



The Spirit of Perfect Image is store personnel who are smiling and meeting apparel and appearance standards in the store and at the door, preparing and delivering great meals to customers.

HYGIENE

A. Due to the working conditions in the store, personal cleanliness is of primary importance. Store personnel and their apparel must be clean and proper precautions must be taken to ensure that body odor is kept at a minimum. Store personnel must use perfumes and lotions with restraint. Store personnel preparing food products should not wear lotions, creams, oils, etc., on their hands.

- B. Store personnel must wash and sanitize (if required by local jurisdiction) hands upon arrival at work, when changing tasks, before returning to food prep/service, after eating, drinking, or smoking (including vaping), after using the restroom, after handling money, and after dishwashing or other cleaning tasks.
- C. Hands must be properly washed using the following technique: use the liquid or foam hand soap with warm water and lather well, scrub hands and arms up the forearms and in between fingers for at least 20 seconds, rinse hands and arms thoroughly, properly dry hands using single-use clean paper towel.
- D. An automatic hand dryer may be used in place of, or in addition to, single-use paper towels. If an automatic hand dryer is used, it must be placed a minimum of 2' (60.1 cm) away from a food surface or open food products. Placing the hand dryer on the side of a sink furthest from the makeline is sufficient.
- E. When using hand sanitizer, store personnel must first wash and dry hands according to the hand washing procedures. Then, hand sanitizer can be applied all over hands and must completely absorb into skin. Hand sanitizer is not to be used as a replacement for hand washing.
- F. Fingernails must be neatly trimmed, clean, and not extend 1/4" (.6 cm) or more beyond the end of the fingertips. Nail polish and false fingernails are not permitted unless food grade gloves are worn at ALL TIMES.
- G. Store personnel must exercise reasonable personal hygiene so that exposed parts of the body (face, neck, arms, and hands) do not constitute a threat to exposed food products.
- H. Store personnel must keep hands and fingers out of mouths, noses, hair, and other body parts while working. If these areas are touched, store personnel must immediately wash their hands before proceeding with any work tasks or touching work surfaces or food prep.
- I. Store personnel with respiratory infections, infected sores or wounds, or open cuts or abrasions are not permitted to handle food products. Any open sore must be covered with a waterproof dressing (colored preferably) and disposable gloves where possible.

HAIR

- A. Hair must be secured under a hat or be suitably restrained, such as with a hairnet or rubber band. Restrained hair that is not tucked under a hat must be restrained behind and off the shoulders. Visible dyed hair color must be permanent or semi-permanent; temporary sprays, glitter, chalks, or similar products that might flake, peel, or break off of the hair on food or food contact surfaces are not permitted.
- B. Hair should be worn in a manner that is appropriate for working at the store.

FACIAL HAIR

- A. Store personnel are permitted to maintain facial hair up to 1" (2.5 cm) in length that is clean and neatly trimmed. Store personnel must appear neatly groomed.
- B. Store personnel may be required to wear a beard net or beard snood while preparing food products.

BODY MODIFICATION OR ALTERATION

- A. Store personnel must make every reasonable effort to cover visible intentional body modification or alteration undertaken for the purpose of achieving a physical effect that disfigures, deforms, or detracts from a professional image. Examples include, but are not limited to, decorative skin implants, unnatural contact lens colors, brands or scarification, tongue splitting, and decorative tooth filing, plating, or engraving. Body modification or alteration resulting from traditional elective medical procedures (such as teeth straightening, hair replacement, cosmetic plastic surgery, gender transition surgery, etc.) is not included.
- B. Intentional body modification or alteration should not be on the face, neck, or hands, as these areas cannot be covered with apparel.

TATTOOS

Visible tattoos must not contain any images or words that are offensive in nature, including nudity, profanity, or any offensive references to race, national origin, religion, gender, age, or any other characteristic protected by law. Tattoos on the face are not allowed.

APPAREL & APPEARANCE

Exceptions to these standards may be approved and granted by the franchise organization as an accommodation based on religious, cultural, medical, or other reasons required by applicable law. Health standards are governed by federal, state, county, and city governments and store personnel must adhere to any applicable law, and requirements in excess of the standards.

APPAREL

- A. Approved Domino's logo apparel may be discontinued and new approved apparel added from time to time.
- B. Store personnel must only wear apparel with the Domino's logo while working.
- C. Store personnel must not enter any quick service restaurant establishment of a direct competitor while wearing apparel with the Domino's logo except while making a delivery for the store.
- D. Franchisees must determine if their store personnel are standardized in a single apparel style or if they allow a variety of apparel styles within their store. However, individual store personnel should not mix different apparel styles (for example, a 2021 Domino's shirt must be worn with a 2021 logo hat and a legacy Domino's logo shirt approved for use between 2013 and 2020 must be worn with a legacy logo hat). Franchisees may also seek a variance for use of their own apparel style, including shirts.



HATS, VISORS & GLOVES

- A. Store personnel must wear a Domino's-approved baseball style hat or visor worn forward while working.
 - 1. Store personnel wearing a visor while preparing food products may be required to wear a hairnet.
 - 2. A hat or visor is not required to be worn during meetings or classroom training sessions.
 - 3. If a Domino's logo manager shirt is worn, a logo manager hat must be worn.
- B. Domino's-approved knit hats may be worn by store personnel during cold weather.
- C. A hairnet or du-rag may be worn under a hat. The du-rag must be solid black, have no visible markings, patterns or logos, and cannot have a tie that extends below the neck.
- D. Any gloves that are worn must be of a solid color and must be in good condition.

SHIRTS

- A. Domino's-approved shirts that are properly fitted and in good condition must be worn.
- B. Shirts **MUST** be worn tucked into the waistband.
- C. Approved shirt options for store personnel include:
 - 1. The management polo, store personnel polo and crewneck.
 - 2. Approved special promotional shirts until otherwise specified.
- D. Any undershirt visible under the logo shirt must be plain white or black. An approved crewneck shirt may also be worn under any logo shirt. The undershirt must be tucked into the waistband.
- E. If long sleeves are worn while on the makeline, the sleeves should be rolled or folded up to the elbow.

PANTS, SHORTS, SKIRTS, CAPRIS & BELTS

- A. Pants and Shorts must be black and may be of a permanent press or cotton-type material or other similar material and in good condition. Approved Domino's logo joggers are also permitted. Corduroy, Jeans, Stretch, Yoga, Spandex, Lycra, or Sweat pant material are NOT permitted. Capris and Cargo Pants are NOT permitted.
- B. Shorts should have a minimum inseam of 6" (15.2 cm) and be no longer than 2" (5 cm) below the knee.
- C. The waistband of pants and shorts must sit at the natural waistline.
- D. Store personnel wearing pants or shorts with belt loops must wear a plain black belt. Suspenders are not permitted.

APRONS & JACKETS

- A. Store personnel involved in preparing or handling food products (including prepping and unpackaging ingredients and making, cutting, and boxing food products) must wear an approved uniform apron provided by the company that is clean, worn full-length, and tied. Aprons may not be worn outside the store.
- B. Only approved Domino's logo jackets may be worn.

SHOES & SOCKS

- A. Shoes must cover the entire foot, be in good condition, and have non-slip soles (franchise store minimum requirement) or slip-resistant soles. Any laces must be tied.
- B. Socks or hose must be worn and shoes displaying your toes, or the shapes of toes are not permitted.

NAMETAGS & PINS

- A. Any nametags and pins that are worn must be located on the right side of the shirt, vest, jacket, or apron.
- B. Nametags must not have fictitious or humorous names and the name must be printed or engraved on the nametag rather than handwritten.

JEWELRY

- A. Non-food preparation store personnel are permitted to wear: one pair of stud earrings, limited to one per ear (hoops are not permitted), a simple necklace, a medical alert necklace and a wedding ring.
- B. Food preparation store personnel are permitted to wear: one pair of stud earrings (hoops are not permitted), a simple necklace, a medical alert necklace, and a wedding ring.
- C. Plain ear grommets or gauges not exceeding 3/4" (1.9 cm) are permitted. Gauges larger in size must be removed and a retainer used. Nose, lip, eyebrow and septum piercings are NOT permitted.