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

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Valid from 22-05-2017

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

*Systèmes de management de la santé et de la sécurité au travail — Exigences et lignes directrices pour son utilisation*

ICS: 13.100

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## 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](http://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](http://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](http://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  
160 **NOTE TO THIS DRAFT** (which will not be included in the published International Standard):

161  
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.

167  
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.

170  
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:

- 173  
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.

178  
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.

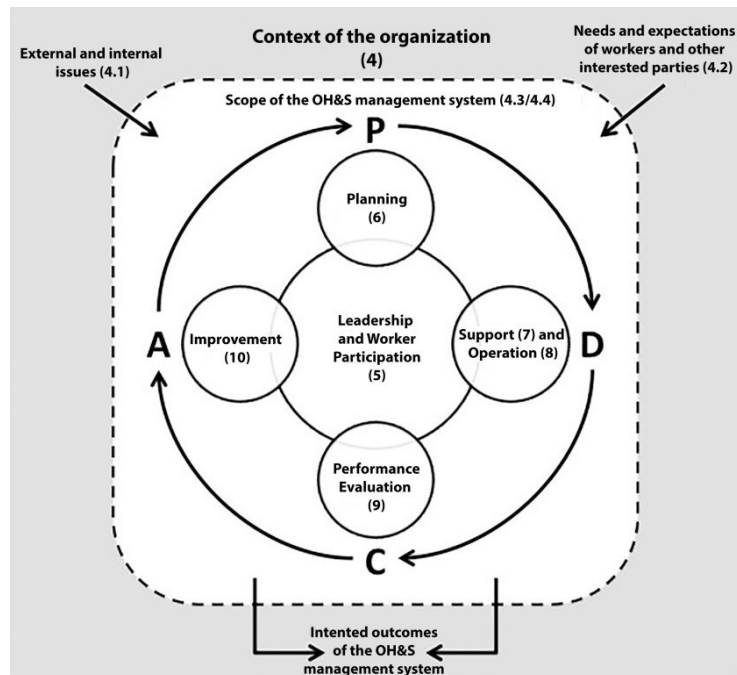
#### 234 **0.4 Plan-Do-Check-Act cycle**

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.

# 276 Occupational health and safety management systems — 277 Requirements with guidance for use

## 278 1 Scope

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

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

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

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

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

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

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

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

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

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