ISO 45001: The Global Occupational Safety & Health Standard

Edwin G. Foulke, Jr.

1

Thank You For Your Commitment To Safety

"*Winning is not a sometime thing, it is an all-time thing.*"
~ *Vince Lombardi*

So Is Safety!

2

Safety Tip Of The Day #1

*Never take a sleeping pill and
a laxative at the same time.*

3

Safety Tip Of The Day #2

*"If you don't know where you are going, you might wind
someplace else."*

~ Yogi Berra

4

So… What is ISO 45001? An Overview

> Directed to top management of companies to implement systems company-wide. Responsibility is leadership-wide and not tasked to a specific person like a safety director.

> Does not set forth any specific performance criteria or mandate a specific OH&S system design – companies can implement its guidelines into existing company frameworks.
>> Small companies can create streamlined, simple OH&S systems that are ISO 45001 compliant.
>> Big companies can create more complicated OH&S systems that are ISO 45001 and that are necessary for its business operations.

5

The Creation of ISO 45001

> Prior to 2018, there was no ISO OH&S Standard.

> Most widely adopted standard was OHSAS 18001, a British national standard adopted by many companies and applied internationally. [OHSAS = Occupational Health and Safety Assessment Series]

> In 2013, ISO proposed creation of 45001 to integrate it into the other ISO standards and create a true international standard.

> Five years later, ISO 45001 was published on March 12, 2018.

6

Why Care About Voluntary Global Standards?

- Because it helps domestic and international trade.

- A single set of standards can be understood by everyone, so if you are contracting with a company in India or Brazil as part of your global supply network, all participants can quickly understand each other's systems, increasing efficiency and other metrics.

- Certification in ISO standards can be a selling point to obtain new contracts and business relationships and meet requirements of existing clients.

7

Why Your Company Needs To Be ISO 45001 Certified

> Internationally recognized Safety & Health Management System

> > Over 70 countries assisted in the development

> > Recognized "Gold Standard" for OH&S

> > Management System

> ISO 45001 replacing OHSA'S 18001 in 2021

8

Why Your Company Needs To Be ISO 45001 Certified

> European governments encouraging ISO 45001 certification

>> European-owned companies will direct its American plants to become certified.

>> European-owned companies will direct vendors, suppliers and contractors to become certified

9

Why Your Company Needs To Be ISO 45001 Certified

> Publicly traded companies will be very interested from the PR and sustainability perspectives.

> Companies currently in OSHA's VPP will look to upgrade.

10

Why Your Company Needs To Be ISO 45001 Certified

> Positive impact on corporate culture:
>> Transformation from correction-mode to prevention mode
>> Improved management oversight
>> Addition of a measurable Key Performance Indicator (KPI)
>> Demonstration of due diligence
>> Demonstration of achieving key initiative in continuous improvement
> Greater upper management involvement and understanding of safety

11

Why Your Company Needs To Be ISO 45001 Certified

> Cost Initiatives
>> Lower probability of potential civil and criminal liability
>> Creation of new tools to provide significant ROI
>> Positive impact on corporate culture
>> Improved production and quality
>> Increased profitability resulting in enhanced competiveness
>> Increased ability to meet legal and regulatory requirements and avoid governmental penalties

12

Why Your Company Needs To Be ISO 45001 Certified

> Impact on Workforce

>> Demonstration of concern and commitment for welfare of employees and the community

>> Improved efficiency and consistency of internal operations

>> Increased productivity and improved quality while achieving operational excellence

13

Why Your Company Needs To Be ISO 45001 Certified

> Impact on company's public image

> Association with the elite ranks of companies who achieve ISO 45001 certification

> Improved recognition and reputation among clients, contractors, vendors, suppliers, government and community

> Meet client goals for world class safety and sustainability

14

ISO-Who?

> ISO = International Organization for Standardization, an independent, non-governmental organization located in Geneva, Switzerland. ISO develops voluntary international standards on everything from manufactured products to healthcare to occupation health and safety.

15

ISO Standards Applicable to 45001

• Two Existing ISO Standards that are also relevant:

   • ISO 9001 – Applies to quality management systems

      • "Quality management systems" simply means the ways and processes that companies meet the needs of their customers by consistently producing quality products and services. In other words, it ensures that a widget produced in a factory in Youngstown, OH is the same as all the other widgets produced in Youngstown as well as the same widgets produced in the company's factory in Chengdu, China.

16

ISO Standards Applicable to 45001 (continued)

- ➢ ISO 14001 – Applies to environmental management systems.
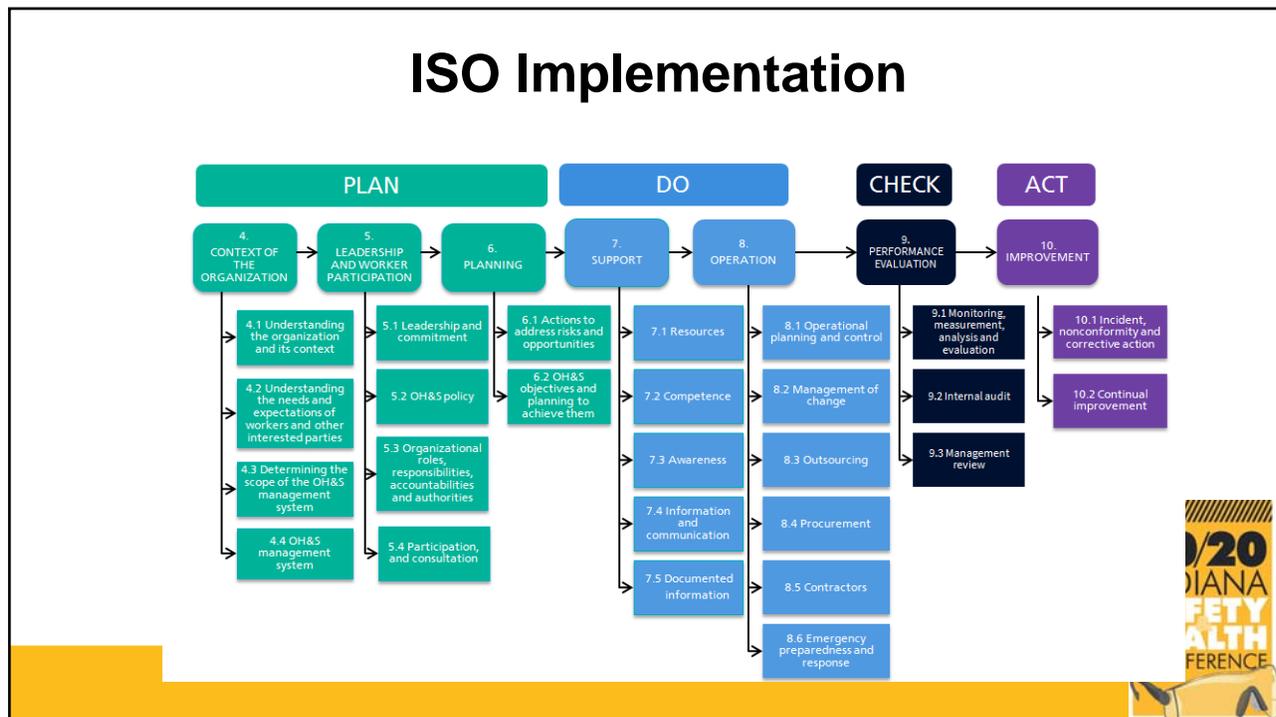 - ➢ This standard seeks to reduce the environmental impact of industry practices.

17

ISO Implementation

- ISO does not mandate specific standards be implemented. Rather, ISO standards are meant to be adaptable to any organization in any industry by standardizing the framework that organizations use.

18

ISO Implementation
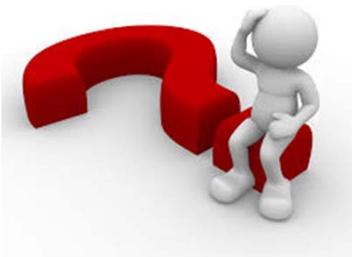
19

So... What is it? Specific Clauses
(Continued)

> Section 5 – Leadership and Worker Participation
>> Organizational roles, responsibilities and authorities
>> Consultation and participation of workers

> Section 6 – Planning. Assess risks and opportunities. Hazard identification.

> 6.1 – Can consider best practices, technological options and financial, operational and business requirements.

20

So... What is it? Specific Clauses
(Continued)

> Section 7 – Support. Training and competency. Communication.

> Section 8 – Operation.

>> 8.1.1 – Multi-employer worksites – must coordinate relevant aspects of OH&S system to other parties.

>> 8.1.4.2 – Contractors.

>> 8.1.4.3 – Outsourcing.

21

---

3 Big Points: Part I

ISO 45001 Makes all top management involved in system:

> 3.12: Top management = person or group of people who directs or controls an organization

> 5.2: Safety is not delegated to safety manager or other specific person. It must be developed and implemented by top management at the company. In Other words, It's "Sustainable"

22

3 Big Points: Part II

ISO 45001 Requires Worker Participation at Several Levels

> 5.4: Must have process for consultation and participation of workers and workers' representatives (like unions) at all applicable levels of OH&S system OH&S
>> Determine needs of non-managerial employees
>> Establish OH&S policy
>> Establish objectives and planning to achievement

> 10.2: Encourages consultation with workers regarding corrective action after incidents occur

23

3 Big Points: Part III

ISO 45001 Requires Consideration of External Factors

> 6.1.2.1 – Hazard identification. Includes consideration of how work is organized, social factors (workload, hours, harassment, bullying, etc.), leadership and culture of organization

> 6.1.2.1 - Consideration of safety hazards and issues not controlled by organization and occurring in vicinity of workplace that can cause injury and ill health to persons in workplace

24

That's great! How do I sign up?

There are several steps to take to have your company migrate to ISO 45001:

> Do you research. Learn about ISO 45001.

> Is compliance with ISO 45001 right for your company and what your company wants to achieve?

25

Mind the Gap

> Identify gaps with your company's OH&S system (to the extent you have one) that will need to addressed in order to comply – 3rd Party Gap Audit

> This should be a thorough, top to bottom, inside out assessment including ISO 45001 requirements and all legal/regulatory requirements.

26

Create a Plan of Action

> After you have your gap-minding checklist, develop a plan to implement necessary changes to your business.

> Implement the plan

> Explain and train your employees on its requirements, including ongoing responsibilities.

27

Create a Plan of Action

> After implementation, a "burn in" time period will be necessary to provide the evidence of performance.

> After a requisite time period, perform your own internal audit.

> Apply for Certification

28

14

Consider Certification

Ask whether seeking certification of ISO 45001 compliance is right for your company:

> Marketing tool to promote business

> Shows commitment to safety culture

29

Final Questions

Presented by:

Edwin G. Foulke Jr.
(404) 240-4273
efoulke@fisherphillips.com
Partner

30

Thank You!

Presented by:

Edwin G. Foulke Jr.
(404) 240-4273
efoulke@fpsafetysolutions.com
Instructor

31