

Dress Code

Appropriate dress, grooming, and personal hygiene standards contribute to employee safety and effectiveness and affect the business image Davey presents to clients, visitors and the public. During business hours or when representing the company, employees are expected to present a clean appearance. Specific dress and grooming standards, including safety gear, may vary based on positions and departments.

Questions about appropriate dress and personal appearance should be directed to a supervisor or the Human Resources Department. In general, the following personal appearance guidelines must be followed:

- Shoes must provide safe, secure footing, and offer protection against hazards
- Mustaches and beards must be clean and not present a safety risk or hazard
- Hairstyles cannot represent a safety risk or hazard
- Employees must maintain acceptable personal hygiene
- Perfume, cologne, and aftershave lotion should not be excessive or create excessive odor
- Jewelry, including facial jewelry such as eyebrow rings, nose rings, lip rings, etc. and torso jewelry, cannot be functionally restrictive, dangerous to job performance, offensive or harassing/obscene
- Visible tattoos and similar body art must not be obscene; obscene or harassing or violent tattoos must be covered during business hours.

If required by law, Davey will provide accommodations for dress and grooming standards that are based on religious beliefs, disabilities or other legally protected reasons.

