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**Occupational health and safety management systems -
Requirements with guidance for use (ISO/DIS 45001.2:2017)**

Valid from 22-05-2017

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Occupational health and safety management systems — Requirements with guidance for use

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37	Contents	Page
38	Foreword	v
39	Introduction	vi
40	1 Scope	1
41	2 Normative references	2
42	3 Terms and definitions	2
43	4 Context of the organization	7
44	4.1 Understanding the organization and its context	7
45	4.2 Understanding the needs and expectations of workers and other interested parties	7
46	4.3 Determining the scope of the OH&S management system	8
47	4.4 OH&S management system	8
48	5 Leadership and worker participation	8
49	5.1 Leadership and commitment.....	8
50	5.2 OH&S policy	9
51	5.3 Organizational roles, responsibilities and authorities.....	10
52	5.4 Consultation and participation of workers	10
53	6 Planning	11
54	6.1 Actions to address risks and opportunities	11
55	6.1.1 General.....	11
56	6.1.2 Hazard identification and assessment of risks and opportunities	12
57	6.1.3 Determination of legal requirements and other requirements.....	14
58	6.1.4 Planning action.....	14
59	6.2 OH&S objectives and planning to achieve them.....	14
60	6.2.1 OH&S objectives	14
61	6.2.2 Planning to achieve OH&S objectives	15
62	7 Support	15
63	7.1 Resources.....	15
64	7.2 Competence	15
65	7.3 Awareness.....	16
66	7.4 Communication	16
67	7.5 Documented information.....	17
68	7.5.1 General.....	17
69	7.5.2 Creating and updating.....	18
70	7.5.3 Control of documented Information.....	18
71	8 Operation	18
72	8.1 Operational planning and control	18
73	8.1.1 General.....	18
74	8.1.2 Eliminating hazards and reducing OH&S risks	19
75	8.1.3 Management of change.....	19
76	8.1.4 Outsourcing	20
77	8.1.5 Procurement.....	20
78	8.1.6 Contractors	20
79	8.2 Emergency preparedness and response	20
80	9 Performance evaluation	21
81	9.1 Monitoring, measurement, analysis and performance evaluation	21
82	9.1.1 General.....	21
83	9.1.2 Evaluation of compliance	22
84	9.2 Internal audit.....	22

85	9.2.1	General.....	22
86	9.2.2	Internal audit programme	22
87	9.3	Management review	23
88	10	Improvement.....	24
89	10.1	General.....	24
90	10.2	Incident, nonconformity and corrective action	24
91	10.3	Continual improvement.....	25
92	Annex A (informative) Guidance on the use of this document.....		26
93	A.1	General.....	26
94	A.2	Normative references.....	26
95	A.3	Terms and definitions	26
96	A.4	Context of the organization.....	27
97	A.4.1	Understanding the context of the organization	27
98	A.4.2	Understanding the needs and expectations of workers and other interested parties	28
99	A.4.3	Scope of the OH&S management system	28
100	A.4.4	OH&S management system	28
101	A.5	Leadership and worker participation	29
102	A.5.1	Leadership and commitment.....	29
103	A.5.2	OH&S policy	29
104	A.5.3	Organizational roles, responsibilities and authorities.....	29
105	A.5.4	Consultation and participation of workers	30
106	A.6	Planning.....	30
107	A.6.1	Actions to address risks and opportunities	30
108	A.6.2	OH&S objectives and planning to achieve them.....	34
109	A.7	Support	34
110	A.7.1	Resources.....	34
111	A.7.2	Competence	34
112	A.7.3	Awareness.....	35
113	A.7.4	Communication	35
114	A.7.5	Documented information.....	35
115	A.8	Operation.....	36
116	A.8.1	Operational planning and control	36
117	A.8.1.1	General.....	36
118	A.8.1.2	Eliminating hazards and reducing OH&S risks	36
119	A.8.1.3	Management of change.....	37
120	A.8.1.4	Outsourcing	37
121	A.8.1.5	Procurement.....	38
122	A.8.1.6	Contractors	38
123	A.8.2	Emergency preparedness and response	39
124	A.9	Performance evaluation.....	39
125	A.9.1	Monitoring, measurement, analysis and performance evaluation	39
126	A.9.2	Internal audit.....	40
127	A.9.3	Management review	40
128	A.10	Improvement.....	41
129	A.10.1	General.....	41
130	A.10.2	Incident, nonconformity and corrective action	41
131	A.10.3	Continual improvement.....	41
132	Alphabetical index of terms		44
133			
134			

135 Foreword

136 ISO (the International Organization for Standardization) is a worldwide federation of national
137 standards bodies (ISO member bodies). The work of preparing International Standards is normally
138 carried out through ISO technical committees. Each member body interested in a subject for which a
139 technical committee has been established has the right to be represented on that committee.
140 International organizations, governmental and non-governmental, in liaison with ISO, also take part in
141 the work. ISO collaborates closely with the International Electrotechnical Commission (IEC) on all
142 matters of electrotechnical standardization.

143 The procedures used to develop this document and those intended for its further maintenance are
144 described in the ISO/IEC Directives, Part 1. In particular the different approval criteria needed for the
145 different types of ISO documents should be noted. This document was drafted in accordance with the
146 editorial rules of the ISO/IEC Directives, Part 2 (see www.iso.org/directives).

147 Attention is drawn to the possibility that some of the elements of this document may be the subject of
148 patent rights. ISO shall not be held responsible for identifying any or all such patent rights. Details of
149 any patent rights identified during the development of the document will be in the Introduction and/or
150 on the ISO list of patent declarations received (see www.iso.org/patents).

151 Any trade name used in this document is information given for the convenience of users and does not
152 constitute an endorsement.

153 For an explanation on the meaning of ISO specific terms and expressions related to conformity
154 assessment, as well as information about ISO's adherence to the World Trade Organization (WTO)
155 principles in the Technical Barriers to Trade (TBT) see the following URL:
156 www.iso.org/iso/foreword.html.

157 This document was prepared by Project Committee ISO/PC 283, *Occupational health and safety*
158 *management systems*.

159 **NOTE TO THIS DRAFT** (which will not be included in the published International Standard):

162 This text has been prepared using the “high-level structure” (i.e. clause sequence, common text and
163 terminology) provided in Annex SL, Appendix 2 of the ISO/IEC Directives, Part 1, Consolidated ISO
164 Supplement, 2014. This is intended to enhance alignment among ISO’s management system standards,
165 and to facilitate their implementation for organizations that need to meet the requirements of two or
166 more such standards simultaneously.

168 The text of Annex SL is highlighted in the main body of the text (clauses 1 to 10) by the use of **blue** font.
169 This is only to facilitate analysis and will not be incorporated in the final version of ISO 45001.

171 This new harmonized approach allows for the addition of discipline-specific (in this case OH&S specific)
172 text which has been applied by including the following:

- 174 a) specific OH&S management system requirements considered essential to meet the scope of the
175 ISO 45001 standard;
- 176 b) requirements and notes to clarify and ensure consistent interpretation and implementation of
177 the common text in the context of an OH&S management system.

179 Where text from Annex SL has not been applied, this is indicated in **blue font with strikeout**.

180 Introduction

181 0.1 Background

182 An organization is responsible for the health and safety of workers and others who may be affected by
183 its activities, including promoting and protecting their physical, psychological and mental health.

184 The adoption of an occupational health and safety (OH&S) management system is intended to enable an
185 organization to improve its OH&S performance to prevent work-related injury and/or ill health to
186 workers and to provide safe and healthy workplaces.

187 0.2 Aim of an OH&S management system

188 The purpose of an OH&S management system is to provide a framework for managing OH&S risks. The
189 intended outcomes of the OH&S management system are to prevent injury and/or ill health to workers
190 and to provide safe and healthy workplaces; consequently, it is critically important for the organization
191 to eliminate or minimize OH&S risks by taking effective preventive and protective measures.

192 When these measures are applied by the organization through its OH&S management system, they
193 improve its OH&S performance. It can be more effective and efficient to take early action to address
194 opportunities for improvement of OH&S performance.

195 An OH&S management system enables an organization to improve its OH&S performance by
196 implementing the requirements of this document.

197 An OH&S management system can assist an organization to fulfil its legal requirements and other
198 requirements.

199 This document, like other International Standards, is not intended to increase or change an
200 organization's legal requirements.

201 0.3 Success factors

202 The implementation of an OH&S management system is a strategic and operational decision for an
203 organization. The success of the OH&S management system depends on leadership, commitment and
204 participation from all levels and functions of the organization.

205 The implementation and sustainability of an OH&S management system, its effectiveness and its ability
206 to achieve its intended outcomes are dependent on a number of key factors which can include:

- 207 a) top management leadership, commitment, responsibilities and accountability;
- 208 b) top management developing, leading and promoting a culture in the organization that supports the
209 intended outcomes of the OH&S management system;
- 210 c) communication;
- 211 d) consultation and participation of workers, and where they exist, workers' representatives;

- 212 e) allocation of the necessary resources to maintain it;
- 213 f) clear OH&S policies, which are compatible with the overall strategic objectives and direction of the
214 organization;
- 215 g) effective process(es) for identification of hazards, control of the OH&S risks and taking advantage of
216 OH&S opportunities;
- 217 h) the continual performance evaluation and monitoring of the OH&S management system to improve
218 OH&S performance;
- 219 i) the integration of the OH&S management system into the organization's business processes;
- 220 j) OH&S objectives that align with the OH&S policies and take into account the organization's hazards,
221 OH&S risks and OH&S opportunities;
- 222 k) compliance with its legal requirements and other requirements.

223 Demonstration of successful implementation of this document can be used by an organization to give
224 assurance to workers and other interested parties that an effective OH&S management system is in
225 place. Adoption of this document, however, will not in itself guarantee optimal prevention of work-
226 related injury and/or ill health to workers and optimal provision of safe and healthy workplaces.

227 The level of detail, the complexity, the extent of documented information, and the resources needed to
228 ensure the success of an organization's OH&S management system will depend on a number of factors,
229 such as:

- 230 — the organization's context (e.g. number of workers, size, geography, culture, social conditions, legal
231 requirements and other requirements);
- 232 — the scope of the organization's OH&S management system;
- 233 — the nature of the organization's activities and the related OH&S risks.

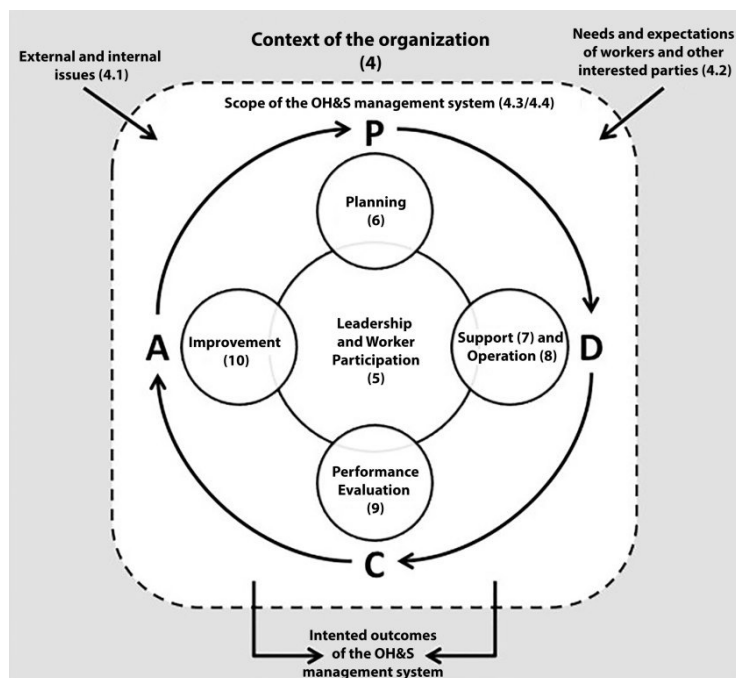
234 **0.4 Plan-Do-Check-Act cycle**

235 The OH&S management system approach applied in this document is founded on the concept of Plan-
236 Do-Check-Act (PDCA).

237 The PDCA concept is an iterative process used by organizations to achieve continual improvement. It
238 can be applied to a management system and to each of its individual elements, as follows:

- 239 — Plan: identify risks and opportunities, establish OH&S objectives and processes necessary to deliver
240 results in accordance with the organization's OH&S policy;
- 241 — Do: implement the processes as planned;
- 242 — Check: monitor and measure activities and processes with regard to the OH&S policy and objectives,
243 and report the results;
- 244 — Act: take actions to continually improve the OH&S performance to achieve the intended outcomes.

245 This document incorporates the PDCA concept into a new framework, as shown in Figure 1.



246

247

248 NOTE The numbers given in brackets refer to the clause numbers in this document

249 **Figure 1 — Relationship between PDCA and the framework in this document**

250 0.5 Contents of this International Standard

251 This document conforms to ISO's requirements for management system standards. These requirements
 252 include a high level structure, identical core text, and common terms with core definitions, designed to
 253 benefit users implementing multiple ISO management system standards.

254 This document does not include requirements specific to other management systems, such as those for
 255 quality, social responsibility, environmental, security, or financial management, though its elements can
 256 be aligned or integrated with those of other management systems.

257 This document contains the requirements used to assess conformity. An organization that wishes to
 258 demonstrate conformity with this document can do so by:

- 259 — making a self-determination and self-declaration, or
- 260 — seeking confirmation of its conformance by parties having an interest in the organization, such as
 261 customers, or
- 262 — seeking confirmation of its self-declaration by a party external to the organization, or
- 263 — seeking certification/registration of its OH&S management system by an external organization

264 Clauses 4 to 10 contain the requirements that can be used to assess conformity with this standard.

265 Annex A provides informative explanations to assist in the interpretation of those requirements.

266 In this document, the following verbal forms are used:

- 267 — “shall” indicates a requirement;
- 268 — “should” indicates a recommendation;
- 269 — “may” indicates a permission;
- 270 — “can” indicates a possibility or a capability.

271 Information marked as "NOTE" is for guidance in understanding or clarifying the associated
272 requirement. “Notes to entry” used in Clause 3 provide additional information that supplements the
273 terminological data and can contain provisions relating to the use of a term.

274 The terms and definitions in Clause 3 are arranged in conceptual order, with an alphabetical index
275 provided at the end of the document.

Occupational health and safety management systems — Requirements with guidance for use

1 Scope

This document specifies requirements for an occupational health and safety (OH&S) management system, with guidance for its use, to enable an organization to provide a safe and healthy workplace(s), by preventing work-related injury and/or ill health, as well as by proactively improving its OH&S performance.

This document is applicable to any organization that wishes to establish, implement and maintain an OH&S management system to improve occupational health and safety, eliminate hazards and minimize OH&S risks (including system deficiencies), take advantage of OH&S opportunities, and address OH&S management system nonconformities associated with its activities.

This document helps an organization achieve the intended outcomes of its OH&S management system. Consistent with the organization's OH&S policy, the intended outcomes of an OH&S management system include:

- a) continual improvement of OH&S performance;
- b) fulfilment of legal requirements and other requirements;
- c) achievement of OH&S objectives.

This document is applicable to any organization regardless of its size, type and activities and applies to the OH&S risks under the organization's control, taking into account factors such as the context in which the organization operates and the needs and expectations of its workers and other interested parties.

This document does not state specific criteria for OH&S performance, nor is it prescriptive about the design of an OH&S management system.

This document enables an organization, through its OH&S management system, to integrate other aspects of health and safety, such as worker wellness/wellbeing.

This document does not address issues such as product safety, property damage or environmental impacts, beyond the risks they provide to workers and other relevant interested parties.

This document can be used in whole or in part to systematically improve occupational health and safety management. However, claims of conformity to this document are not acceptable unless all its requirements are incorporated into an organization's OH&S management system and fulfilled without exclusion.

NOTE For further guidance on the intent of the requirements in this document, see Annex A.