

# DRESS CODE

We show up as our **authentic selves** and create genuine human connections.

We are a team of individuals who proudly **showcase** and wear the **green apron** by dressing in the approved color palette.

We positively **represent the Starbucks brand** by wearing clean, wrinkle-free and hemmed clothing in good repair.

We demonstrate our **professional commitment** to maintain customer and barista safety by adhering to food safety guidelines.

*This section applies to all components of Dress Code including Hair & Face, Apron, Tops, Bottoms and Footwear.*

## COLOR PALETTE

### TOPS

All colors permitted

### BOTTOMS, HATS, FOOTWEAR, OUTERWEAR



Black



Gray



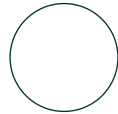
Navy



Brown



Khaki



White  
(excluding bottoms and hats)

### YES

- Color palette
- Wrinkle-free and clean
- Practical fit for food service
- Personal hygiene
- Food service safe

### NO

- Holes, tears, see-through or too revealing
  - Graphics, typography or large logos
  - Gym or workout apparel
  - Hooded tops
  - Visible undergarments
  - Perfume or fragranced grooming products
  - Temporary hair color sprays or glitter
  - Nail polish or artificial nail coverings
  - Jewelry on hands or forearms, including watches and wristbands (except one plain ring without stones or etchings)\*
- \*Federal food safety guidelines prohibit this contamination hazard*

HEAD TO TOE

HEAD TO TOE

HEAD TO TOE

HEAD TO TOE

HEAD TO TOE

HEAD TO TOE

## HAIR & FACE

- Certain personal hats can be worn, including a beanie, visor, short-brimmed hat, plain baseball or backless cap, slap (satin-lined cap), other secured head covering (such as headwrap, turban, or hijab) or headband (plain or knotted). Starbucks will provide a hat where required.
- Hair must be secured away from the face (facial hair trimmed)
- One facial piercing allowed; no larger than the size of a dime\*\*
- Earrings and ear gauges no larger than the size of a quarter\*\*
- Tattoos permitted except on face or throat; nothing obscene, profane, racist or sexual in nature

## APRON

- No distractions to the apron
- Clothing and accessories beneath the apron
- Starbucks-issued pins (including Partner Network pins) securely fastened\*\*

## TOPS

- All shirts must cover armpits and mid-section
- Shirts may have subdued and muted patterns; other tops in solid colors.
- Starbucks-issued shirts (including Partner Network t-shirts)

## BOTTOMS

- Solid color pants, jeggings, shorts and skirts
- Leggings can only be worn under skirts or dresses; jeggings can be worn on their own
- No higher than 4" above the knee and may not drag on the ground

## FOOTWEAR

- Covers the top of the foot with a closed heel and toe
- Flat heels
- Leather, faux leather, suede, rubber or similar waterproof material
- Socks or hosiery must be worn

## DRESS CODE AND PERSONAL APPEARANCE – U.S. STORES

Partners are expected to present a clean, neat and professional appearance when starting every shift. Clothing must fit properly and be clean, hemmed, wrinkle-free, in good repair, and safe and appropriate for a food service environment. Tops may be any color. Pants, hats, shoes and outerwear (e.g., jackets) must fall within a neutral color palette that includes black, gray, navy blue, brown, tan or white (for shoes only).

All partners are expected to follow these standards during the workday. Partners who come to work inappropriately dressed or with unacceptable appearance may not be permitted to start their shifts. Failure to adhere to the dress code may result in corrective action, including separation from employment. Partners should direct questions to the store manager, who will decide what is appropriate or not within the dress code.

**Aprons** Upon hire, each partner will receive two or more aprons in good condition (free of holes, tears, stains, etc.). A clean, wrinkle-free apron is required at the beginning of each shift. Partners are responsible for laundering and maintaining their own aprons. The apron must always be worn while working, but removed while on a rest or meal period, while in the restroom, or while removing or taking out the trash. The apron must be worn full length; it may not be folded in half or tied in front. The partner should check with the store manager on apron standards and guidelines, such as names on aprons. No other modifications should be made to the apron itself unless specifically permitted by the apron guidelines. Upon separation from employment, the partner must return all aprons in good condition (other than normal wear and tear).

**Shirts, Sweaters and Jackets** Shirts must be clean, wrinkle-free, and in a style appropriate for food service that allows freedom of movement but does not present a safety hazard. Shirts must cover the mid-section when arms are raised. Sleeves must cover the armpits. Shirts of any color may include a subdued, muted pattern. Distracting patterns are not allowed. Crew-neck sweatshirts and sweaters must be a solid color. Tops may have a small manufacturer's logo, but must not have other logos, writings or graphics. Starbucks®-issued promotional shirts may be worn throughout the year unless no longer relevant for product marketing. Starbucks Partner Network shirts may be worn any time. Solid-color jackets within the color palette for pants may be worn. Other than a small manufacturer's logo, outerwear must not have logos or writings.

**Pants, Shorts, Skirts and Dresses** Solid black, grey, navy blue, brown or khaki (tan) pants, jeggings, shorts and skirts must be practical for food service, durable, and fit comfortably without rips, tears, patches or distress. Athletic wear and stretchy-fabric leggings worn alone are not allowed. Pants must not drag on the floor. Shorts and skirts must not be shorter than four inches above the knees. Dresses must follow the requirements for shirts and skirts.

**Accents/Accessories** A small amount of accent color is allowed on shoes or accessories (ties, scarves, socks, etc.). Accessories such as a necktie or a small neck scarf are optional. If worn, a tie or scarf must be in a solid color, simple pattern or print that does not distract from the apron. A tie or scarf must not cover the top of the apron or the name badge.

**Hats and Headwear** Hats are optional unless required by state or local laws. Where required, Starbucks will provide a Starbucks logo hat, or the partner can wear a personal hat in one of the optional styles that meets regulations. Colors must be within the neutral color palette (excluding white). A hat must be worn with the bill forward, and must be clean and free of snags, feathers, or other loose items. Hats issued to partners for a Starbucks promotion may be worn during the promotion. Hoods should not be worn. Optional personal hat styles include a Starbucks-logo hat or visor, a plain baseball or backless cap, slap (satin-lined cap), beanie, short-brimmed hat or other secured head covering (such as a turban or headwrap). A hijab is also allowed. Note: While a headband (plain or wide knotted) may be worn, bandanas and scarves are not acceptable as headwear.

**Footwear** Footwear should provide support, comfort and safety. Shoes in leather, faux leather, suede, rubber or similar waterproof materials are required. Shoes must have closed toes and closed, flat heels; and provide as much coverage to the top of the foot as possible. Shoes or boots must be black, grey, navy blue, brown, tan or white and may have a small amount of accent color. Socks or hosiery are required in colors and subdued patterns that complement the outfit and are not a distraction. Starbucks does not require slip-resistant shoes, but strongly encourages partners to wear them to reduce the risk of fall injuries.

**Hair** Hair must be restrained whenever needed to prevent product contamination, or as required by the jurisdiction. Any style is fine if the hair is clean, kept back from the face and restrained from swinging over drinks and food. Hair must be tied back if longer than shoulder length. Any hair color must be permanent or semi-permanent. No color sprays, glitter, chalks or other temporary color products are allowed. Beards and mustaches must be neat and trimmed in accordance with food safety requirements. Check with the store manager for specific jurisdictional requirements that may apply for beard length and acceptable methods of restraint. If worn, artificial eyelashes should appear natural (no color, glitter or extreme length) and must be secured such that they don't pose a risk of falling off.

**Fingernails** Nails should be clean, well-manicured and of short or moderate length. Nail polish or artificial nail coverings of any type are not permitted.

**Jewelry / Body Piercings** No jewelry is allowed on the hands or forearms, including watches, bracelets or wrist bands, except for one ring in the form of a plain band without stones or etchings. Other jewelry must not be distracting. One small facial piercing no larger than a dime is allowed. Earrings or ear gauges must be no larger than a quarter. Necklaces, including medical alert necklaces, are allowed and must be worn under clothing. No other visible pierced jewelry or body adornments are allowed, including tongue studs and subdermal implants. Allowable jewelry must be simple in design and not be a health or safety hazard.

**Pins** Partners may only wear the following securely-fastened buttons or pins:

- those issued to the partner by Starbucks, such as for pronouns, special recognition or for advertising a Starbucks-sponsored event or promotion
- Starbucks-issued pins representing a Partner Network
- one reasonably sized and placed button or pin that identifies a particular labor organization or a partner's support for that organization, except if it interferes with safety or threatens to harm customer relations or otherwise unreasonably interferes with Starbucks public image

Partners are not permitted to wear buttons or pins that advocate a political, religious or personal issue.

**Tattoos** Visible tattoos on the face or throat are not allowed. Other visible tattoos are permitted but must not contain images or words that are obscene, profane, racist, sexual in nature or otherwise objectionable. Disallowed tattoos must be covered with dress-code compliant clothing (i.e., long-sleeved shirts, pants, turtlenecks) or concealing makeup. Due to hand washing requirements, bandages and makeup cannot be used as methods for covering inappropriate hand tattoos. The use of food service gloves to cover inappropriate hand tattoos is not permitted.

**Personal Hygiene** Partners must follow all reasonable personal grooming standards, including regular bathing and use of deodorant. Perfume or highly fragranced grooming products may not be worn because the smell affects the taste and aroma of our coffee.

Certain dress code changes announced on August 29, 2022 (enhanced color palette and allowing jeggings, crewneck sweatshirts and white shoes) do not apply to partners in certified union stores or stores undergoing organizing activity on or before May 3, 2022, except if the store subsequently is certified as not being represented by a union after an election, or a union withdraws a petition to represent partners at the store. Starbucks will negotiate over any changes to the terms and conditions of employment in good faith with any union representing partners at such stores and will implement changes subject to such bargaining.