

Health, Safety & Well-being Supplier Recognition

Instruction



Executive Summary

This Instruction describes the parameters for recognizing suppliers for safe behaviors, best practices and improvement suggestions that promote Health, Safety and Well-being (HSW) at the individual and organizational level to improve safety performance and reach Target Zero, zero fatalities and lost workday incidents.

Application

This Instruction applies to suppliers.

Recognition as described in this Instruction is intended for behaviors, initiatives, and activities at the individual, team, or company level.

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1 Instruction

HSW Behavior, Best Practice, or Top Improvement suggestion within the realm of Health, Safety and Well-being (HSW) shall be recognized by Ericsson as it is described in this Instruction.

Recognition shall be given to the supplier or supplier personnel in accordance with this Instructions in a timely manner after Ericsson personnel become aware of the deserving behavior or initiative.

1.1 Recognition Categories

Ericsson will provide recognition based on the following Recognition Categories:

- Health, Safety and Well-being (HSW) Behavior (at individual or unit level): can be either a one-time action or consistently conducted over time. It is marked by demonstrating care and safeguarding of self or others during the performance of work or beyond the workplace environment. Recognition of safe behavior can be done even when the behavior is simple and for complying with a standard, regulation, or guidance, e.g., speak-up, stop work for self or others or identifying and reporting a risk or hazard.
- HSW Best Practices (at company level): refers to implemented company-wide initiatives that promote HSW within the workforce and improve HSW performance, above and beyond what is required by applicable regulations or voluntarily adopted standards.
- HSW Top Improvement Suggestions (at company level): are ideas that will help either the supplier, project, or Ericsson to reduce injuries and illnesses by creating or improving HSW procedures, processes, trainings, or tools.

1.2 Recognition Types

Ericsson shall implement a process to recognize the best in each Recognition Category at levels and frequencies defined by the MA, and annually Globally.

Supplier HSW performance (fatalities, injuries/illnesses, Supplier Maturity Assessment result, past violations, consequences implemented, and number of near misses reported) over last 12 months should also be taken into consideration.

Recognition Types are as follows:

- Thank You Card: to recognize individual or team for HSW Behavior can be issued by any role within Ericsson and can be provided at any time in writing via hand-written note or electronic mail.



- Recognition in a supplier forum: to recognize supplier during relevant events that are held at country, CU, MA, or global level. Previous arrangement shall be made to ensure the supplier (to be recognized) will accept the recognition publicly and will be represented at the event.
- Recognition Letter as Global Best Practice or Top Improvement Suggestion: to issue a document to the supplier signed by an Ericsson Executive detailing the specific initiative being recognized and the impact towards Ericsson's Target Zero commitment.

2 **Responsibilities**

Supplier:

- Send nomination to Ericsson for consideration.
- Participate in a supplier event when being recognized, if possible.

Ericsson:

- Recognize supplier or supplier employee according to this Instruction.
- Encourage supplier to identify and recognize their personnel exhibiting HSW behavior through Thank You Cards.

3 **References**

N/A

4 **Change Information**

Revision A. First Release.