

## Cedar Fair Appearance Guidelines

The personal appearance of our associates is a very important part of Cedar Fair's overall image. People from all over the world come to our family-friendly parks and they expect our associates to be approachable, well-groomed and welcoming.

Associates are expected to dress in a manner consistent with Cedar Fair values and must use good judgement in their personal appearance, grooming and hygiene. Uniforms must be neat and clean at all times and project an image that allows our guests to feel immediately comfortable and trusting in their presence. With these goals in mind, Cedar Fair has established the following guidelines that are consistent with our mission and The Cornerstones that uphold our culture and brand.

### **Hair:**

We welcome originality and fun when it comes to hair as long as it isn't distracting and remains professional. Hair, including facial hair, must be neat, clean and well-groomed each day. For safety purposes, long hair is to be securely pulled back. Your hair may not cover your face, eyes or restrict your ability to perform your job.

- Hair volume should maintain a balanced and uniform look/style from the scalp.
- Natural (or traditional) hair colors (e.g. brown, black, blonde, grey, auburn and red) as well as 'unnatural' colors (e.g. burgundy, dark plums/purple, dark blue, pink, or shades of light blue/grey) are welcome. Bright neon colors are not permitted as this will be considered too extreme.
- For sanitation reasons, hair color must be permanent, or semi-permanent; temporary sprays, dyes, chinks, or glitter are not permitted.
- Highlights and graduated colors/ombre are permitted; the colors used can be natural or 'unnatural', however to avoid a distracting look, use colors that blend well (e.g. burgundy in dark brown or black hair). Bright neon colors, thick multi-colored stripes or blocks of different colors are too extreme and are not permitted.
- Shaved designs/patterns/words in any visible hair (e.g. head, eyebrows, sideburns, beards etc.) are not permitted.
- Any braiding or twisting of hair must meet all other appearance guidelines in terms of a professional tidy appearance. Beads used to finish braids/twists should be complimentary to the uniform whenever possible.
- Required headdresses such as the turban or hijab should match hair or uniform color whenever possible.
- Hair accessories used to hold or secure the hair look best when they are complimentary to either the hair color or uniform color. Large and/or excessive hair ornamentation will not be permitted, as these embellishments can be a safety and/or sanitation hazard.

### **Facial Hair:**

- Facial hair is limited to the following:
  - A full beard can be no longer than ½ inch (1.3 cm) to 2 inches (5.08 cm) in length
  - A goatee no longer than ½ inch (1.3 cm) in length

- A neatly trimmed moustache that does not extend below the corners of the mouth
- Facial hair must be fully developed, with full skin coverage and no scruff or patches (i.e. not look as if 'unshaven for a day or two'), and be well maintained/groomed at all times. Shaved designs are not permitted.
- Facial hair must be fully grown on the associate's own time (e.g. vacation or extended time off from work); cannot be grown during regular scheduled work time.
- Associates with no beard, goatee, or moustache must be clean shaven.

### **Jewelry:**

- Conservative personal jewelry that meets all other appearance and safety standards is acceptable.
- Necklaces may be worn as long they do not restrict an associate's ability to perform their job, pose a safety concern, or are excessive in number.
- Earrings - Moderately sized earrings are allowed in each earlobe, as well as in the upper cartilage as long they do not restrict an associate's ability to perform their job, pose a safety concern, or are excessive in number.
- Ear Gauges – One gauge in each ear lobe may be worn in place of earrings. Gauges must include a plug and may not be larger than ½ inch or 12mm.
- One small nose stud or close-fitting hoop is permitted on one side of the nostril.
- Watches, bracelets, and rings are permitted; as long they do not restrict an associate's ability to perform their job or pose a safety concern, or are excessive in number.

### **Body Art, Tattoos, Piercings, and Other Body Modifications:**

- Visible tattoos/body art that are on the face or neck are permitted as long as they are covered and/or concealed while at work. All other tattoos/body art are permitted as long as the tattoos/body art do not display slogans or images that are demeaning, feature profanity or other messages that do not promote or enhance a safe, inclusive, productive workplace.
- Associates may cover tattoos/body art by using makeup, athletic sleeves, or one's uniform.
- No body or face piercings permitted other than noted in the above Jewelry section. This includes the eyebrows, cheek, lips, tongue, and other dermal piercings are prohibited.
- Visible, intentional body modifications and alterations that create an unnatural or unprofessional appearance are not permitted. This includes, but is not limited to, dental grills, tongue splitting, tooth filing, disfiguring skin or bone implants.

### **Miscellaneous:**

- Nails should be kept neat and clean. Nails should be moderate in length or shorter as appropriate for your job. Designs and various polish colors or adornments are acceptable for associates as long as they maintain an approachable and welcoming image. Health and safety requirements may prohibit use of nail polish and/or adornments for some jobs. Please consult Human Resources or your Division for clarification.
- Perfumes/colognes are to be used in moderation, with consideration of others as the highest priority.

Division Park Leadership is at the discretion to evaluate associate appearance. Associates may be evaluated daily based on business needs and the position each associate holds with Cedar Fair. Certain Divisions may call for additional guidelines related to health and safety, sanitation and/or color guidelines for uniforms, outerwear or accessories.

Cedar Fair encourages associates to seek the advice of their Manager regarding appropriate appearance at work. Associates who report to work improperly dressed or groomed, or with any appearance that could be offensive to our guests may be sent home by their Manager to change. Numerous occurrences of improper appearance may result in disciplinary action up to and including termination.

Please contact your Park Human Resources Department with questions or additional guidelines.