

ENT

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

20.11.2024.

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1. Introduction

In addition to the Ericsson Nikola Tesla Group General Supplier OHS Standards, these 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.

2. Occupational Health and Safety governance

2.1 General OHS governance requirements

The Supplier shall at its own expense:

- appoint a senior representative as the single point of contact who shall be available for discussion on all OHS matters
- clearly define the roles and responsibilities with respect to the delivery of OHS throughout the Supplier organization
- ensure appropriate OHS controls and processes are in place, together with the allocation of adequate resources to identify and address OHS risks associated with the scope of work carried out by its employees, suppliers, sub-contractors and any other third parties
- cooperate on their OHS arrangements (which may be an OHS Plan) with Ericsson Nikola Tesla Group; the Supplier shall maintain the agreed OHS arrangements as well as those laid down by law during the performance of the services
- ensure that all legal requirements regarding OHS training and medical check-ups of its employees, sub-contractors and suppliers are met and the appropriate level of training has been provided
- ensure that no relevant works and/or services are started until all standards of the Risk Assessment and PPE inspection process have been fulfilled to control any relevant and imminent risk to life or severe injury to its employees, the employees of Ericsson Nikola Tesla Group and to any third parties
- attend OHS management review meetings as required by Ericsson Nikola Tesla Group; at all times participate and fully co-operate with Ericsson Nikola Tesla Group (which may include participation by Ericsson Nikola Tesla Group's customers) in OHS audits of health and safety compliance, competence and resource as required by Ericsson Nikola Tesla Group
- ensure OHS performance is continuously monitored and reviewed through programs of inspections, testing and audits and provide OHS data thereof to Ericsson Nikola Tesla Group as requested.

2.2 Site – specific requirements

The Supplier shall appoint a senior representative, Person in Charge of Work (PICW), for each field site or designated work area, as well as ensure that field work is carried out in accordance with OHS professional practice and legal requirements.

2.2.1 Responsibility and authority PICW

- Ensure overall safety on the site or designated work area, in accordance with applicable legal requirements.
- Ensure compliance with Ericsson Nikola Tesla Group's OHS requirements.
- Ensure that all employees and visitors on site have received mandatory induction training and safety instructions.
- Ensure that all employees use required Personal Protective Equipment to carry out their tasks.
- Ensure that all employees are trained, competent and medically fit (if required by a relevant regulation) for their tasks.
- Ensure that required OHS site documentation is available and complete.
- Authority to stop works with significant risk if deemed necessary.

2.2.2 Experience and knowledge PICW

- Relevant and sufficient OHS knowledge and experience.
- Understanding of specific works and associated hazards, risks and required control measures.
- Knowledge of relevant OHS laws and regulations.

3. OHS incident reporting and investigation

The Supplier shall ensure that:

- all necessary systems are in place to report, record and investigate incidents and near misses
- all major incidents (fatality, major injury, serious health disease, dangerous occurrence) or near misses which could have resulted in a fatality or a major injury are reported to Ericsson Nikola Tesla Group within 24 hours. Incidents should be reported to <mailto:ent.company@ericssonnikolatesla.com>, to a dedicated contact person or as specified in contracts.
- the Supplier co-operates with and supports Ericsson Nikola Tesla Group in the investigation of all major incidents
- all details related to major incidents and incident investigations are shared with Ericsson Nikola Tesla Group (and the Supplier acknowledges these may be shared with Ericsson Nikola Tesla Group and Ericsson Nikola Tesla Group's Customers).

4. Safety Plan

In compliance with all legal requirements, the Supplier shall develop and implement a Safety Plan for all construction and high-risk projects to detail the measures that the Supplier has in place to manage the risks associated with the work.

The following is a list of the contents that shall be included in that plan:

- scope of work that shall be undertaken
- key contacts and responsibilities for OHS delivery, including the qualifications, competence and experience of those with specific responsibility for OHS
- risk assessments and mitigation as described in Chapter 6
- training, competence and medical fitness provisions as described in Chapter 7
- details of the monitoring, auditing, inspection, certification and reporting processes that the Supplier has in place to ensure that the required standards and legal requirements are achieved and provide OHS data thereof to Ericsson Nikola Tesla Group as agreed
- details of the Supplier's incident reporting and investigation procedures
- details on how sub-contractors shall be selected and managed, including communication of standards as further described in Chapter 5
- details of how any high-risk substances/chemicals shall be selected, used and controlled throughout the delivery of the works
- details of the Supplier's emergency processes; and
- any other required details of the Governance process between Ericsson Nikola Tesla Group and the Supplier.

5. Sub-contractor management

The Supplier shall have in place robust mechanisms to manage their contractors which shall include:

- systems and processes for assessing the OHS capability of contractors to meet Ericsson Nikola Tesla Group's Standards
- contractual agreements that reflect and flow down the Supplier's obligations to their contractors
- where appropriate, the contractual inclusion of performance management mechanisms between the Supplier and their contractors
- methods to communicate and monitor the compliance of contractors' delivery against Ericsson Nikola Tesla Group OHS Policy and Instructions
- systems for regular review of OHS performance of its contractors.

6. Risk management

The Supplier shall have in place a mechanism to manage the risks associated with its scope of work that shall, in addition to complying with regulations, as a minimum:

- identify any hazards and efforts associated with its scope of work and assess the associated risk using industry best practice for conducting an OHS Risk Assessment or in compliance with OHS legislation and regulations
- implement measures to eliminate or mitigate the risk
- communicate the required control measures to any person who may be exposed to an identified risk
- continually review the performance of these control measures.

7. Training, competence and medical fitness

The Supplier shall ensure that the following is applied to the Supplier's staff and contractors:

- every person conducting work for or on behalf of Ericsson Nikola Tesla Group has received the relevant training for the task they are designated to undertake in accordance with legal regulations
- training must be fit for purpose for high-risk tasks, meaning that it must be in an appropriate language and delivered via appropriate means for the target audience
- high-risk tasks (e.g. working at height, electrical work, driving) shall only be performed by those that are trained, competent and medically fit
- training records and records of performed medical check-ups shall be available for inspection by Ericsson Nikola Tesla Group at any time.

8. Equipment safety

The Supplier shall ensure that:

- any equipment (such as but not limited to cranes, mechanical lifting devices, machinery, chains, ropes) is examined, tested, maintained and certified in accordance with manufacturers' recommendations and within periods defined by applicable regulations
- any equipment modification shall be approved by an internationally approved certification body in line with manufacturers' recommendations, after which it is necessary to re-test the equipment in accordance with applicable legal provisions
- all plant and equipment are suitable for its intended use, maintained in line with manufacturers' recommendations, inspected/examined before use, within deadlines in accordance with applicable legal regulations and can only be used by those competent to operate it
- incident investigation methods are documented and include processes to deal with equipment defects or failures
- suitable information and instructions relating to the use, maintenance, storage and disposal of equipment are obtained and communicated to end users
- they are obliged to take out of operation work equipment and Personal Protective Equipment on which occur changes that pose risks to the safety and health of employees.

9. Change information

- This is the second version of the document.