

# The Ericsson Specific Supplier Occupational Health and Safety Standards

Standard



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## 1 Introduction

In addition to the Ericsson General Supplier OHS Standard, these Specific Occupational Health and Safety (OHS) Standards are mandatory for Suppliers of Construction, Field Maintenance and Network Roll-Out Services, and for all other Suppliers for which this document is contractually binding. The standards are recommended for all other suppliers.

## 2 Occupational Health and Safety governance

### 2.1 General OHS governance requirements

The Supplier shall at its own expense:

- appoint a senior representative as the single point of contact who shall be available for discussion on all OHS matters;
- clearly define the roles and responsibilities with respect to the delivery of OHS throughout the Supplier organization;
- ensure appropriate OHS controls and processes are in place, together with the allocation of adequate resources to identify and address the OHS risks associated with the delivery of the Services by its employees, suppliers, sub-contractors and any other third parties;
- cooperate on their OHS arrangements (which may be an OHS Plan) with Ericsson. The Supplier shall maintain the agreed OHS arrangements during the performance of the services;
- ensure the OHS training needs of its employees, sub-contractors and suppliers are assessed and the appropriate level of training has been provided;
- ensure that no relevant works and/or services are started until all standards of the Risk Assessment and PPE inspection process have been fulfilled to control any relevant and imminent risk to life or severe injury to its employees, the employees of Ericsson and to any third parties;
- attend OHS management review meetings as required by Ericsson; at all times participate and fully co-operate with Ericsson (which may have participation by Ericsson's customers) in OHS audits of health and safety compliance, competence and resource as required by Ericsson;
- ensure OHS performance is continually monitored and reviewed through programs of inspections, testing and audits and provide OHS data thereof to Ericsson as requested.



## 2.2 Site specific requirements

The Service Provider shall appoint a senior representative, Person in Charge of Work (PICW), for each field site or designated work area.

### 2.2.1 Responsibility and authority, PICW

- Ensure overall safety on the site or designated work area.
- Ensure compliance with Ericsson's OHS requirements.
- Ensure that all employees and visitors on site have received mandatory induction training-
- Ensure that all employees are trained and competent for their tasks.
- Ensure that required OHS site documentation is available and complete.
- Authority to stop works with significant risk if deemed necessary.

### 2.2.2 Experience and knowledge, PICW

- Relevant and sufficient OHS knowledge and experience.
- Understanding of specific works, and the associated hazards, risks and required control measures.
- Knowledge of relevant OHS laws and regulations.

## 3 OHS incident reporting and investigation

The Supplier shall ensure that:

- all necessary systems are in place to report, record and investigate incidents and near misses;
- all major incidents (fatality, major injury, serious health disease, dangerous occurrence) or near misses which could have resulted in a fatality or a major injury, are reported using Ericsson's [Global OHS Incident Reporting tool](#) within 24 hours;
- the Supplier co-operates with and supports Ericsson in the investigation of all major incidents; and
- all details related to major incidents and incident investigations are shared with Ericsson (and the Supplier acknowledges these may be shared with the Ericsson Group Companies and Customers to Ericsson).



## 4 Safety Plan

The Supplier shall develop and implement a Safety Plan for all construction and high-risk projects to detail the measures that the Supplier has in place to manage the risks associated with the work.

The following is a list of the contents that shall be included in that plan.

- scope of work that shall be undertaken;
- key contacts, and responsibilities for OHS delivery including the qualifications, competence and experience of those with specific responsibility for OHS;
- risk assessments and mitigation as described in Chapter 6;
- training and competence provisions as described in Chapter 7;
- details of the monitoring, auditing, inspection, certification and reporting processes that the Supplier has in place to ensure that the required standards are achieved and provide OHS data thereof to Ericsson as agreed;
- details of the Supplier's incident reporting and investigation procedures;
- details on how sub-contractors shall be selected and managed, including communication of standards as further described in Chapter 5;
- details of how any high-risk substances shall be selected, used and controlled throughout the delivery of the works;
- details of the Suppliers emergency processes; and
- any other required details of the Governance process between Ericsson and the Supplier.

## 5 Sub-contractor management

The Supplier shall have in place robust mechanisms to manage their contractors which shall include:

- systems and processes for the assessing the OHS capability of contractors to meet Ericsson's Standards;
- contractual agreements that reflect and flow down the Supplier's obligations to their contractors;
- where appropriate the contractual inclusion of performance management mechanisms between the Supplier and its contractors;



- methods to communicate and monitor the compliance of contractors' delivery against Ericsson OHS Policy and Instructions; and
- systems for regular review of OHS performance of its contractors.

## 6 **Management of risk**

The Supplier shall have in place a mechanism to manage the risks associated with its scope of work that shall, as a minimum:

- identify any hazards associated with its scope of work and assess the associated risk using industry best practice for conducting an OHS Risk Assessment or in compliance with OHS legislation and regulations;
- implement measures to eliminate or mitigate the risk;
- communicate the required control measures to any persons who may be exposed;
- continually review the performance of these control measures.

## 7 **Training and competence**

As a minimum, the Supplier shall ensure that the following is applied to the Supplier's staff and contractors:

- every person conducting work for or on behalf of Ericsson has received the relevant training for the task they are designated to undertake;
- training must be fit for purpose for high risk tasks, meaning that it must be in an appropriate language and delivered via appropriate means for the target audience;
- high risk tasks (e.g. working at height, electrical work, driving) shall only be performed by those that are trained and competent; and
- training records shall be available for inspection by Ericsson at any time.

## 8 **Equipment safety**

The Supplier shall ensure that:

- any equipment (such as but not limited to cranes, mechanical lifting devices, chains, ropes) is examined, tested, maintained and certified in accordance with manufactures recommendations.



- any equipment modification is approved by an international approved certification body in line with manufactures recommendations.
- all plant and equipment are suitable for its intended use, maintained in line with manufacturers recommendations, inspected / examined before use and only be used by those competent to operate it;
- incident investigation methods are documented and include processes to deal with equipment defects or failures;
- suitable information and instructions relating to the use, maintenance, storage and disposal of equipment are obtained and communicated to end users.

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## **Change information**

Changes since rev B:

- Updates to this document are limited to new Ericsson branding requirements, content is unchanged.