

The Ericsson General Supplier Occupational Health and Safety Standards



REQUIREMENTS



Contents

1	Supplier Occupational Health and Safety Standards	4
2	Ericsson OHS Standards	5
3	Ericsson Specific OHS Standards	6
4	Change information	6

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The Ericsson General Supplier Occupational Health and Safety Standards

Ericsson strives to create a safe and healthy working 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 areas 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 of our supply chain will be evaluated through supplier audits and assessments.

We value our suppliers’ input and very much appreciate your cooperation in this area.

To access Ericsson’s Code of Conduct and supplier OHS requirements on line, please visit:

http://www.ericsson.com/responsible_sourcing



1 Supplier Occupational Health and Safety Standards

Ericsson requires that our Suppliers' shall have an OHS Management System incorporating the following minimum standards:

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 continual improvement.

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

Management System: The Supplier shall consider OHS aspects in its management system.

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 a 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 action.



2 Ericsson OHS Standards

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

- Chemical handling;
- Climbing and working at heights;
- 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; and
- Working with electricity.

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

Ericsson OHS standards may be modified by Ericsson at any time. Revisions of the Ericsson OHS 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 standards that materially impacts its ability to deliver the applicable scope of work, Ericsson and the Supplier shall (acting reasonably) discuss and agree the method, implications and timeline for implementing such change.



3 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.

4 Change information

Revision	Description
A	Initial release
B	Formal changes