



Dress Code

Personal appearance and conduct are especially important in a business where many customers judge the company on how personnel look, act, and occasional offensive body odor. It is, therefore, expected that associates will dress in a manner appropriate to the surrounding environment and in keeping with accepted standards for taste and decorum.

- ✚ **All employees must polo style shirts.** NEW HIRES... a SOLID colored black or dark blue polo style (collared) shirt is required for your first couple of weeks. NO T-Shirts are allowed. Shirts must completely cover your body and be clean, free of holes, tears, stains and/or wrinkles. You are also required to adhere to the dress code with a name tag pinned on your shirt (your lead should provide you with a name tag at your first scheduled shift). The dress code consists of black or tan khakis or blue/black jeans (without holes of any sort). SAS Company shirts will be provided after you have successfully completed at least 2 weeks of scheduled shifts/projects.

Once you have been issued a SAS Polo style shirt this is your REQUIRED attire.

- ✚ If worn, Face masks must be a solid color without ANY design on them.
- ✚ No "low rise" pants will be allowed. Pull them up. Undergarments must be covered, and they must cover your body.
- ✚ Jeans are allowed in good condition. No holes, stains, tears, rips and must be presentable!
- ✚ Sweatpant or Pajama Pants are not acceptable/allowed.
- ✚ Leggings/yoga pants are not acceptable/allowed.
- ✚ Shorts/Capris are **never** acceptable.
- ✚ Shoes must be closed toe/heel and low heel. Slip resistant guards or shoes are required.
- ✚ Tennis shoes in good condition are acceptable.
- ✚ You are required to have a tape measure, a pen, and a highlighter. It is recommended (but not mandatory) to have knee pads, as you will be up and down on the ground as well as a safety box cutter
- ✚ Jewelry must be tasteful. Jewelry, not business like or jewelry that is a hazard to the job is not acceptable.
- ✚ **No headphones, earphones or earbuds OF ANY KIND allowed.**
- ✚ Blue/Black PLAIN (no logo or print) hats, beanies or head covers can be worn ONLY when working in freezers or coolers. It is recommended that you ALWAYS have a jacket and gloves with you as part of your duties may be working in the coolers and/or freezers. Always be prepared. However, jackets are ONLY allowed during time in the coolers/freezers
- ✚ Long sleeve shirts can be worn UNDER the company shirt but, they must be solid color (black, white, or blue)

If you are not in compliance, you will be asked to leave the job site and come back prepared, and this will be considered an infraction.