



Starbucks® Dress Code

LOOKBOOK

HELLO,

We're inviting you to bring your personal taste and handcrafted style to work.

As ambassadors of the Starbucks brand, you should feel proud of your own look as you tie on the green apron. Our Dress Code reflects the professionalism you bring to your craft, the commitment to making every moment right and the inclusive welcome at the heart of our brand.

We hope this Dress Code Lookbook gets you excited to open your closets and have fun.

starbucks.com/dresscode

LICENSED STORES: Information on how the Dress Code should be interpreted and enforced, and which items will be provided by your employer, is provided for reference only. Licensees may impose a more restrictive Dress Code, if appropriate. If you have questions about what the Dress Code means for you, talk with your company's leadership.

What handcrafted style looks like.



You are the face of our beloved brand, connecting with our customers every day. You're expected to present a clean, neat and professional appearance when starting every shift. In keeping with this Dress Code, make sure your clothing is clean, hemmed, wrinkle-free and in good repair.

We trust you to make the right choices, but if you have any questions, your manager is there to help guide you. Store managers will ultimately make the call as to what's okay within the Dress Code and what's not. If you come to work inappropriately dressed or with unacceptable appearance, you may not be permitted to start your shift.



APRON

STARBUCKS®

You are responsible for keeping your apron looking sharp—laundered, free of holes, tears, stains, etc. Please come to work with a clean, wrinkle-free apron.

Wear your name on your apron during each shift as specified by operational standards. Aprons must be worn full length, not folded in half and not tied in front. No other modifications should be made to the apron unless specified by Retail Operations guidelines. For food safety, remove your apron while on breaks, taking out trash or while in the restroom.

If at some point you are no longer part of our Starbucks team, please return all aprons in good condition (other than normal wear and tear).

NAME BADGE

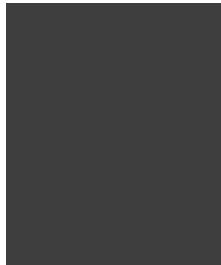
Write your name cleanly or with personality—just make sure it's legible. Wear it attached to the upper left corner of your apron.

Here is an at-a-glance view of the color spectrum and material choices that you will see referenced in the upcoming sections.

COLOR



Black



Charcoal



Gray



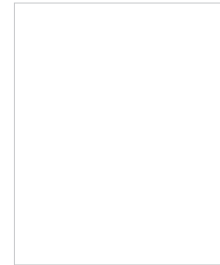
Navy



Brown



Khaki



White

MATERIAL



Cotton



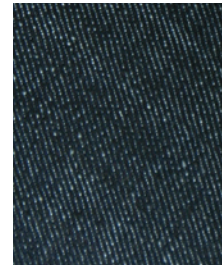
Polyester



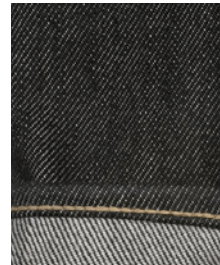
Leather



Canvas



Denim



Selvedge denim



Wool



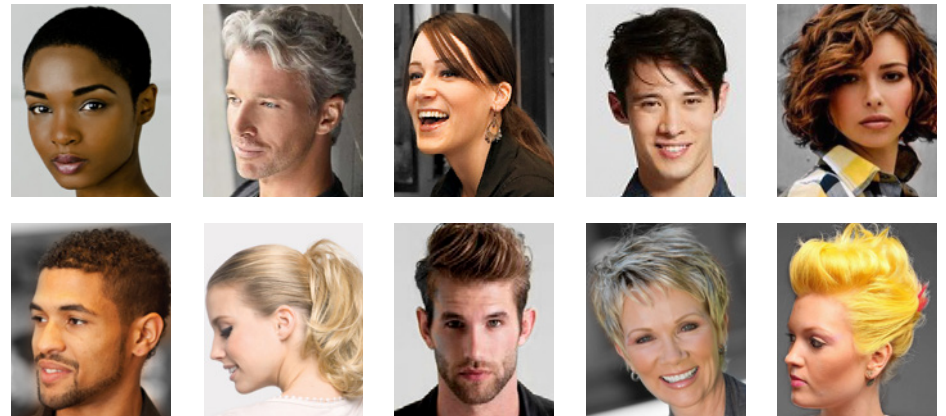
Straw



If hair color is your style, it's welcome.

Please keep it tidy: clean, brushed and kept back from the face. For food-safety reasons, hair color must be permanent or semipermanent; no sprays, glitter, chinks or temporary products. Tie long hair back with plain clips or hairbands to avoid contact with drinks or food. Please keep beards and mustaches neat and trimmed.

VISUAL REFERENCE





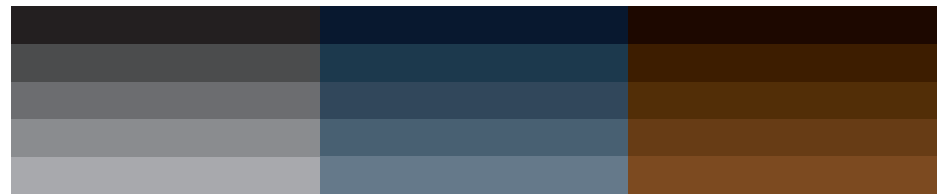
You're invited to wear a range of subdued shirt colors beyond black and white, including gray, navy, dark denim and brown. Solids are your friend, and so are smaller, tighter, low-contrast patterns. Undershirts do not need to match the shirt color but still need to be in the palette (page 6).

Choose a clean shirt appropriate for foodservice that allows freedom of movement without presenting a safety hazard. If the shirt is worn untucked, the bottom hem should be long enough so that your midsection won't be exposed when bending down or reaching overhead, but generally not longer than your back pants pocket. (Ask your manager in advance if you're unsure about a shirt choice.)

VISUAL REFERENCE



COLORS



Black, white, gray, navy, brown, dark denim (subdued color range).

PATTERN REFERENCE



Small stripes, tone-on-tone plaids, tight patterns. Base color of any shirt should be in the acceptable color range. Patterns should be muted and subdued.

YES LIST

Black, white, gray, navy and brown as solids or as a base color for a subdued, small-print, low-contrast pattern. Starbucks® promotional T-shirts may be worn, according to direction set by leadership for your country.



Tight pattern in color palette Polo in color palette Dark blouse with subtle pattern Tone-on-tone plaid



Dark denim in consistent wash Button-down in color palette Button-down in color palette Short-sleeve button-up



Button-up with sweater, both within color palette Cotton zip pullover Turtleneck 3/4-sleeve with trim

SILHOUETTE



NECKLINES: Crewneck, boatneck, V-neck
 STYLES: Button-down (short- or long-sleeve), Henley, 3/4-sleeve, long-sleeve, polo

NO LIST

Sweatshirts, hooded shirts, cap-sleeve and short-sleeve crew or V-neck T-shirts. Embroidery, detail or pattern that competes with or is distracting under the apron. No manufacturer's logo on tops unless it is small, on shirt pockets or sleeves.



Colors too bright Stripes not within color palette Pattern not within color palette Plaid not within color palette Embroidery too busy under apron; pattern contrast too bold



Inconsistent wash Neckline falls below apron top Hoodie T-shirt Manufacturer's logo too large

NO

- x Exposed shoulders
- x More than two open buttons / unzipped top
- x Plunging neckline
- x T-shirts



Wear pants, shorts, skirts or dresses in black, gray, navy, brown and khaki (no white). Jeans are welcome too, in darker washes and hues only (no light tones). All clothing must be durable, practical and fit comfortably, without rips, tears, patches or distress.

Shorts, skirts and dresses should be no shorter than four inches above the knee.

VISUAL REFERENCE



Khakis *Skinny jeans* *Skirt* *Shorts* *Black denim jeans* *Blue jeans* *Cuffed blue jeans* *Dress with tights* *Dress with tights* *Cotton pants*

YES LIST

Darker wash denim or fabrics in black, gray, navy, brown and khaki with a comfortable fit—durable and practical.



Khaki *Cotton* *Denim* *Selvedge denim*

NO LIST

Athletic, acrylic or stretchy-fabric leggings worn alone. Overly long pant legs that drag on the floor. Leather. Prints.



Holes *Baggy and saggy* *Athletic leggings* *Sweatpants* *Dragging on floor and color is too light*

Shoe colors should be in black, brown or gray (a small amount of accent color is allowed). Make sure your shoes provide support, comfort and safety.

For personal safety—and to avoid injury if you drop sharp or hot objects on your footwear—shoes should have a closed toe and a flat, closed heel with as much coverage of the top of the foot as possible. Always wear socks or hosiery. Starbucks does not require slip-resistant soles, but we strongly encourage you to wear them to reduce the risk of falls or injuries

YES LIST

Leather, faux-leather, suede, rubber or other similar materials in black, brown and gray.



Leather



Suede



Rubber



Leather



Lace-up boot



Faux-leather with accent



Rubber with white accent



Leather with white accent



Leather



Closed-heel clog

NO LIST

Canvas, mesh, open-weave, open-toe, open-back shoes, sandals or slingbacks. No white shoes.



Canvas shoes



Open-toe shoes



Flip-flops



Canvas shoes



Sandals



Open-back shoe



Open-heel clog



Crocs



UGG-style boot



Mesh with open weave

Top off your look with beanies, fedoras and other suitable hats in brown, gray or black, making sure they're clean and free from snags.

If your store requires you to wear hats by state or local law, Starbucks will provide you with one, or you can choose from the options below that meet regulations. A small manufacturer's logo on the side or back is okay, but not on the front. Always wear the bill forward.

YES LIST

Fedora, bowler, baseball cap (plain, solid color), Starbucks® logo hat or visor, flat cap, newsboy, Panama or trilby.



NO LIST

Bucket hat, berets, anything with large non-Starbucks logos or patterns.



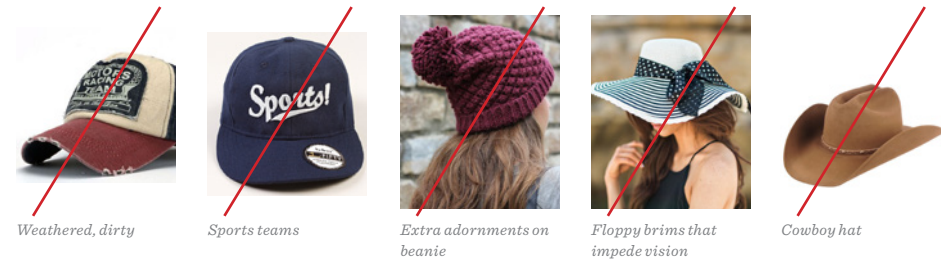
Bucket hat

Logo in front

Fedora with loud pattern

Too busy

Tone-on-tone logo



Weathered, dirty

Sports teams

Extra adornments on beanie

Floppy brims that impede vision

Cowboy hat

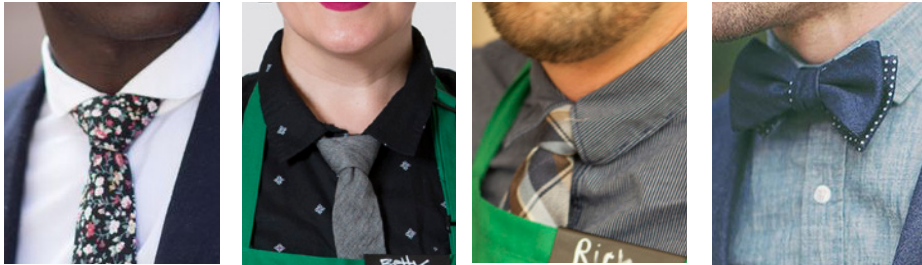


Bill facing backward

Love to wear a tie? Feel free to incorporate an optional accent (just make sure it's not the main event of your outfit). Your accent colors can go far beyond the colors represented in the palette (page 6). Choose items that harmonize rather than clash with your outfit or distract from your apron. A tie or scarf must not cover the top of the apron or your name badge.

TIE YES LIST

Solid colors, simple patterns or prints work best.



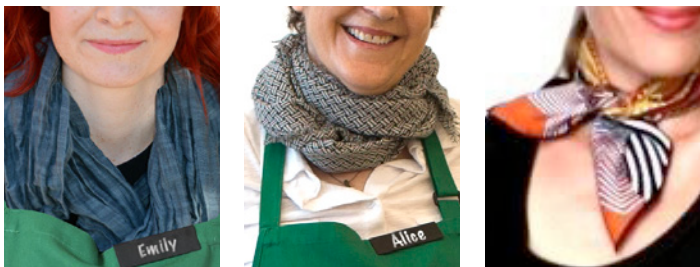
TIE NO LIST

Neon, white, loud or distracting patterns; anything that clashes with shirt and apron.



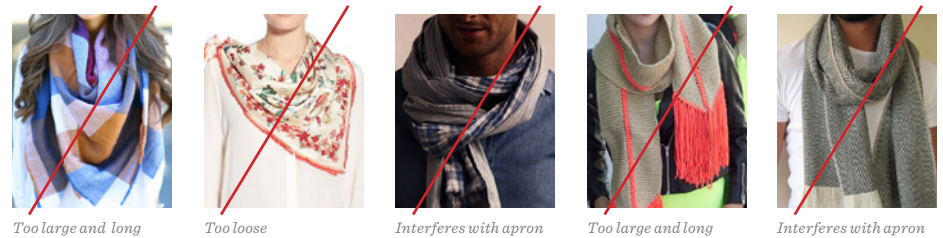
SCARF YES LIST

Solid colors, simple patterns or prints work best. Must be tucked behind apron.



SCARF NO LIST

Neon, white, loud patterns; anything that clashes with shirt or covers apron.



If your socks are not a focal point of your outfit (if pant legs reach near your ankles), feel free to wear a pop of pattern or color. If your socks or tights are a focal point of your outfit (especially if you're wearing shorts or a skirt), please follow the same color and pattern guidelines as “Tops” (pages 8–9)—subdued patterns and colors that complement rather than distract from your outfit.

SOCKS YES LIST

Solid colors, simple patterns or prints work best.



SOCKS NO LIST

Neon, loud or distracting graphics.



Distracting or copyrighted imagery

Manufacturer's logo too large

Distracting or copyrighted imagery

Distracting or copyrighted imagery

Mismatched

And now the finishing touches.

NAILS

Please make sure your fingernails are clean, well manicured and of either short or moderate length. No nail polish or artificial nail coverings of any kinds—nothing that could chip or slip into food or drinks.

JEWELRY / PIERCINGS

Keep earrings small or moderately sized. No more than two earrings per ear. Small ear gauges are allowed. A small nose stud is allowed (no septum piercings or rings). No other pierced jewelry or body adornments are allowed, including tongue studs. For food-safety reasons, no jewelry on hands or forearms (including watches, bracelets or wristbands), with the exception of one ring in the form of a plain band. Any other jewelry, such as necklaces, must be simple in design, must not be a health or safety hazard and must be worn under clothing. Medical alert necklaces are allowed.

TATTOOS

Visible tattoos on face and neck are not allowed. Other visible tattoos are permitted so long as they don't contain obscene, profane, racist, sexual, or objectionable words or imagery. Please cover any not-allowed tattoos with clothing compliant with our Dress Code (like long-sleeve shirts, pants, turtlenecks) or concealing makeup. No arm-sleeve accessories including athletics sleeves. Due to hand-washing requirements, there are no acceptable methods for covering inappropriate hand tattoos, including bandages, makeup or foodservice gloves.

SWEATERS & JACKETS

In cooler temperatures, sweaters in the color palette (page 6) are okay to wear. Sweatshirts or hooded shirts are not acceptable. If working outdoors or at Drive Thru window, a jacket or coat in a solid color (see acceptable colors on page 6) may be worn. No logos or writing other than a small manufacturer's logo.

PINS

Securely fastened buttons or pins issued by Starbucks (for special recognition, or a promotion) are welcome.

You are not permitted to wear buttons or pins that advocate a political, religious or personal issue. One reasonably sized and placed button or pin that identifies a particular labor organization or your support for that organization is acceptable. Pins may not interfere with safety, threaten to harm customer relations or otherwise unreasonably interfere with Starbucks public image.

PERSONAL HYGIENE

Please follow all reasonable personal grooming standards, including regular bathing and use of deodorant. Perfume or highly fragrant grooming products cannot be worn, as the smell can affect the taste and aroma of our coffee.

MATERNITY

If you are pregnant, you must wear clothing in colors and patterns consistent with these guidelines; however, stretch materials and longer shirts are permitted.

EXCEPTIONS

Exceptions to the Dress Code may be made where required by law to accommodate sincerely held religious beliefs or a disability. Talk with your manager or call the Partner Resources Support Center at (866) 504-7368 for more information about exceptions.

IN CLOSING

You are expected to follow these standards during the workday. If you come to work inappropriately dressed or with unacceptable appearance, you may not be permitted to start your shift. Failure to adhere to the Dress Code may result in corrective action, including separation from employment.