

# **Ericsson General Supplier Occupational Health and Safety Requirements**

## **Requirement Specification**



## Contents

1	Introduction .....	3
2	Definitions.....	3
3	OHS Management System .....	4
4	Ericsson Specific Supplier OHS Requirements.....	7
5	Change information.....	7



## 1 Introduction

At Ericsson, we care about everyone working for us and want to make sure everyone returns home safe and well every day. We are committed to providing a safe and healthy work environment, for all including our employees, supplier employees, and anyone working on our behalf. Our goal is Target Zero – zero work-related fatalities and incidents that include injuries, and illnesses. Target Zero is a collective commitment between Ericsson and our suppliers. This commitment extends to all individuals working on Ericsson's behalf, including supplier employees and the employees of supplier's subcontractors.

Ericsson has issued a Code of Conduct to all suppliers, outlining requirements related to management systems, anti-corruption and business ethics, human and labor rights, Occupational Health and Safety (OHS), and environmental management in the workplace. To access Ericsson's Code of Conduct, please visit: <http://www.ericsson.com/responsible-sourcing>

This document specifies the mandatory and contractually binding Occupational Health and Safety (OHS) requirements that Ericsson places on all of Ericsson's suppliers. In this document, the terms "Supplier" or "Supplier personnel" shall encompass all supplier employees, contractors, subcontractors, agents of Supplier, and any other individuals under Supplier's influence or control. The Supplier is responsible for ensuring that all such individuals comply with the requirements stated in this document.

Ericsson holds the right to audit and assess the Supplier's adherence to the requirements stated in this document.

## 2 Definitions

**High risk activities:** activity or work that involves a high likelihood of injury or illness which might result in fatality or severe injury to the worker or affected person if necessary safety precautions are not taken. These activities are inherently dangerous tasks requiring significant concentration, alertness, or competence. These activities include:

- Climbing & work at height including but not limited to:
  - a. Use of ladders
  - b. Use of aerial lifts
  - c. Rigging & manual or mechanical lifting of materials/equipment
- Driving a vehicle
- Working with electricity
- Executing construction & civil works
- Use of powered hand tools
- Potential exposure to radio frequency & electromagnetic fields



- Handling of chemicals
- Entry into a confined space

**Incident:** an unplanned event or exposure that has resulted in or has the potential to result in fatality, injury, illness, or equipment/property damage. It occurs while the affected person is at work, performing work related activity or is affected by work related activity. (It includes the event that happens during commuting to and from work.)

**Near Miss:** an unplanned event that did not result in fatality, injury, illness, or equipment/property damage but had the potential to do so.

**Risk Observation/Hazard Identification:** hazards or risks observed such as dangerous objects, events, behaviors, or conditions which have the potential to cause injury, illness, or property damage.

**Stop Work Authority:** stopping work or intervening in a work situation by Ericsson, Supplier personnel, or others engaged by the Supplier when they believe them, or others are in immediate danger of suffering a fatality, injury, or illness.

### 3 OHS Management System

The Supplier shall have an OHS Management System incorporating, at a minimum, the following elements. The Supplier shall also ensure the availability of resources, including competent OHS personnel, to establish, implement, maintain, and improve the OHS Management System.

- **OHS policy**

The Supplier shall have an OHS Policy. The policy shall be appropriate to the nature and scale of the Supplier's OHS risks and shall include a commitment to prevention of injury and illness and to continual improvement.

- **Compliance with legal requirements and Ericsson requirements**

The Supplier shall comply with all applicable OHS legal requirements and Ericsson requirements. The Supplier shall have a process to ensure compliance and monitor changes in legal and Ericsson requirements. Where there is conflict between legal and Ericsson requirements, the stricter one shall prevail.

- **Risk assessment**

The Supplier shall take a risk-based approach, considering internal and external factors, to prevent incidents to Supplier personnel, anyone working on Ericsson's behalf, or others that may be affected by work related activity.



The Supplier shall conduct risk assessment to remove or reduce hazards based on the Hierarchy of Controls (Elimination, Substitution, Engineering controls, Administrative controls, Personal protective equipment). In addition, the Supplier shall provide special protection and assistance measures to Supplier personnel at risk of occupational exposures, as well as to vulnerable workers, such as those with disabilities, pregnant women, and nursing mothers. The Risk assessments shall be conducted before work and major changes, and periodically reviewed and updated as well.

- **Consultation and participation of Supplier personnel**

The Supplier shall establish a process for the consultation and participation of Supplier personnel, and, where they exist, employee representatives, in the development, planning, implementation, performance evaluation, and continuous improvement of the OHS management system as well as in identifying hazards, assessing risks, and implementing control measures.

- **Training and competence**

The Supplier shall provide appropriate training to all Supplier personnel and ensure that it is received prior to the beginning of work and regularly thereafter. The training includes, but is not limited to, the occupational risks and the control measures to be implemented. The Supplier shall ensure that all Supplier personnel are competent to perform their assigned tasks.

In addition, the Supplier shall ensure that only medically fit personnel are deployed for the work.

- **Operational control**

High risk activities shall be strictly controlled, subject to checks before any work commences and inspections during the work.

The Supplier shall ensure the provision of appropriate personal protective equipment (PPE) that meets local or international standards to Supplier personnel free of charge. Additionally, Supplier personnel shall receive adequate instruction, training, and supervision on the correct use of PPE.

The Supplier shall meet or exceed [Ericsson OHS Operational Standards](#) in the following areas, where applicable to their scope of work for Ericsson:

- Climbing and working at heights
- Driving and vehicle safety
- Working with electricity
- Chemical handling
- Exposure to radio frequency electromagnetic fields
- Manual handling
- Lone working
- Confined space entry
- Construction and civil works management
- Personal Protective Equipment



- Fire prevention
- Environmental and occupational noise

The Supplier shall identify the Ericsson OHS Operational Standards that apply in advance of commencing the agreed scope of work.

Ericsson OHS Operational Standards may be modified by Ericsson at any time. Revisions to the Ericsson OHS Operational Standards take effect from their release date, regardless of whether they are issued before or after contract signing, unless a different agreement is made in writing with Ericsson. (Ericsson will communicate any revisions to the Supplier.) In the event that the Supplier identifies a change to the Ericsson OHS Operational Standards that materially impacts its ability to deliver the applicable scope of work, Ericsson and the Supplier shall discuss and agree the method, implications, and timeline for implementing such change.

- **Emergency preparedness and response**

The Supplier shall identify potential emergency situations and know how to respond to them by establishing and maintaining relevant emergency plans. Emergency plans shall be communicated to the concerned Supplier personnel. Emergency exercises shall be organized in accordance with relevant legal requirements. If no such requirements exist, they shall be conducted at least once a year.

- **Incident reporting and management**

The Supplier shall establish, implement and maintain an incident management process to report and investigate incidents, and take corrective actions.

The Supplier shall encourage all Supplier personnel to report OHS incidents including fatalities, injuries, illnesses, hazards, risks, and near misses, as well as Stop Work Authority cases.

The Supplier is accountable to ensure that incidents related to Ericsson are reported to Ericsson in order to identify the root causes and prevent recurrences. [Ericsson's Global Incident Reporting Tool \(GIRT\)](#) is the tool to report OHS incidents.

A process to facilitate the return of Supplier personnel, who have been involved in work-related injury or illness, to work shall be established.

For details on Stop Work Authority, please refer to the [Stop Work Authority Process for Suppliers](#).

- **Performance measurement and improvement program**

The Supplier shall evaluate its OHS Management System, measure OHS performance, and have an OHS improvement program in place, including objectives and action plans.



The supplier shall ensure that relevant documents are up-to-date and records are maintained.

#### 4 **Ericsson Specific Supplier OHS Requirements**

Ericsson Specific Supplier OHS Requirements are mandatory for the Supplier that conduct high risk activities while providing services to Ericsson. They are recommended for all other suppliers.

Ericsson Specific Supplier OHS Requirements can be found on the [Ericsson Supplier OHS Requirements page](#).

#### 5 **Change information**

Changes since last revision:

- Updated document structure
- Further specified the requirements from the last version
- Incorporated new requirements (i.e. consultation and participation of Supplier personnel, operational control, and emergency preparedness and response)