

Are you ready for ISO 45001?

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management by prioritizing
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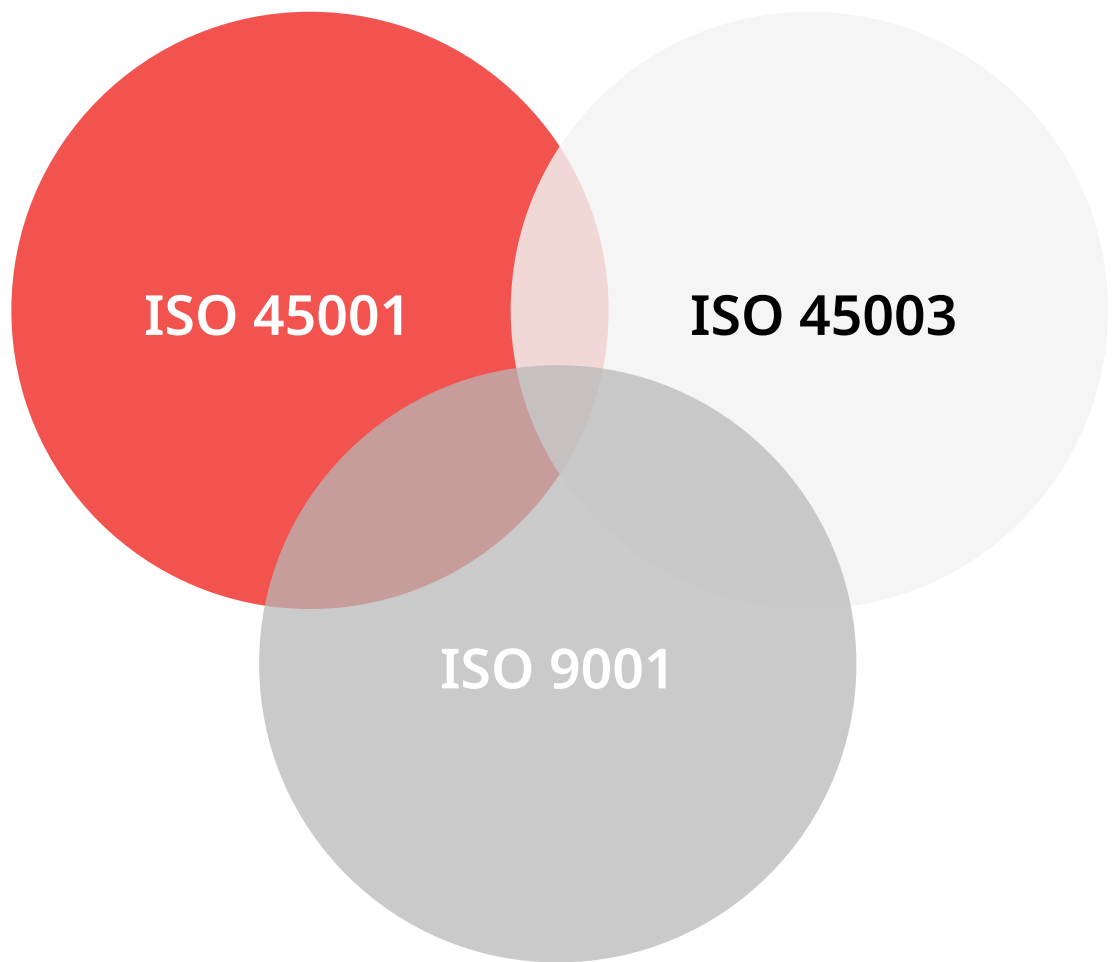
ISO 45001 is the world's first Occupational Health & Safety Management System (OH&S MS) global standard. It builds on Quality Management System (ISO 9001) (QMS), improving organizational strength in a number of key areas including risk prevention, innovation and continual improvement.

The standard enables your organization to increase employee engagement, which in turn enhances quality and publicly demonstrates your commitment to sustainable work by providing safe and healthy workplaces.

Also worth noting is that ISO 45001 can be expanded further as it works hand in hand with ISO 45003, the first global standard to provide practical advice on managing psychological H&S and promoting well-being at work.

This guide breaks down the clauses within ISO 45001 to show you how close you are to achieving certification, based on steps you've already taken towards implementing ISO 9001. In addition, our experts have provided you with some practical advice to help you bridge the gap to 100% readiness for ISO 45001 and accelerate progress towards a lower-risk, more engaged future for your employees.

The relationship between ISO 9001, ISO 45001 and ISO 45003



7 steps to ISO 45001 implementation

Before we explore the clauses of ISO 45001, here are our top tips on how to create a seamless implementation process

01

Get commitment and support from senior management

This will ensure that the necessary resources and support are available for the implementation of ISO 45001.

02

Engage the whole business with good internal communication

This will guarantee that everyone in the organization understands the benefits of ISO 45001 and their role in its implementation.

03

Compare your existing ISO 9001 management system with ISO 45001 requirements

This allows your organization to identify the gaps that need to be filled in order to comply with the standard.

04

Establish an implementation team to get the best results

This team should be responsible for developing a plan for implementing ISO 45001 and overseeing the plan's effectiveness at each stage.

05

Map out and share roles, responsibilities and timescales

This provides individuals with relevant information including what they need to do and when they need to do it.

06

Develop a plan for implementing ISO 45001 including:

- The scope of the implementation
- The timeline for implementation
- The resources required for implementation
- The risks and challenges associated with implementation
- The benefits of implementing ISO 45001

07

Communicate the plan to all stakeholders

This includes employees, customers, suppliers and investors.

The foundations of ISO 45001

Organizations need to have a Quality Management System implemented, that covers the same scope as Occupational Health and Safety Management Systems (OH&S MS). It is not possible to effectively manage risks, without first having a robust quality management system in place. The OH&S MS would ideally be ISO 9001, however an alternative OH&S management system that clearly follows a PDCA (plan, do check act) process is acceptable.

As Occupational Health and Safety Management (ISO 45001) has been written to be supported by Quality Management Systems (ISO 9001), in some instances, organizations will have to show that they conform to the requirements of the relevant clause of ISO 9001, even if they do not use the whole standard for their OH&S management system.

In order to implement ISO 45001, it is critical to understand the scope of the definitions (Clause 3).



Definitions:

While not all definitions are listed here, you should be specifically alert to the following:

Worker

Person performing work or work-related activities that are under the control of the organization. This includes paid or unpaid, permanent, regular or temporarily, intermittently or seasonally, casually or on a part-time basis. Top Management and managers are also “workers”.

The work or work-related activities performed under the control of the organization may be performed by workers employed by the organization, workers of external providers, contractors, individuals, agency workers, and by other persons.

Participation

Worker involvement in decision-making, including engaging health and safety committees and workers’ representatives, where they exist.

Consultation

Seeking views of workers before making a decision, including engaging health and safety committees and workers’ representatives, where they exist.

Workplace

Place under the control of the organization where a person needs to be or to go for work purposes.

Injury and ill health

Adverse effect on the physical, mental or cognitive condition of a person including, but not limited to, occupational disease, illness and death.

Hazard

Source of a potential to cause injury and ill health including sources with the potential to cause harm, hazardous situations, or circumstances with the potential for exposure leading to injury and ill health.

Occupational health and safety risk

Combination of the likelihood of occurrence of a work-related hazardous event(s) or exposure(s) and the severity of injury and ill health that can be caused by the event(s) or exposure(s).

Incident

Occurrence arising out of, or in the course of, work that could or does result in injury and ill health (includes accidents, near misses, near-hit, high potential incidents etc.).

ISO 45003 is not a standard on well-being per se. Effective workplace well-being is impossible without managing psychological health and safety. If you manage psychosocial risk, then you can create the right conditions of workplace well-being. If your organization has well-being initiatives, you will need to align these to the ISO 45003 definition of workplace well-being.

While you may decide not to use the term ‘occupational health and safety risk’ in your general internal communications, it is important that top management and line managers have been introduced to this terminology; and that they understand that physical health and safety hazards can be linked to quality management, and can cause physical and mental harm to workers.

Upcoming clauses:

Clause 4: Context	Clause 8: Operation
Clause 5: Leadership	Clause 9: Performance
Clause 6: Planning	Clause 10: Improvement
Clause 7: Support	

ISO 45001 Clause and Requirements

Clause 4: Context

Many of the internal and external issues you have identified for ISO 9001 will be applicable to ISO 45001. You will need to review and update these in the context of the OH&S MS and its intended outcomes.

Clause requirements:



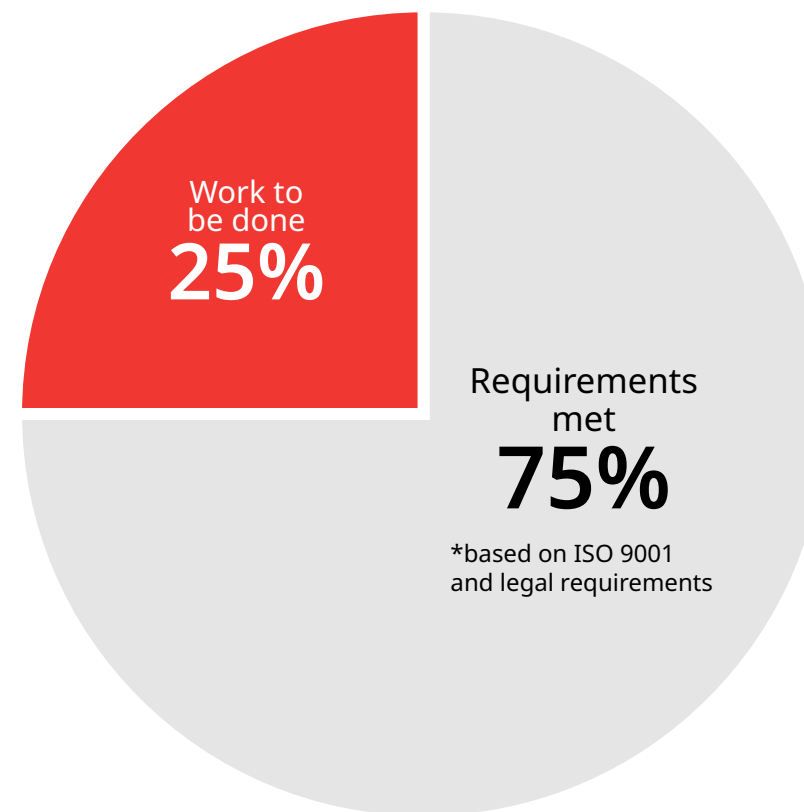
Determine external and internal issues relevant to its purpose and that affect your ability to achieve the intended outcome(s) of your OH&S MS

Note that intended outcomes include, but are not limited to the following:

- Prevent work related injury and ill health to workers
- Provide safe and healthy workplaces
- Eliminate hazards and minimize OH&S risks by taking effective preventive and protective measures
- Continual improvement of OH&S performance
- Fulfilment of legal requirements and other requirements
- Achievement of OH&S objectives

The steps you've taken during ISO 9001 implementation and the legal requirements you are complying with means **you're 75% of the way there with Clause 4.**

Readiness for ISO 45001
Clause 4: Context





Next steps for implementing ISO 45001 Clause 4

Moving from 75% to 100% readiness

- **Review and update the internal and external issues** you have identified for ISO 9001 in the context of the OH&S MS and its intended outcomes
- Areas to pay attention to are **regulatory requirements in relation to H&S** (this may extend into fire, building, employment and disability/social insurance requirements)
- **Specific H&S issues raised by workers or their representatives;** incident data, culture of the organization and how wider political, economic, social, technological and environmental issues may impact achieving the objectives of the OH&S MS
- ISO 45001 expressly requires that you **determine the needs and expectations of workers, as well as other interested parties.** Many of the interested parties you have identified for ISO 9001 will be the same for ISO 45001 but not all; or the needs and expectations will be different in the context of OH&S MS. For instance, 'local community' may feature in both ISO 9001 and ISO 45001 and aspects such as traffic and noise may be relevant to both; but there may be additional issues from a H&S point of view such as fire, explosion, chemical risks etc.
- As well as specific H&S legislation, **other requirements may be stipulated** in collective agreements, social insurances or employment and contractor/supplier contracts

Next steps for implementing ISO 45001 Clause 4











- The output from these steps will be used for **setting the scope of your OH&S MS, establishing its OH&S policy, identifying hazards and setting OH&S objectives, determining legal requirements and other requirements and other risks and opportunities to be addressed by the organization;** this is an essential step to the effectiveness of the rest of the OH&S MS. Top tip: it is also worth reviewing this clause as you work through the other clauses as you may identify issues, parties and needs and expectations you have missed
- Elements of scope are likely to be **the same for ISO 45001 as they are for ISO 9001**, but there are also likely to be significant differences such as geographical, physical and organizational boundaries. Organizations should understand the extent of control or influence that it can exert over activities, products and services before deciding on the scope. Crucially for the success of the OH&S MS to meet its intended outcomes, and to the credibility/reputation of the organization, **the scope must not be defined in a way that excludes activities, products, services or facilities that have or can have a significant impact on the OH&S performance**
- If the organization changes its sphere of control or influence, expands or contracts its operations, **the scope should be reviewed, along with other changes likely to affect the OH&S MS**
- When considering the scope of the OH&S MS, you must also **understand outsourced functions and processes**, as they can impact the intended outcomes of the OH&S MS
- Clause 4's requirement **to establish, implement, maintain and continually improve an OH&S MS**, presents a great opportunity to pull across your approach to this clause from ISO 9001 into ISO 45001. Using the same 'process' approach required for ISO 9001 may greatly enhance your OH&S MS



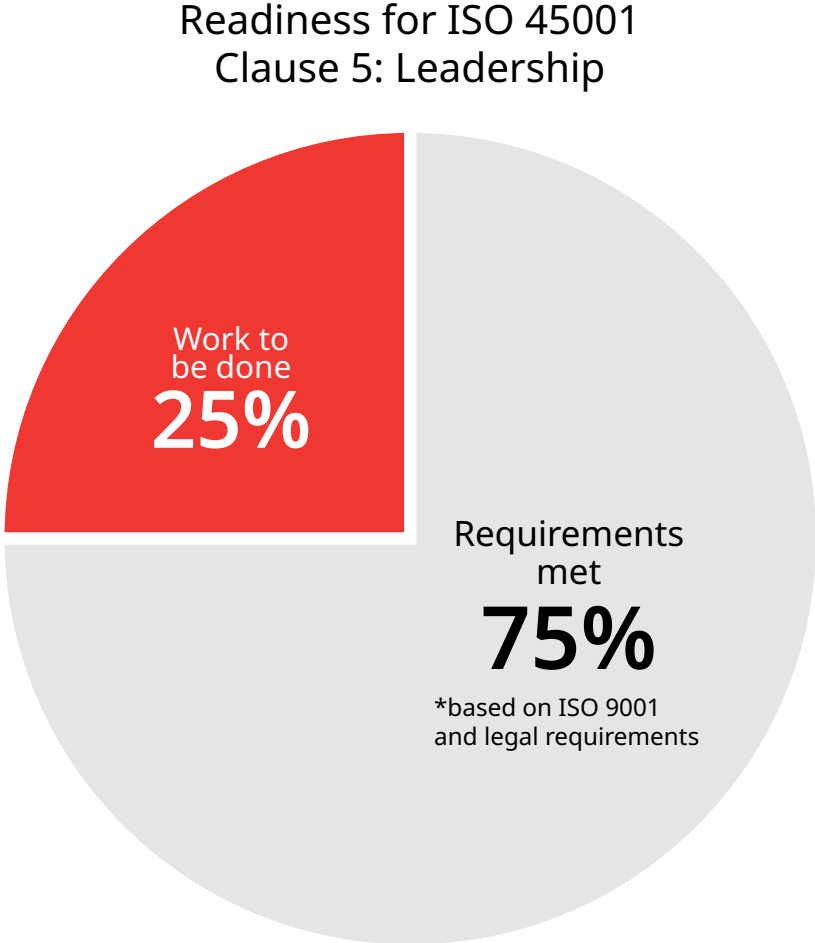
Clause 5: Leadership

While there are many similarities regarding leadership between ISO 9001 and ISO 45001, ISO 45001 goes further. In particular, leadership must develop, lead and promote a culture that supports the intended outcomes of the OH&S MS.

Clause requirements:

-  Demonstrate leadership and commitment with respect to the OH&S MS by taking overall responsibility and accountability
-  Ensure that the OH&S policy and OH&S objectives are established and compatible with the strategic direction of the organization
-  Ensure the integration of the OH&S MS processes and requirements into your organization's business processes
-  Communicate the importance of effective OH&S management and of conforming to the OH&S MS requirements
-  Ensure that the OH&S MS achieves its intended outcome(s)
-  Direct and support workers to contribute to the effectiveness of the OH&S MS
-  Ensure and promote continual improvement
-  Support other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility
-  Develop, lead and promote a culture in the organization that supports the OH&S MS
-  Establish and implement a process(es) for workers to consult on and participate in

The steps you've taken during ISO 9001 certification and the legal requirements you are complying with means **you're 50-75% of the way there with Clause 5.**





Next steps for implementing ISO 45001 Clause 5

Moving from 50-75% to 100% readiness

- Culture is the product of individual and group values, attitudes, managerial practices, perceptions, competencies and patterns of activities that determine the commitment to, and the style and proficiency of, the OH&S MS. **Effective culture is characterized by, but not limited to, active participation of workers, cooperation and communications founded on mutual trust, shared perceptions of the importance of the OH&S MS** by active involvement in detection of OH&S opportunities and confidence in the effectiveness of preventive and protective measures
- An important way top management demonstrates leadership is by encouraging workers and other interested parties (such as contractors) to **report incidents, hazards, risks and opportunities, as well as encouraging those who have made reports from reprisals** (such as the threat of dismissal or disciplinary action). Leadership must ensure that there are **processes for consultation and participation of workers** (see definitions)
- ISO 9001 has an additional section regarding customer focus. Although ISO 45001 is not focused on product safety, there may be **overlapping requirements here in relation to statutory and regulatory requirements. For instance, H&S legislation may cover the design and supply of safe machinery.** So while the OH&S MS may not specifically cover your product; the H&S legal requirements will need to be taken into account (this will be part of 6.1.3 in ISO 45001)
- Both ISO 9001 and ISO 45001 require a policy focused on their respective areas. The OH&S policy is a key element in getting the OH&S MS to work at a strategic level. It signals a change from minimizing harm to maximizing OH&S benefit. For ISO 45001, **the policy should enable workers to understand the overall commitment of the organization and how this can affect their individual responsibilities.** The OH&S policy can be linked or integrated with other policy documents of the organization and should be consistent with the organization's overall business policies

Next steps for implementing ISO 45001 Clause 5

- Responsibilities, accountabilities and authorities are very similar to ISO 9001 but just focused on the OH&S MS. It is worth restating that although authority can be delegated, the overall responsibility and accountability for the OH&S MS remains with top management. It is also essential that **roles and responsibilities clarifies responsibilities at the interfaces between different functions** (e.g. between departments, between different levels of management, between workers, between the organization and contractors, between the organization and landlord or other tenants and its neighbours)
- Consultation with non-managerial workers is unique to ISO 45001. There is strong research and evidence that shows **OH&S MS and culture can be effectively delivered when there are robust and meaningful consultation and participation processes with non-managerial workers**. When establishing these processes, consider the meaning of these terms to ensure you conform to this clause
- Although it is not defined, this clause uses the phrase 'non-managerial workers'. This is to emphasize that **workers at ALL levels of the organization should have access to mechanisms for consultation and participation in decision-making** - from 'shop floor' to top management
- The organization is required to go beyond just making mechanisms available for participation and consultation, it **must actively promote worker engagement**





Clause 6: Planning

Risk and opportunity management are core parts of ISO 9001 and ISO 45001, and draw from the outputs of Clause 4.

Clause requirements:

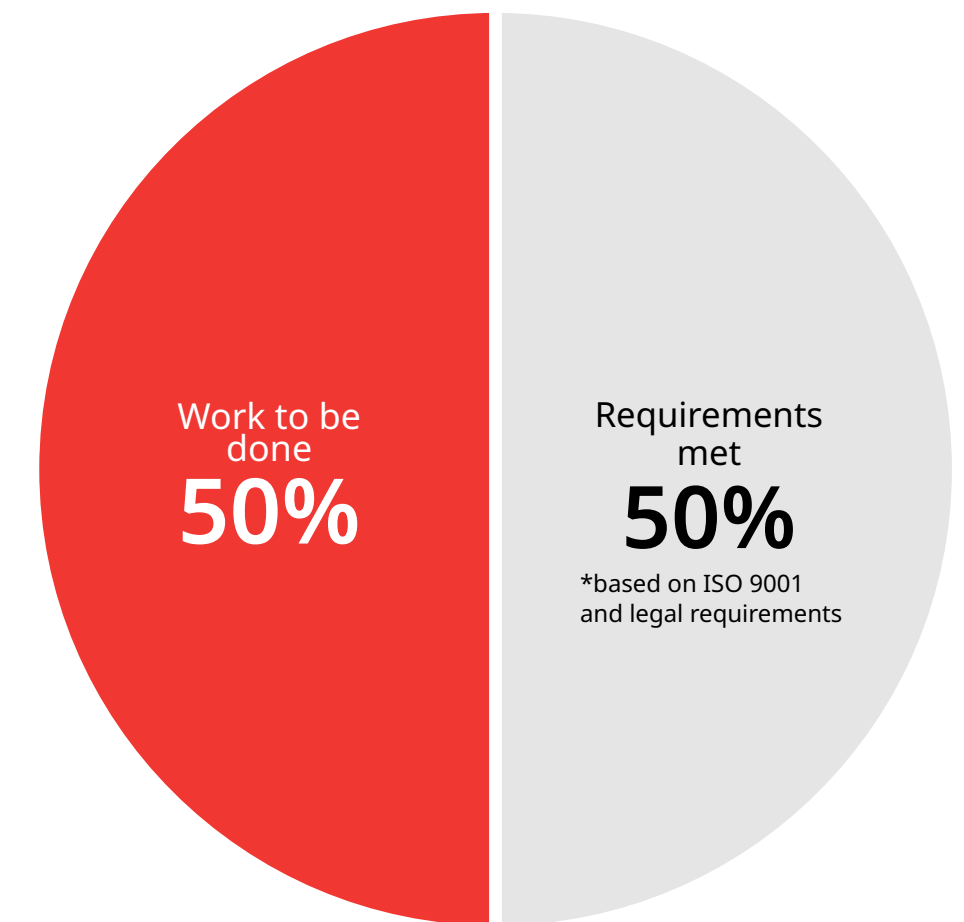


Consider context, interested parties and the scope of the OH&S MS and determine the risks and opportunities:

- Give assurance that the OH&S MS can achieve its intended outcome(s)
- Prevent, or reduce, undesired effects
- Achieve continual improvement

The steps you've taken during ISO 9001 implementation and the legal requirements you are complying with means **you're 50% of the way there with Clause 6.**

Readiness for ISO 45001
Clause 6: Planning



Next steps for implementing ISO 45001 Clause 6

Moving from 50% to 100% readiness

The clause can be understood in terms of these five steps:

- 1 Identify hazards (ensuring alignment with definitions)
 - 2 Determine risks and opportunities
 - 3 Identify relevant legal and other requirements
 - 4 Make a plan of action in light of all this information
 - 5 Establish objectives and performance indicators, together with a supporting delivery plan
- It is important to note that risk and opportunities are divided into two groups (this is different to ISO 9001). There are OH&S risks and OH&S opportunities and then there are 'other' risks and opportunities. The **first group are focused on the hazards and harm that can arise** (injury and ill health - see definition) and the opportunities to prevent or minimize those risks. The **second group are other risks and opportunities that can impact the intended outcomes of the OH&S MS**, such as design or resource planning

- There are likely to be legal requirements that you are already complying to that will help you implement this clause. Additionally, Clause 7.1.4 from ISO 9001 is likely to provide some evidence in support of this clause
- **Hazard identification should proactively determine all sources, situations or tasks** (or combinations of these) **arising from an organization's activities that have the potential to cause injury or ill health**. Examples include:
 - Sources (e.g. moving machinery, radiation or energy sources, introduction of new technologies and processes)
 - Situations (e.g. working at heights)
 - Tasks (e.g. manual handling or sustained work in a fixed position)
- **Hazard identification should take into account reasonably foreseeable types of hazards in the workplace**, including e.g. physical, chemical, biological, biomechanical, technological, psychosocial, ergonomic and natural phenomena (from climate related events to pandemics). The organization should also identify any hazards that could arise from reorganization or changes in processes, changes in knowledge, maintenance activities, and potential emergency situations





Next steps for implementing ISO 45001 Clause 6

- **Hazard identification involves looking into past incidents and how work is actually done, rather than how it should be done.** It can also be valuable to learn from the experiences of other organizations, especially if they have similar processes. The organization should **establish specific hazard identification tools and techniques** that are relevant to the scope of its OH&S MS
- **Hazard identification processes should be applied to both routine and to non-routine** (e.g. periodic, occasional, or emergency) **activities and situations.** One of the bigger challenges for many organizations is how to prevent ill health due to organizational and social conditions in the work environment (psychosocial hazards) - hazard identification should consider the potential impact of these factors
- **Hazard identification should take into account any person who has access to the workplace** (e.g. customers, visitors, service contractors, delivery workers, as well as employees) and the hazards and risks arising from their activities or from the use of products or services supplied to the organization by them. **Hazard identification should also consider their degree of familiarity with the workplace and their behaviours**
- Human factors, such as capabilities, behaviours and limitations, should be taken into account when evaluating hazards related to processes, equipment and work environments. **Human factors should be considered whenever there is a human interface** and take into account issues such as ease of use, potential for operational errors, operator stress and user fatigue
- In some instances, there can be hazards which occur or originate outside the workplace that can have an impact on individuals within the workplace (e.g. releases of toxic materials from neighbouring operations). Where such hazards are foreseeable, these should be addressed. **When identifying potential emergency situations, consideration should be given to emergencies that can occur during both routine operations and non-routine conditions** (e.g. operation start-up or shutdown, construction or demolition activities). It is highly beneficial to link emergency planning requirements in this clause to other business continuity arrangements
- An organization should **plan how to take action to address hazards, legal requirements and other requirements, potential emergency situations and other risks and opportunities**

Next steps for implementing ISO 45001 Clause 6

- The organization can plan to take action in a variety of ways, using its OH&S MS processes or other business processes, such as quality. When the organization has completed the assessment of its risks and taken into account existing controls, it **should be able to determine whether existing controls are adequate or need to be improved, or if new controls are necessary - and create a supporting action plan**; this links directly with Clause 8.1.2 to ensure that the controls follow the hierarchy of controls. The organization should also determine the effectiveness of the actions taken
- In considering how to plan to achieve OH&S objectives, **the organization should examine the resources required (e.g. financial, human, infrastructure) and the tasks to be performed**. Depending on the complexity of a plan to achieve a particular objective, the organization should assign responsibility, authority, and completion dates for individual tasks to ensure that the objective can be met within the agreed timeframe. Objectives can be:
 - Strategic, set to improve the overall performance of the OH&S management system, for example to eliminate noise exposure
 - Tactical, set at facility, project or process level, for example to reduce noise at source
 - Operational, set at the activity level, for example the enclosure of individual machines to reduce noise
- It is important **the objectives are measurable or allow performance to be evaluated against them**. These measurements can be qualitative or quantitative. It is also important that the indicators are active (leading) as well as reactive (lagging)
 - Active monitoring provides feedback on performance before an accident or incident; whereas
 - Reactive monitoring involves identifying and reporting on incidents to check the controls in place are adequate, to identify weaknesses or gaps in control systems, and to learn from mistakes.
- Many organizations rely heavily on reactive monitoring, so improvements or changes are only determined after something has gone wrong. Discovering weaknesses by having an incident is too late and too costly – and undermines the intended outcomes of the OH&S MS
- **Reviews of plans should be conducted regularly, and the programmes adjusted or modified where necessary**. This can be conducted as part of management review or more frequently. Participation and consultation of workers can help to ensure that the best options are selected and that workers at all levels are committed to achieve the objectives












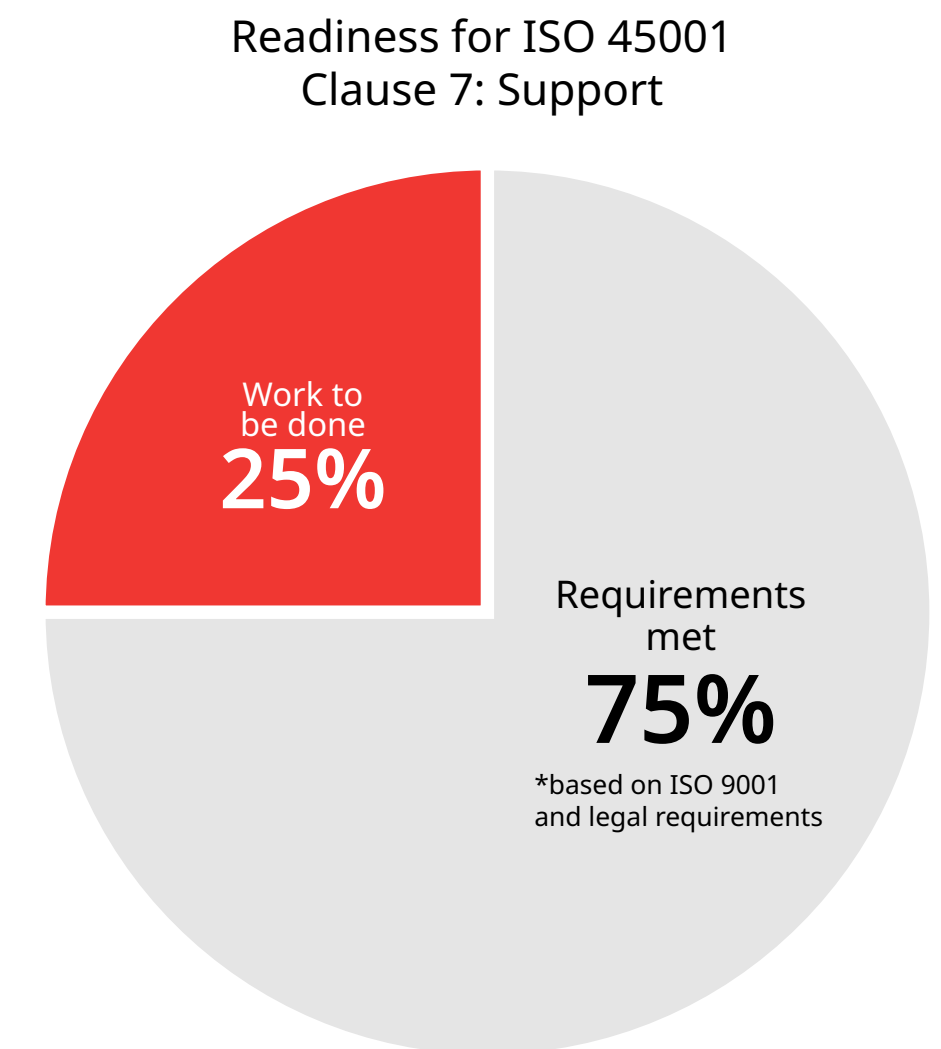
Clause 7: Support

Many of the processes that you have established to conform to the related clauses in ISO 9001 can be used for ISO 45001, particularly communication and documented information.

Clause requirements:

-  Ensure that workers are competent (including the ability to identify hazards) on the basis of appropriate education, induction, training, or experience
-  Ensure that workers are aware of the OH&S policy and OH&S objectives
-  Ensure workers are aware of their contribution to the effectiveness of the OH&S MS, including the benefits of improved OH&S performance
-  Ensure workers have the ability to remove themselves from work situations that they believe present an imminent danger to their life or health, as well as protection from undue consequences for doing so
-  Establish, implement and maintain the process(es) needed for internal and external communication - including what to communicate, whom to communicate to, how and when to communicate communications relevant to the OH&S MS
-  Ensure communication process(es) enables workers to contribute to continual improvement
-  Create and update, controlled documented information as required by the standard

The steps you've taken during ISO 9001 implementation and the legal requirements you are complying with means **you're 75% of the way there with Clause 7.**



Next steps for implementing ISO 45001 Clause 7

Moving from 75% to 100% readiness

- Competence requirements will be different but the processes that support competency - determining competency, providing education and training, and retaining records - will be very similar



Clause 8: Operation

Clause 8 in ISO 9001 has more requirements than Clause 8 in ISO 45001. On the surface they seem quite different but there are areas where you may be able to take the processes established for ISO 9001, into ISO 45001, especially around control of externally provided processes, products and services, as this will link to the ISO 45001 clauses with regard to processes around procurement, contractors and outsourcing. However, the focus in ISO 45001 is on changes to H&S risk and opportunities that contractors or outsourcing bring.

Clause requirements:



Operation planning and control

Determine, plan, implement, control and maintain the processes to meet requirements of the OH&S MS

- At multi-employer workplaces, implement a process for coordinating the relevant parts of the OH&S MS with other organization



Eliminating hazards and reducing risks

Establish, implement and maintain process(es) for the elimination of hazards and reduction of OH&S risks through the hierarchy of controls



Management of change

Review the consequences of unintended changes and take action to mitigate any adverse effects, as necessary



Procurement

Establish, implement and maintain a process(es) to control the procurement and services in order to ensure their conformity with the OH&S MS



Contractors

Co-ordinated procurement process(es) with contractor(s) to identify hazards and to assess and control the OH&S risks arising from the:

- Contractors' activities and operations that impact the organization
- Organization's activities and operations that impact the contractors
- Contractors' activities and operations that impact other interested parties in the workplace
- Procurement process(es) that define and apply OH&S criteria for the selection of contractors



Outsourcing

Ensure that outsourced functions and processes are controlled

- Ensure that outsourcing arrangements are consistent with legal requirements, other requirements and with achieving the intended outcomes of the OH&S MS
- Define the type and degree of control to be applied to these functions and processes within the OH&S MS

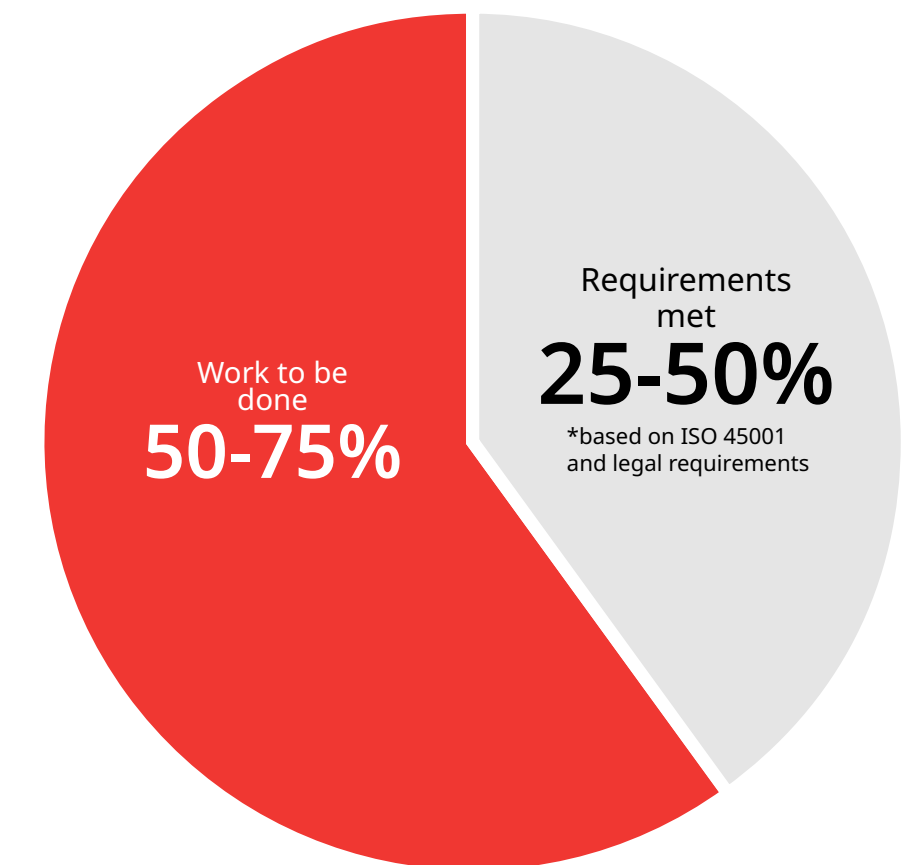


Emergency preparedness and response

Establish, implement and maintain processes needed to prepare for and respond to potential emergency situations. This includes first aid provision, testing and evaluating the process, communication (internally and externally) and keeping documented information

The steps you've taken during ISO 9001 implementation and the legal requirements you are complying with means **you're between 25-50% of the way there with Clause 8.**

Readiness for ISO 45001
Clause 8: Operation



Next steps for implementing ISO 45001 Clause 8

Moving from 25-50% to 100% readiness

- Just like ISO 9001, this clause in ISO 45001 is critical to the outputs of the OH&S MS. This is where the requirement to eliminate hazards and reduce risk is set out. **Preventing risk is the best form of control**, if you can 'eliminate' the risk, you will have the best H&S outcomes
- **Both standards have a sub-clause related to change.** For the OH&S MS, change can be a hazard in itself (particularly in terms of psychological H&S) as well as providing opportunities for other H&S risk
- **ISO 45001 has an additional clause related to emergency preparedness and response**, although there is no related clause in ISO 9001, your organization is likely to have business continuity arrangements that may contribute directly or indirectly to the requirements of this clause. In many cases, emergency preparedness and business continuity planning has been a weakness for organizations. Whilst it may be that emergency situations or disruptions have not been identified, the biggest failure is the practice, practice, practice that is required to test plans. The plans have not been tested robustly or regularly enough to make them effective when actually needed












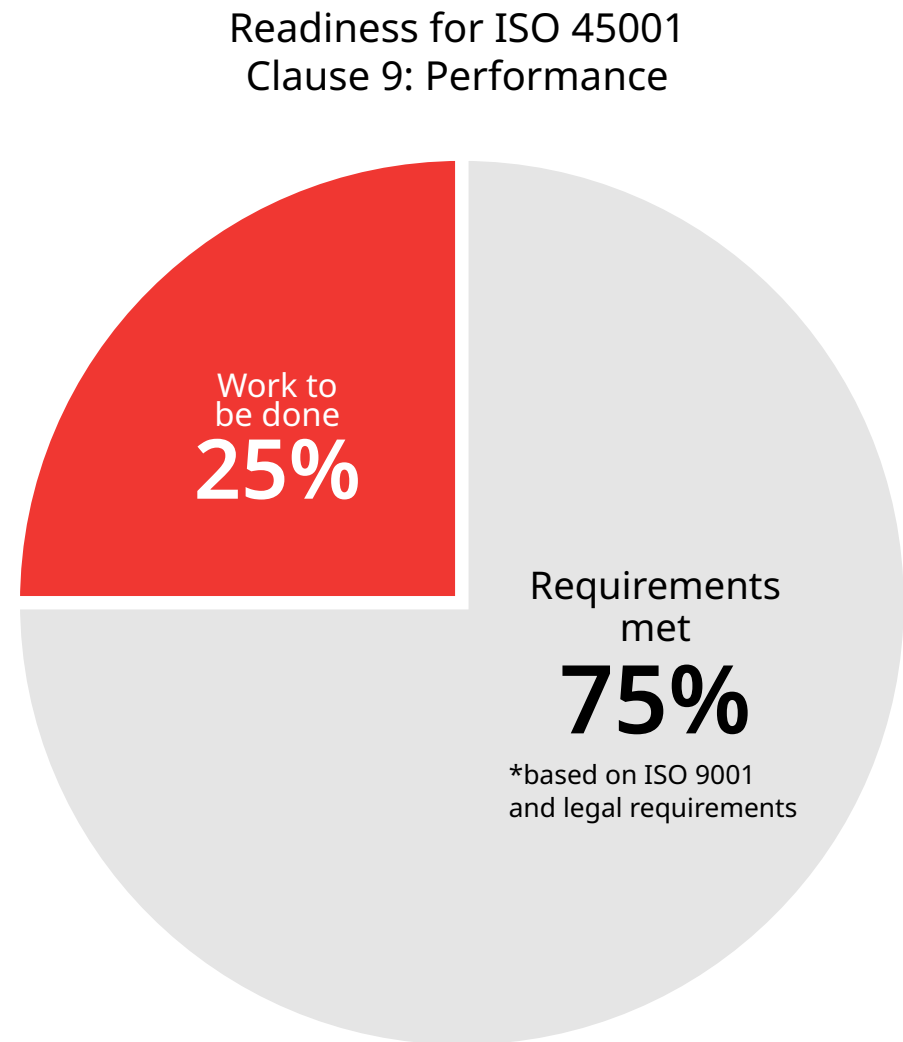
Clause 9: Performance

The core processes required in this clause are consistent across ISO 9001 and ISO 45001 - monitoring, measuring and analysing and evaluating performance, internal audit and management review.

The steps you've taken during ISO 9001 implementation and the legal requirements you are complying with means **you're 75% of the way there with Clause 9.**

Clause requirements:

-  Determine what needs to be monitored and measured
-  Determine the methods for monitoring, measurement, analysis and performance evaluation, as applicable, to ensure valid results
-  Determine the criteria against which the organization will evaluate its OH&S performance
-  Determine when the monitoring and measuring shall be performed
-  Determine when the results from monitoring and measurement shall be analysed, evaluated and communicated
-  Retain appropriate documented information as evidence of the monitoring, measurement, analysis and performance evaluation results
-  Retain appropriate documented information on the maintenance, calibration or verification of measuring equipment



Next steps for implementing ISO 45001 Clause 9

Moving from 75% to 100% readiness





- There may be **benefits in combining elements of your core processes**, particularly internal audit and management review
- ISO 45001 has a clause that is specific to **evaluating compliance**, given that many aspects of H&S may be set out in legislation, or other requirements such as collective agreements




Clause 10: Improvement

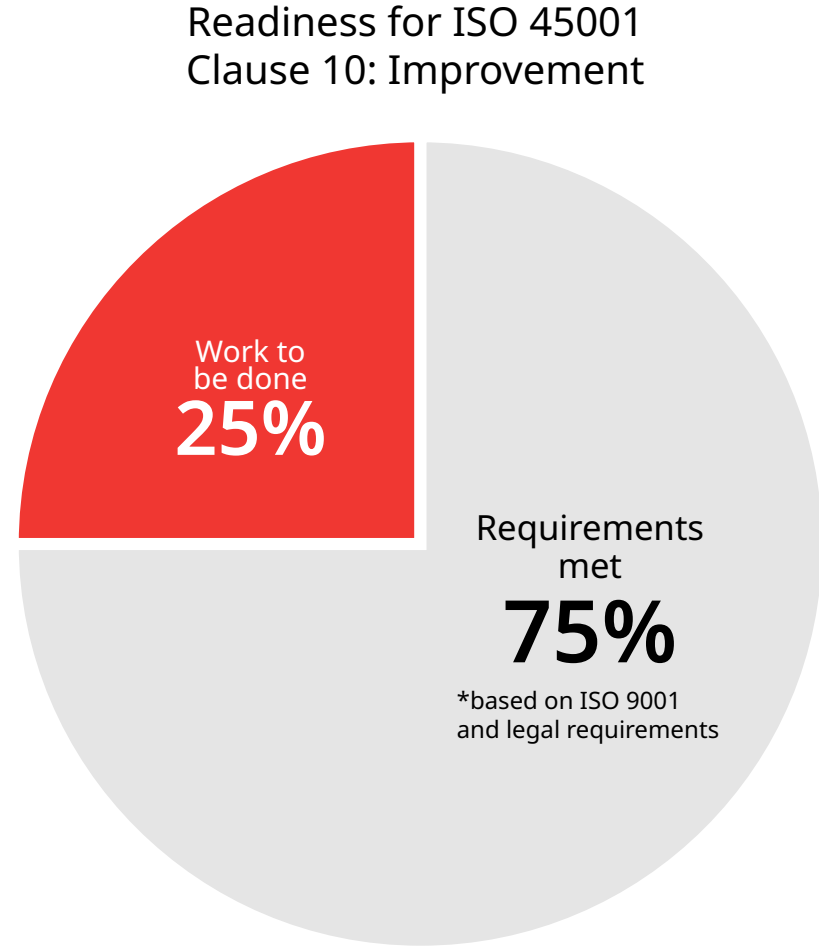
The processes established for continual improvement in ISO 9001 are likely to be suitable for ISO 45001.

Clause requirements:

-  Determine opportunities for improvement and implement necessary actions
-  Establish, implement and maintain a process(es), including reporting, investigating and taking action, to determine and manage incidents and nonconformities
-  Evaluate, with the participation of workers and the involvement of other relevant interested parties, the need for corrective action to eliminate the root cause(s) of the incident or nonconformity, in order that it does not recur or occur elsewhere
-  Determine, implement, communicate and review the effectiveness of action, retaining documented information as evidence

-  Continually improve the suitability, adequacy and effectiveness of the OH&S MS system, by:
 - Enhancing OH&S performance
 - Promoting a culture that supports an OH&S MS
 - Promoting the participation of workers in implementing actions for the continual improvement of the OH&S MS
 - Communicating the relevant results of continual improvement to workers, and, where they exist, workers' representatives
 - Maintaining and retaining documented information as evidence of continual improvement

The steps you've taken during ISO 9001 implementation and the legal requirements you are complying with means **you're 75% of the way there with Clause 10.**



Next steps for implementing ISO 45003 Clause 10

Moving from 75% to 100% readiness

- For ISO 45001, processes established for continual improvement need to incorporate incidents as well as nonconformities
- Any actions implemented may change the H&S risks, so this must include processes for reviewing existing risk assessments and assessing new or changed hazards before taking action
- Continual improvement includes promoting a culture that supports the OH&S MS and promotes the participation of workers in implementing continual improvement actions



How ISO 45001 supports the United Nation's Sustainable Development Goals

This standard contributes to the following Sustainable Development Goals: 3, 5, 8, 9, 10, 11, 16.

Organizations that are committed to sustainability are increasingly aligning their corporate strategies to the United Nation's Sustainable Development Goals (SDGs). ISO 45001 demonstrates an organization's commitment to ensuring a safe and healthy workplace.

For organizations seeking to enhance their ESG (Environmental, Social and Governance) profile, implementation of ISO 45001 and its alignment to the SDGs sends a powerful message to shareholders and stakeholders including employees, that they truly care for their people.

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	16 PEACE, JUSTICE AND STRONG INSTITUTIONS





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 H&S at work – ISO 45001. In the development process the Committee have worked with experts in H&S to bring together global best practice and distil their knowledge into this new standard.

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

HSW best practice is in our DNA

BSI has pioneered standards on topics including valuing people, OH&S management, fire safety management and competency, smart working, pandemic safe working and face coverings, to name a few.

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