

SECTION	People and Culture
POLICY	Uniform
DATE OF CREATION	1 July 2025
VERSION	2
DATE OF ISSUE	1 st September 2026
REVIEW DATE	31 st August 2027

1. Purpose

This policy outlines the expectations about Employee presentation when representing Club Doncaster at either the Club Doncaster Sports Village Stadium, Cantley Park Elite Performance Centre or at an off-site networking/learning and development event.

This policy establishes standards for Employee dress and uniform to maintain a professional appearance, ensure safety and promote the company's brand identity. This policy applies to all Employees required to wear uniform as part of their role.

2. Uniform requirements

Employees must attend work/work events either dressed smart (shirt, trousers, shoes) or in club track suit. Club tracksuits can be either:

- Doncaster Rovers Football Club
- Doncaster Rovers Belles Football Club
- Doncaster Rugby League Football Club
- Club Doncaster

Uniforms must be clean, tidy and in good repair at all times.

Any visible identification badges must be worn using the Club Doncaster lanyard.

The only visible brands that should be worn by staff while working is Oxen. Unless this is PPE provided for the health and safety of the Employee.

3. Appearance standards

Footwear must be appropriate to the role and meet any health and safety requirements. Anyone wearing trainers, we encourage Employees to wear Oxen trainers that can be bought using the 50% staff discount code. No flip flops or sliders are permitted.

Personal grooming must be neat and professional.

Employees should avoid wearing excessive jewellery, inappropriate accessories, or clothing that obscures the uniform.

All clothing should be free of remarks or slogans that are not related to official Club values.

Persons should ensure that all sponsors displayed on clothing should be current, and ensure that the clothing issues is only worn on club-related business.

4. Matchday/event attire

When working a matchday or event at the Club Doncaster Sports Village Stadium, you will be asked to come in 'matchday attired'. There are two forms of matchday attired, that are as follows:

- Suit with Doncaster Rovers or Club Doncaster tie.
- Smart dress (the dress should be appropriate for work and knee length).
- Appropriate Club tracksuit to fit the event.

5. Issuance of uniforms

Initial Club Doncaster uniform sets will be provided free of charge. The Company will provide at least three pieces of uniform each summer.

First-team players and staff will be provided specific club clothing by the respective Kit Manager for the Club.

Staff can use their staff discount in the shop or online, upon completion of probationary period, if they wish to buy uniform to represent club colours.

6. Expectations and adjustments

Reasonable accommodations will be made for Employees with disabilities, medical needs or religious requirements.

Employees seeking exceptions should contact the People and Culture department in advance for approval.

7. Non-compliance

Failure to adhere to this policy may result in:

- Disciplinary process.
- Sent home to change (without pay for time missed).

8. Responsibilities

Employees

Responsible for complying with the uniform standards and maintaining a professional appearance.

Managers

Responsible for enforcing this policy and reporting issues to People and Culture.

People and Culture department

Responsible for maintaining this policy, issuing uniforms and addressing exceptions.