



Store Dress Code

Personal appearance and hygiene are important to both team members and the Company. The presentation of our store team members helps create the public image that has contributed to our success. All team members are expected to maintain a neat, clean, and professional appearance. Team members must always dress in a manner appropriate to their job, considering the Company's needs, their job duties, needs of other team members, and safety. Our Dress Code plays an important role in creating a safe, comfortable, and inclusive environment for our customers and team members.

Dress Code Guidelines:

Do:

- Wear clean, neat, properly fitting clothing
- Practice good hygiene and grooming habits
- Wear hats and visors facing forward
- Wear Sprouts branded outerwear and beanies
- Wear shorts, pants, and/or long skirts (below the knee) in solid colors (including jeans or khakis)
- Keep hair clean
- Tie hair back for food safety if/as necessary
- Keep facial hair neat and clean
- Wear a beard guard for food safety
- Have clean, well-manicured nails
- If wearing make-up, keep it neat
- Wear securely fastened buttons or pins issued by Sprouts

Do Not:

- Wear short shorts or mini-skirts
- Wear clothing that exposes the midriff or shoulders
- Have visible undergarments
- Wear baggy, tight or revealing clothing
- Wear yoga/exercise pants, sweatpants, leggings, or jeans with holes
- Wear foam clogs (such as Crocs), boat shoes, or sheepskin boots/footwear (such as Uggs)
- Wear any items, including but not limited to buttons or pins, that convey a sexual, violent, discriminatory, abusive, demeaning and/or otherwise unprofessional message or with messaging related to hate groups, political campaigns (including campaign slogans), political candidates, or political parties.
- Have any type of earphones, earbuds, or AirPods in while working, regardless if the store is open or closed.
- Display tattoos that convey a sexual, violent, discriminatory, abusive, demeaning and/or otherwise unprofessional message
- Wear face coverings with sexual, violent, discriminatory, abusive, demeaning and/or otherwise unprofessional messaging or with messaging related to hate groups, political campaigns (including campaign slogans), or political parties.
 - Team members may wear face masks that relate to issue-based advocacy, but the message may not be specifically tied to a political party or partisan political group.

Food Safety & General Safety Requirements

Team members working in Bakery, Deli, and/or Meat Departments or packaging items in Bulk must wear a ball cap, visor or hair nets. Beard guards must also be worn in these departments. Except for a *plain ring such as a wedding band*, while preparing food, food team members may not wear any jewelry on their arms and hands. Medical jewelry may be allowed as an accommodation or where strictly permitted under state and/or local food service code(s).

Loose or frayed clothing, long hair, dangling ties, finger rings, long belts, chains, necklaces, earrings, fake nails, etc., may not be worn around moving machinery or in food prep areas.

Food Safety & General Safety Requirements

Slip-resistant shoes are mandatory in the Produce, Deli, Bakery & Meat Departments. Slip-resistant guards are an acceptable temporary solution if (a) a team member forgets their slip-resistant shoes; or (b) the team member is new and does not yet have slip-resistant shoes. Team members required to wear slip-resistant shoes receive a \$30 voucher for the shoes on their hire date and again on each anniversary.

Sprouts Shirts & Specialty Polos

New team members receive three (3) Sprouts shirts and a hat/visor on their hire date at no cost. Team members receive three (3) additional shirts on each anniversary date. Safety Captains, Regional All Stars, and Service All Stars will receive one (1) specialty polo shirt per year at no cost.

Additional shirts can be ordered and purchased by the team member at their own expense. If you have questions about shirt purchases, please see your Store Manager or AC.

Please note that store-provided outerwear belongs to the store and shall not be taken home by any individual team member.

Face Coverings

Sprouts provides all team members with disposable face coverings on an “as needed” basis, so there is no need for team members to buy, make, or use their own face coverings. Face coverings should be clean and well-maintained, and team members should get new face coverings from the Management Team if their face covering gets wet or dirty. Team members who choose to wear a reusable cloth face covering must wash their face coverings before each use at their own expense

Store Manager Responsibilities

Store Managers are responsible for applying and enforcing this Dress Code within their stores. Store Managers must consult Human Resources with any questions. Team members should talk to their Store Manager if they have specific questions about appropriate dress.

Accommodations

The Company will make reasonable accommodations for dress or grooming directly related to a team member’s religion or any other protected class as defined by applicable law. Team members should discuss any accommodation needs with their Store Manager. Store Managers must consult with Human Resources before making any decisions about accommodations to this Dress Code.

Dress Code Modifications

Sprouts reserves the right to modify this Dress Code based on business needs and safety, and to comply with any applicable federal, state, and/or local law.

Violations

Team members not dressed appropriately when arriving to work are not considered ready to begin their shift. Team members who report to work inappropriately dressed or groomed may be asked to leave for the remainder of their shift or leave and return in acceptable attire. This time away from work will be without pay. Team members with repeated dress code violations may be subject to disciplinary action.

Effective: 11.01.2019
Updated: 9.24.2020
Updated: 12.9.2020
Updated: 7.01.2021