



INTRODUCING PETS AT WORK



People can't stop talking about the benefits of **Pets at Work!**



1 WHY PETS AT WORK?

Employees say

- › Dogs help to reduce workplace stress
- › It improves work/life balance
- › Pets at Work creates a more relaxed environment
- › Having dogs in the office improves company image
- › It improves collaboration, facilitates connection and motivation

Companies say

- › Pets at Work is seen as a privilege and benefit
- › Pets at Work increases attraction and retention of talent
- › Having Pets at Work is perceived as forward-thinking and people-centred
- › Having Pets at Work creates an inclusive and interactive atmosphere
- › A way to differentiate from other companies
- › Proof of higher performance, productivity and inspiration among employees

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BOOSTING EMPLOYEE WELLBEING

Studies have shown that there's a huge appetite amongst European employees for Pets at Work – but very few companies are pet-friendly.

According to a recent survey, dog owners across Europe see multiple benefits of having pets in the workplace

40% of dog owners believe that Pets at Work helps to create a more relaxed atmosphere*

40% of dog owners are convinced that working in a pet-friendly environment would help them reduce stress at work*

36% of dog owners mention the improvement of work/life balance as one of the benefits of having pets at work*



Only
1 in 10
employees in Europe currently work in pet-friendly environments.*

However
7 in 10
employed dog owners would be interested in taking their pet to work, if given the choice.*

3 BUILDING YOUR REPUTATION, ATTRACTING TALENT AND MILLENIALS

A Pets at Work scheme can help to boost your company's reputation by improving wellbeing and satisfaction amongst your current employees as well as attracting and retaining the next generation of talent. The Millenials have new expectations for what makes a good work/ life balance and they rank Pets at Work as the 3rd most important work benefit*.

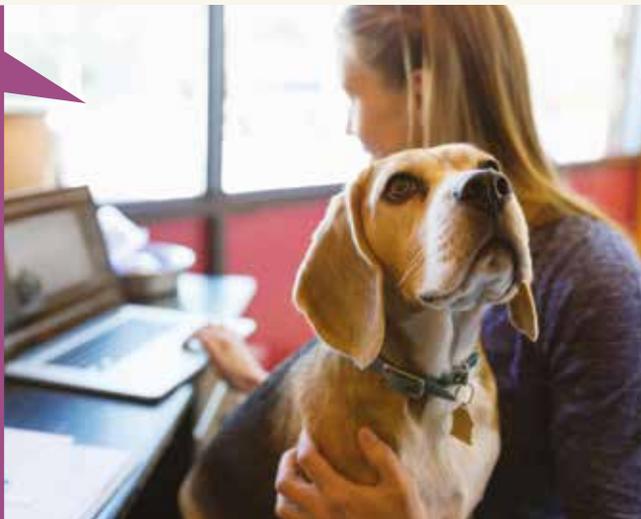
31%

of dog owners said having dogs in the office improves company image*



3rd

For Millenials, possibility to bring their pet to work is a 3rd top benefit, if looking to make a decision between two companies*



41%

of Millenials would favour a company with a pet-friendly work environment. This ranked even higher than health insurance contributions (39%) on their list of priorities*

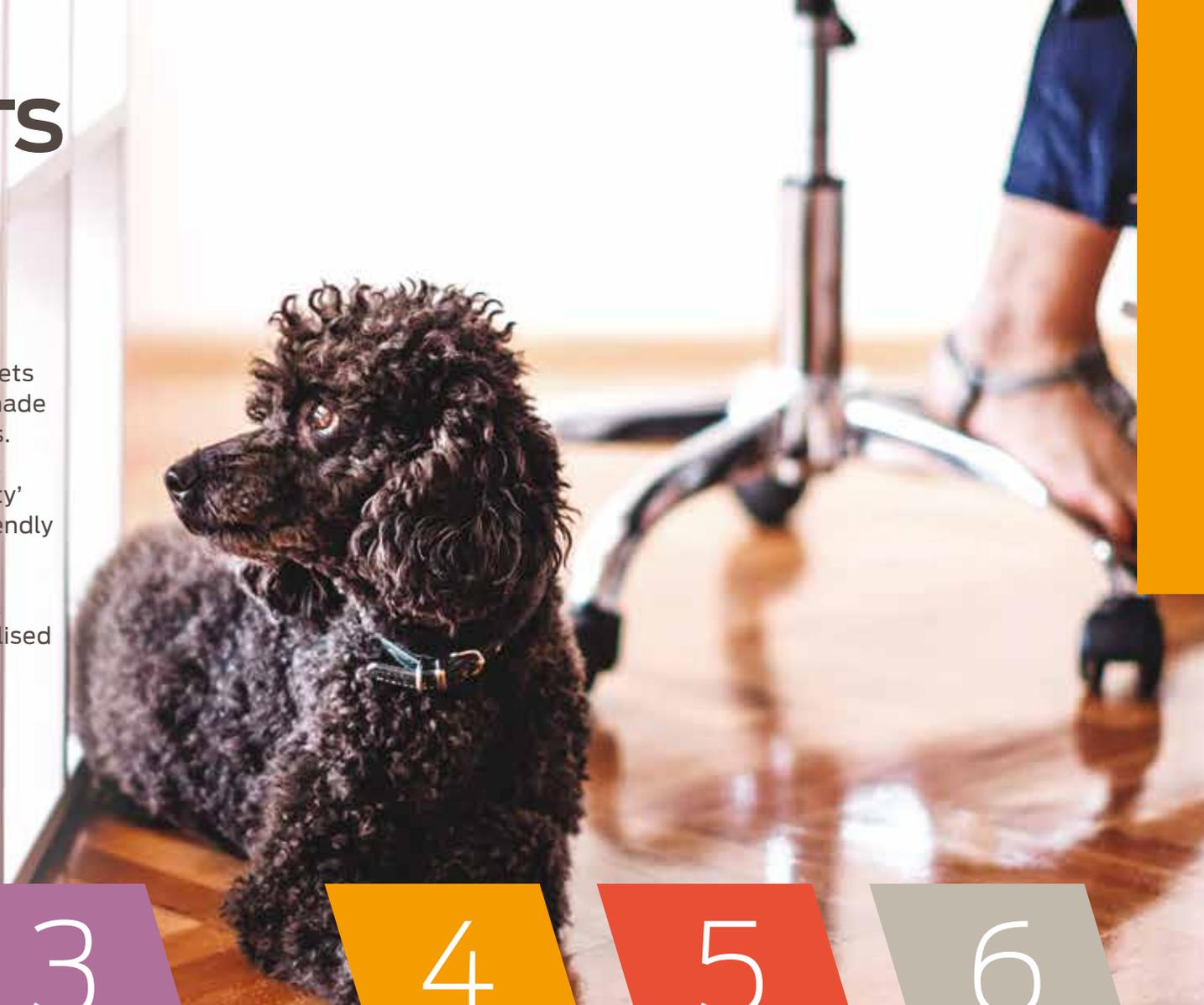


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MAKING PETS AT WORK A REALITY

At Purina, we believe that people and pets are better together. That's why we've made Pets at Work a reality in our own offices. It's why we've started the 'Pets at Work Alliance' and made our 'Purina in Society' commitments — to help make a pet-friendly workplace possible for everyone.

We've broken the process down into six easy steps, and we can offer a personalised service to help guide you through them.



1



DECIDE
TO BECOME
PET-FRIENDLY

2



GET YOUR
EMPLOYEES
ON BOARD

3



WELCOME DOGS
INTO YOUR
WORKPLACE

4



MAKE YOUR
OFFICE
DOG-FRIENDLY

5



LAUNCH
AND
CELEBRATE

6



MAINTAIN
AND
PROMOTE



5 — DON'T LET ANYTHING STOP YOU

Overcoming the possible barriers to a successful Pets at Work scheme

Allergies

We contacted Professor Richard Powell – an independent allergy specialist – who helped us address employee concerns about allergies. Here's what he recommends:

Proximity

It's a good idea to maintain a distance of about five metres between dogs and people with allergies, if you can. You may also want to keep dogs tethered to their owners' desks while they're inside.

Air-conditioning

Don't worry about your air-conditioning causing a problem. Air-con systems won't disperse dog allergens around the building, so you can use them as normal.

Visitors

You should let all your visitors know that dogs are welcome in your building. People with a dog allergy might want to stick to dog-free areas and, if necessary, take an antihistamine before their visit.

Hygiene

Public areas

In the interests of hygiene, certain areas like toilets and canteens should always be kept dog-free. You may also want to give people dog-free and dog-friendly options for frequently used areas like lifts and meeting rooms, so they can avoid dogs if they'd prefer. Signpost each area clearly and remind all dog owners that they need to be responsible.

Cleaning

It's important to deep clean all dog-friendly areas at least once a week. This can usually be done by your existing cleaner.

Proper training

Before bringing them into the office, employees must ensure that their dogs are properly toilet-trained, flea-treated and clean. Owners should also be ready to clean up after their dogs if necessary — however this will rarely happen if they're suitably trained. In the unlikely event of a dog having an accident, the area should be deep cleaned straight away.

Vaccinations

We'd recommend that your staff ensure their dogs are vaccinated and treated against canine diseases, and are able to provide certificates on request.



Safety

Being responsible

Employees should only bring their dogs into work if they're confident that the dogs will behave in a friendly way. Employees should be responsible for their dogs at all times, unless left with a colleague or a dog-friendly buddy. They should respect dog-free areas and meeting rooms, and ensure their dogs are given adequate food and water, and exercised regularly. At the same time, employees should be encouraged to show support, care and consideration to both dogs and colleagues.

Fear of dogs

Encourage employees with a dog phobia to be honest and open with their line managers and other employees. This will make it easier to accommodate the needs of your whole team. And by designating dog-free and dog-friendly areas upfront, you should be able to ensure that all employees feel comfortable from the very start of your scheme.



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LET US HELP YOU MAKE YOUR OFFICE PET FRIENDLY

We've been welcoming dogs into our own offices for many years. And we've helped lots of other companies do the same: some with 50 employees, others with over 1000. So rest assured, whatever your office looks like, we can help you make it dog-friendly.



The Pets at Work Alliance, created by Nestlé Purina, is a voluntary, not-for-profit alliance of businesses that have come together to make pet-ownership easier, by opening their doors to dogs. Our members recognise that pets have a hugely positive impact on our health and wellbeing, and they act as examples to other businesses of how valuable a pet-friendly workplace can be.

BENEFITS OF JOINING THE PETS AT WORK ALLIANCE

Members of Pets at Work Alliance get unique access to information and support to implement the scheme in their offices from Nestlé Purina Pets at Work experts. This can include support to set-up a pilot, design pet-friendly facilities, Q&A sessions, among others.

WHO CAN BECOME A MEMBER?

Any company can apply, free of charge to become a member of the Pets at Work Alliance as long as they are committed to opening their doors to dogs.

If you want us to help make your office pet-friendly or find out more about the Pets at Work Alliance, please contact [insert local paw champion email address](#) for more free information and support.

*Nestlé Purina Pets at work – Survey report 2017

**Nestlé Purina Pets at work – Survey report 2016