

Hi Vis Responsibilities Guide



If you're responsible for health & safety, then you need to make sure that the correct Hi Vis clothing is supplied to anyone working in dark or dangerous conditions.

Whilst it is the employer's responsibility to provide Hi Vis when needed, it is the employee's responsibility to wear it. But what else is everyone responsible for?

Employer responsibilities

All employers MUST...

- Provide Hi Vis free of charge to all employees who may be exposed to significant risks to safety
- Ensure Hi Vis is suitable for all weather (Hi Vis coats in the winter and lightweight Hi Vis in summer)
- Ensure that the correct class of Hi Vis garment is issued relevant to the risk assessment
- Monitor and educate employees to ensure they are wearing the correct Hi Vis in the workplace
- If required, educate employees on how Class 3, the highest level of visibility can be achieved
- Ensure Hi Vis is in good working condition and checked before giving to employees
- Make sure to replace Hi Vis when damaged or outdated and practice reasonable diligence
- Provide suitable and safe storage facilities to keep equipment in the best working condition possible
- Provide information, instruction, and training to enable employees to use Hi Vis clothing correctly.

Employee responsibilities

All employees MUST...

- Wear the Hi Vis clothing provided by your employer as instructed
- Follow the care instructions summarised on the label inside the garment
- NOT adapt or alter PPE and understand how to maintain its effectiveness
- Take care of, and be responsible for, any Hi Vis that is provided to you
- Check for damage prior to use and report any faults or damage found
- When choosing clothing, ensure that it fits properly and comfortably
- Make use of any accessible storage facilities when not using the Hi Vis

Recycling responsibilities

Did you know that 90% of UK professional clothing goes into landfill? And less than 1% of this is reused to make new textiles. This is because unlike normal clothing, it can't go to a charity shop, and listing on online marketplaces poses a security risk. But that doesn't mean it should go in the nearest bin.

For your business to grow, it is vital you act responsibly and sustainably when it comes to waste clothing.



Our ZeroWaste service is a market-leading secure garment collection service offering both a recycling and garment destruction service with 0% going to landfill. You'll receive a certificate of destruction stating how many kilograms you've collected, and how much water, Co2 and landfill space has been saved by your action.