

## Statement Against Child and Forced Labor

### Purpose

Petco recognizes that child and forced labor threaten vulnerable populations throughout the world, and we believe that our company has an important role to play in addressing these problems. Petco has adopted certain principles to reinforce its core value of treating all people with dignity and respect.

### Audience

The principles outlined in this statement apply to all officers and employees of Petco operations worldwide ("Partners"), as well as all third parties performing services on behalf of Petco.

### Statement

Petco will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, or the physical punishment, abuse, or involuntary servitude of any worker.

Petco holds our suppliers and contractors to the same standard. We will take serious action against any supplier or contractor who exhibits an unmitigated pattern of violating these principles, including termination of the business relationship.

Petco supports workplace internship and apprenticeship programs for younger persons as well as customary seasonal employment as long as the safety, health and compulsory education of such persons are not compromised in any way.

Any actual or suspected violations of these principles should be immediately reported to your manager, the Compliance department, or to the [Petco Compliance Hotline](#).

### Petco Guidelines on Child Labor

#### What is a "child"?

In the United States, Petco does not employ anyone under the age of 18. Because it is applicable to our vendors and suppliers, for purposes of this statement, Petco defines a "child" as anyone who is less than 15 years of age.

#### What if a particular country defines "child" as younger than 15?

Notwithstanding any national law or local regulation that permits a worker to be less than 15 years of age, for purposes of these Principles, Petco defines such a person as a "child."

#### What if a particular country defines "child" as older than 15?

At sites and in locations where a national or local law or regulation provides for a minimum employment age greater than 15 years or imposes additional restrictions in activities such as hazardous work, such laws and regulations must be observed.

**What if the employment concerns hazardous work?**

The safety and wellbeing of our partners always comes first, and Petco does not employ any individual for work considered hazardous pursuant to the definition outlined in this statement. Because this statement is applicable to our vendors and suppliers, Petco has stipulated that no one under the age of 18 is permitted to engage in hazardous work on behalf of Petco or any of its suppliers or contractors.

**What is “hazardous work”?**

In determining whether work is unsuitably dangerous for persons under the age of 18, consideration should be given to:

- whether the work is dangerous, could jeopardizes a person’s physical, mental or psychological well-being, impairs their intellectual, moral and social development or is not commensurate with their qualifications;
- whether the work is unduly physically strenuous or involves hazardous materials

**Petco Guidelines on Forced Labor**

**What is “Forced Labor”?**

Forced labor is any work or service which is obtained from a person under the threat of any penalty for its nonperformance and which the worker does not wish to engage in voluntarily. Providing wages or other compensation to a worker does not necessarily indicate that that labor is not forced or compulsory.

**What is Petco’s commitment on the issue of Forced Labor?**

Petco will not use Forced Labor in any of its operations anywhere in the world. This commitment also extends to the use of any suppliers or contractors who make or assemble Petco products.

**Questions** should be directed to the Vice President, Legal – Compliance.

## RELATED FORMS AND DOCUMENTS

**P&Ps**

[Petco Code of Business Conduct and Ethics](#)

**Other**

[Petco Compliance Hotline](#)