



THE LOOK

PERSONAL PRESENTATION GUIDELINES

Our guests' experience is a vital part of what makes us special, and each associate's personal presentation is key. To maintain a consistent, professional look that is both comfortable and safe, we have established The Look Personal Presentation Guidelines.

The Look cannot anticipate every circumstance or question that may arise. If you're ever uncertain about the appropriateness of your appearance for work, please consult your Store Director.

Exceptions to The Look guidelines may be made where required by law to accommodate sincerely held religious beliefs. Please contact your Store Director, Warehouse Director, Nugget Market Kitchen Manager, or the Director of Human Resources for more information about exceptions.

Nugget Market, Inc. reserves the right to periodically revise these guidelines, at its discretion, and may do so with or without prior notice.

UPDATED
20
24
UPDATED

GENERAL GUIDELINES

Your personal presentation and overall hygiene should always be neat and clean, including your hair, teeth, and fingernails. The following general guidelines apply to all Nugget Market, Inc. associates:

HAIR & FACIAL HAIR:

Hair must be kept back from the face and, if longer than shoulder length, tied back, banded, braided, or otherwise fully and tightly restrained. Beards, goatees, mustaches, and sideburns must be neat in appearance.

TATTOOS:

Tattoos are permitted provided they are not offensive. For this purpose, “offensive” is defined as what a reasonable person would find distractingly uncomfortable, including, but not limited to, images, size, and wording. If you have any specific questions, consult your Store Director.

SCENTS:

Heavily scented perfumes, colognes, and shaving lotions may not be worn, both to preserve the natural taste and aroma of our products and to show consideration for fellow associates and guests with sensitivities.

SUNGLASSES:

Sunglasses are not permitted, as making eye contact with our guests is essential.

NAME BADGE:

Name badges should always be worn during work in an upright, readable position on the front right shoulder area. Personal pronoun preference and second language can be added at your request.

PINS, BUTTONS, & STICKERS:

Pins, buttons, and stickers are not permitted unless they are issued by Nugget Market, Inc.



FOOTWEAR:

All associates must wear company-approved, bona fide slip-resistant, close-toed workstyle shoes. Shoes must provide support, comfort and safety. For those working in food preparation, shoes cannot be made of mesh or absorbent materials, and only designated approved clogs are permitted.

We offer a voluntary footwear program that provides a selection of approved footwear options. Details and ordering information are available at each location. While you are free to source your shoes from other retailers, they must meet our company-approved bona fide slip-resistant and safety criteria.

EARBUDS:

To ensure all associates maintain a safe awareness of their surroundings, Nugget Market, Inc. has established this guideline tailored to the various environments within our company:

Store Associates are prohibited from wearing earbuds during service hours to ensure World-Class Service to our guests. Earbuds may be worn while the store is closed, provided they are only worn in one ear.

Nugget Market Kitchen Associates are prohibited from wearing earbuds at any time while on duty.

Warehouse Associates are permitted to wear earbuds, provided they are only worn in one ear.

STORE ATTIRE GUIDELINES

SHIRTS, CHEF COATS, & SMOCKS

Store associates are required to wear properly fitting company-issued shirts that are appropriate for their department and/or shift. You are responsible for laundering your work shirts and keeping them clean at all times.

Chefs and Back of House Kitchen Associates will receive a newly laundered chef coat daily. A T-shirt must be worn underneath the chef coat.

Meat/Seafood Department Associates will receive a newly laundered meat smock daily to wear over their uniform. Meat smocks are optional to wear.

PANTS, SHORTS, & SKIRTS

Pants and shorts must be professional in appearance and solid color (not heavily distressed and without holes or embellishments). Athletic attire and skirts are not permitted.

Shorts are only permitted for the following roles:

- Courtesy Clerks
- Utility Clerks
- Baggers (Fork Lift)
- Pro-Cleans
- Receivers
- Night Stock Crew Associates
- Reset Crew

APRONS

The following store associates are required to wear half-length or full-length aprons:

- Front-End and Grocery Associates will receive black, reversible waistline (half-length) aprons and are responsible for laundering them.
- Meat/Seafood, Kitchen (including CDCs, Chefs, and Cooks), Produce, Coffee Bar, Specialty Cheese, and Bakery Associates will receive black bibbed full-length aprons, which are laundered by Nugget Market, Inc. and must remain onsite.

Aprons are optional for Janitorial Associates, Store Directors, and Corporate Directors.

HATS & BEANIES

In all food preparation and food service departments, wearing a company-issued hat is mandatory. Hats must be faced forward during store hours. As an alternative, you may use company-provided hairnets. Hair must be completely covered and restrained under the hair/beard net.

Food service and food preparation departments include:

- Kitchen Associates
- Bakery Associates
- Coffee Bar Associates
- Specialty Cheese Associates
- Meat/Seafood Associates
- Produce Associates (only while cutting/packaging fruit)
- Samplers

Although it's not required, associates are permitted to wear hats in the following departments:

- Night Stock Crew Associates
- Grocery Associates
- Produce Associates
- Janitorial Associates

Beanies may be worn in any department for warmth. Beanies must be solid black and should not have any insignias or logos, except for those of Nugget Market, Inc. If you wish, you may purchase a black beanie with the Nugget Market, Inc. logo at a nominal cost.

OUTERWEAR

Only solid black vests, sweatshirts, and jackets are permitted. Outerwear should not have any insignias or logos, except for those of Nugget Market, Inc. If you wish, you may purchase a black vest or jacket with the Nugget Market, Inc. logo at a nominal cost.

To maintain food safety standards, no outerwear may be worn in food preparation areas. If you need extra warmth, you may wear undershirts and long-sleeved shirts provided the Nugget Market, Inc. T-shirt is the outermost layer. In the Meat/Seafood Department, vests and jackets may be worn provided the company-issued smock is the outermost layer.

Store Directors, Assistant Store Directors, Managers-in-Charge (MICs), and Persons-in-Charge (PICs) can request button-down long-sleeved or short-sleeved dress shirts, which may be worn instead of the standard Nugget Market, Inc. T-shirt.

SAFE FOOD HANDLING

To comply with the Health Department Safe Food Handling standards, all Kitchen, Bakery, Specialty Cheese, Coffee Bar and Meat/Seafood Associates must follow more restrictive guidelines:

HATS & HAIR

Wearing a company-issued hat is mandatory at all times. Hair must be kept back from the face and, if longer than shoulder length, be tied back, banded, braided, or otherwise fully and tightly restrained. As an alternative, you may use company-provided hairnets. Hair must be completely covered and restrained under the hair/beard net.

JEWELRY

Bracelets and watches are not permitted. Rings are limited to plain bands without stones. Earrings, if worn, must not have stones, beads, or dangling parts and should have secure backs. Necklaces, if worn, must be kept tucked into your shirt.

NAILS

No nail polish, artificial nails, or gel nails are permitted unless gloves are worn.

If you are cross-trained in multiple departments, you must adhere to the most stringent department guidelines for which you are trained.



PROMOTIONAL ATTIRE

From time to time, we distribute promotional attire, including T-shirts and hats, to our associates. These items are available for both companywide and department-level promotions. You are encouraged to wear promotional attire on specific days designated by Nugget Market, Inc. It's important to keep all promotional attire clean and well-laundered. If you have any questions about when to wear promotional attire or need clarification on specific dates, please consult your Store Director.

NUGGET MARKET KITCHEN (NMK) ATTIRE GUIDELINES

At the Nugget Market Kitchen, a dedicated production facility, we adhere to stringent guidelines to ensure the highest standards of food safety and hygiene. Due to the nature of our work environment, our attire guidelines are more restrictive, in compliance with Health Department Safe Food Handling standards.

SAFE FOOD HANDLING

NMK Associates must follow these guidelines:

- **HAIR & BEARD NETS:** Wearing a hairnet and beard net (if applicable) is mandatory at all times. Hair must be completely covered and restrained under the hair/beard net.
- **JEWELRY:** No jewelry is permitted, including but not limited to, facial piercings, bracelets and/or watches, earrings, necklaces, and rings, except for a plain band without stones.
- **NAILS:** No nail polish, artificial nails, or gel nails.

SHIRTS & SMOCKS

NMK Associates must wear a white smock daily. Smocks will be provided and laundered by Nugget Market, Inc. and must remain onsite. Clothes must be worn under the smock and may be layered for comfort.

PANTS, SHORTS, & SKIRTS

Pants must be professional in appearance and solid color (not heavily distressed and without holes or embellishments). Athletic attire, shorts, and skirts are not permitted. Chefs may substitute chef pants.

APRONS

NMK Associates must wear white bibbed full-length aprons. Full-length aprons and smocks will be provided and laundered by Nugget Market, Inc. and must remain onsite.

HATS & BEANIES

Hats and beanies are optional to wear for NMK Associates. You may receive company-issued hats or beanies upon request. You may choose to wear non-company logo hats or beanies provided they are work appropriate. Hats and beanies must be covered by a hair net at all times.

OUTERWEAR

To maintain food safety standards, no outerwear may be worn in food preparation areas. If you need extra warmth, you may wear undershirts, long-sleeved shirts, vests, and jackets provided the company-issued smock is the outermost layer.



WAREHOUSE ATTIRE GUIDELINES

SHIRTS

Warehouse Associates are required to wear properly fitting company-issued shirts. You are responsible for laundering your work shirts.

PANTS, SHORTS, & SKIRTS

Pants and shorts must be professional in appearance and solid color (not heavily distressed and without holes or embellishments). Athletic attire and skirts are not permitted.

APRONS

Aprons are optional for Warehouse Associates. You will receive reversible waistline (half-length) aprons and are responsible for laundering them.

HATS & BEANIES

Hats and beanies are optional to wear for Warehouse Associates. You may receive company-issued hats or beanies upon request. You may choose to wear non-company logo hats or beanies provided they are work appropriate. Warehouse

Delivery Drivers must wear a Nugget Market, Inc. logo hat or beanie while making deliveries.

OUTERWEAR

Warehouse Associates will receive a Nugget Market, Inc. logo sweatshirt. You may choose to wear non-company logo sweatshirts or jackets provided they are work appropriate. If you wish, you may purchase a black vest or jacket with the Nugget Market, Inc. logo at a nominal cost.

CORPORATE & WAREHOUSE OFFICE ATTIRE GUIDELINES

As Corporate and Warehouse Office Associates at Nugget Market, Inc., you are expected to use your best business and professional judgment in selecting your attire.

While you have the option to wear company-branded attire available through Corp Support, please note that when covering shifts

in our stores, you must adhere to the specific attire guidelines applicable to store associates.

Wearing athletic attire such as hats, sportswear, jerseys, gym clothes, and any style of shorts within the Corporate and Warehouse Office is not permitted.



THE LOOK

UPDATED
20
24
UPDATED

