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STANDARDS & GUIDANCE REPORT · INTERNATIONAL · CERTIFIABLE STANDARD

ISO 45001:2018

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

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ISSUED BY	International Organization for Standardization (ISO/PC 283)	PREPARED BY	Conner Davidson
EDITION	First edition (2018), with Amendment 1:2024 on climate change	STATUS CHECKED	October 24, 2026
INDUSTRIES	General Manufacturing, Automotive, Aerospace & Defense	ONLINE	qesisbest.com/standard-iso-45001.html

REVISION IN PROGRESS A revision has reached the Draft International Standard stage and is expected in 2027; certificates to the 2018 edition remain valid. **Next:** Watch for the final draft in 2027. Build to the 2018 text now; the structure will not change.

What It Covers

The requirements for an occupational health and safety management system that prevents work-related injury and ill health and provides safe and healthy workplaces.

Who It Applies To

Any organization that wants to manage its occupational health and safety risks systematically, or whose customers ask for certification.

Key Requirements

- Consultation and participation of workers, including non-managerial workers (5.4).
- Hazard identification and assessment of OH&S risks and opportunities (6.1.2).
- Legal and other requirements determined and their fulfillment evaluated (6.1.3, 9.1.2).
- The hierarchy of controls applied to eliminate hazards and reduce risks (8.1.2).
- Management of change, procurement, contractors, and outsourcing (8.1.3, 8.1.4).
- Incident investigation and corrective action (10.2).

Structure at a Glance

PART	TOPIC	WHAT IT ASKS FOR
Clause 4	Context of the organization	Issues including climate, needs of workers and other interested parties, scope.
Clause 5	Leadership and worker participation	Leadership and commitment, OH&S policy, roles, consultation, and participation of workers.
Clause 6	Planning	Hazard identification, OH&S risks and opportunities, legal and other requirements, objectives.
Clause 7	Support	Resources, competence, awareness, communication, documented information.

PART	TOPIC	WHAT IT ASKS FOR
Clause 8	Operation	Eliminating hazards and reducing risks, management of change, procurement, contractors, emergency preparedness.
Clause 9	Performance evaluation	Monitoring and measurement, evaluation of compliance, internal audit, management review.
Clause 10	Improvement	Incident, nonconformity, and corrective action; continual improvement.

What an Auditor Asks to See

- Evidence of worker consultation and participation, beyond a safety committee's minutes.
- The hazard register for an area, and the controls in the order of the hierarchy.
- An incident investigation and the action it led to.
- How contractors are selected and controlled on site.

Requirements Checklist

Work down the list with the evidence in hand; write where each item is evidenced in the right-hand column.

#	REQUIREMENT	EVIDENCE ON FILE
1	Workers consulted and participating in the decisions the standard lists (5.4).	
2	Hazards identified on an ongoing basis, including routine and non-routine activities (6.1.2.1).	
3	OH&S risks and opportunities assessed with a documented method (6.1.2.2, 6.1.2.3).	
4	Legal and other requirements determined and kept current (6.1.3).	
5	OH&S objectives measurable, monitored, and resourced (6.2).	
6	Competence, including the ability to identify hazards, established for workers (7.2).	
7	Controls selected using the hierarchy of controls (8.1.2).	
8	Changes assessed for OH&S risk before implementation (8.1.3).	
9	Contractors and outsourced processes controlled (8.1.4).	
10	Emergency plans tested, including with relevant external parties (8.2).	
11	Compliance with legal requirements evaluated (9.1.2).	
12	Incidents investigated with worker involvement, and causes corrected (10.2).	

Implementation Roadmap

1. Baseline	Assess against the 2018 text, including Amendment 1:2024, and against local regulation such as 29 CFR 1910.
2. Participation	Set up consultation and participation that workers recognize, with records that show it.
3. Hazards and controls	Rebuild the hazard register by area and apply the hierarchy of controls.
4. Change and contractors	Bring management of change, procurement, and contractor control into one process.

5. Evaluate and certify	Evaluate compliance, audit, review, and certify; plan the update when the 2027 revision is published.

How It Fits With Other Requirements

ISO 45001 shares the Harmonized Structure with ISO 9001 and ISO 14001. It does not replace regulation: in the United States, OSHA's 29 CFR 1910 sets the legal requirements the system must meet, and in the EU the Machinery Regulation governs the equipment workers use.

Findings We See Most Often

- Worker participation not evidenced for non-managerial workers (5.4).
- Hierarchy of controls not applied (8.1.2).
- Management of change not covering temporary changes (8.1.3).
- Incident investigations not identifying the root cause (10.2).

Where Systems Fall Short

- Worker participation evidenced only by a signature on a toolbox talk.
- Controls that start with personal protective equipment.
- Investigations that stop at "employee did not follow procedure".

How QES helps. A gap assessment against the 2018 standard that also prepares for the 2027 revision. See the gap assessment: qesisbest.com/services.html#gap-assessment · +1 (401) 246-3204 · mweeden@qesisbest.com

Sources, checked October 24, 2026. ISO — ISO 45001:2018 — www.iso.org/standard/63787.html; de Grandson — ISO management system revisions, 2026–2030 (September 2026) — www.degrandson.com/blog/iso-management-system-standards-revisions-2026-2030.

A summary for orientation, prepared by Quality Excellence Services. It does not reproduce or replace the standard or regulation: read the official text, which governs. Not legal advice.