areas
- Toxic plant removal
- Door-ajar alarms
- Pet-grade carpet (rubber underlay)
- Pet-friendly paint (substance, color)
- Laminate vinyl flooring
- Proper electricity capacity for companion animals

Outdoor suggestions:

- Chain-link fences (dog runs/parks)
- Surfacing (artificial/real grass)
- Weather protection (sun/rain)
- Pet waste stations (incl. waste bags)
- Pet drinking fountain
- Outdoor signage (cautions/rules)



HOW DO WE KEEP THE WORKPLACE SAFE AND PET-FRIENDLY?

Incidents with pets can happen—and that’s OK. Just be prepared for them and have a system in place where employees are responsible for notifying their leader and/or human resources of any aggressive or inappropriate behavior by their pet or someone else’s pet while on company property, regardless of whether the behavior resulted in injury.

THIS INCLUDES BUT IS NOT LIMITED TO:



Fighting between pets



Incidents between a pet and an employee



Incidents between a pet and a visitor



How Petco can support PetsAtWork:

Help keep your pet healthy and safe with Pet Insurance by Petco.

[Learn more](#)



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IF WE AREN'T ABLE TO MAKE THE OFFICE PET-FRIENDLY, HOW CAN WE SUPPORT PET PARENTS RETURNING TO WORK?



Perks and policies employers can consider:

-  Offer a financial incentive for pet parents to use to prepare their pets and homes for transition, including supplies, training, care, etc.
-  Gradual return for pet parents for a “gentle” return to work
-  Provide products such as calming treats, **anxiety relief** supplies or monitoring devices
-  Offer pet sitter and/or walker options
-  Coordinate meetups for pet parent employees
-  Offer **pet insurance** to employees as part of corporate benefits packages
-  Offer routine health and wellness programs such as **Vital Care** to employees
-  Facilitate access to **training programs** prior to returning to work on a daily basis



How Petco can support PetsAtWork:

Share with your employees our **4-week guide** to prepare pets and their pet parents to return to work.

For more information on the benefits of pet-friendly workplaces and key tips for employers thinking about how to go pet-friendly, view our [PetsAtWork toolkit](#).

Employers interested in learning more can reach out to petsatwork@petco.com.



#PetsAtWork

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