

doing the right thing

Business Ethics: Petco has been named a World's Most Ethical Company by Ethisphere for six consecutive years in a row (2012 - 2017), which honors companies that demonstrate sustained leadership in ethical business practices by exceeding legal standards for compliance, introducing innovative ideas that benefit the public and enticing competitors to follow suit.

Sustainable Business Practices: Petco is committed to leading the industry in environmental stewardship with company-wide energy efficiency and recycling programs, as well as sustainable pet products. We support environmental organizations through volunteer time and funding, including World Wildlife Fund and Rising Tide Conservation. We are also leading the industry in improving standards around the responsible collection, transportation and handling of saltwater fish and corals.

Supply Chain Engagement: Our animal-welfare focus also extends to our supply chain. In January 2015, Petco was the first national pet retailer to proactively discontinue the sale of China-made dog and cat treats for the health and well-being of pets. Petco was also the first pet industry retailer to go above and beyond USDA requirements and create a stringent Vendor Certification process to protect animals with strict care guidelines and vendor facility audits and inspections.

Workplace Impact: Petco's workforce is united by a shared love for animals and a belief that the human-animal bond makes the world a better place. Our values drive a highly productive, growing workforce with significant opportunity for advancement and compensation based on building deep connections with pet parents and supporting local communities.

Community Involvement and Philanthropy: Petco currently has more than 1,500 stores employing local residents and supporting thousands of animal welfare groups. Through the Petco Foundation, the company helps find homes for millions of orphaned pets, as well as fund spay and neuter efforts, animal-assisted therapy programs and humane education. Since its inception in 1999, the Petco Foundation has invested more than \$185 million since inception to improve the welfare of companion animals across the nation.

Petco is committed to doing the right thing for our customers, suppliers, partners, companion animals and the communities we serve. Our entire business revolves around celebrating the human-animal bond and the joy pets bring to our lives; around helping our customers be great pet parents; and around our quest to achieve our vision: Healthier Pets. Happier People. Better World.

We deliver on that vision through:

- Transparent corporate governance and responsible business ethics
- Environmental stewardship and sustainable business practices
- Employee wellness and workplace excellence
- Community involvement and corporate philanthropy

Awards & Accolades



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