

## Pyek Group Appearance Policy

These are Pyek Group's general guidelines for a Team Member's appearance. A Team Member's appearance should be kept neat and clean.

### Hair

All Team Members must have their hair restrained away from their face in a neat and clean manner. Hair length may not extend past the hem of shorts. Most departments require a company branded head covering. The company provides branded head covering options for purchase.

Blue, green, purple, orange, pink, bright red, or any neon hair/facial hair is not permitted.

Facial hair is permitted with specifications:

- Facial hair must be kept clean.
- Beards cannot be longer than a quarter of an inch in length.
- Mustaches (with lower facial hair) may extend below the corners of the mouth to meet with the beard. Mustaches (without lower facial hair) must not extend onto or over the upper lip and must extend to the corners of the mouth, but not beyond or below the corners.
- Team Members without a mustache, beard, or goatee are expected to be clean-shaven.
- Eyebrows with shaved designs are prohibited.
- In Food and Beverage, if you have a beard, you are required to wear a beard net for sanitary purposes.

### Jewelry

Jewelry is permitted with the specifications as follows:

- Rings: Two rings are permitted on each hand.
  - Food & Beverage Team Members handling or preparing food are not permitted to wear jewelry on their hands except for a wedding band.
- Bracelets: Bracelets and wristbands are not permitted unless it is a watch or health department approved medical ID bracelet.
  - Only the watch/clock function may be used on smartwatches. Pyek Group Management reserves the right to require you to leave your smartwatches in your locker or at home.
  - Food & Beverage Team Members handling or preparing food are not permitted to wear jewelry or watches on their wrists.

- Piercings:
  - Two pairs of post-earrings and one cartilage piercing are permitted in each ear. Industrial bars, hoops, or dangle earrings and gauges are prohibited.
  - One stud nose piercing is permitted. Hoop or septum piercings are prohibited.
  - Lip, eyebrow, cheek, or any other facial piercings are prohibited.
  - A tongue piercing is permitted but it must be a flesh or clear colored retainer.
- Necklaces: A single necklace is permitted but it must be tucked into your shirt. Loose, dangly necklaces are not permitted.
  - Water Safety Team Members are not allowed to wear necklaces, only breakaway lanyards.

### **Make-Up**

- Make-up is permitted but it must be muted and neutral-colored. Vivid or bright-colored makeup, including shades like purple, green, blue, and orange, is not permitted.
- Artificial eyelashes are allowed but they must be 15 mm or shorter and appear as if natural.
- Pimple patches are permitted, but they must be transparent.

### **Fingernails**

Fingernail requirements vary depending on the department the Team Member works for.

- Team Members (not working in Food & Beverage) are permitted to have painted fingernails.
  - Fingernails, both natural and artificial, must be kept at a length that does not exceed  $\frac{1}{4}$  of an inch beyond the tip of the fingernails when measured from the natural nail bed.
  - Jewelry, beads, crystals/rhinestones, or objects that dangle or could detach from fingernails are not permitted.
- Food & Beverage Team Members must keep their nails trimmed so they do not extend past the fingertip when viewed from an open palm and are not allowed to wear nail polish or any artificial nails for food safety reasons.

### **Tattoos**

Tattoos that contain profane language, gang or inappropriate symbols, weapons (of any kind), blood, depictions of violence, or sexually explicit content must be covered. Face tattoos are not permitted.