HeathBrook®

SMART GUIDE:
COLD WEATHER SAFETY REQUIREMENTS



November 2006

SMART GUIDE:

Working in cold and challenging environments requires careful planning for safety, health and comfort. This guide outlines relevant UK duties and practical controls for keeping teams protected and productive. It also shares recommendations to help employees stay safe, warm and representative of your brand.

THE BENEFITS OF WARM WORKWEAR

BENEFIT	REASON
Enhanced Safety	The primary benefit of warm workwear is improved safety. Suitable clothing, combined with warm-up facilities, breaks, task planning and monitoring, can help reduce cold stress and maintain safe performance.
Increased Productivity	Warm workwear helps maintain optimal body temperature, allowing employees to focus on their tasks rather than battling the cold. This can lead to increased productivity and efficiency.
Reduced Absenteeism	Providing warm workwear could reduce the risk of cold-related illnesses, which could lead 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.
Compliance with Regulations	A suitable risk assessment and effective controls support compliance. Where cold-protective PPE is required, employers must provide suitable equipment, ensure compatibility and fit, and maintain it.

SMART GUIDE:
GB REGULATORY CONSIDERATIONS WINTER WORKWEAR

REGULATION	CONSIDERATIONS
Personal Protective Equipment (PPE) Regulations	Under the Personal Protective Equipment at Work Regulations 1992, as amended in 2022, eemployers must provide suitable PPE free of charge where risks cannot be adequately controlled by other means. Cold-weather clothing is PPE only where it is designed and selected to protect against an assessed workplace risk; ordinary uniform or clothing not specifically protective is not automatically PPE.
Health and Safety at Work Act 1974	The Health and Safety at Work etc. Act 1974 places general duties on employers to protect employees' health, safety and welfare so far as reasonably practicable. The controls required for cold work depend on the risk assessment and may include work planning, shelter, breaks, heating, training and suitable clothing.
Temperature Regulations	Indoor workplaces must provide a reasonable temperature. The Approved Code of Practice suggests normally at least 16°C, or 13°C where much of the work involves rigorous physical effort.. There is no single legal minimum for outdoor work. Assess the conditions and use a combination of controls; warm clothing alone is not sufficient.
Risk Assessments	Assess air temperature, wind, rain, contact with cold surfaces, work rate, duration, worker vulnerability and emergency arrangements. Apply controls in order, including rescheduling, shelter, warm-up facilities, breaks, job rotation, training and suitable clothing where required.
Employee Consultation	Consult employees and representatives about the cold conditions and proposed controls. Involve wearers in trials so clothing is suitable, fits correctly, works with other PPE and does not impede the task.
Maintenance and Replacement	Inspect, clean, dry, store and maintain protective clothing in accordance with the manufacturer's instructions. Replace it when damage, contamination, wear or loss of thermal/weather performance means it no longer provides the required protection.

Where the risk assessment requires cold-weather clothing, select it as part of a wider control plan and verify fit, compatibility and certified performance. For work near vehicles or other visibility hazards, assess high-visibility requirements and how all layers are worn so certified areas remain visible.

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	Match water and wind protection to the exposure and task. For certified rain-protective clothing, check the garment or ensemble classification and instructions under BS EN ISO 24232:2025.
Visibility	Where the risk assessment identifies a visibility hazard, select certified high-visibility clothing to BS EN ISO 20471:2013+A1:2016 in the class appropriate to the task. Check that layers, logos and accessories do not obscure the required visible areas.
Comfort & Fit	Prioritise comfort and a proper fit to ensure employees can move freely while staying warm.
Layering	Use compatible layers that allow workers to adjust to changing conditions. Confirm that layers do not restrict movement, compromise other PPE or cover certified high-visibility areas.
Compliance	Where an item is PPE, check the correct CE or UKCA marking, the Declaration of Conformity, certificate where applicable, and instructions in English. Match the stated standard, class and limitations to the risk assessment.
Durability	Consider expected wear, repairability, care requirements and replacement intervals.
Mobility	Trial garments during representative movements and with the tools used for the job. Select a design that permits the required range of motion without snagging or interfering with other PPE.
Breathable	Balance insulation with moisture management. Select breathable layers appropriate to the work rate and conditions, and provide opportunities to change or dry wet clothing.
Ergonomics	Assess weight, bulk, closures, cuff and waist adjustment, pocket position and compatibility during a wearer trial. Select features that support the task without restricting movement or creating snagging or load-distribution problems.
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. Select correctly fitting footwear with the certified water, insulation and slip-performance properties required by the risk assessment. Trial it on the intended surface and with the socks normally worn at work.

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	✓
Conforms to	S3 CI 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	✓
Conforms to	S7S SR FO HRO M

Choose socks appropriate to the conditions and footwear. If using a liner sock, recheck fit and toe room: additional layers can change the fit and must not cause pressure, restrict circulation or compromise safe use.

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 100

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 performance can support moisture management. Wet clothing should be changed or dried promptly in accordance with the cold-work plan.

Perfect as a base layer.

SMART GUIDE:
OUR RECOMMENDATIONS

JACKETS	CONSIDERATIONS
All weather Jackets	Select an outer jacket with the certified visibility and weather-protection performance required for the task and environment.

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

Rear high-visibility bands are positioned to help maintain conspicuity when the wearer bends or crouches.

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 headwear	Protect extremities as part of the cold-risk plan, but check every accessory for task suitability. Loose scarves, snoods and hats may create entanglement or interfere with helmets, hearing protection, eye protection or RPE. Do not use loose items near rotating or moving machinery.



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



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