HeathBrook®

SMART GUIDE:
COLD WEATHER SAFETY REQUIREMENTS

FOR AIRPORT & LOGISTICS EMPLOYEES

SMART GUIDE:

Working in cold and challenging environments like airfields and logistics operations during winter requires special attention to safety and comfort. In this guide, we'll explore the benefits of warm workwear and provide an overview of relevant UK regulations that employers should be aware of to keep teams protected and productive in cold conditions. We also share our recommendation that keep employees SMART - safe, warm and representing your brand.

THE BENEFITS OF WARM WORKWEAR

BENEFIT	REASON
Enhanced Safety	The primary benefit of warm workwear is improved safety. When employees are comfortable and warm, they are less likely to suffer from cold-related illnesses or fatigue, which can impair their ability to perform their duties safely.
Increased Productivity	Warm workwear helps maintain optimal body temperature, allowing employees to focus on their tasks rather than battling the cold. This leads to increased productivity and efficiency.
Reduced Absenteeism	Providing warm workwear reduces the risk of cold-related illnesses, leading to fewer sick days and decreased absenteeism during the winter months.
Improved Morale	Feeling warm and comfortable at work can boost employee morale and job satisfaction, which, in turn, can lead to higher job retention rates.
Compliance with Regulations	Wearing appropriate warm workwear helps companies comply with UK regulations, ensuring a safer and more comfortable working environment.

SMART GUIDE:
UK REGULATORY CONSIDERATIONS WINTER WORKWEAR

REGULATION	CONSIDERATIONS
Personal Protective Equipment (PPE) Regulations	Under UK law, employers are required to provide suitable PPE, including warm workwear, when necessary to protect employees from workplace hazards, such as cold temperatures.
Health and Safety at Work Act 1974	This legislation places a general duty on employers to ensure the health, safety, and welfare of their employees, which includes providing warm workwear in cold environments.
Temperature Regulations	While there is no specific temperature threshold in UK law, employers must ensure that the workplace temperature is reasonable and comfortable. Warm workwear is essential to achieving this. The HSE provides advice on factors to consider when assessing workplace temperatures and offers guidance on how to manage thermal comfort effectively.
Risk Assessments	Employers are obligated to conduct risk assessments to identify hazards and implement measures to mitigate them, including the provision of warm clothing in cold conditions.
Employee Consultation	Employers should consult with employees and their representatives regarding the selection of appropriate warm workwear to ensure it meets their needs and preferences.
Maintenance and Replacement	Regular maintenance and replacement of warm workwear are crucial to ensure its effectiveness and compliance with regulations.

By providing warm workwear that meets UK regulations and the needs of your employees, you'll create a safer and more comfortable working environment during the winter months.

When considering warm workwear for employees that work in environments where visibility is essential, it is even more important to consider what is worn and how it is worn, so employees remain both warm and safe.

SMART GUIDE:
SELECTING THE RIGHT WARM WORKWEAR

CONSIDERATION	WHEN SELECTING GARMENTS
Insulation	Look for garments with appropriate insulation to provide warmth without compromising mobility.
Waterproof & Windproof	Ensure that workwear is resistant to rain, snow, and wind to keep employees dry and warm.
Visibility	For safety, opt for workwear with high-visibility features, especially for roles that involve working near moving vehicles.
Comfort & Fit	Prioritise comfort and a proper fit to ensure employees can move freely while staying warm.
Layering	Encourage layering under workwear for added warmth, as layering allows employees to adapt to changing conditions
Compliance	Ensure that the selected workwear meets relevant safety standards and regulations. Look for symbols or labels indicating compliance with safety regulations, especially for high-visibility garments and protective gear.
Visibility/Conspicuity	Specifies requirements for high-visibility clothing to provide conspicuity of the wearer in hazardous situations under any light conditions.
Mobility	Ensure that the workwear allows for a full range of motion. Employees need to move freely and comfortably while performing their tasks. Consider designs that include gussets or articulated knees for added mobility.
Breathability	While insulation is essential for warmth, workwear should also allow for moisture to escape. Look for breathable materials and designs that prevent excessive sweating, which can lead to discomfort and even cold-related health issues.
Ergonomics	Workwear should be designed with ergonomic features to reduce strain and fatigue. Features such as adjustable cuffs, waistbands, and multiple pockets can enhance comfort and functionality.
Accessibility & Storage	Consider the ease of putting on and taking off the workwear, especially when employees need to transition between indoor and outdoor environments frequently. Adequate storage and drying facilities for wet or cold workwear are also important.
Training	Provide employees with training on how to properly wear and maintain their winter workwear. This includes information on layering, adjusting garments for maximum comfort, and proper care and storage.

SMART GUIDE:
OUR RECOMMENDATIONS

FOOTWEAR	CONSIDERATIONS
Insulated Footwear	Don't forget about warm and insulated footwear. Cold feet can be extremely uncomfortable and even dangerous in winter conditions. Insulated, waterproof, and slip-resistant boots or shoes are crucial for employees working outdoors.

REQUIREMENT	FEATURES
Comfort & Fit	Secure heel lock and supportive ankle cut; half sizes and women's lasts where available. Winter footbeds to reduce heat loss and pressure points. Composite toe/mid-plate preferred in cold work for lower thermal conductivity; metal-free options help with security screening.
Waterproof	Look for WR (whole-footwear waterproofing, membrane/bootie with sealed seams). WPA indicates upper water penetration/absorption resistance only (replaces WRU under EN ISO 20345:2022) and is not fully waterproof. Bellows tongue and sealed stitching improve wet-weather performance.
Insulation	Thermal lining and insulating insole; outsole marked CI (cold insulation) to reduce heat loss through the sole. Deep, self-cleaning tread pattern for slush; consider winter rubber compounds for low-temperature flexibility.
Standards	EN ISO 20345:2022 safety footwear (toe protection) with relevant additional markings: WR (waterproof footwear), WPA (upper water resistance), CI (cold insulation), A (antistatic), E (heel energy absorption), P/PL/PS (penetration resistance as applicable). Slip resistance is now baseline per 20345:2022; optional SR denotes the higher ceramic-with-glycerol test. New categories S6/S7 denote waterproof S2/S3 respectively; LG indicates ladder-grip performance where required.

Choose **thermal socks** made from materials like wool or synthetic blends to keep feet warm and dry. Wear moisture-wicking liner socks underneath for added comfort.

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UNDERGARMENTS	CONSIDERATIONS
Thermal Undergarments	Encourage employees to wear thermal undergarments beneath their workwear for additional insulation. Thermal undergarments can significantly improve warmth without adding bulk.

REQUIREMENT	FEATURES
Comfort & Fit	Lightweight, stretch fabrics designed for freedom of movement. Flatlock seams reduce chafing when worn under heavier layers; slim fit improves thermal efficiency without bulk.
Waterproof	Should prioritise moisture-wicking to move sweat away from the skin, preventing chill when outer layers are waterproof but less breathable.
Insulation	Provides the first layer of thermal protection by trapping warm air close to the skin. Layering principle allows additional garments to build insulation without restricting movement.
Standards	No direct EN standard for thermal underwear, but should be compatible with certified outer garments (EN 343 / EN 342) without reducing performance.

TROUSERS	CONSIDERATIONS
Thermal Trousers	Thermal trousers are specifically designed to provide superior insulation, ensuring that your lower body remains warm and protected. The insulation often consists of high-quality materials like down or synthetic fillings, which trap heat effectively.

REQUIREMENT	FEATURES
Comfort & Fit	Designed with gussets or articulated knees for unrestricted movement during tasks like bending, lifting or vehicle operation. Adjustable waistbands improve fit across different body shapes.
Waterproof	Outer trousers or over-trousers should meet EN 343 for resistance to water penetration (X) and breathability (Y). Reinforced seams and zips help prevent water ingress when kneeling or working in slush.
Insulation	Thermal fill (synthetic or down equivalent) or fleece-lined options provide warmth; trousers may be certified as part of an EN 342 ensemble. Insulating inlays at seat and knee improve comfort in static or kneeling work.
Standards	EN 343:2019 – water penetration/breathability. EN 342:2017 – protection against cold when certified with other layers. EN ISO 20471:2013+A1:2016 – high-visibility trousers where airside risk requires Class 1 or 2 coverage.

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OUR RECOMMENDATIONS

JACKETS	CONSIDERATIONS
Thermal Jacket	A high-quality insulated jacket is a must to keep the upper body warm. This is also where health and safety coonsiderations can come to the fore.

REQUIREMENT	FEATURES
Comfort & Fit	Cut for shoulder and arm mobility to support signalling, marshalling and manual handling. Adjustable cuffs and hems help seal warmth while maintaining movement.
Waterproof	Shells certified to EN 343 for water resistance and breathability. Storm flaps, sealed seams and water-repellent zips prevent ingress during rain, sleet and snow.
Insulation	Insulating linings or removable thermal layers allow year-round flexibility. EN 342 certification ensures the jacket performs as part of a cold-protective ensemble. Wind-blocking fabrics reduce wind-chill in exposed apron conditions.
Standards	EN 343 – shells for rain protection. EN 342 – cold protection (ensemble). EN ISO 20471 – high-visibility (Class 2/3 depending on role). CAP 642 requires high-visibility compliance for airside activity.

GLOVES	CONSIDERATIONS
Insulated Gloves	Insulated, waterproof gloves are crucial to keep the hands warm and dry. Look for options with grip-enhancing features for handling equipment.

REQUIREMENT	FEATURES
Comfort & Fit	Must allow dexterity for radios, prams, tugs and signalling paddles. Pre-curved fingers reduce hand fatigue; elasticated cuffs improve fit and heat retention.
Waterproof	EN 511 includes testing for water penetration. Membrane-lined or coated gloves help keep hands dry in snow and slush without sacrificing grip.
Insulation	Multi-layer design traps warm air while maintaining tactility. Options include fleece linings, synthetic fills or dual-layer shells. Certified cold protection ensures reliable performance in sustained sub-zero work.
Standards	EN 511:2006 – protection from convective/contact cold and water penetration. EN 388:2016+A1:2018 – mechanical protection where handling equipment. EN ISO 21420:2020 – general requirements for protective gloves.

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HEADGEAR	CONSIDERATIONS
Warm Headgear	A thermal hat or balaclava covers the head and ears to prevent heat loss. In extremely cold conditions, a face mask may be necessary.

REQUIREMENT	FEATURES
Comfort & Fit	Thermal hats, beanies or balaclavas should fit comfortably under helmets or headsets. Ergonomic shaping avoids pressure points when worn with hearing protection.
Waterproof	Outer shells may have water-repellent coatings for exposed conditions; otherwise paired with EN 343 hoods.
Insulation	Key to preventing body heat loss—head and ears are high-exposure zones. Balaclavas and face masks improve wind-chill protection in severe conditions.
Standards	Must not compromise performance of EN 397 industrial safety helmets or EN 352 hearing protection when used together.

HeathBrook offer a wide range of certified garments that keep teams warm and safe during the winter months. Ask about our Winter Recommendation Catalogue or Specialist De-Icing Team Brochure and Re-fuelling Team Brochure.

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