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**The Ericsson Nikola
Tesla Group General
Supplier Occupational
Health and Safety
Standards**

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1. Introduction	3
2. Supplier Occupational Health and Safety Standards	3
3. Ericsson Nikol Tesla Group OHS Operational Standards	4
4. Ericsson Nikola Tesla Group Specific OHS Standards	4
5. Change information	4

1. Introduction

Ericsson Nikola Tesla Group strives to create a healthy and safe work environment for all, with a coordinated Group-wide approach to health and safety. The Group gives highest importance to the health and safety of our employees, our partners' employees, our suppliers' employees, and members of the public that may be affected by its operations. A healthy and safe working environment, including psychosocial considerations, shall be provided for employees in accordance with international standards and national laws.

Occupational Health and Safety (OHS) Management System enables a consistent risk identification and management, reduction in the number of potential accidents, helps in the implementation of legislation and improving overall business.

A safe and healthy working environment for all employees is a commitment Ericsson Nikola Tesla Group takes very seriously. Ericsson Nikola Tesla Group includes in this commitment its suppliers and their employees.

Ericsson Nikola Tesla Group has issued a Code of Conduct to all suppliers covering requirements in the area of basic human rights, labor and health and safety standards, environmental management and anti-corruption in the workplace.

This document describes the Occupational Health and Safety (OHS) requirements which Ericsson Nikola Tesla Group places on its suppliers. The OHS performance will be evaluated through supplier audits and assessments.

To access the Code of Conduct and Suppliers OHS requirements online, please visit:

<https://ericssonnikolatesla.com/en/suppliers/>

2. Supplier Occupational Health and Safety Standards

Ericsson Nikola Tesla Group requires that its suppliers have an Occupational Health and Safety (OHS) Management System incorporating at the minimum the following:

- **OHS Policy:** The Supplier shall have an OHS Policy. The policy shall be appropriate to the nature and scale of the supplier's OHS risks and shall include a commitment to prevention of injury and ill-health and to continuous improvement.
- **Risk assessment:** The Supplier shall identify and document all its OHS risks, determine its relevant controls, and take risk mitigation measures.
- **Continuous improvement:** The Supplier shall undertake continuous OHS improvement activities, including objectives and action plans.
- **Legislation:** The Supplier shall comply with applicable OHS legislation and regulations. In case of conflict, the Local legislation and regulations shall always take priority over the Ericsson Nikola Tesla Group standards.
- **Competence:** The Supplier shall ensure that all employees are competent for their assigned tasks and have appropriate education, training and experience.
- **Reporting and Investigation:** The Supplier shall have appropriate incident reporting and investigation procedures in place, including a process for corrective actions.

3. Ericsson Nikol Tesla Group OHS Operational Standards

Where applicable, the Suppliers OHS Management System shall as a minimum requirement meet or exceed legal requirements as well as Ericsson Nikola Tesla Group OHS Supplier Operational Standards that relate to the following:

- Chemical handling
- Climbing and working at heights
- Construction and civil work management
- Driver and vehicle safety
- Environmental and occupational noise
- Exposure to Radio Frequency Electromagnetic Fields
- Fire prevention
- Lone working
- Manual handling
- Personal Protective Equipment
- Working with electricity

The Supplier shall identify the Ericsson Nikola Tesla Group OHS Supplier Operational Standards that apply in advance of commencing the agreed scope of work.

Ericsson Nikola Tesla Group OHS Operational Standards may be modified by Ericsson Nikola Tesla Group any time. Revisions of the Ericsson Nikola Tesla Group OHS Operational Standards shall apply from the date of their release unless otherwise agreed in writing with Ericsson Nikola Tesla Group. In the event that the Supplier identifies a change to the Ericsson Nikola Tesla Group OHS Operational Standards that materially impacts its ability to deliver the applicable scope of work, Ericsson Nikola Tesla Group and the Supplier shall discuss and agree the method, implications and timeline for implementing such change.

4. Ericsson Nikola Tesla Group Specific OHS Standards

Ericsson Nikola Tesla Group Specific Occupational Health and Safety (OHS) Standards are mandatory for suppliers of Construction, Field Maintenance, and Network Roll-Out Services, and for all other Suppliers that carry out high-risk tasks, as well as those for whom this document is contractually binding. The standards are recommended for all other suppliers.

5. Change information

- This is the second version of the document.