

# **The Ericsson General Supplier Occupational Health and Safety Standards**

**Standard**



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## 1 Introduction

Ericsson strives to create a healthy and safe work environment for all, with a coordinated Group-wide approach to health and safety.

A safe and healthy working environment for all employees worldwide is a commitment Ericsson takes very seriously. Ericsson includes in this commitment its suppliers and their employees.

Ericsson has issued a Code of Conduct to all suppliers covering requirements in the area of basic human rights, labor and health and safety standards, environmental management and anti-corruption in the workplace. This document describes the Occupational Health and Safety (OHS) requirements which we place on our suppliers. The OHS performance will be evaluated through supplier audits and assessments.

To access Ericsson's Code of Conduct and Suppliers OHS requirements on-line, please visit:

<http://www.ericsson.com/responsible-sourcing>

## 2 Supplier Occupational Health and Safety Standards

Ericsson requires that our suppliers shall have an Occupational Health and Safety (OHS) Management System incorporating at the minimum the following:

**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 ill-health and to continuous improvement.

**Risk Assessment:** The Supplier shall identify and document its OHS risks and determine its relevant controls.

**Improvement Program:** The Supplier shall have an OHS improvement program in place, including objectives and action plans.

**Legislation:** The Supplier shall comply with applicable OHS legislation and regulations.

In case of conflict, the Local legislation and regulations shall always take priority over the Ericsson standards.

**Competence:** The Supplier shall ensure that all employees are competent for their assigned tasks and have appropriate education, training and experience.

**Reporting and Investigation:** The Supplier shall have appropriate incident reporting and investigation procedures in place, including a process for corrective actions.



### 3 **Ericsson OHS Operational Standards**

Where applicable, the Suppliers' OHS Management System shall as a minimum requirement meet or exceed the standards of the Ericsson Group OHS Operational Standards listed below:

- Chemical handling
- Climbing and working at heights
- Confined space entry
- Construction and civil work management
- Driver and vehicle safety
- Environmental and occupational noise
- Exposure to Radio Frequency Electromagnetic Fields
- Fire prevention
- Lone working
- Manual handling
- Personal Protective Equipment
- Working with electricity.

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

Ericsson OHS Operational Standards may be modified by Ericsson any time. Revisions of the Ericsson OHS Operational Standards shall apply from the date of their release unless otherwise agreed in writing with Ericsson, 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.

### 4 **Ericsson Specific OHS Standards**

The 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.

### 5 **Change information**

Changes since last revision:

- Confined space entry added under 3