

# Uniform & Hygiene Policy

## Purpose

To maintain a professional and consistent appearance among team members while ensuring a clean, safe, and guest-ready environment across all Connected Juice Co. (CJC) locations, including Jamba and Auntie Anne's.

## Uniform Issuance

Team members will receive company-issued uniform items as follows:

Upon Hire:

- One (1) branded shirt (Jamba or Auntie Anne's)
- One (1) company-issued hat or visor

After 4 Weeks of Employment:

- One (1) additional branded shirt

Additional uniform items may be provided at management's discretion or made available for purchase.

## Standard Uniform Requirements

All team members are expected to wear the complete uniform while on duty. This includes:

- A branded Jamba or Auntie Anne's shirt
- A company-issued hat or visor
- Blue or black pants (clean and in good condition)
- A company-issued apron (must be worn while clocked in)

Jeans are permitted if they:

- Are free from rips, holes, or tears
- Are clean and in good overall condition

## Uniform Guidelines by Position

Crew Members:

- Must wear the standard branded shirt and hat/visor
- A hair net may be worn if a hat or visor is unavailable
- Must follow the general uniform and hygiene policies

Shift Leads:

- Issued one (1) orange shirt in addition to the crew uniform
- May choose to wear the orange lead shirt or standard blue crew shirt
- Must maintain a professional and polished appearance

Assistant Managers & Above:

- Issued two to three (2-3) collared branded shirts
- May not wear crew or shift lead shirts while on duty

## Footwear Requirements

- Closed-toe and closed-heel shoes are mandatory

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- Non-slip shoes are strongly recommended for safety
- Employees may purchase approved footwear from any retailer
- Prohibited: Sandals, flip-flops, open-toe shoes, and recreational Crocs

CJC partners with Shoes for Crews to provide employee discounts. See management for details.

### **Personal Hygiene Standards**

Maintaining excellent personal hygiene is essential for food safety and team professionalism. All employees must:

- Shower regularly and report to work clean
- Keep hair neat, clean, and secured away from the face
- Wear deodorant to manage body odor
- Maintain short, clean fingernails (no chipped nail polish or artificial nails in food prep areas)
- Wash hands thoroughly and frequently, especially:
  - Before starting a shift
  - After using the restroom
  - After breaks or eating
  - After handling waste or cleaning products

Note: Eating, chewing gum, or drinking (except water) is not permitted in food preparation areas.

Management may discreetly address hygiene concerns. Ongoing issues may result in corrective action.

### **Policy Compliance**

All uniform and hygiene requirements are part of your job responsibilities. Failure to comply may result in disciplinary action, up to and including termination. Uniforms must be clean, well-maintained, and worn as intended at all times during working hours.