



SLOVENSKI STANDARD
oSIST EN ISO 45001:2026
01-julij-2026

Sistem vodenja varnosti in zdravja pri delu - Zahteve z napotki za uporabo
(ISO/DIS 45001:2026)

Occupational health and safety management systems - Requirements with guidance for use (ISO/DIS 45001:2026)

Managementsysteme für Sicherheit und Gesundheit bei der Arbeit - Anforderungen mit Anleitung zur Anwendung (ISO/DIS 45001:2026)

Systèmes de management de la santé et de la sécurité au travail - Exigences et recommandations pour la mise en œuvre (ISO/DIS 45001:2026)

Ta slovenski standard je istoveten z: prEN ISO 45001

ICS:

03.100.70	Sistemi vodenja	Management systems
13.100	Varnost pri delu. Industrijska higiena	Occupational safety. Industrial hygiene

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DRAFT International Standard

ISO/DIS 45001

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

*Systèmes de management de la santé et de la sécurité au
travail — Exigences et lignes directrices pour leur utilisation*

ICS: 13.100; 03.100.70

ISO/TC 283

Secretariat: **BSI**

Voting begins on:
2026-06-16

Voting terminates on:
2026-09-08

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This document is circulated as received from the committee secretariat.

ISO/CEN PARALLEL PROCESSING

Reference number
ISO/DIS 45001:2026(en)

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Published in Switzerland

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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).

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

For an explanation of 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 www.iso.org/iso/foreword.html.

This document was prepared by Technical Committee ISO/TC 283 Occupational health and safety management.

This second edition cancels and replaces the first edition (ISO 45001:2018), which has been technically revised.

The main changes are as follows:

— [insert once complete]

Due to a change in ISO drafting guidelines, the term “outcomes” has been replaced by the term “results”. As such, “results” should be applied the same way as “outcomes” was in previous revisions of the Standard.

A list of all parts in the ISO 45000 series can be found on the ISO website.

Any feedback or questions on this document should be directed to the user's national standards body. A complete listing of these bodies can be found at www.iso.org/members.html.

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Introduction

0.1 Background and aim of OH&S Management System

An organization has the responsibility 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 psychological health and promoting work-related well-being.

The purpose of an OH&S management system is to provide a framework for managing OH&S risks and OH&S opportunities. The intended result are to provide safe and healthy workplaces, prevent work-related injury and ill health, and support work-related well-being. Consequently, it is critically important for the organization to eliminate hazards and minimize OH&S risks and taking advantage of opportunities by applying effective preventive and protective measures.

Implementing an OH&S management system conforming to the requirements in this document enables an organization to manage its OH&S risks, continually improve its OH&S performance, achieve its OH&S objectives, and fulfil its legal and other requirements.

0.2 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 results 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 results 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;
- f) OH&S policies, which are compatible with the overall strategic objectives and direction of the organization;
- g) effective processes for identifying hazards, controlling OH&S risks, promoting work-related well-being, and taking advantage of OH&S opportunities;
- h) ability to plan, monitor, and control actions to address OH&S risks and OH&S opportunities.
- i) continual performance evaluation and monitoring of the OH&S management system to improve OH&S performance;
- j) integration of the OH&S management system into the organization's business processes;
- k) 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;
- l) compliance with its legal requirements and other requirements.

Demonstration of successful implementation of the requirements in this document can be used by an organization to give assurance to workers and other interested parties that an effective OH&S

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management system is in place. Adoption of the requirements in 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.

0.3 Plan-Do-Check-Act cycle

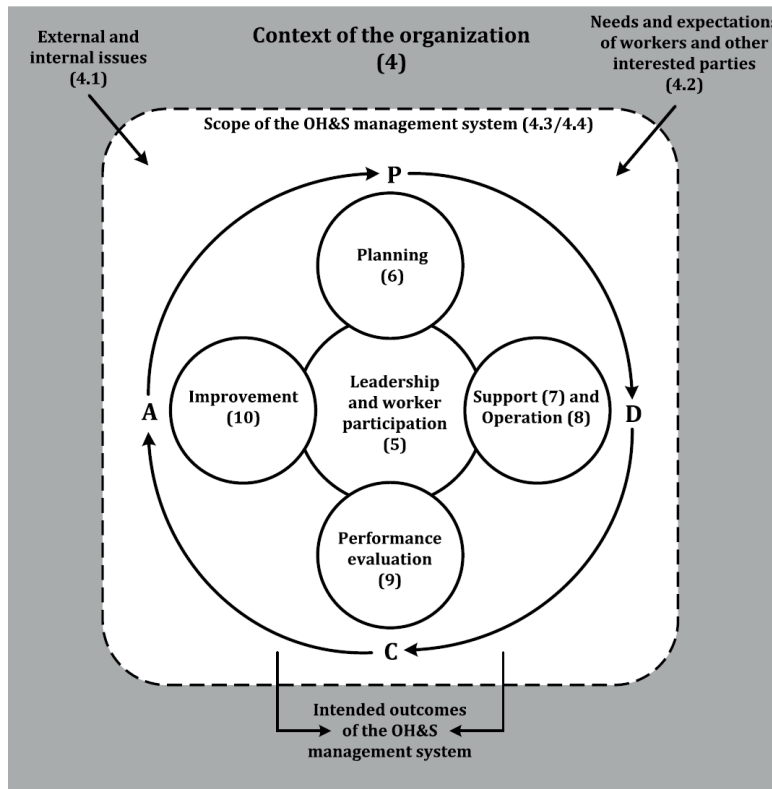
The OH&S management system approach applied in this document is founded on the concept of Plan-Do-Check-Act (PDCA).

The PDCA cycle 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 results.

This document incorporates the PDCA cycle into a framework, as shown in Figure 1.

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

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

0.4 Contents of this document

This document conforms to ISO's requirements for management system standards. These requirements include a harmonized structure, identical core text and common terms with core definitions, designed by ISO 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.

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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.

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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, 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 OH&S, eliminate hazards, minimize OH&S risks, take advantage of OH&S opportunities, and address OH&S management system nonconformities associated with its activities and promote work-related well-being.

This document helps an organization to achieve the intended results of its OH&S management system which 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, and OH&S opportunities, 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 does not address issues such as product safety, property damage or environmental impacts, beyond the OH&S 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 terminology databases for use in standardization at the following addresses:

- ISO Online browsing platform: available at <https://www.iso.org/obp>
- IEC Electropedia: available at <https://www.electropedia.org/>

3.1

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organization

person or group of people that has its own functions with responsibilities, authorities and relationships to achieve its *objectives* (3.17)

Note 1 to entry: The concept of organization includes, but is not limited to, sole-trader, company, corporation, firm, enterprise, authority, partnership, charity or institution, or part or combination thereof, whether incorporated or not, public or private.

Note 2 to entry: If the organization is part of a larger entity, the term “organization” refers only to the part of the larger entity that is within the scope of the *OH&S management system* (3.12).

3.2

interested party

person or *organization* (3.1) that can affect, be affected by, or perceive itself to be affected by a decision or activity

3.3

worker

person performing work or work-related activities that are under the control of the *organization* (3.1)

Note 1 to entry: Persons perform work or work-related activities under various arrangements, paid or unpaid, such as regularly or temporarily, intermittently or seasonally, casually or on a part-time basis.

Note 2 to entry: Workers are an interested party for the purposes of this document.

Note 3 to entry: Workers include *top management* (3.13), managerial and non-managerial persons.

Note 4 to entry: 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* (3.8), contractors, agency workers, and by other persons. This can be in circumstances where the organization shares control of work, work activities or workplaces (3.6).

3.4

participation

involvement in decision-making

Note 1 to entry: Participation includes engaging health and safety committees, and workers’ representatives, where they exist.

3.5

consultation

seeking views before making a decision

Note 1 to entry: Consultation includes engaging health and safety committees and workers’ representatives, where they exist

3.6

workplace

place where a person needs to be or to go for work purposes

Note 1 to entry: The *organization’s* (3.1) responsibilities for the workplace depend on the degree of control over the workplace.

Note 2 to entry: A workplace can be remote, for example at a customer’s or other organization’s site, a *worker’s* (3.3) or other person’s home, a vehicle, other forms of transport, or in public spaces.

3.7

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Contractor

external *worker* (3.3) or *organization* (3.1) providing services to the organization in accordance with agreed specifications, terms and conditions

Note to entry: Contractors include subcontractors.

3.8

external provider

provider of processes, products, or services that is not part of the *organization* (3.1)

Note 1 to entry: External providers include producers, outsourcing distributors, contractors, retailers, vendors of products or services.

Note 2 to entry: External providers include those who perform work on behalf of the organization's primary external providers (sometimes referred to as sub-contractors).

3.9

requirement

need or expectation that is stated, generally implied or obligatory

Note 1 to entry: "Generally implied" means that it is custom or common practice for the *organization* (3.1) and *interested parties* (3.2) that the need or expectation under consideration is implied.

Note 2 to entry: A specified requirement is one that is stated, e.g. in *documented information* (3.26).

3.10

legal requirements and other requirements

legal requirements that an *organization* (3.1) has to comply with and other *requirements* (3.9) that an organization has to or chooses to comply with

Note 1 to entry: For the purposes of this document, legal requirements and other requirements are those relevant to the *OH&S management system* (3.12).

Note 2 to entry: Legal requirements and other requirements include the provisions in collective agreements.

Note 3 to entry: Legal requirements and other requirements include those that determine the persons who are workers' representatives in accordance with laws, regulations, collective agreements and practices.

3.11

management system

set of interrelated or interacting elements of an *organization* (3.1) to establish *policies* (3.15) and *objectives* (3.17), as well as *processes* (3.27) to achieve those objectives

Note 1 to entry: A management system can address a single discipline or several disciplines.

Note 2 to entry: The management system elements include the organization's structure, roles and responsibilities, planning and operation.

3.12

occupational health and safety management system

OH&S management system

management system (3.11) or part of a management system used to achieve the *OH&S policy* (3.16) and address *OH&S risks* (3.23) and *OH&S opportunities* (3.24)

Note 1 to entry: The intended results of the OH&S management system are to prevent *injury, and ill health* (3.19), to *workers* (3.3) and to provide safe and healthy *workplaces* (3.6) and promote *work-related well-being* (3.20).

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Note 2 to entry: The term “occupational health and safety” (OH&S) has the same meaning as “occupational safety and health” (OSH).

3.13

top management

person or group of people who directs and controls an *organization* (3.1) at the highest level

Note 1 to entry: Top management has the power to delegate authority and provide resources within the organization.

Note 2 to entry: If the scope of the *management system* (3.11) covers only part of an organization, then top management refers to those who direct and control that part of the organization.

3.14

effectiveness

extent to which planned activities are realized and planned results are achieved

3.15

policy

intentions and direction of an *organization* (3.1) as formally expressed by its *top management* (3.13)

3.16

occupational health and safety policy

OH&S policy

policy (3.15) to prevent work-related *injury and ill-health* (3.19), to promote *work-related well-being* (3.20) and to provide healthy and safe *workplaces* (3.6)

3.17

objective

result to be achieved

Note 1 to entry: An objective can be strategic, tactical, or operational.

Note 2 to entry: Objectives can relate to different disciplines (such as finance, health and safety, and environment). They can be, for example, organization-wide or specific to a project, product or *process* (3.27).

Note 3 to entry: An objective can be expressed in other ways, e.g. as an intended result, as a purpose, as an operational criterion, as an *OH&S objective* (3.18) or by the use of other words with similar meaning (e.g. aim, goal, or target).

Note 4 to entry: In the context of *OH&S management systems* (3.12), OH&S objectives are set by the *organization* (3.1), consistent with the *OH&S policy* (3.16), to achieve specific results.

3.18

occupational health and safety objective

OH&S objective

objective (3.17) set by the *organization* (3.1) to achieve specific results consistent with the *OH&S policy* (3.16)

3.19

injury and ill-health

adverse effect on the physical, mental or cognitive condition of a person

Note 1 to entry: Adverse effects include occupational disease, illness and death.