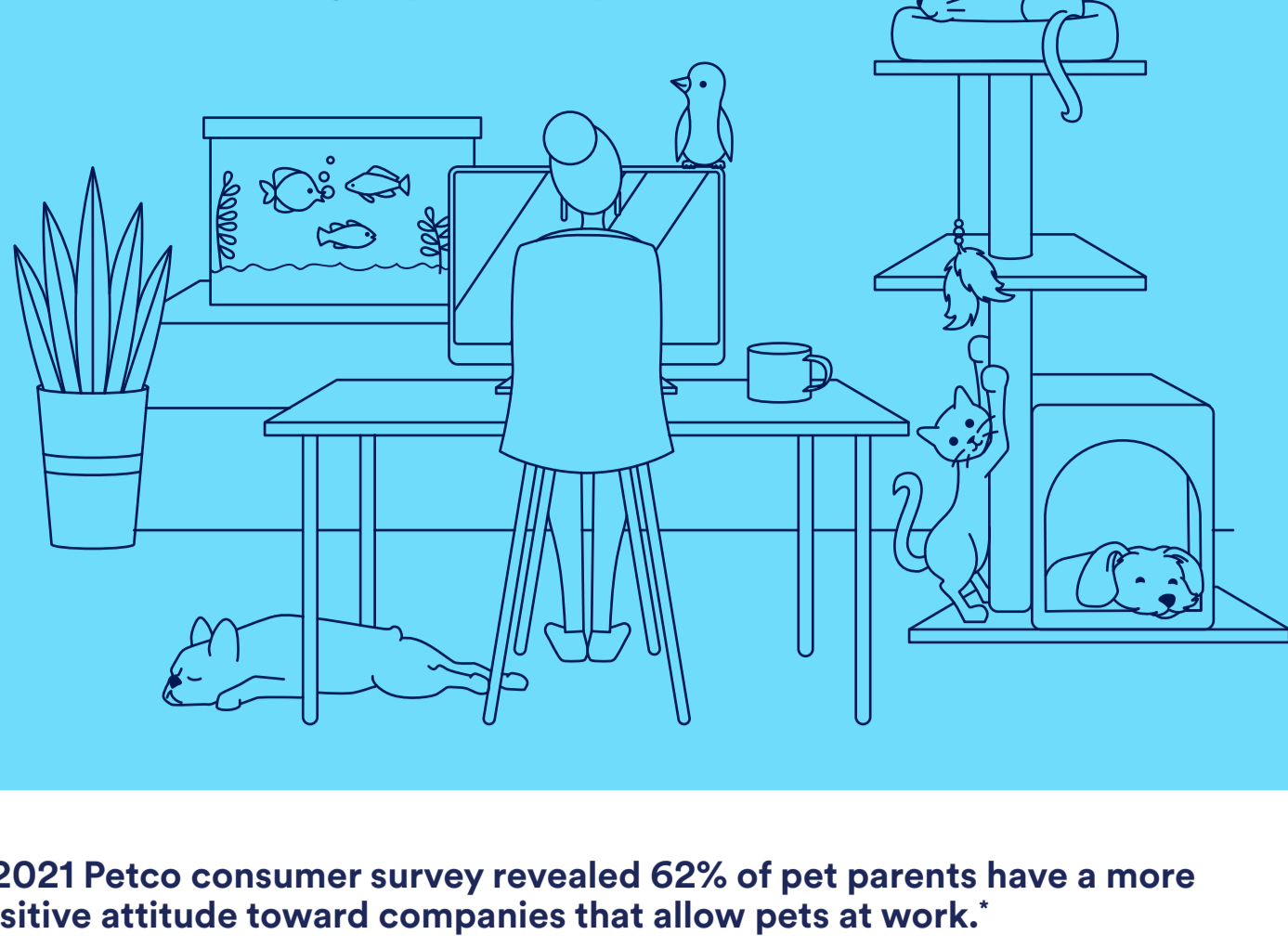


PETS AT WORK

How to foster and manage a pet-friendly office.



A 2021 Petco consumer survey revealed 62% of pet parents have a more positive attitude toward companies that allow pets at work.*

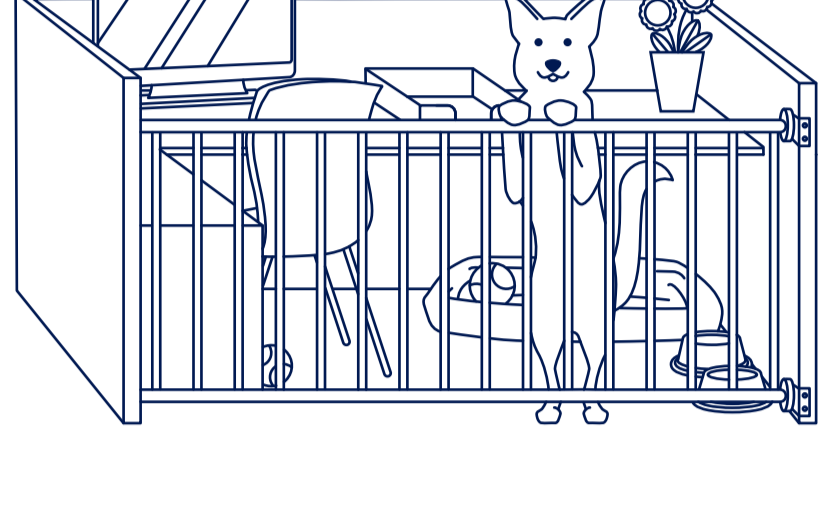
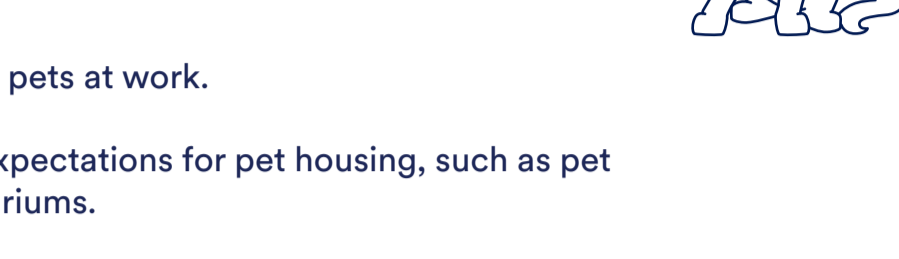
- 69% of pet parents are stressed about how going back to work will impact their pet
- 44% of pet parents want their employers to adopt a pet-friendly workplace
- 41% of pet parents would consider switching jobs if it meant they could bring their pet to work

*Source: Statistics from a 2021 Petco consumer survey of 2,001 U.S. pet parents.

Employers who want to allow pets at the office must develop a plan to keep both pets and people happy and comfortable. Here are some starting points.

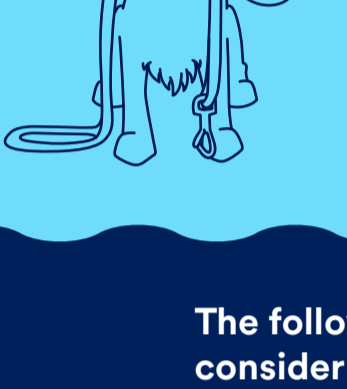
Create a thorough policy for bringing pets to work. The policy should include:

- Requirements for pets, including up-to-date vaccinations, spaying and neutering, licensing and leashing.
- Rules about which indoor and outdoor spaces pets can use.
- An action plan for incorporating pets into emergency and office evacuation planning.
- An action plan for incidents involving pets at work.
- Clear guidelines, requirements and expectations for pet housing, such as pet gates, small animal habitats and aquariums.



- Make sure there are readily accessible outdoor areas for pet breaks.
- Consider pet-free zones for employees with allergies.

- Consider investing in built-in or removable pet gates at employee workspaces to help make containment safe and easy.
- Clear pet-accessible areas of any potentially dangerous items such as cables, human food, electronics and furniture that could easily be knocked down.
- Keep toys, treats and anything else pets may not want to share with other pets out of common areas.
- Consider providing pet cleanup supplies/stations for inevitable “accidents” around the office.



IS YOUR PET READY TO SPEND THE DAY AT THE OFFICE?



The following questions mostly apply to dogs but are important to consider to determine if your pet is ready for the office environment:



- Is your pet legal in your city, county or state?
- Is your pet spayed or neutered?
- Does your pet have the appropriate license/permit?
- Is your pet domesticated?
- Is your pet potty-trained (if they live outside of a habitat)?
- Is your pet venomous?
- Is your pet healthy?

To help your pet get ready for the office, Petco offers a variety of services, including grooming, positive dog training and vet care.

Remember...

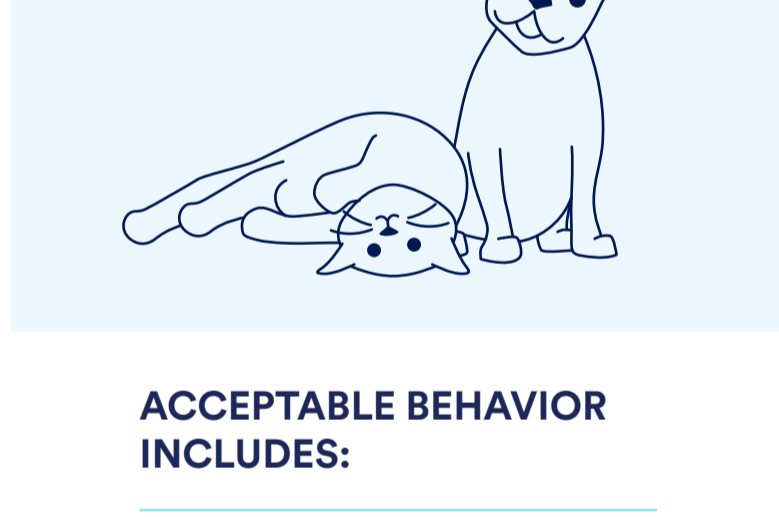
- Unhealthy pets can transmit illnesses and diseases to humans and other pets.
- It may not be appropriate to bring an ill or injured pet to work.
- Check that your pet is up to date with all vaccinations.
- Pets should be free of all external parasites, including fleas & ticks.

SIGNS OF A HEALTHY PET:

- Active, alert and responsive
- Regular eating and drinking
- Clean fur with no bald patches
- Normal walking
- Clear eyes and nose
- Clear, unlabored breathing
- Firm stools

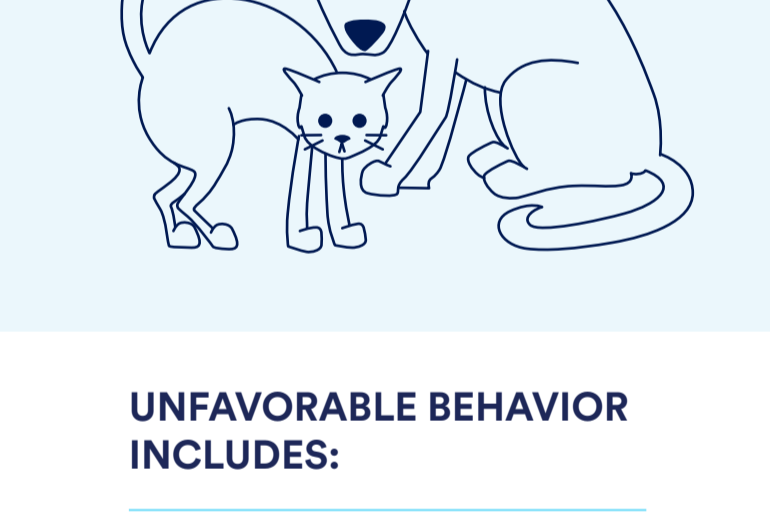


DOES YOUR PET ACCEPT AND ALLOW PETTING FROM FRIENDLY STRANGERS?



ACCEPTABLE BEHAVIOR INCLUDES:

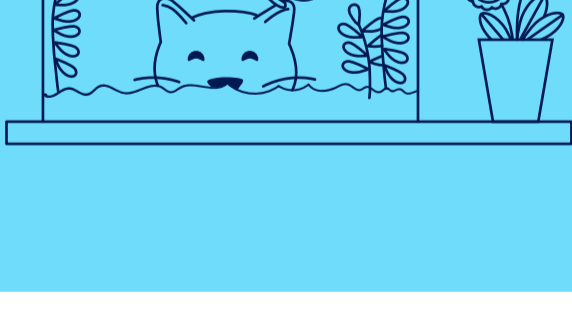
- **Calm curiosity**
 - Sniffing
 - Eye contact
- **Sitting or standing**
- **Tail wagging**
- **Whining**



UNFAVORABLE BEHAVIOR INCLUDES:

- **Barking or hissing**
- **Extreme excitability**
 - Pulling on leash
 - Jumping on coworkers
- **Signs of fear**
 - Ears down
 - Cowering
- **Signs of aggression**

If pets exhibit undesirable behavior, pet parents can seek out assistance through Petco's dog training program. For more information, go to petco.com/dogtraining.



WANT TO BRING YOUR PET TO WORK?

Keep these guidelines in mind.

While every office's pet policy and general setup will vary, here are some broad guidelines to consider before you bring your pet to work:

- Avoid bringing a newly fostered or adopted pet into the workplace until you're familiar with their temperament and are confident that they'll be comfortable in your office environment.
- If you share a collaborative workspace (versus having a private office), ask coworkers if it's OK to bring your pet into that space.



- You are responsible for your pet at all times, including any damage they may cause to company property.
- Dogs and cats should always be supervised, either by you or a coworker who agrees to pet sit.
- Have a designated backup established in advance for emergencies.
- You should maintain your pet's habitat at all times.
 - Clean as necessary to control odor and maintain a healthy environment for pets and people
 - Regularly bring pet beds home to wash
- Always provide fresh water, and stick to your regular feeding schedule.
 - Place food and water bowls on a mat or other barrier to protect floors from spills
 - Store any excess food in a sealed container



The benefits of a pet-friendly workplace range from stress relief and improved productivity to increased trust and socialization among coworkers. But, before pets become mainstays at your workplace, ensure pet parents and other employees understand some basic ground rules to help keep everyone happy and healthy.

SOURCES

- thebark.com Petco's Pets at Work—Healthy Pets PDF
- buildings.com Pets at Work Policy—NSC PDF
- linkedin.com Petco's Polite Office Dog Self-Assessment