



# ISO 45001 Occupational Health and Safety Management System



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Prioritizing your people

## Overview

Prioritizing your people with a robust strategy for health, safety and well-being is essential for becoming a profitable, innovative and resilient business. ISO 45001 is the world's first Occupational Health & Safety (OH&S) management system standard.

Its focus on risk prevention, innovation and continual improvement will benefit organizations with the foresight to achieve this global standard through improved organizational strength. It also builds upon ISO 9001 Quality Management System (QMS), following the same structure and principles.

As well as increasing employee engagement and publicly demonstrating commitment to sustainable work by providing safe and healthy workplaces, this standard focuses on key business challenges such as the supply chain and continuity planning. This allows organizations to anticipate, adapt and respond, providing both resilience and agility in a global marketplace.



**Kate Field**

Global Head Health, Safety and Well-being, BSI

"It's known that BSI assessors are very thorough and quite tough - so meeting their requirements is not just a 'tick in the box' exercise. That's positive, because certification by BSI really means something, both to us and to our customers."



# The benefits of using ISO 45001

## For organizations

Organizations with effective health and safety management systems are equipped to:

- Unlock high levels of discretionary effort from workers.
- Reduce the number of workplace injuries and illnesses.
- Enjoy higher performance levels and enhanced productivity.
- Higher product and service quality.
- Benefit from strengthened recruitment, diversity, engagement and retention.
- Reduce costs and improve compliance.
- Improve reputation among customers, suppliers, and investors.
- Create an authentic culture of trust and work engagement.
- Adapt to the future of work.

## For individuals

For the individual, the benefits are equally clear. They enjoy a safe, healthy work environment, carrying out fulfilling tasks supported by effective working relationships. Effective health and safety management is an important part of an organization's well-being activities as it promotes a safe and healthy workplace.

Commitment to management standards is proven to deliver real business benefits. BSI clients who have adopted an OH&S management system tell us they benefit in the following ways:

- 79% helped comply with regulation.
- More than half say it helped protect their business.
- 64% helped manage business risk.
- More than half say it inspired trust in their business.

## For leadership

ISO 45001 allows leaders of an organization to show their commitment to safe and healthy workplaces in a way that hasn't been seen before. ISO 45001 allows organizations that truly put their people first to demonstrate this by integrating broader wellness/well-being agendas into their management system. At the same time, ISO 45001 recognizes the value created by an actively engaged and empowered workforce.



# Bringing health and safety and continual improvement into the heart of your business

With ongoing recruitment and retention challenges globally, the importance of health, safety and well-being as part of your organization's employee value proposition has never been more important. Proactively demonstrating a culture of care where physical and mental health are protected and harm prevented, is now an essential element of an organizations strategic purpose.

Using standards can offer a set of powerful business and marketing tools for organizations of all sizes. You can use them to fine-tune your performance and manage the risks you face while operating in more efficient and sustainable ways. They'll allow you to demonstrate the quality of what you do to your customers and help you to see how to embed best-practice into your organization. This is where ISO 45001 can be so important. BSI's globally recognized Mark of Trust will help your customers and the wider world understand how seriously and effectively OH&S is managed across the business.

**ISO 45001** and its alignment to the United Nations Sustainable Development Goals (UN SDGs) sends a powerful message to shareholders and stakeholders – including employees – that organizations truly prioritize their people.



## Harvard Business School

New research by the Harvard Business School<sup>1</sup> analyzed proprietary certification data from some of the world's largest certification companies and

injury microdata from the U.S. Bureau of Labor Statistics. It is the first study to directly examine the effects of the health and safety management standards on establishment-level health and safety performance using injury and illness data.

### The study finds:

- Establishments certified tend to be safer workplaces.
- Certification reduces the total number of illness and injury by 20 percent, and the number of illness and injury cases associated with job transfers or restrictions by 24 percent.
- Evidence that it reduces the most severe injuries and illnesses - those that lead to days away from work - by a similar magnitude.

# Demonstrate your organization's commitment to occupational health and safety management

## How BSI can help

BSI is your trusted partner in progress, dedicated to shaping thinking on important issues and helping your organization accelerate progress towards a sustainable world. As you look to do so, there are many ways we can help.



### Knowledge

To help you understand and adopt a culture of trust, you can find a wide range of educational materials such as blogs, webinars, case studies and whitepapers on our website. Find out more about [ISO 45001](#).



### Training

We support you with a range of qualifications and training to help gain the confidence and competencies to effectively manage occupational health and safety. ISO 45001 training and qualifications cover:

Requirements; Implementation; Internal Auditor; Lead Auditor; and Management Briefing. Multiple delivery formats are available to suit your busy schedules: in-person classroom; virtual instructor-led; on-demand eLearning; and in-house.

[Explore our training portfolio.](#)



### Gap analysis

Book a gap analysis with us and we will take a closer look at your existing health and safety management system or best practices and compare it with the requirements in ISO 45001. We will provide you with a report to help you identify the areas that are in-line with the standards, and those areas that need further improvement, so you can develop a clear plan of action.



## Certification

Gain independent assurance that you are following international good practice by certifying your ISO 45001 management with BSI. Through certification, your organization will demonstrate effective risk management processes for regulatory compliance and continuous improvement, as well as protect and inspire confidence and trust in your organization from employees and external parties. At BSI, our hybrid audits combine our auditing capabilities with our immersive technology to provide a seamless, full-service experience. This programme provides a more consistent, flexible approach that engages teams from different locations effectively.



## Internal and Supplier Audits\*

Working with you, BSI can offer audits tailored to meet your organization's specific requirements, both internally and across your supply chain, providing you insight against your best practice criteria. You'll be able to get the transparency and confidence required to build trust and resilience in your organization and protect your brand.

\*Limitations may apply if pursuing BSI certification services



## Software tools and solutions

BSI Connect is the integrated technology solution that inspires trust in your audit, compliance and supply chain activities enabling you to build resilience through data-driven insight. It will help you monitor your employees' health and safety closely in a more effective way by providing you precise real-time data and helping you maintain your health and safety records and documented information, facilitating incident training and your risk management. BSI Connect provides your organization with the visibility to keep your employees and contractors safe and protect your business.

# BSI's Prioritizing People Model<sup>©</sup>

## Benefits for people

Workplace well-being

## Benefits for organization

Organizational resilience

### Fulfilment needs

Actualization

### Innovative organization

Innovation

### Psychological needs

Esteem

Belonging

### Engaged, committed, productive workforce

Autonomy

Social engagement

Career development

Work life balance

Effort reward balance

Collaboration and positive relationships

Fair and respectful workplaces

Consultation and participation

### Basic needs

Safety

Physiological

### Decent, safe, healthy, compliant workplace

Secure and sustainable employability

Absence management

Personal health

Workplace free from adverse social behaviour

Rest and recuperation

Workplace welfare

Workplace free from physical, mental & cognitive injury and ill-health

## Prioritizing People Model<sup>©</sup>

BSI's Prioritizing People Model<sup>©</sup> sets out best practices for workplace well-being and the integrated elements that will deliver a culture of trust and support to a resilient organization. It encompasses the physiological and safety elements that are needed to provide decent, safe, healthy and compliant workplaces, the psychological needs of belonging and esteem to deliver an engaged, committed and productive workforce and culminates in the actualization of both people's potential and the organization's potential demonstrated through innovation. By embedding this best practice model, an organization creates a culture of trust that also enhances its resilience. To find out more about the model, [download the whitepaper](#).



## Related standards

**ISO 9001 Quality Management Systems** is the internationally recognized QMS standard designed to be a powerful business improvement tool for organizations of any size. It provides a good set up and foundation for both ISO 45001 and ISO 45003, which respectively enhances your existing QMS with workplace OH&S, and psychological health, safety and well-being. To learn more about ISO 9001, [visit our landing page](#).

**ISO 45003 Psychological Health and Safety at Work** is a new occupational health and safety guidance standard designed to support organizations to appreciate and achieve psychological health, safety, and well-being in their workplace, to avoid psychosocial risks and unlock the full potential of their people. This standard supports organizations to understand the issues, develop new approaches and manage the risks in the short and longer- term. ISO 45003 is designed to compliment and support ISO 45001.

Learn more about how BSI helps you with psychological health and safety in the workplace. [Visit our landing page](#).

## Why choose BSI?

BSI shapes, shares and embeds best practice, so that organizations can become future ready – by being trusted, resilient and ready to succeed in our ever-changing world. We are the world leader in developing standards to maximize the value of an organization’s most important asset – their people.

BSI is proud to hold the Secretariat of the ISO Technical Committee that has developed the first international guidance standard on managing psychological health and safety at work – ISO 45003. In the development process the Committee have worked with global experts in health and safety to bring together global good practice and distil their knowledge into this new standard.





# All health, safety and well-being solutions

Find out more about ISO 45001 and how it relates to our complete range of health, safety and well-being solutions [here](#).

Call: 0800 583 965

Visit: [bsigroup.com/en-nz/](https://bsigroup.com/en-nz/)

