



# TOPPERS PIZZA UNIFORM STANDARDS

You are required to uphold the following uniform standards 100% of the time. If you are not in perfect uniform you will be sent home to change or not work. If your uniform is dirty or damaged beyond repair, you will be REQUIRED to wear a new uniform. This applies for every part of your uniform.

## UNIFORM

- **Red or Black Uniform shirts & Toppers Hoodies** must be clean and in good repair at all times. No tucking allowed.
  - Only the top button may be unbuttoned while working
  - The uniform shirt must fit appropriately. Not too tight and not too baggy.
  - Toppers Hoodies can be worn; however the sleeves must be up and around your elbow for food safety.
- **Toppers Uniform Hats** must be clean, in good repair and worn at all times, with bill forward or backward.
  - **The bill may not be worn sideways.**
- **Aprons** must be worn by all Team Members when making or prepping food, and cleaning or washing dishes. It must be bright red or black and cover the belly and chest area of the uniform shirt.
  - Aprons are not to be worn outside of the kitchen area at any time.
- **Pant & Shorts** must be free of any tears, holes, studs, chains, and have minimal frayed bottoms. Jeans/jean shorts can be blue, black, tan, or gray. Khaki pants and non-jean shorts can be khaki color, black, or gray (These rules also apply to Capri's). Leggings can only be black.
  - Pants, Shorts, Capris, and Leggings must be worn at the waist, not exposing underwear or skin. No sagging.
  - Inseam for pants must hang no lower than 6 inches below the crotch.
  - Pants, Shorts, Capri's, and Leggings cannot have visible writing.
  - Shorts must be no shorter than mid-thigh in length. (They need to be longer than where your hand hits your thigh when arms down to your side standing straight up)
  - **Gym Shorts, sweat pants and other athletic pants/shorts are NOT approved.**
- **Shoes** must be closed-toe shoes (covering the entire foot) with good tread and good support.
- **Socks** may be any color. Socks must be positive and non-offensive. Socks cannot contain any writing.
- **Undershirt:** You may wear a t-shirt underneath the uniform shirt. It must be a black, white, grey, or red solid color shirt. Shirts cannot have colored or cutoff collars. Drivers & Insiders may wear short or long sleeves. Long sleeve undershirts worn by Drivers & Insiders must have enough elasticity to be pushed up above the elbow and stay in place for when they handle food.
- **Jacket:**
  - Jackets must be without tears or stains.
  - Jackets cannot have any writing except for the brand name.
  - No trench coats will be permitted.
- **Pins:** Official Toppers pins may be worn on the shirt collar/chest, and/or on any part of a Toppers hat. Team Members may wear as many different Toppers pins as they like. If multiple

pins are worn, they must all be different – No duplicates.

**The uniform should only be worn at work, coming to work or returning home from work. It should not be worn to bars or anywhere for after work “partying”.**

### **JEWELRY:**

For image, food safety & security reasons, permitted visible jewelry is limited to:

- Earrings & facial piercings are approved as long as they meeting the following criteria.
  - Earrings must be simple studs (No hoops, or dangling earrings)
  - If worn, gauges must be no larger than 1/2” in diameter.
  - Bars are allowed
- An inexpensive watch/fitness tracker and a wedding ring are approved. (Watches/ fitness trackers cannot be worn by pizza makers for food safety reasons)

### **HAIR:**

Hair must be clean and groomed. Long hair (touching the collar or longer) must be restrained in a ponytail, pulled up fully into the hat, or restrained in a hairnet. Unnatural hair colors (Blue, Green, etc.) are acceptable. Mohawks and similar haircuts are acceptable, but must be completely contained within the uniform hat, i.e., not spiked.

### **FACIAL HAIR:**

Team Members are permitted to maintain a beard or goatee up to 3” in length that is clean and neatly trimmed. This is not an excuse to randomly neglect shaving. Parts of the face not bearded must be clean-shaven.

- Team Members must appear neatly groomed and shaven at all times.
- Beards must have a defined line. No neck beards.
- Depending on local food codes, Team Members may be required to wear a beard net.
- Team Members may request an accommodation on beard length for religious/cultural reasons.

### **HYGIENE/ODOR:**

All Team Members come into close contact with food, other Team Members, and Customers. Therefore, it is important that a Team Member follows basic hygiene practices.

- Hand washing must meet local public health standards.
- Fake nails or nail extensions are not approved.
- All Toppers Pizza Team Members are required to keep up with their own personal hygiene, including showering/bathing to prevent body odor.
- No excessive hand lotion, cologne or perfume.