

 HeathBrook®

SMART GUIDE: COLD WEATHER SAFETY REQUIREMENTS



Working in cold and challenging environments 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 will 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 is 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.
Durability	From both a performance perspective and a sustainability perspective this is important.
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 incorporate stretch materials and incorporate job role requirements and tools to do the job.
Breathable	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
Weatherproof Footwear	Cold, wet feet can be extremely uncomfortable and even dangerous in winter conditions. Comfy, waterproof, and slip-resistant boots or shoes are crucial for employees working outdoors.

PRODUCT CODE: BX-661

The upper lining is micro-nubuck leather and a water resistant textile. The lining is a thinsulate and breathable heat-sealed membrane. For safety there is a non-metallic polycarbonate 200 J safety toe cap, it is pierce resistant and has a PU 2D anti-slip SRC outer sole.



REQUIREMENT	FEATURE
Comfort & Fit	✓
Water resistant	✓
Insulation	✓
Standards	EN 20345 S3 WR SRC

PRODUCT CODE: BX-AL100

Black smooth water resistant leather, comfort mesh lining and waterproof membrane lining make the Airlite BX-AL 100 an ideal winter choice. Heat, fuel and oil resistant, this non-metallic boot is also designed to protect the metatarsal using 'Poron XRD' technology.



REQUIREMENT	FEATURE
Comfort & Fit	✓
Water resistant	✓
Safety	✓
Standards	EN 20345 S3 WR HRO SRC

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.

SMART GUIDE: OUR RECOMMENDATIONS



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.

PRODUCT CODE: CX-TH50178-870



REQUIREMENT	FEATURE
Lightweight	✓
Insulating	✓
Moisture Wicking	✓
Quick Drying	✓
Certification	OEKO-TEX® STANDARD 1000

PRODUCT CODE: CX-TH50179-870



PRODUCT CODE: CX-TH50180-870



Made with burnt bamboo a fabric with insulating, moisture wicking and anti-bacterial properties.

The elastic fabric fits the body's curves and is seamless, with no uncomfortable in-sewn labels.

Quick drying, which is important to avoid cooling of the body.

Perfect as a base layer.

SMART GUIDE: OUR RECOMMENDATIONS



JACKET	CONSIDERATIONS
Heated Jackets	When it comes to working in cold conditions consider the value of technologically enhanced garments for both employee engagement and warmth.

PRODUCT CODE: CX-FB049



REQUIREMENT	FEATURE
Comfort & Fit	✓
Water resistant	✓
Breathable	✓
Heated	3 HEAT SETTINGS, KEEPS WARM FOR UP TO 10.5 HOURS



Watch the video to see why this jacket is perfect for icy conditions or cold warehouses.



SMART GUIDE: OUR RECOMMENDATIONS



JACKETS	CONSIDERATIONS
All weather Jackets	A high-quality all weather jacket is a must to keep the upper body warm. This is also where health and safety considerations can come to the fore.

PRODUCT CODE: GX-JK700



DESIGNED FOR COMFORT

Lightweight. Ergonomically designed sleeves. Designed to protect against wind, rain and snow, including back of neck protection, double storm flap and removable wind skirt. Underarm ventilation.

DESIGNED FOR SAFETY

Triple hi-vis bands on the rear ensure you are visible even when bending and crouching.



REQUIREMENT	FEATURE
Comfort & Fit	✓
Waterproof	✓
Innovative	✓
Durable	✓
Standards	ISO 20471 Class 3 EN 343 Class 3,1

MATERIAL:

F126-H3 (HV Orange)
F126-H2 (HV Yellow)
Composition 80% Polyester
20% Polyurethane 210g/m²
laminated
Sleeve: Cordura®
Zipper: YKK Vislon

ALL WEATHER & DURABILITY:

Waterproof > 8000 mm
Breathability > 4000g/m²/24hrs
Abrasion Test > 100,000 cycles

SMART GUIDE: OUR RECOMMENDATIONS



ACCESSORIES	CONSIDERATIONS
Gloves, scarves and head wear	It is essential that extremities are covered if all the good work in keeping the body warm have been considered. Safety is also a factor here.



RECYCLED THINSULATE BEANIE

CX-SD9333 ■■■■

- Made from 50% recycled materials
- Double thickness, soft-feel knit



SUPRAFLEECE® THINSULATE GLOVES

AX-B295 ■■■■

- 100% Polyester Ultra thermal fabric - warmth without weight
- Thinsulate™ layer



SUPRAFLEECE® SCARF

CX-B290 ■■■■

- Ultra thermal fabric - warmth without weight

FROM HAT TO SNOOD!



SUPRAFLEECE® SNOOD & HAT COMBO

CX-SD285 ■■■■

- Ultra thermal fabric - warmth without weight
- Unique dual purpose design - can be used as a hat or neck cowl



THERMAL TERRY SOCKS

BX-TS

- Looped terry for extra warmth and comfort

A photograph of a snowy winter scene. In the foreground, a triangular road sign with a red border and a black snowflake symbol is partially covered in snow. The background shows a road lined with snow-covered trees. The right side of the image is a black vertical bar with orange text and a white border.

GET IN TOUCH

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