



BSI Standards Publication

Occupational health and safety management systems — Requirements with guidance for use

National foreword

This British Standard is the UK implementation of EN ISO 45001:2023. It is identical to ISO 45001:2018. It supersedes BS ISO 45001:2018 and BS OHSAS 18001:2007, which are withdrawn.

The UK participation in its preparation was entrusted to Technical Committee HS/1, Occupational health and safety management.

A list of organizations represented on this committee can be obtained on request to its committee manager.

This document provides a framework to enable businesses to implement effective arrangements for managing occupational health and safety (OH&S). The requirements should be met in a way that is proportionate to the hazards identified and the OH&S risks to be managed.

For smaller businesses or those with less complex and/or less hazardous operations, managers and workers may in many cases already have a good sense of their main workplace risks; this standard simply provides a framework for managing them in a more structured way.

Organizations should create documented information to meet the requirements of this standard to the extent necessary for the effective establishment, implementation and maintenance of the OH&S management system and to comply with relevant legislation. Under UK legislation, organizations cannot delegate legal responsibility for the day-to-day control of OH&S risk even if third-party expertise, advice or services are used.

Contractual and legal considerations

This publication has been prepared in good faith, however no representation, warranty, assurance or undertaking (express or implied) is or will be made, and no responsibility or liability is or will be accepted by BSI in relation to the adequacy, accuracy, completeness or reasonableness of this publication. All and any such responsibility and liability is expressly disclaimed to the full extent permitted by the law.

This publication is provided as is, and is to be used at the recipient's own risk.

The recipient is advised to consider seeking professional guidance with respect to its use of this publication.

This publication is not intended to constitute a contract. Users are responsible for its correct application.

© The British Standards Institution 2023
Published by BSI Standards Limited 2023

ISBN 978 0 539 28284 9

ICS 03.100.01; 03.100.70; 13.100

Compliance with a British Standard cannot confer immunity from legal obligations.

This British Standard was published under the authority of the Standards Policy and Strategy Committee on 31 March 2018.

Amendments/corrigenda issued since publication

Date	Text affected
31 August 2023	This corrigendum renumbers BS ISO 45001:2018 as BS EN ISO 45001:2023. The supersession details in the national foreword have also been updated.

Currently in preview, click buy full version

EUROPEAN STANDARD

EN ISO 45001

NORME EUROPÉENNE

EUROPÄISCHE NORM

August 2023

ICS 13.100; 03.100.70

English Version

Occupational health and safety management systems - Requirements with guidance for use (ISO 45001:2018)

Systèmes de management de la santé et de la sécurité
au travail - Exigences et lignes directrices pour leur
utilisation (ISO 45001:2018)

Managementsysteme für Sicherheit und Gesundheit bei
der Arbeit - Anforderungen mit Anleitung zur
Anwendung (ISO 45001:2018)

This European Standard was approved by CEN on 7 August 2023.

CEN members are bound to comply with the CEN/CENELEC Internal Regulations which stipulate the conditions for giving this European Standard the status of a national standard without any alteration. Up-to-date lists and bibliographical references concerning such national standards may be obtained on application to the CEN-CENELEC Management Centre or to any CEN member.

This European Standard exists in three official versions (English, French, German). A version in any other language made by translation under the responsibility of a CEN member into its own language and notified to the CEN-CENELEC Management Centre has the same status as the official versions.

CEN members are the national standards bodies of Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Republic of North Macedonia, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Türkiye and United Kingdom.



EUROPEAN COMMITTEE FOR STANDARDIZATION
COMITÉ EUROPÉEN DE NORMALISATION
EUROPÄISCHES KOMITEE FÜR NORMUNG

CEN-CENELEC Management Centre: Rue de la Science 23, B-1040 Brussels

European foreword

The text of ISO 45001:2018 has been prepared by Technical Committee ISO/TC 283 "Occupational health and safety management" of the International Organization for Standardization (ISO) and has been taken over as EN ISO 45001:2023 by CCMC.

This European Standard shall be given the status of a national standard, either by publication of an identical text or by endorsement, at the latest by February 2024, and conflicting national standards shall be withdrawn at the latest by February 2024.

Attention is drawn to the possibility that some of the elements of this document may be the subject of patent rights. CEN shall not be held responsible for identifying any or all such patent rights.

Any feedback and questions on this document should be directed to the users' national standards body. A complete listing of these bodies can be found on the CEN website.

According to the CEN-CENELEC Internal Regulations, the national standards organizations of the following countries are bound to implement this European Standard: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Republic of North Macedonia, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Türkiye and the United Kingdom.

Endorsement notice

The text of ISO 45001:2018 has been approved by CEN as EN ISO 45001:2023 without any modification.

Contents

	Page
Foreword	v
Introduction	vi
1 Scope	1
2 Normative references	1
3 Terms and definitions	1
4 Context of the organization	8
4.1 Understanding the organization and its context.....	8
4.2 Understanding the needs and expectations of workers and other interested parties.....	8
4.3 Determining the scope of the OH&S management system.....	8
4.4 OH&S management system.....	8
5 Leadership and worker participation	9
5.1 Leadership and commitment.....	9
5.2 OH&S policy.....	9
5.3 Organizational roles, responsibilities and authorities.....	10
5.4 Consultation and participation of workers.....	10
6 Planning	11
6.1 Actions to address risks and opportunities.....	11
6.1.1 General.....	11
6.1.2 Hazard identification and assessment of risks and opportunities.....	12
6.1.3 Determination of legal requirements and other requirements.....	13
6.1.4 Planning action.....	13
6.2 OH&S objectives and planning to achieve them.....	14
6.2.1 OH&S objectives.....	14
6.2.2 Planning to achieve OH&S objectives.....	14
7 Support	15
7.1 Resources.....	15
7.2 Competence.....	15
7.3 Awareness.....	15
7.4 Communication.....	15
7.4.1 General.....	15
7.4.2 Internal communication.....	16
7.4.3 External communication.....	16
7.5 Documented information.....	16
7.5.1 General.....	16
7.5.2 Creating and updating.....	17
7.5.3 Control of documented information.....	17
8 Operation	17
8.1 Operational planning and control.....	17
8.1.1 General.....	17
8.1.2 Eliminating hazards and reducing OH&S risks.....	18
8.1.3 Management of change.....	18
8.1.4 Procurement.....	18
8.2 Emergency preparedness and response.....	19
9 Performance evaluation	19
9.1 Monitoring, measurement, analysis and performance evaluation.....	19
9.1.1 General.....	19
9.1.2 Evaluation of compliance.....	20
9.2 Internal audit.....	20
9.2.1 General.....	20
9.2.2 Internal audit programme.....	21
9.3 Management review.....	21

10	Improvement	22
10.1	General.....	22
10.2	Incident, nonconformity and corrective action.....	22
10.3	Continual improvement.....	23
	Annex A (informative) Guidance on the use of this document	24
	Bibliography	40

Currently in preview, click buy full version

Foreword

ISO (the International Organization for Standardization) is a worldwide federation of national standards bodies (ISO member bodies). The work of preparing International Standards is normally carried out through ISO technical committees. Each member body interested in a subject for which a technical committee has been established has the right to be represented on that committee. International organizations, governmental and non-governmental, in liaison with ISO, also take part in the work. ISO collaborates closely with the International Electrotechnical Commission (IEC) on all matters of electrotechnical standardization.

The procedures used to develop this document and those intended for its further maintenance are described in the ISO/IEC Directives, Part 1. In particular the different approval criteria needed for the different types of ISO documents should be noted. This document was drafted in accordance with the editorial rules of the ISO/IEC Directives, Part 2 (see www.iso.org/directives).

Attention is drawn to the possibility that some of the elements of this document may be the subject of patent rights. ISO shall not be held responsible for identifying any or all such patent rights. Details of any patent rights identified during the development of the document will be in the Introduction and/or on the ISO list of patent declarations received (see www.iso.org/patents).

Any trade name used in this document is information given for the convenience of users and does not constitute an endorsement.

For an explanation on the voluntary nature of standards, the meaning of ISO specific terms and expressions related to conformity assessment, as well as information about ISO's adherence to the World Trade Organization (WTO) principles in the Technical Barriers to Trade (TBT) see the following URL: www.iso.org/iso/foreword.html.

This document was prepared by Project Committee ISO/PC 283, *Occupational health and safety management systems*.

Introduction

0.1 Background

An organization is responsible for the occupational health and safety of workers and others who can be affected by its activities. This responsibility includes promoting and protecting their physical and mental health.

The adoption of an OH&S management system is intended to enable an organization to provide safe and healthy workplaces, prevent work-related injury and ill health, and continually improve its OH&S performance.

0.2 Aim of an OH&S management system

The purpose of an OH&S management system is to provide a framework for managing OH&S risks and opportunities. The aim and intended outcomes of the OH&S management system are to prevent work-related injury and ill health to workers and to provide safe and healthy workplaces; consequently, it is critically important for the organization to eliminate hazards and minimize OH&S risks by taking effective preventive and protective measures.

When these measures are applied by the organization through its OH&S management system, they improve its OH&S performance. An OH&S management system can be more effective and efficient when taking early action to address opportunities for improvement of OH&S performance.

Implementing an OH&S management system conforming to this document enables an organization to manage its OH&S risks and improve its OH&S performance. An OH&S management system can assist an organization to fulfil its legal requirements and other requirements.

0.3 Success factors

The implementation of an OH&S management system is a strategic and operational decision for an organization. The success of the OH&S management system depends on leadership, commitment and participation from all levels and functions of the organization.

The implementation and maintenance of an OH&S management system, its effectiveness and its ability to achieve its intended outcomes are dependent on a number of key factors, which can include:

- a) top management leadership, commitment, responsibilities and accountability;
- b) top management developing, leading and promoting a culture in the organization that supports the intended outcomes of the OH&S management system;
- c) communication;
- d) consultation and participation of workers, and, where they exist, workers' representatives;
- e) allocation of the necessary resources to maintain it;
- f) OH&S policies, which are compatible with the overall strategic objectives and direction of the organization;
- g) effective process(es) for identifying hazards, controlling OH&S risks and taking advantage of OH&S opportunities;
- h) continual performance evaluation and monitoring of the OH&S management system to improve OH&S performance;
- i) integration of the OH&S management system into the organization's business processes;
- j) OH&S objectives that align with the OH&S policy and take into account the organization's hazards, OH&S risks and OH&S opportunities;

k) compliance with its legal requirements and other requirements.

Demonstration of successful implementation of this document can be used by an organization to give assurance to workers and other interested parties that an effective OH&S management system is in place. Adoption of this document, however, will not in itself guarantee prevention of work-related injury and ill health to workers, provision of safe and healthy workplaces and improved OH&S performance.

The level of detail, the complexity, the extent of documented information and the resources needed to ensure the success of an organization's OH&S management system will depend on a number of factors such as:

- the organization's context (e.g. number of workers, size, geography, culture, legal requirements and other requirements);
- the scope of the organization's OH&S management system;
- the nature of the organization's activities and the related OH&S risks.

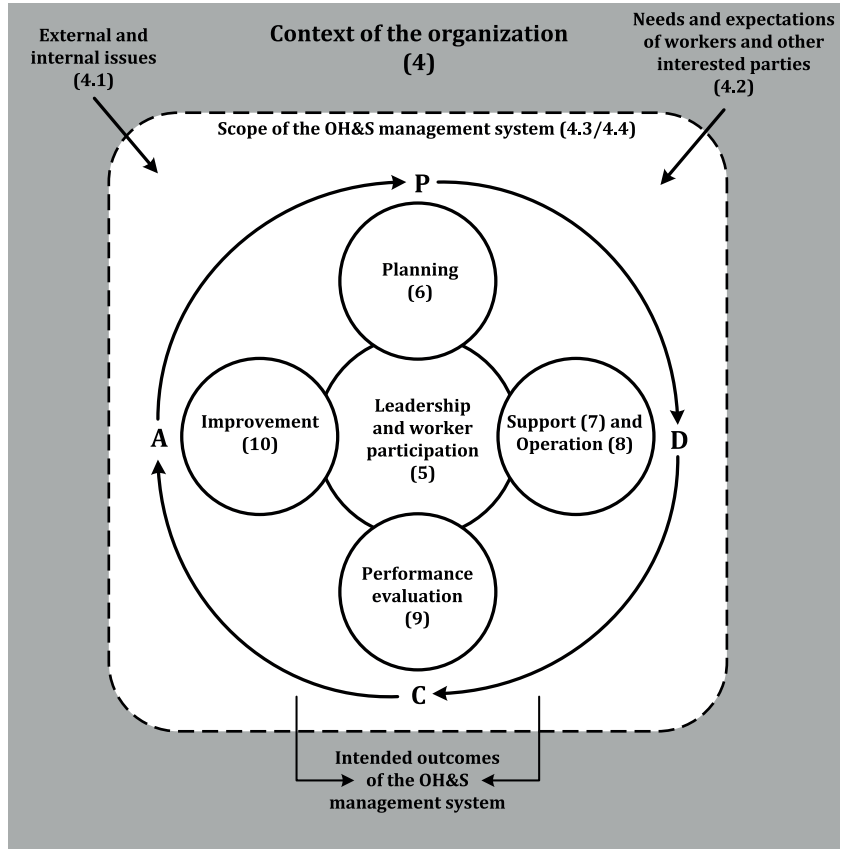
0.4 Plan-Do-Check-Act cycle

The OH&S management system approach applied in this document is founded on the concept of Plan-Do-Check-Act (PDCA).

The PDCA concept is an iterative process used by organizations to achieve continual improvement. It can be applied to a management system and to each of its individual elements, as follows:

- a) Plan: determine and assess OH&S risks, OH&S opportunities and other risks and other opportunities, establish OH&S objectives and processes necessary to deliver results in accordance with the organization's OH&S policy;
- b) Do: implement the processes as planned;
- c) Check: monitor and measure activities and processes with regard to the OH&S policy and OH&S objectives, and report the results;
- d) Act: take actions to continually improve the OH&S performance to achieve the intended outcomes.

This document incorporates the PDCA concept into a new framework, as shown in [Figure 1](#).



NOTE The numbers given in brackets refer to the clause numbers in this document.

Figure 1 — Relationship between PDCA and the framework in this document

0.5 Contents of this document

This document conforms to ISO’s requirements for management system standards. These requirements include a high level structure, identical core text and common terms with core definitions, designed to benefit users implementing multiple ISO management system standards.

This document does not include requirements specific to other subjects, such as those for quality, social responsibility, environmental, security or financial management, though its elements can be aligned or integrated with those of other management systems.

This document contains requirements that can be used by an organization to implement an OH&S management system and to assess conformity. An organization that wishes to demonstrate conformity to this document can do so by:

- making a self-determination and self-declaration, or
- seeking confirmation of its conformity by parties having an interest in the organization, such as customers, or
- seeking confirmation of its self-declaration by a party external to the organization, or
- seeking certification/registration of its OH&S management system by an external organization.

[Clauses 1](#) to [3](#) in this document set out the scope, normative references and terms and definitions which apply to the use of this document, while [Clauses 4](#) to [10](#) contain the requirements to be used to assess conformity to this document. [Annex A](#) provides informative explanations to these requirements. The terms and definitions in [Clause 3](#) are arranged in conceptual order, with an alphabetical index provided at the end of this document.

In this document, the following verbal forms are used:

- a) “shall” indicates a requirement;
- b) “should” indicates a recommendation;
- c) “may” indicates a permission;
- d) “can” indicates a possibility or a capability.

Information marked as “NOTE” is for guidance in understanding or clarifying the associated requirement. “Notes to entry” used in [Clause 3](#) provide additional information that supplements the terminological data and can contain provisions relating to the use of a term.

Occupational health and safety management systems — Requirements with guidance for use

1 Scope

This document specifies requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance.

This document is applicable to any organization that wishes to establish, implement and maintain an OH&S management system to improve occupational health and safety, eliminate hazards and minimize OH&S risks (including system deficiencies), take advantage of OH&S opportunities, and address OH&S management system nonconformities associated with its activities.

This document helps an organization to achieve the intended outcomes of its OH&S management system. Consistent with the organization's OH&S policy, the intended outcomes of an OH&S management system include:

- a) continual improvement of OH&S performance;
- b) fulfilment of legal requirements and other requirements;
- c) achievement of OH&S objectives.

This document is applicable to any organization regardless of its size, type and activities. It is applicable to the OH&S risks under the organization's control, taking into account factors such as the context in which the organization operates and the needs and expectations of its workers and other interested parties.

This document does not state specific criteria for OH&S performance, nor is it prescriptive about the design of an OH&S management system.

This document enables an organization, through its OH&S management system, to integrate other aspects of health and safety, such as worker wellness/wellbeing.

This document does not address issues such as product safety, property damage or environmental impacts, beyond the risks to workers and other relevant interested parties.

This document can be used in whole or in part to systematically improve occupational health and safety management. However, claims of conformity to this document are not acceptable unless all its requirements are incorporated into an organization's OH&S management system and fulfilled without exclusion.

2 Normative references

There are no normative references in this document.

3 Terms and definitions

For the purposes of this document, the following terms and definitions apply.

ISO and IEC maintain terminological databases for use in standardization at the following addresses:

— ISO Online browsing platform: available at <https://www.iso.org/obp>