



Rabobank



Rabobank in Ireland

Dress Code



The dress code for all staff in Charlemont Place is Business Casual. The dress code for staff in the Business Centres is Business attire.

Business Casual – Definition

The Bank has adopted a “Business Casual” Dress Code policy for Charlemont Place staff only. This means that on normal working days (unless you are otherwise notified) management and staff are not required to wear business dress except in the circumstances mentioned regarding client meetings.

“Business Casual” is defined as a smart and tidy standard of dress. Because all casual clothing is not suitable for the office, the below information will help you determine what is appropriate to wear. It excludes scruffy, dirty or unkempt clothes and extreme or radical fashion designs. The guidelines of what is deemed appropriate and what is inappropriate are outlined hereunder:-

APPROPRIATE	NOT APPROPRIATE
Business suits	
Casual trousers (e.g. khakis, chinos, cords)	Denim clothing and jeans of any colour (subject to exemption on Friday outlined below)
Casual skirts and dresses	Shorts, Bermudas, sweatshirts, leggings or athletic warm up clothing, track suits, t-shirts
Casual footwear with socks	Trainers or athletic shoes, runners, beach style footwear
Blazers and sports jackets	Clothing that is more revealing than formal work clothes (e.g. bare midriffs, micro-mini skirts or dresses, sleeveless t-shirts)
Clean neatly pressed clothes without obvious rips or tears	Trousers or shirts with rips or tears, even if they are an intentional fashion statement
Collared shirts, polo shirts, plain rugby shirts (i.e. without logos, names, advertisements). Smart tops.	Rugby or football "kit". Items of clothing with logos/slogans (this does not include designer logos e.g. the 'Polo' horse)

Neither list is exhaustive and no dress code can cover all contingencies, so employees must exert a certain amount of judgment in their choice of clothing to wear to work. A good maxim to bear in mind is:- “If in doubt, don’t wear it.”

Line Managers are expected to ensure the dress code is enforced within their respective areas.

You may continue to wear business attire at any time, whenever you consider it appropriate.

Meeting clients

You are required to wear business attire at all times when dealing with clients, external personnel or when representing the Bank at public events. Where the external personnel are those we have regular contact with, such as external auditors, advisors, suppliers or counterparties in other banks, you may use your judgment as to the appropriate dress.

Charlemont Place – Dress code on Fridays

As a special concession denim jeans may be worn on Fridays, provided it is still in general compliance with the guidelines above on appropriate wear and if you are not meeting clients. The definition of Business Casual should be very strictly adhered to in the case of denim.