ISO 45001

Awareness Briefing

Issued 2026

Introduction

These are the areas that we will be looking at:

1. What is ISO 45001?
2. What are the benefits?
3. How should you get involved?
4. The requirements and characteristics of ISO 45001

What is ISO45001

- It is the first international standard that is specific to health and safety, it has been created so it can be aligned to other ISO standards such as; ISO9001 and ISO14001.

What are the main benefits?

Applying ISO 45001 and effectively managing Health and Safety risks can assist you to:

- minimise Health and Safety risk to all those working on its behalf (including to their mental and physical health)
- continually improve its Health and Safety performance
- integrate Health and Safety into its Management System and processes
- In addition to the humanitarian benefits of reduced injury, illness and death, good Health and Safety management can help your organisation to:
- ensure socially responsible and sustainable operations
- enhance productivity and customer loyalty
- improve reputation, reliability and business success
- attract clients and investment
- facilitate recruitment and retention of employees
- ensure legal compliance as a minimum
- reduce losses due to incidents and absence
- reduce downtime and disruption to operations
- reduce the cost of insurance premiums

How should you get involved?

A Health and Safety Management System will only be effective if everyone within the business is involved and committed.

The whole process is designed to provide a framework which is consistent and disciplined and which is designed to meet customer requirements while continuously improving performance

Everyone should therefore:

- Read and understand the procedures which apply to them
- Follow the procedures ensuring relevant documents are used and processed correctly
- Be prepared to ask if not sure about any aspect of the Health and Safety Management System
- Be prepared to offer suggestions for improving processes, procedures and practices

1. The Requirements of ISO 45001

The structure for ISO45001 is outlined below



The ten-clause Annex SL structure shared by ISO 45001 and other ISO management system standards

What is ISO 45001's main characteristics?

- It uses the Plan-Do-Check-Act model, is a risk-based approach to and the Health and Safety Executive's management systems guidance HSG65 Managing for health and safety

- It gives the intended outcome of the system as: "…to prevent death, work-related injury and ill health to workers, to improve and provide a safe and healthy workplace for its workers and other persons under its control."
- In common with all new management system standards, ISO 45001 uses the same 'high level structure' to help enable integration (common clauses, terms and definitions and clause text, which is supplemented with discipline-specific additions), also known as Annex SL.

Outline of clauses in the standard:

1. Scope – the applicability of this international standard
2. Normative references – there are no normative references in this standard
3. Terms and definitions – outlines those that apply to this standard
4. Context of the organisation – e.g., understanding needs and expectations of interested parties
5. Leadership & worker participation – e.g., commitment, policy, roles and responsibilities, accountabilities, authorities and consultation
6. Planning – e.g., setting health and safety objectives and the actions needed to achieve them
7. Support – e.g., resources, competence, awareness, communication, documented information
8. Operation – e.g., operational planning and action, including change management, outsourcing, procurement and contractors, emergency preparedness
9. Performance evaluation – e.g., measuring and monitoring, internal audit and management review
10. Improvement – e.g., setting targets, investigating incidents and non-conformities, taking corrective actions