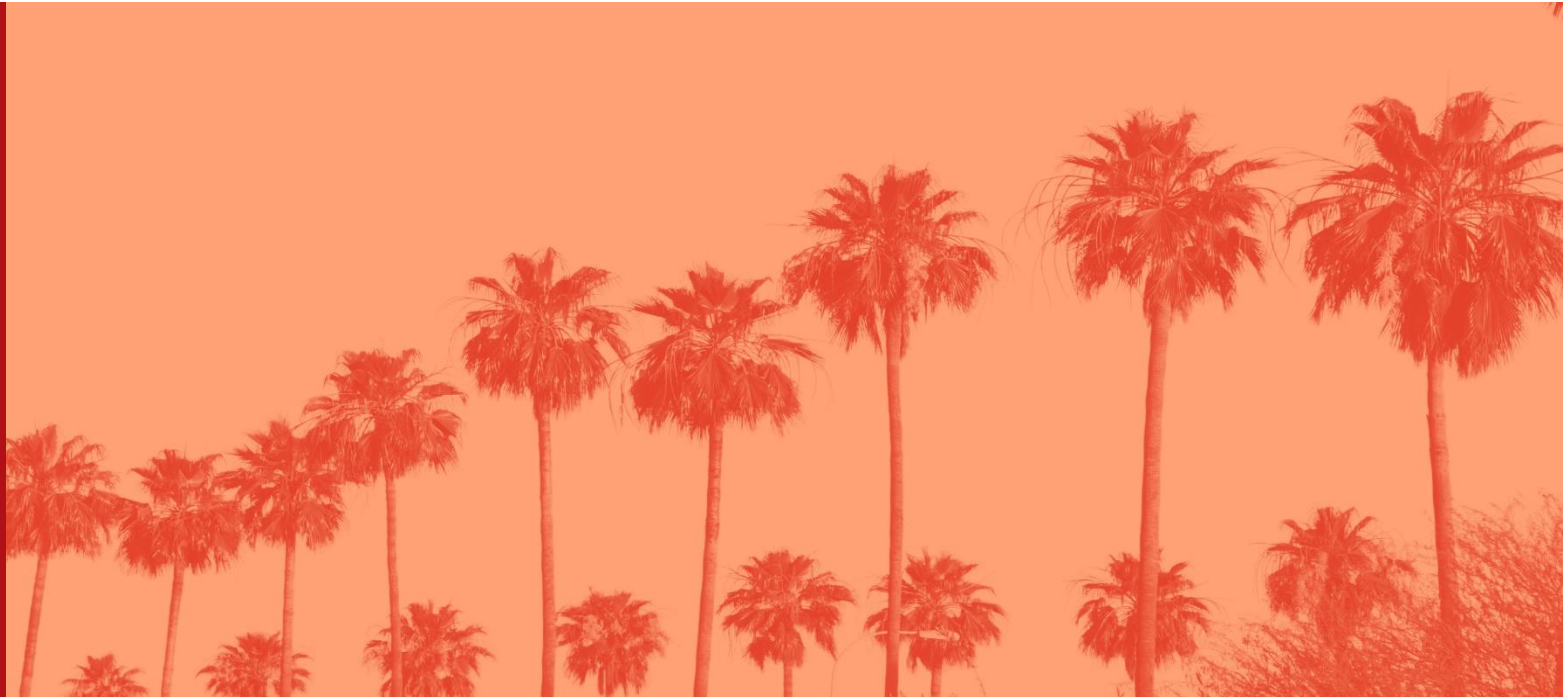


# LOOKING AHEAD

- > Edwin G. Foulke, Jr. – Fisher Phillips, Atlanta, GA
- > Steve W. Davis – Global Risk Management, Inc.



2019 FISHER PHILLIPS INSIDE COUNSEL CONFERENCE  
MARCH 6-8 | SCOTTSDALE, AZ

## ISO 45001: The New Gold Standard For Safety And Health Management

# Introduction

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- > ISO 45001 published in March 2018
- > Harmonizes with ISO 9001 and ISO 14001
- > Goal of setting a new global benchmark for occupational health and safety (OH&S)
- > Obtaining ISO 45001 Certification will have a significant impact on your business

# Why Your Company Needs To Be ISO 45001 Certified

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- > Internationally recognized Safety & Health Management System
  - > Over 70 countries assisted in the development
  - > Recognized “Gold Standard” for OH&S
  - > Management System
- > ISO 45001 replacing OSHA'S 18001 in 3 years

# Why Your Company Needs To Be ISO 45001 Certified

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- > European governments encouraging ISO 45001 certification
  - > European-owned companies will direct its American plants to become certified
  - > European-owned companies will direct vendors, suppliers and contractors to become certified.

# Why Your Company Needs To Be ISO 45001 Certified

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- > Publically traded companies will be very interested from the PR and sustainability perspectives.
- > Companies currently in OSHA's VPP will look to upgrade.

# Why Your Company Needs To Be ISO 45001 Certified

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- > Positive impact on corporate culture:
  - > Transformation from correction-mode to prevention mode
  - > Improved management oversight
  - > Addition of a measurable Key Performance Indicator (KPI)
  - > Demonstration of due diligence
  - > Awareness of operational and safety risks
  - > Demonstration of achieving key initiative in continuous improvement
- > Greater upper management involvement and understanding of safety

# Why Your Company Needs To Be ISO 45001 Certified

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- > Cost Initiatives
  - > Lower probability of potential civil and criminal liability
  - > Creation of new tools to provide significant ROI
  - > Positive impact on corporate culture
  - > Improved production and quality
  - > Increased profitability resulting in enhanced competitiveness
  - > Increased ability to meet legal and regulatory requirements and avoid governmental penalties



# Why Your Company Needs To Be ISO 45001 Certified

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- > Impact on Workforce
  - > Demonstration of concern and commitment for welfare of employees and the community
  - > Improved efficiency and consistency of internal operations
  - > Increased productivity and improved quality while achieving operational excellence



# Why Your Company Needs To Be ISO 45001 Certified

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- > Impact on company's public image
  - > Association with the elite ranks of companies who achieve ISO 45001 certification
  - > Improved recognition and reputation among clients, contractors, vendors, suppliers, government and community
  - > Meet client goals for world class safety and sustainability

# ISO-Who?

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- > ISO = International Organization for Standardization, an independent, non-governmental organization located in Geneva, Switzerland. ISO develops voluntary international standards on everything from manufactured products to healthcare to occupational health and safety.
- > Representatives from approximately 70 countries, including the U.S. worked with ISO to create ISO 45001.

# ISO-Who? (continued)

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- > ANSI – The American National Standards Institute is the U.S. member of ISO.
- > Representatives from dozens of major U.S. companies, including Fisher Phillips, worked on the U.S. Technical Advisory Group (TAG) to develop ISO 45001.

# ISO-Whaaa?

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- > Two Existing ISO Standards that are also relevant:
  - > ISO 9001 – Applies to quality management systems
    - > “Quality management systems” simply means the ways and processes that companies meet the needs of their customers by consistently producing quality products and services. In other words, it ensures that a widget produced in a factory in Youngstown, Ohio is the same as all the other widgets produced in Youngstown as well as the same widgets produced in the company’s factory Chengdu, China.

# ISO-Whaaa? (continued)

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- > ISO 14001 – Applies to environmental management systems.
  - > This standard seeks to reduce the environmental impact of industry practices.

# ISO-How?

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- > ISO does not mandate specific standards be implemented. Rather, ISO standards are meant to be adaptable to any organization in any industry by standardizing the framework that organizations use.



# Why Care About Voluntary Global Standards?

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- > Because it helps domestic and international trade.
- > A single set of standards can be understood by everyone, so if you are contracting with a company in India or Brazil as part of your global supply network, all participants can quickly understand each other's systems, increasing efficiency and other metrics.
- > Certification in ISO standards can be a selling point to obtain new contracts and business relationships and meet requirements of existing clients.



# The Creation of ISO 45001

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- > Prior to this year, there was no ISO OH&S Standard.
- > Most widely adopted standard was OHSAS 18001, a British national standard adopted by many companies and applied internationally. [OHSAS = Occupational Health and Safety Assessment Series]
- > In 2013, ISO proposed creation of 45001 to integrate it into the other ISO standards and create a true international standard.
- > Five years later, ISO 45001 was published on March 12, 2018.

# So... What is it? An Overview

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- > Directed to top management of companies to implement systems company-wide. Responsibility is leadership-wide and not tasked to a specific person like a safety director.
- > Does not set forth any specific performance criteria or mandate a specific OH&S system design – companies can implement its guidelines into existing company frameworks.
  - > Small companies can create streamlined, simple OH&S systems that are ISO 45001 compliant.
  - > Big companies can create more complicated OH&S systems that are ISO 45001 and that are necessary for its business operations.

# So... What is it? Notable Differences from OHSAS 18001

OHSAS 18001	ISO 45001
Manages internal OH&S issues	Considers context of the organization in its business and regulatory environment
Procedure-based	Process-based
Static clauses	Dynamic clauses
Focuses on risk assessment	Considers opportunities as well as risks

# So... What is it? Specific Clauses

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- > 0.4 - Plan-Do-Check-Act Cycle. Forms whole basis of standard
- > Section 3 – Definitions of Key Terms
- > Section 4 – Context of Organization – both external and internal issues should be considered – including understanding the needs and expectations of workers and other interested parties

# So... What is it? Specific Clauses (Continued)

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- > Section 5 – Leadership and Worker Participation
  - > Organizational roles, responsibilities and authorities
  - > Consultation and participation of workers
- > Section 6 – Planning. Assess risks and opportunities. Hazard identification.
- > 6.1 – Can consider best practices, technological options and financial, operational and business requirements.

# So... What is it? Specific Clauses (Continued)

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- > Section 7 – Support. Training and competency. Communication.
- > Section 8 – Operation.
  - > 8.1.1 – Multi-employer worksites – must coordinate relevant aspects of OH&S system to other parties.
  - > 8.1.4.2 – Contractors.
  - > 8.1.4.3 – Outsourcing.

# So... What is it? Specific Clauses (Continued)

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- > Section 9 –
  - > Performance evaluation.
  - > Auditing.
  - > Performance measurement.
  - > Review process including upper management.
- > Section 10 –
  - > Improvement process.
  - > Corrective actions for incidents.
  - > Continued improvement.



# 3 Big Points: Part I

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## ISO 45001 Makes all top management involved in system:

- > 3.12: top management = person or group of people who directs or controls an organization
- > 5.2: Safety is not delegated to safety manager or other specific person. It must be developed and implemented by top management at the company.

# 3 Big Points: Part II

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## ISO 45001 Requires Worker Participation at Several Levels

- > 5.4: Must have process for consultation and participation of workers and workers' representatives (like unions) at all applicable levels of OH&S system OH&S
  - > Determine needs of non-managerial employees
  - > Establish OH&S policy
  - > Establish objectives and planning to achievement
- > 10.2: Encourages consultation with workers regarding corrective action after incidents occur

# 3 Big Points: Part III

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## ISO 45001 Requires Consideration of External Factors

- > 6.1.2.1 – Hazard identification. Includes consideration of how work is organized, social factors (workload, hours, harassment, etc.), leadership and culture of organization
- > 6.1.2.1 - Consideration of issues not controlled by organization and occurring in vicinity of workplace that can cause injury and ill health to persons in workplace

# That's great! How do I sign up?

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There are several steps to take to have your company migrate to ISO 45001:

- > Do you research. Learn about ISO 45001. Listen to this webinar!
- > Is compliance with ISO 45001 right for your company and what your company wants to achieve?

# Mind the Gap

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- > Identify gaps with your company's OH&S system (to the extent you have one) that will need to be addressed in order to comply.
- > This should be a thorough, top to bottom, inside out, assessment.



# Create a Plan of Action

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- > After you have your gap-minding checklist, develop a plan to implement necessary changes to your business.

# Create a Plan of Action

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- > Implement the Plan
- > Explain and train your employees on its requirements, including ongoing responsibilities.



# Consider Certification

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Ask whether seeking certification of ISO 45001 compliance is right for your company:

- > Marketing tool to promote business
- > Shows commitment to safety culture

# FINAL QUESTIONS



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# THANK YOU

FOR JOINING US

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