

1. Purpose

To ensure that all *MIDA Civil Engineering* sites operate safely and efficiently during the winter months, mitigating operational and HSE risks associated with adverse weather, reduced daylight, and ground conditions.

2. Scope

This policy applies to all *MIDA Civil Engineering* personnel, subcontractors, and visitors operating on active construction sites during the winter period (October to April).

- Minimise disruption to operations due to weather-related issues.
- Ensure all plant, materials, and infrastructure are winter-ready.
- Protect the health, safety, and welfare of all personnel.
- Maintain environmental compliance and prevent pollution.

3. Site Preparation and Controls

- 3.1 The MIDA Site Manager should discuss weather forecasts with senior management, plans can then be made to implement suitable controls.
- 3.2 Material storage must be on hard standings and accessible in all weather.
- 3.3 When dewatering water must be pumped into a relevant area to control silt discharge, there must be no direct unfiltered pumping into watercourses, streams, rivers or sites of special scientific interest.
- 3.4 Where required necessary permits to pump or discharge must be in place and held in the relevant folders in the site office.
- 3.5 Where no permit is required the MIDA team must adhere to the Environment Agency enforcement position on temporary discharges of uncontaminated water from excavations to surface water (RPS261).
- 3.6 Pumping onto vegetated areas is only acceptable if the silt content is light or the area is a significant distance away from any watercourse so there is no discharge in the local receptors.
- 3.7 All silt protection measures must be installed, inspected, and confirmed fit for purpose.
- 3.8 Implement a routine maintenance and inspection regime for silt protection (minimum weekly or after heavy rainfall).
- 3.9 Avoid unnecessary topsoil stripping—only strip what is required for immediate work. A band of vegetation along site boundary's should be considered, this will act as a natural silt filter and protect against silt run off in poor weather conditions.
- 3.10 Ensure all outfalls are connected and free-flowing downstream.
- 3.11 Stockpiles must be compacted, shaped, and weathered to prevent erosion and runoff.
- 3.12 Exposed formation areas must be fenced off and protected from traffic and weather.
- 3.13 Surplus subsoil and topsoil must be removed promptly to avoid increased handling costs due to wet conditions.
- 3.14 Bulk earthworks should be limited; if essential, use appropriate plant (e.g., flotation tyres).
- 3.15 Plant crossing points must be installed and briefed to all operatives.
- 3.16 Site manager is to ensure all plant on site is winter ready (e.g. fluid levels correct, antifreeze is good, check tyres/tracks and visibility aids are maintained in a clear condition).

- 3.17 Plant tracking/movement across site should be reduced in poor weather conditions.
- 3.18 Road sweeping regimes must be implemented where contractually required.
- 3.19 The tipping of road sweeper waste is prohibited on site.
- 3.20 Machines using roads must have scrapers or equivalent cleaning measures.
- 3.21 Where relevant a dedicated sweeper attachment will be fitted to the site forklift. For clients where a MIDA telehandler is prohibited, this will be a wheeled loading shovel (Track Air) a bucket/scrapper can also be used with this type of machine.
- 3.22 Cold weather increases the risk from vibrating tools. Alternative methods of work should be considered.

4. Health, Safety & Welfare

- 4.1 Welfare: Ensure welfare facilities are in good condition, cleaned regularly and heating, lighting and facility to heat food and drinks is available. Drying room must be operational.
- 4.2 Slips, trips, and falls: Maintain pedestrian routes, clear mud, ice, leaves, and debris.
- 4.3 Check Excavations or reduced ground: Arrangements must be in place for safe access and egress in icy or slippery conditions.
- 4.4 Lighting: Ensure adequate temporary lighting is installed in low-light areas.
- 4.5 High winds: Secure all loose materials, waste, and equipment.
- 4.6 Cold weather PPE: Provide suitable clothing, gloves & helmet liners (No hoods under hard hats). Encourage regular boot cleaning in muddy conditions to prevent slips and trips.
- 4.7 Restricted movement: Assess risks when wearing additional clothing or operating plant in poor conditions.
- 4.8 Vehicle safety: Conduct daily checks and ensure operatives have emergency contact numbers.
- 4.9 Travel delays: Encourage safe travel, route planning and open communication.
- 4.10 Daily Briefings: Winter hazards must be discussed at every *Daily Activity Briefing*.
- 4.11 Machine operators: Must use machinery or vehicles with extra caution in cold or slippery conditions
- 4.12 Site personnel: Must co-operate with winter initiatives, procedures and H&S advice.

5. Communication & Training

- 5.1 Briefings: All operatives must be briefed on winter working expectations and site-specific controls detailed within this *policy*.
- 5.2 Toolbox Talks: Regular winter-specific toolbox talks must be delivered.
- 5.3 Escalation: Any concerns about unsafe conditions must be raised with the Site Manager, Contracts Manager, or HSE team.
- 5.4 Encourage near miss reporting, to address site issues before they become an incident.

6. Responsibilities

- 6.1 Directors: Drive leadership, risk management, and ensure duty of care.
- 6.2 Construction Managers: Ensure implementation of this *policy* and monitor regional compliance.

- 6.3 Contracts Managers: Build clear lines of communication between site and senior management, manage weather-related disruptions, report issues, ensure compliance with this policy.
- 6.4 Site Managers: Conduct daily checks and briefings, report issues to contract manager or HSE Team.
- 6.5 Operatives: Must follow all winter working procedures put in place for their own welfare and report issues or hazards immediately.
- 6.6 HSE team: Support sites with monitoring methods, training, inspections, and winter preparedness.

Signed: 

Date: 23rd February 2026

Leon Lockett

Head of HSE & Training