

Ericsson Specific Supplier Occupational Health and Safety Requirements

Requirement Specification



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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 work related injuries, and illnesses. Target Zero is a collective commitment between Ericsson and our suppliers.

This document specifies the mandatory and contractually binding Occupational Health and Safety (hereafter referred to as “OHS”) requirements that Ericsson places on suppliers (hereafter referred to as “Supplier”) that conduct high risk activities while providing services to Ericsson. These requirements are recommended for all other suppliers.

In this document, the terms “Supplier” or “Supplier personnel” shall encompass all employees, contractors, subcontractors, agents of Supplier, and any other individuals under Supplier’s influence or control. Supplier is responsible for ensuring that all such individuals comply with the requirements stated in this document.

Ericsson may identify non-compliance with the requirements specified in this document through various assessments. These assessments include but are not limited to Supplier Employee Verification, Supplier Safety Maturity Assessment, Remote Safety Assurance, and Site Inspections. Passing these assessments is mandatory and required to either commence or continue business with Ericsson. If any breaches are identified during any of these assessments, Consequence Management will be triggered, and the consequences will depend on the severity of the deficiencies.

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 not necessary safety precautions are 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

Remote Safety Assurance: refers to the daily systematic verification of a predetermined set of selected Ericsson OHS requirements in checklist format using an Ericsson standard tool, that may include other additional local or customer requirements when deemed necessary.

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.

3 OHS management system

The Supplier shall have an OHS Management System conforming to the requirements set out in ISO 45001 or a similar standard (for example local OHS standard that is commonly recognized equivalent to or closely aligned with ISO 45001). Ericsson prefers the Supplier to have external certification, but it is not mandatory.

4 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 continuous improvement.

5 OHS legal compliance

The Supplier shall have a process to identify applicable legal requirements, monitor legal changes, act to ensure compliance, and evaluate legal compliance.

The Supplier shall obtain all necessary permits, licenses, and insurances as required by applicable legislations before commencing any relevant work.



In case of conflict, local legislation and regulations shall take priority over Ericsson's requirements. However, if Ericsson's requirements are stricter than local requirements, Ericsson's requirements shall prevail.

6 OHS governance and operational responsibility

6.1 General OHS governance requirements

The Supplier shall at its own expense:

- ensure that OHS governance is integrated into the Supplier's overall management processes;
- appoint a senior representative as the single point of contact who shall be available for discussions on all OHS matters;
- ensure that qualified and competent OHS personnel are in place;
- clearly define and communicate the roles and responsibilities for OHS management throughout the Supplier organization;
- ensure the OHS training needs of Supplier personnel are assessed, and the appropriate level of training has been provided;
- allocate adequate resources to address OHS risks;
- Provide appropriate Personal Protective Equipment (PPE) to Supplier personnel free of charge and ensure proper supervision and training to guarantee the correct use of PPE.;
- monitor and continually improve OHS performance by putting relevant processes and metrics in place;
- cooperate with Ericsson on OHS arrangements and maintain these arrangements throughout the delivery of services;
- attend OHS management review meetings and cooperate with any assessments as required by Ericsson; and
- provide OHS data to Ericsson as requested.

6.2 Person in Charge of Work at Site

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

6.2.1 Responsibility and authority, PICW

- Ensure overall safety on the site or designated work area.



- Ensure compliance with Ericsson's OHS requirements.
- Secure work areas with signage and barriers, managing public interfaces.
- Ensure that all Supplier personnel on site are trained, competent, and medically fit for their tasks.
- Conduct inductions and risk assessments.
- Conduct Tool-box Talk before commencing work at the site.
- Ensure that all visitors on site have received visitors' safety information.
- Ensure that all equipment (including PPE) to be used on site is in good condition and oversee its proper use.
- Ensure that the required OHS site documentation is available and complete.
- Stop activities if significant risks are detected until safety is secured. Enforce Life Saving Rules, and exercise Stop Work Authority.
- Ensure emergency response readiness and lead emergency response efforts.
- Promptly report incidents as per instruction.
- Cooperate with inspections by Ericsson, for example Remote Safety Assurance and Site Inspection.

6.2.2 Experience and knowledge, PICW

- Being competent in relevant OHS laws and regulations, as well as specific requirements and standards from Ericsson.
- Understanding of specific works, and the associated hazards, risks and required control measures.

7 Communication, competence, and training

7.1 Communication

The Supplier shall have a mechanism to ensure that Supplier personnel have access to appropriate levels of health, safety and well-being information and expert advice.

7.2 Competence and training

The Supplier shall have a mechanism to ensure that Supplier personnel are competent to perform their assigned tasks and have appropriate education, training and experience.



As a minimum, the Supplier shall ensure Supplier personnel follow the requirements below:

- every person has received the relevant initial training for the tasks they are designated to undertake before commencing work, and periodic refresher training to maintain their competency;
- training must be fit for purpose of tasks, meaning that it must be delivered in an appropriate language and through appropriate means for the target audience;
- high risk activities shall only be performed by those that are trained and competent; and
- training records shall be maintained.

In addition, Supplier employees shall complete the mandatory courses required by Ericsson, as specified on the webpage [Supplier Occupational Health and Safety Requirements - Ericsson](#). The courses are available on Ericsson Virtual Learning Environment (VLE).

The Supplier is also responsible for ensuring that all personnel meet any additional competency requirements as mandated by local laws, regulations, and any specific customer requirements outlined in the contract with Ericsson.

The Supplier shall provide training records and competence certificates as required by Ericsson.

8 Risk management

The Supplier shall have 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 risks using industry best practice for conducting an OHS Risk Assessment;
- define and implement measures to eliminate or mitigate the risks;
- communicate the risks and required control measures to any persons who may be exposed; and
- continually monitor and review the effectiveness of these control measures.

9 Project OHS Plan

The Supplier shall develop, maintain, and implement an OHS Plan for each project where high risk activities are to be conducted to detail the measures that the Supplier has in place to identify and manage the risks associated with the



work. The Supplier shall provide a copy of project OHS plan to Ericsson. Approval of the project OHS Plan by Ericsson is a prerequisite for Supplier to commence high risk activities on the project.

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 at project level and site level;
- training and competence provisions for Supplier personnel;
- 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 subcontractors shall be selected and managed, including communication of standards;
- details of how any high-risk substances, products, plant, and equipment shall be selected, used and controlled throughout the delivery of the works;
- details of Suppliers emergency processes;
- any other required details of the Governance process between Ericsson and Supplier; and
- relevant requirements of applicable Laws and compliance plans.

10 Operational control

10.1 Operational standards

The Supplier shall meet or exceed the following [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.

10.2 Ericsson Lifesaving Rules

The Supplier must respect and ensure the compliance with Ericsson Lifesaving Rules which include:

- Driving - do not exceed speed limits, and never use handheld phones or devices while driving
- Travelling - always wear a seat belt when driving or when you are a passenger of a vehicle
- Helmets - always wear a helmet when riding motorcycles or bicycles (Important notice: Motorcycles are not allowed as a transport alternative or delivery of equipment.)
- Alcohol and drugs - never work or drive under the influence of alcohol or drugs, including prescribed drugs that may impair performance
- Personal protective equipment (PPE) - always use the correct PPE for your work environment
- Drop Zones - do not enter a drop zone unless you are authorized and wearing the correct PPE
- Working at heights - always use a fall-arrest system and pay attention to environmental conditions
- Electricity - always verify energy isolation before work. When working in the proximity of power, always maintain a safe distance



Details can be found on the webpage [Basics of safety - Lifesaving rules videos - Ericsson](#).

10.3 Equipment safety

The Supplier shall have a mechanism to ensure equipment safety, including:

- any equipment (such as but are not limited to cranes, mechanical lifting devices, chains, ropes, as well as powered portable tools) is installed, examined, tested, maintained and certified in accordance with manufactures recommendations, legal requirements, and industry standards, as applicable;
- any equipment modification is approved by an approved certification body in line with manufactures recommendations;
- all equipment is suitable for their intended use, inspected / examined before use and only be used by those who are competent to operate them; and
- suitable information and instructions relating to the use, maintenance, storage and disposal of equipment are obtained and communicated to end users.

10.4 Inspection

The Supplier shall have its own inspection regime in place. All high-risk activities shall be subject to inspection before any work commences and during the work, as applicable.

The Supplier shall establish and maintain a robust inspection regime tailored to the nature and risks associated with high-risk activities. This inspection regime must include:

- Site safety risk assessment: being conducted daily on site before the commencement of high-risk activities. The assessment shall also include inspection of all equipment, work environment, and safety measures.
- Site inspections: being conducted regularly during the execution of high-risk activities to ensure ongoing compliance with safety standards. The frequency of these inspections should be proportionate to the level of risk involved in the activity. Site inspections shall not be conducted by the crew performing high-risk activities at the site.

The Supplier must plan an inspection schedule, including the frequency and intervals of inspections. The schedule should be based on industry best practices, the specific risks associated with the work, and legal requirements.

10.5 Stop Work Authority

The Supplier shall empower Supplier personnel to exercise the Stop Work Authority, or otherwise intervene in a work situation when they, in good faith,



believe that they or others are in an immediate danger of suffering a fatality, injury, or illness. No disciplinary actions or other retaliation (including liability or damage claims) are allowed to be taken against personnel who, in good faith, have exercised the Stop Work Authority.

Detailed requirements from Ericsson can be found in the [Stop Work Authority Process for Suppliers](#).

10.6 Subcontractor management

The Supplier shall have in place robust mechanisms to manage its subcontractors which shall include:

- systems and processes for the assessing the OHS capability of subcontractors to meet Ericsson's OHS Operational Standards;
- contractual agreements that reflect and flow down Supplier's obligations to its subcontractors;
- where appropriate, the contractual inclusion of performance management mechanisms between Supplier and its subcontractors;
- methods to communicate and monitor the compliance of subcontractors' delivery against Ericsson OHS Policy and requirements; and
- systems for regular review of OHS performance of its subcontractors.

The Supplier shall prohibit the further sub-contracting of any high-risk activities by its subcontractor without the express permission of Ericsson. Upon Ericsson's request, Supplier shall report all parties undertaking high risk activities on behalf of Supplier.

11 Emergency preparedness and response

The Supplier shall identify and document potential emergency situations and how to respond to them. The document shall at least include the following elements:

- roles and responsibilities;
- emergency procedures (e.g. steps to be taken before, during and after emergencies);
- emergency contacts;
- emergency plan containing evacuation routes, exits and assembly points;
- emergency equipment (e.g. first aid kits, fire extinguishers) as well as their locations and instructions for using; and



- regular updates and reviews arrangement.

Emergency plans shall be communicated to concerned employees and practiced and tested periodically.

12 OHS incident reporting and investigation

The Supplier shall have appropriate incident reporting and investigation procedures in place, including a process for corrective actions and follow up of incidents that result in high potential or severe work-related injuries, illness and fatalities.

The Supplier shall report OHS incidents including fatalities, injuries, illnesses, near misses and risk observations, as well as Stop Work Authority cases in the [Ericsson Global Incident Reporting Tool](#) (GIRT). All fatalities, major injuries, serious illnesses, and near misses which could have resulted in a fatality, major injury, or serious work-related illness shall be reported in accordance with local requirement from Ericsson but shall not exceed 24 hours. Supplier shall continuously promote and encourage all Supplier personnel to report near misses and risk observations.

The Supplier shall cooperate with and support Ericsson in the investigation of all major incidents including fatalities in adherence to the timelines set by Ericsson. All details related to major incidents and incident investigations shall be shared with Ericsson (and Supplier acknowledges these may be shared with the Ericsson Group Companies and Customers to Ericsson).

13 Performance measurement and improvement program

The Supplier shall establish and implement a comprehensive OHS performance measurement system that includes both lagging and leading indicators to monitor and improve their OHS performance.

13.1 Lagging indicators

The Supplier shall track and report historical OHS performance, including but not limited to:

- Statistics on incidents (including near misses and risk observations, injuries, work-related illnesses, and fatalities) for the last three (03) years.
- Trend analysis of near-misses, risk observations, including, where applicable, unsafe acts and unsafe conditions.

13.2 Leading indicators

The Supplier shall also monitor proactive safety efforts, such as:



- OHS training programs and the percentage of employees completing these programs.
- Leadership participation in OHS activities (e.g., safety walks, audits).
- Implementation of safety controls and preventive measures.
- Recognition programs for safety behavior and achievements.
- Stop Work Authority cases.

13.3 OHS improvement program

The Supplier shall set targets, objectives, and an improvement program to reach these targets and objectives with action plans. Targets and objectives shall be measurable and have clear deadlines. The improvement program must include:

- a commitment to continual improvement based on performance data;
- regular monitoring and review of objectives and targets, with evidence of adjustments made as needed to meet or exceed performance goals; and
- evidence of how the Supplier ensures these objectives and targets are met, including the frequency of reviews and actions taken in response to trends and gaps.

14 Non-compliance and corrective actions

Whenever there is a non-compliance with the requirements specified in the document as well as the linked documents identified, the Supplier shall promptly develop a detailed action plan. The plan shall at minimum include:

- specific actions to address each area of non-compliance;
- resources allocated and responsibilities assigned to implement the corrective actions; and
- due date for completing the corrective actions.

The plan shall be provided to Ericsson in accordance with the timeline set by Ericsson. The plan is subject to Ericsson's approval.

15 Change information

- Updated document structure
- Expanded the scope of application to include all suppliers conducting high-risk activities while providing services to Ericsson



- Added definitions
- Specified the requirements
- Included Lifesaving Rules and highlighted the prohibition of motorcycles
- Incorporated new requirements (i.e. Stop Works Authority, Remote Site Assurance, Site Inspection, and Supplier Safety Maturity Assessment)
- Connected with Consequence Management