

HEAT YOU FEEL IT.

EVEN ON SITE

PROTECTING WORKERS IS NOT JUST A LEGAL OBLIGATION.
IT IS A COLLECTIVE MORAL DUTY.

LOMBARDY REGION ORDINANCE
no. 484 of 9/06/2026

FROM 10 JUNE 2026
TO 23 SEPTEMBER 2026

FROM 12:30 PM TO 4:00 PM
ON DAYS WHEN WORKCLIMATE
INDICATES A HIGH RISK
THE LOMBARDY REGION HAS ORDERED
THE SUSPENSION OF ACTIVITIES IN THE SUN

PROTECTING WORKERS FROM HEAT-RELATED RISKS

The Lombardy Region has issued Ordinance no. 484 of 9/6/2026, which prohibits work on outdoor construction sites and in quarries involving prolonged exposure to the sun between 12:30 and 4:00 pm. The ban will be in force from 10 June 2026 to 23 September 2026, BUT ONLY on days when the risk map published at <http://www.workclimate.it/scelta-mappa/sole-attivita-fisica-alta> indicates a HIGH risk level at 12:00 pm for the category 'workers exposed to the sun' involved in 'intense physical activity'. The specific risk level can also be verified for each municipality at <https://app.workclimate.it/ordinanza-caldo-lavoro>

Note that heat-related risks are also covered by the risk assessment referred to in Article 28 of Italian Legislative Decree 81/2008, which requires employers to identify and adopt risk prevention and protection measures.

As part of the 'Workclimate 2.0' project, INAIL has published a set of guidelines that employers can adopt voluntarily. These cover both risks associated with sun exposure and those related to solar radiation.

You may also refer to the document issued by the Conference of Regions, which has approved **guidelines** for protecting workers from heat and solar radiation.

Finally, note that the option to access the standard wage supplementation scheme for high temperatures remains available, in accordance with INPS conditions.

CHECK WORKCLIMATE:
YOUR ALLY AGAINST THE HEAT



CHECK FOR HIGH
RISKS



CHECK SPECIFIC RISK
LEVELS FOR YOUR
MUNICIPALITY



GUIDELINES

PREVENTION IS EVERYONE'S RESPONSIBILITY.
TOGETHER WE CAN PREVENT ACCIDENTS.

RISK LEVEL (SUN EXPOSURE DURING INTENSE PHYSICAL ACTIVITY)		
LOW	MEDIUM	HIGH
 NO RESTRICTIONS	 CAUTION AND PREVENTIVE MEASURES	 STOP WORKING 12:30 – 4:00 PM

PROTECT YOURSELF. EVERY DAY. HEAT YOU CAN'T SEE IT. YOU FEEL IT.



DRINK FLUIDS OFTEN

Drink water regularly, even if you are not thirsty



TAKE A BREAK IN THE SHADE

Slow down, rest and restore your energy



WEAR SUITABLE CLOTHING

Lightweight breathable clothing



ORGANISE YOUR WORK

Do more strenuous activities during cooler parts of the day



FORM A TEAM

Watch your colleagues and report any discomfort immediately

YOU FEEL IT.

EVEN ON SITE

RECOGNISE THE SYMPTOMS



WARNING

HEATSTROKE CAN SET IN WITHIN MINUTES



HEADACHE



MUSCLE CRAMPS



DIZZINESS



SUDDEN FATIGUE



NAUSEA



CONFUSION

DO NOT IGNORE THEM

STOP. GO TO THE SHADE. DRINK WATER. ASK FOR HELP.



PROTECT YOURSELF. EVERY DAY

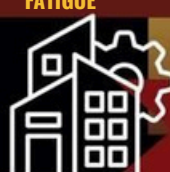
GUIDELINES FOR EMPLOYEES

- ✓ Drink water often, even if you aren't thirsty. By the time you feel thirsty, you're already dehydrated!
- ✓ Wear a shirt when working
- ✓ Avoid heavy meals before and during work. Choose a light diet rich in seasonal fruit and vegetables
- ✓ Do not drink too many sugary drinks or energy drinks (they raise blood sugar levels and increase your heart rate)
- ✓ Limit your coffee intake and do not drink alcohol. Both substances lead to dehydration!
- ✓ If you experience any symptoms, stop working immediately and notify your supervisor
- ✓ Wet your head frequently
- ✓ Listen to your body and be aware of your limits
- ✓ Wear light-coloured, breathable clothing, such as cotton, depending on the clothing required for your tasks.

MICROCLIMATE MINI-GUIDE
by ASLE-RLST



MULTILINGUAL 'HEAT' AVATAR
by ESEM-CPT



SAFETY IS EVERYONE'S RESPONSIBILITY

GUIDELINES FOR EMPLOYERS

- ✓ Avoid solitary work. Work in pairs so help is available if a worker feels unwell
- ✓ Reorganise working activities (e.g. shifts and frequent breaks)
- ✓ Organise shifts such that first-aid and emergency response personnel are always on site
- ✓ Ensure that the protective measures set out in the Risk Assessment Document are actually implemented in the workplace
- ✓ Choose lightweight, breathable PPE certified for use in the heat (when suitable for the task)
- ✓ Provide workers with sunblock with an adequate sun protection factor
- ✓ Provide fresh drinking water, mineral salts and supplements
- ✓ Comply with any restrictions specified by the company doctor
- ✓ Create shaded areas using canopies, awnings or air-conditioned containers for breaks.

RECOMMENDATION No. 303/60 of 10/6/2026
by Assimpredil Ance Milan, Lodi, Monza and Brianza



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CASSA EDILE DI MILANO,
LODI, MONZA E BRIANZA
Ente bilaterale costituito da Assimpredil Ance
FENEALUIL, FILCA CISL, FILLEA CGL

