



ERICSSON

16-03-2024

AUDIT # 286625

CHECKLIST: SELF
ASSESSMENT - ERICSSON
OHS MATURITY

TELCOTEC
La Pepiniere B 232
Ariana Tunis 2083 TN



QUESTION	SCORE	ANSWER
Date of the self-assessment		13/2/2024
If you are a supplier of ONLY "Drive Test" services. Please check this box. Please note that if you provide "Drive Test" alongside other services this checkbox should remain unchecked.		Yes
If your location applies to the following countries/regions: USA, Canada, South Korea, Taiwan, China-Mainland - please choose this country/region from the drop-down list:		Canada
What is the total number of workers within the company (including full time, part time and temporary)?		11
What is the total number of contractors used by the company at any one time (the total number of workers including self-employed individuals)?		5
What is the total number of effective workers operating for Ericsson project(s)?		6

MANAGEMENT SYSTEM

1. Does your Company have a written **OHS Policy** that has been approved by your top management and has been communicated throughout the organization and to your subcontractors (when applicable)?

Yes

Corresponding Ericsson General Supplier OHS requirements:

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.

1.1. A copy of the OHS Policy.

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



[View PDF](#)

<https://cdn.sassiex.com/1ae79731-acdc-40b1-b316-5dbd973a2b2d>

1.2. Evidence of how the OHS Policy has been communicated to employees (if available subcontractors) (i.e.. Email, training, notice boards)

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



Evidence upload:



Supplier comments:

La politique et la procédure SST sont partagées via l'intranet de TELCOTEC. Ci-dessous les liens:

https://telcotec.tn/wp-content/uploads/2024/02/POLITIQUE__Telcotec.pdf

https://telcotec.tn/wp-content/uploads/2024/02/PROCEDURE_SST_TELCOTEC.pdf

De même, ils ont été affichés au tableau du siège de TELCOTEC

LEGAL COMPLIANCE

2. Has your Company committed any infringements to the **laws or regulations** concerning Occupational Health & Safety (OHS) matters in the last three (03) years or is under any current investigation by, or in discussions with, any regulatory authority in respect of any OHS matters, accident or alleged breach of OHS laws or regulations?

No

Corresponding Ericsson General Supplier OHS requirements:

The Supplier shall comply with applicable OHS legislation and regulations.

2.1. A declaration from your top management that your company has not committed any infringements to the laws or regulations or is not under any current investigation by any regulatory authority in respect of any OHS matters (Statement should be signed off by CEO with official letterhead, stamp, etc.). Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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2.2. A copy of the documented process or the systematic identification and assessment of legal applicable laws and regulations (i.e. procedure, instruction). Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/07524a0f-d138-4fd1-ba7f-93bfc57e21e>

2.3. A list of all OHS requirements including laws and regulations that the Company has identified as applicable. Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/cb3ab7fa-76e0-4164-b1f3-8e18a9c0d964>

2.4. A report of the legal compliance check conducted within the last twelve (12) months and corrective action plan to close any gaps identified. Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/d2284d29-40b2-48bf-855d-5330f398d298>

Supplier comments:

Le plan d'action correctif

3. Does the company have a process for **Incident Reporting and Investigation**, including a system for recording safety incidents (near misses, injuries, fatalities etc.) that meets local regulations and Ericsson's OHS Requirements at a minimum?

Yes

[Corresponding Ericsson General Supplier OHS requirements:](#)

The Supplier shall have appropriate incident reporting and investigation procedures in place, including a process for corrective and preventive actions.

3.1. A copy of the documented process (i.e. procedure, instruction).

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/6a9c6986-4361-4264-9420-5279e5807df1>

3.2. Evidence of how the process has been communicated to employees (if available subcontractors) (i.e.. Email, training, notice boards).

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



3.3. Evidence of investigations, identified root causes and action plans for incidents and near misses (i.e. investigation reports) (excluding personal identifiable information).

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



<https://cdn.sassiex.com/9ac5807b-daa1-4ff1-80f6-5c5a102d1d64>

Evidence upload:



<https://cdn.sassiex.com/8efa0287-2d5a-4a56-af2a-d3ae37e60517>

3.4. Records if the Company had any work-related fatality and /or incidents (internal employee, sub-contractors, or external party) that caused permanent disability or absence of over thirty (30) days in the last three (03) years. Evidence requested includes: No

1. If yes, the Company must provide the investigation report/s, and corrective action plans to prevent re-occurrence, including a status report on the corrective actions.
2. If not, the Company must provide a declaration from its top management that there has not been any work-related fatality and/or incident that caused permanent disability or absence of over thirty (30) days in the last three (03) years.

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



<https://cdn.sassiex.com/2ed409a6-428a-41e4-a611-39bf2f656ba0>

3.5. Last three (03) years statistics including incidents, near misses, fatalities, work related illness. Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



<https://cdn.sassiex.com/8d1f3122-1fc5-441d-babc-b886f60b5bae>

Evidence upload:



<https://cdn.sassiex.com/c3b8b26e-1b64-4827-893f-b7f776e8d592>

Supplier comments:

2 incidents ont été effectués au cours de l'année 2023

TARGETS & PERFORMANCE MANAGEMENT

4. Does the company set relevant **OHS Annual Objectives and Performance Indicators** to ensure continual improvement of their OHS performance? Are these performance indicators reviewed regularly by senior leaders? Yes

Corresponding Ericsson General Supplier OHS requirements:

The Supplier shall set OHS Annual Objectives and Performance Indicators and have an OHS program that demonstrates how to reach the set objectives.

4.1. The OHS Annual Objectives and Performance Indicators of last 2 years with action planning. Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/5f97ac9f-94cd-44c7-a5a9-01de2de25741>

4.2. Results of the OHS Annual Objectives and OHS Performance Indicators of the last completed calendar year. Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/32fad6f6-6ad4-40db-94c9-5593e54b93d0>

4.3. Evidence of how the objectives and targets were monitored continuously. No

4.4. Evidence of governance meetings by senior leaders where OHS performance is discussed (i.e. management review, OHS committee). No

Supplier comments:

Les réunions de gouvernance formelles n'ont pas été tenues mais il a été prévu de les lancer dans le plan d'action correctif

Plusieurs réunions informelles ont été organisées mais sans compte rendu

TRAINING & COMPETENCE MANAGEMENT

5. Does your company: Yes

- have an OHS organization that is dimensioned/resourced adequately?
- have a qualified and competent **OHS Responsible Person** (OHS Practitioner/Officer) appointed to provide OHS expertise in the establishment and implementation of the OHS management system and to ensure that the Company meets local regulations and Ericsson's OHS Requirements as a minimum?
- have a clear organizational structure capable of discharging the **OHS Responsibilities** throughout the organization?
- appoint a qualified and competent **OHS Responsible Person for each project?**

Corresponding Ericsson General Supplier OHS 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 and who meets Ericsson's minimum qualification requirements.**

5.1. The evidence of the professional qualifications (certifications, memberships, including local mandatory requirements etc.) of the appointed OHS Responsible person(s).

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



Evidence upload:



Evidence upload:



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<https://cdn.sassiex.com/30613fca-36eb-4e1b-becc-7a0d118503f3>

5.2. Evidence to verify the employment relationship between the Company and the OHS

Yes

Responsible (valid current contracts, signed formal appointment, etc.).

When a "Yes" response has been selected, documentary evidence must be uploaded.

CONTRAT DE TRAVAIL A DUREE INDETERMINEE

ENTRE LES SOUSSIGNÉS:

1) **LA SOCIETE « TELCOTEC »** au capital de 146.000 Dinars de matricule fiscal 1383621J, dont le siège social sis à Elgazala Technopark, Ariana, Tunisie, représentée aux fins des présentes par son Directeur Général Mr Malek Ellouze ci-après dénommé **employeur**. **D'une part et,**

2) **M Alaa AHMED** de nationalité Tunisienne, Titulaire de la CIN N°09610508 délivrée le 08/01/2020, ci-après dénommé **ingénieur**. **D'autre part,**

IL A ÉTÉ EXPOSÉ ET CONVENU CE QUI SUIT :

ARTICLE 1 : Objet
M Ala AHMED, qui accepte, est engagé pour une durée indéterminée, à compter de 01 novembre, par la SOCIETE « TELCOTEC », pour les besoins de son exploitation en qualité d'ingénieur.


ARTICLE 2 : Lieu de travail
Le lieu de travail est situé à Tunis.
En fonction des nécessités du service, l'employeur se réserve le droit de demander à l'employé d'effectuer des déplacements temporaires n'entraînant pas de changement de résidence.
Parallèlement, la société se réserve le droit, pour des raisons liées à l'organisation et/ou au bon fonctionnement de l'entreprise, de modifier le lieu de travail actuel de l'employé. Celui-ci pourra ainsi être amené à exercer son activité à titre temporaire ou permanent, en tout lieu du territoire national.

ARTICLE 3 : Rémunération
L'employé, bénéficiera d'une rémunération Net mensuelle de Mille Deux Cent Dinar (1 200 dinars).
L'employeur s'engage à payer au lieu et place la retenue fiscale et sociale grevant le salaire conformément à la législation en vigueur.
Par ailleurs, il aura droit, sur justification, au remboursement des frais de transport, d'hôtel et restaurant en cas de déplacements décidés par l'employeur.

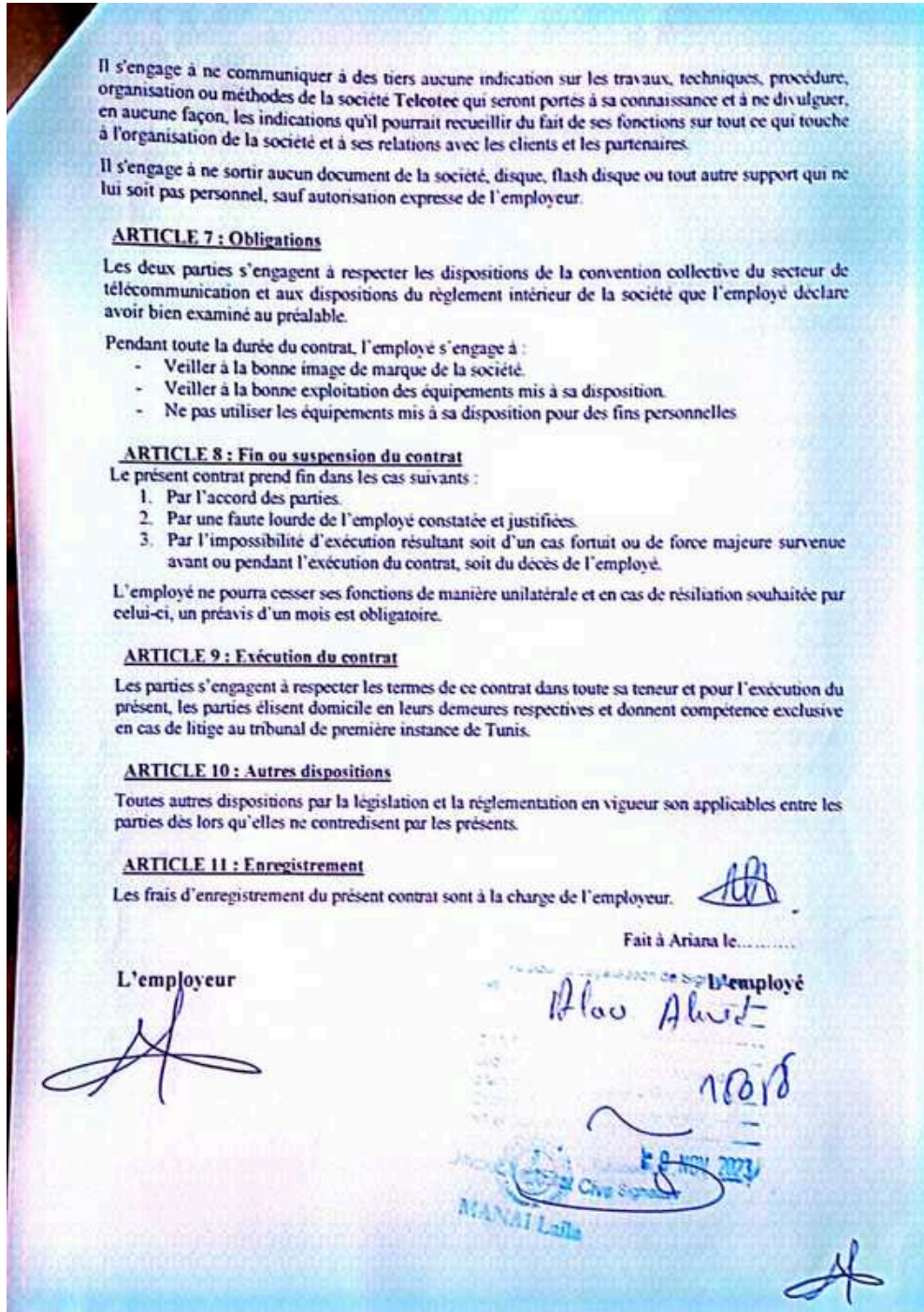
ARTICLE 4 : Durée de travail
La durée hebdomadaire de travail est fixée à 48 H, du Lundi au Samedi.
Il pourra être demandé à l'employé d'effectuer des heures supplémentaires, dans les conditions fixées par la loi et la convention collective en vigueur.

ARTICLE 5 : Congés payés
L'employé bénéficiera des congés payés institués conformément à la loi et à la convention collective en faveur des salariés de l'employeur.
Ses journées s'acquièrent en fonction du temps de présence dans la société et après accord de l'employeur.

ARTICLE 6 : Clause de confidentialité
L'employé s'engage, tant pendant la durée du présent contrat, qu'après sa cessation, à observer la discrétion la plus absolue sur les informations de toute nature concernant le fonctionnement et les activités de la société Teleotec d'une part, et les clients de cette société d'autre part.



Evidence upload:



5.3. A copy of the organizational structure detailing OHS responsibilities at all levels and job descriptions for the organization such as following positions:

Yes

- Top Management
- Technical /Project Manager
- Supervisor/Team Leader
- Person in Charge of Work (PICW)
- Technicians

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/409bfe06-acf6-41db-933f-2730fc46d011>

6. Does the company have a process to ensure that all its employees (and subcontractors when applicable) have the required technical **competence**, are **medically fit**, and are **trained** by licensed training centers on the OHS aspects of the works (including OHS Induction) they will perform for Ericsson? Yes

Corresponding Ericsson General Supplier OHS requirements:

The Supplier shall ensure that all employees are competent for their assigned tasks and have appropriate education, training and experience.

6.1. A copy of the documented process (i.e. procedure, instruction). Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



6.2. Training need analysis for field employees including, but not limited to, supervisor/
team leader, technician, climber, rigger, driver.

No

6.3. Training matrix/requirement per job role including, but not limited to, supervisor/
team leader, technician, climber, rigger, driver.

No

6.4. Medical fitness requirements per job role including, but not limited to, supervisor/
team leader, technician, climber, rigger, driver.

No

6.5. Training and fitness to work records.

No

A list or database listing all the employees and subcontractors and detailing:

- job role
- training requirement as per the training matrix
- medical fitness compliance
- compliance status against the requirement

6.6. OHS Induction training syllabus.

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/c6461d58-e597-4bf2-8f73-07e31e197ad2>

6.7. OHS Induction training frequency and sample records.

No

6.8. Evidence of periodic OHS awareness activities and frequency.

No

6.9. Evidence that safety topics and issues are communicated and discussed with employees and contractors. Records may include meeting minutes, safety alert emails or posters, photos of safety notice boards, workshop attendance lists, survey results, employee-led initiatives, and programs in posters or emails.

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



Evidence upload:



6.10. List of the approved training centers that the Company procures its OHS training from and evidence of their accreditation by the local authorities.

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/397d21f3-792c-4466-ab06-6e69057e567f>

6.11. List of the approved Occupational Health providers that the Company procures its medical fitness to work assessments from and evidence of their accreditation by the local authorities.

No

RISK ASSESSMENT & MANAGEMENT

7. Does the company have a process for **OHS Risk Assessment & Control** in line with local regulations and Ericsson's OHS Requirements as a minimum?

Yes

[Corresponding Ericsson General Supplier OHS requirements:](#)

The Supplier shall identify and document its OHS risks and determine its relevant controls.

7.1. A copy of the documented process (i.e. procedure, instruction).	Yes
Evidence upload:	
When a "Yes" response has been selected, documentary evidence must be uploaded.	
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https://cdn.sassiex.com/471aefae-aa33-4532-8d0e-278fcf4ab4ba	
7.2. Three (03) project risk assessments from current or recent projects, which scope of activities is similar to the one to be provided to Ericsson, including actions to mitigate risks.	No
7.3. Ten (10) daily pre-work checks / risk assessments from current or recent projects, which scope of activities is similar to the one to be provided to Ericsson, Including actions to mitigate risks.	No
7.4. Evidence of how the risks identified were communicated and discussed with employees and subcontractors before commencing the works (i.e. toolbox talks, induction trainings).	No
8. Does your company prepare Project OHS Plans for each of your projects detailing the measures that must be in place to manage the risks associated with the scope of work?	Yes
<u>Corresponding Ericsson General Supplier OHS requirements:</u>	
The Supplier shall develop and implement a "Safety Plan" for all construction and projects with high-risk activities to detail the measures that the supplier has in place to manage the risks associated with the work.	
8.1. 3 Copies of EHS Project Plans that included high-risk activities such as driving, working at heights, civil and electrical work, construction.	No
9. Does your company conduct Site Inspections to assess adherence to OHS requirements during field activities?	Yes
<u>Corresponding Ericsson General Supplier OHS requirements:</u>	
The Supplier shall at its own expense:	
• ensure OHS performance is continually monitored and reviewed through programs of inspections, testing and audits and provide OHS data thereof to Ericsson as requested.	
9.1. Samples of recently conducted OHS site inspections (last 6 months)(i.e. inspection form, checklist, reports including findings & action plans, performance statistics).	No
Supplier comments:	
Les inspections se font via la surveillance des voitures de services par GPS	

EMERGENCY PREPAREDNESS

10. Does your company have a process to prepare for **Emergency Preparedness and Response** that ensures: Yes

- emergency plan/instructions are place for any potential emergency situations
- all employees including subcontractors are trained on such emergency procedures

10.1. A copy of the documented process (procedure, instruction, etc.). Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/61cfe349-c8aa-4b8e-b34d-35952081c553>

10.2. Evidence of emergency plans (including site emergencies). No

10.3. Evidence of how emergency plans were implemented/communicated to employees (if available subcontractors)(i.e.. training, mail). No

10.4. Evidence of mock tests, fire drills and/or refresh awareness of response to potential emergencies. No

10.5. Emergency equipment list/records like fire extinguishers, fire blankets etc. No

PERSONAL PROTECTIVE EQUIPMENT

11. Does your company have a documented process for the **Management of Personal Protective Equipment (PPE)** including procurement, storage, issue, use, inspection, maintenance, test and disposal that meets Ericsson's OHS Requirements as a minimum including, but not limited to? Yes

- that all employees are trained in the adequate use of PPE
- that all employees are trained and understand that PPE must be used only for the intended purpose
- that PPE is provided to employees free of charge
- that PPE is examined for faults before use and any defective PPE is replaced immediately
- that PPE is maintained, stored and tested according to manufacturer's recommendations and/or international standards

[Corresponding Ericsson General Supplier OHS requirements:](#)

[Personal protective equipment](#)

11.1. A copy of the process (procedure, instruction, etc.). Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



[View PDF](#)

<https://cdn.sassiex.com/8885a261-1ceb-43e9-b9b6-eee17da8dca4>

11.2. Evidence of how this procedure was communicated to employees (and subcontractors if applicable)(i.e. training, mail).

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



11.3. PPE matrix for all job roles within the scope of services to Ericsson.

No

11.4. PPE issue and inspection records (i.e.. signed PPE forms).

No

MANAGEMENT OF SUBCONTRACTORS

12. Does your company have a written process for managing **subcontractors' work and performance**, including, but not limited to: N/A

- due diligence for the OHS evaluation/selection of subcontractors
- how OHS responsibilities and requirements are included in the contracts with subcontractors
- how the company ensures that Ericsson's OHS requirements are effectively cascaded down to its subcontractors and adhere to
- how the company ensures that its subcontractors comply and adhere to local laws and regulations (including insurance and employees' Social Security registration)
- how the company ensures that its subcontractors are technically competent, medically fit, and trained by licensed training centers on the OHS aspects of the works they will perform for Ericsson
- how the company manages and monitors its subcontractors' OHS performance

Corresponding Ericsson General Supplier OHS requirements:

The Supplier shall have in place robust mechanisms to manage their contractors.

12.1. A copy of the process including the criteria for the OHS evaluation and selection of your subcontractors. N/A

12.2. Examples of standard contracts with subcontractors including how your and/or your customer's requirements are cascaded down to your subcontractors (i.e. back to back). N/A

12.3. Evidence of how you manage your subcontractor's compliance to OHS requirements including local laws and regulations and how you ensure they are technically competent, medically fit and trained. N/A

12.4. Records of meetings where the company's subcontractors OHS performance was discussed. N/A

HAZARDS & OPERATIONAL CONTROLS

13. Does your company have a process to ensure that all equipment including, but not limited to, cranes, mechanical lifting devices, chains, ropes, grinders, jackhammers, testing equipment, electrical tools is: Yes

- suitable for its intended use
- maintained in line with manufacturer's recommendations (Maintenance plan)
- inspected / examined before use
- calibrated (whenever applicable)
- only used by those competent to operate it

Corresponding Ericsson General Supplier OHS requirements:

The Supplier shall ensure that:

- **any equipment (such as but not limited to cranes, mechanical lifting devices, chains, ropes) is examined, tested, maintained and certified in accordance with manufactures recommendations.**

13.1. Maintenance and calibration plan No

13.2 Register listing all inventory of equipment and PPE requiring testing, calibration, and/or periodic maintenance/certification, including details of serial numbers, calibration/inspections/maintenance results, and history and records of the last inspection/calibration/maintenance/tests. No

Supplier comments:

Nous tenons un registre détaillé de tous les incidents de sécurité survenus sur nos sites, y compris les quasi-accidents, les blessures, les décès, etc. Ce registre contient des informations telles que la date, l'heure, la nature de l'incident, les personnes impliquées, les témoins, les actions correctives prises, etc.

14. Does your company have a procedure for **Climbing & Working at Heights** that meets local regulations and Ericsson's OHS Requirements as minimum including, but not limited to? Yes

- that only persons that are medically fit, trained and hold a current certificate of competence can perform working at heights activities
- that trained and equipped 'tower rescue' personnel are always on site during all tower climbing works and ready to perform rescue activities
- that in addition to standard PPE, specific PPE such as full body harness, double Y-lanyards, work position lanyards and fall arrest systems are always available, in good condition and inspected on regular basis irrespective of its usage by a qualified person
- arrangements including risk assessments and controls are identified and in place to address all working at heights potential risks including unauthorized access to work zones, falling objects, pre-work inspections, adequate anchoring, adverse weather conditions, limited lighting, etc.
- arrangements for the safe use of Mobile Elevated Work Platforms, including safe work practices and provisions for operator certification, pre-inspection and use requirements

Corresponding Ericsson General Supplier OHS requirements:

Climbing and working at heights

14.1. A copy of the process (procedure, instruction etc.). Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



<https://cdn.sassiex.com/9f90b6ed-ccb8-4e7c-ba4a-74240f7bdd6a>

14.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e.. training, mail).

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



14.3. Evidence of safe working methods including pre-work check/risk assessments, method statements, mitigation plans involving climbing, working at height.

No

14.4. Evidence of rescue planning, tower rescue training records, rescue kits issue records (including serial numbers).

No

15. Does the company have a procedure for **Rope Rigging & Lifting** that meets local regulations and Ericsson's OHS Requirements at a minimum?

N/A

15.1. A copy of the process rope rigging & lifting (procedure, instruction etc.).

N/A

15.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e. training, mail). N/A

15.3. Evidence of training for those executing lifts. N/A

15.4. Evidence of lifting plans for lifting and lowering activities including evidence of correct rigging and lifting equipment is in place for lifts and supervising process for lifting. N/A

Supplier comments:

When a "N/A" response has been selected, please provide an explanation why the requirement is considered as being Not Applicable.

ces travaux ne sont pas en relation avec nos activités

16. Does your company have a procedure for **Working with Electricity** that meets local regulations and Ericsson's OHS Requirements as minimum, including but not limited to: N/A

- that electrical qualifications are maintained by those who will perform the works
- Lock Out/Tag Out process
- prohibition to do live electrical work on high voltage systems
- that anyone performing any type of work on electrical equipment (including subcontractors) are trained and hold a current certificate of competence to work with electricity
- that anyone performing any type of work on electrical equipment is provided with the Personal Protective Equipment (PPE) that is required for the task
- that insulated tools such as screwdrivers, side cutters, wire strippers are provided and used when performing electrical works
- that all portable electrical tools operate at safe voltage
- that electrical works is only performed on electrical equipment that complies with applicable legal requirements and electrical safety standards
- that safety instructions related to electrical work have been communicated to employees and subcontractors and that adherence is actively monitored

**** Please provide evidence 17.4 if you have "High voltage electrical works" in your scope**

Corresponding Ericsson General Supplier OHS requirements:

Working with electricity

16.1. A copy of the process (procedure, instruction etc.). N/A

16.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e. training, mail). N/A

16.3. Evidence of safe working methods including risk assessment, actions and emergency planning. N/A

16.4.** High voltage system permit procedure and evidence of implementation, including isolation permits (LoTo, authority to work etc.).

N/A

Supplier comments:

When a "N/A" response has been selected, please provide an explanation why the requirement is considered as being Not Applicable.

ces travaux ne sont pas en relation avec nos activités

17. Does your company have a procedure for **Driving and Vehicle Safety** that meets local regulations and Ericsson's OHS Requirements as minimum including, but not limited to:

No

- drivers' competence including Defensive/Safe Driving training, driving license for the type of vehicle and fitness to work
- vehicles are equipped with tracking/telematics systems
- driving behavior monitoring process
- fleet roadworthiness and management including routine inspections
- communication and mechanisms to secure compliance to Ericsson Lifesaving Rules , including use of seat belts by driver and all passengers, prohibition of use of handheld mobile phones while driving, and adherence to speed limits always
- prohibition of carrying unauthorized third parties in Ericsson's assigned vehicles
- vehicles equipped with safety kits including safety net, emergency triangles, fire extinguisher and first aid kit as minimum
- adherence to all requirements by your subcontractors
- journey management plans including a risk assessment to ensure all risks related to driving are mitigated

Corresponding Ericsson General Supplier OHS requirements:

Driver and vehicle safety

17.1. A copy of the documented process (procedure, instruction etc.).

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



17.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e. training, mail).

Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



17.3. Vehicle register list/database, including model, year, telematics device model and serial number.

No

17.4. Vehicle tracking system reports.

No

17.5. Examples of driving performance reports and actions taken in case of deviation.

No

17.6. Vehicle inspection records.

No

Supplier comments:

Nous tenons un registre détaillé de tous les incidents de sécurité survenus sur nos sites, y compris les quasi-accidents, les blessures, les décès, etc. Ce registre contient des informations telles que la date, l'heure, la nature de l'incident, les personnes impliquées, les témoins, les actions correctives prises, etc.

Une mise à jour chaque deux ans et un changement de mobile à trace

18. Does your company have a procedure for **Environmental & Occupational Noise** that meets local regulations and Ericsson's OHS Requirements as minimum, including but not limited to: Yes

- identify the noise hazards, including but not limited to level and time of exposure, through appropriate noise surveys
- assess the likely exposure of employees to the noise hazard
- define in a noise management plan the measures required to eliminate or reduce risks, control exposures, and protect employees
- correct hearing protection meeting any recognized international standards shall be provided and used as required.
- employees use the prescribed hearing protection when required
- noise control and hearing protection equipment is maintained as per the manufacture's recommendations
- training on the risks, use and maintenance of personal protective equipment ("PPE") is provided
- hearing checks shall be provided to all employees who are exposed to noise above the limits (noise exposure limits as defined in health and safety legislation are adhered to. In any event, a maximum of 80 dBA TWA over 8 hours period , or less if required by local laws, shall not be exceeded)

Corresponding Ericsson General Supplier OHS requirements:

Environmental and occupational noise standard

18.1. A copy of the documented process (procedure, instruction etc.). Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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<https://cdn.sassiex.com/6921bb74-09cc-4650-8aff-9f28b626bf25>

18.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e.. training, mail). No

18.3. Noise measurement plan and records. No

18.4. Noise monitoring equipment calibration/maintenance records and plan. No

19. Does your company have a procedure to manage exposure to **Radio Frequency Electromagnetic** fields that meets local regulations and Ericsson's OHS Requirements as minimum, including but not limited to:

N/A

- securing compliance with applicable allowable limits ('exposure limits')
- controls to ensure that no work is carried out within the compliance boundary (exclusion zone) of a live antenna
- provision and use of handheld or body or body worn personal monitors (i.e. dosimeters)
- calibration of monitors
- RF EMF training provision for employees and subcontractors

Corresponding Ericsson General Supplier OHS requirements:

Ericsson Exposure to RF Standard

19.1. A copy of the documented process (procedure, instruction etc.). N/A

19.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e.. training, mail). N/A

19.3. RF EMF field monitoring equipment register, including model and serial number. N/A

19.4. Records of RF EMF assessments. N/A

19.5. Incident records for RF exposure above the limit with investigations and actions. N/A

Supplier comments:

When a "N/A" response has been selected, please provide an explanation why the requirement is considered as being Not Applicable.

ces travaux ne sont pas en relation avec nos activités

20. Does your company have a documented process for the **Hot Works** that meets Ericsson's OHS Requirements as a minimum including, but not limited to?

N/A

- that company conduct full fire risk assessment initially and upon a material change to the premises
- that persons carrying out hot work have enough experience and competence
- that a fire watch appointed for a minimum of one hour after the hot works have been completed
- that company have a hot work permit system issued by a competent person before the work is started
- that company provide an appropriate fire extinguisher and fire blanket available during hot work

Corresponding Ericsson General Supplier OHS requirements:

Fire prevention

20.1. A copy of the process (procedure, instruction etc.). N/A

20.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e.. training, mail). N/A

20.3. Hot work permits procedure and evidence of hot work permit implementation (permit examples). N/A

Supplier comments:

When a "N/A" response has been selected, please provide an explanation why the requirement is considered as being Not Applicable.

ces travaux ne sont pas en relation avec nos activités

21. Does your company have a process for **Hazardous Chemical Handling** including spill control and response, that meets local regulations and Ericsson's Requirements as minimum, including but not limited to: N/A

- the prohibition of use of any substance listed in the Ericsson List of Banned and Restricted Substances.
- that Safety Data Sheet (SDS) are kept up to date and available in the local language
- that risk assessments for the use of chemical substances are undertaken and controls are in place in line with SDSs instructions as minimum
- that everyone that is required to handle/use chemical substances are trained to do so and are provided with the appropriate Personal Protective Equipment (PPE)
- that chemical substances are appropriately stored, labelled and disposed of in accordance with applicable legislation and SDS
- that spill control and response arrangements are in place including availability of spill kits, trained staff and waste management in accordance with applicable legislation and SDS

Corresponding Ericsson General Supplier OHS requirements:

Ericsson Chemical Handling Standard

21.1. A copy of the documented process (procedure, instruction etc.). N/A

21.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e.. training, mail). N/A

21.3. Hazardous chemical register (Quantity and type of chemicals used at any workplace). N/A

21.4. Safety data sheets for each of the hazardous chemicals listed. N/A

21.5. Details and evidence (pictures) on how you store and transport hazardous chemical substances in your premises and on-site. N/A

21.6. A letter signed by your CEO/Managing Director confirming that the Company does not use any substance listed in the Ericsson Lists of Banned and Restricted substances. N/A

Supplier comments:

When a "N/A" response has been selected, please provide an explanation why the requirement is considered as being Not Applicable.

ces travaux ne sont pas en relation avec nos activités

22. Does your company have a procedure for **Confined Spaces** that meets local regulations and Ericsson's OHS Requirements as minimum, including but not limited to: N/A

- that confined space qualifications are maintained by those who will perform the works; adequate technical competency for confined space entry supervisors, authorized confined space entrants, person who test or monitor atmosphere, stand-by personnel/attendant, and rescue personnel
- permit to work system with minimum mandatory permit content
- test confined space atmosphere safety by appropriate atmospheric tests (i.e., oxygen deficiency, toxic substances, and explosive concentrations etc.) before entry and monitor and record in accordance with needs of the nature of workplace and local legal requirement
- that anyone performing any type of work in confined spaces (including subcontractors) are trained minimum about hazards of confined spaces, assessment of procedures, control measures, emergency plan and procedures; and selection, use, fit and maintenance of safety equipment and hold a current certificate of competence to work in confined spaces
- that anyone performing any type of work in confined spaces is provided with the Personal Protective Equipment (PPE) that is required for the task
- that safety instructions related to confined spaces have been communicated to employees and subcontractors and that adherence is actively monitored
- that emergency arrangements specific to the activity being undertaken and to the time and date of entry, a Stand-by Person always be present whenever confined space work is being conducted. The team have proper rescue training
- that appropriate equipment and tools provided for the work in line with Ericsson's requirements and the tools and equipment inspected periodically and before the start of the work

Corresponding Ericsson General Supplier OHS requirements:

Confined space entry standard

22.1. A copy of the documented process (procedure, instruction etc.). N/A

22.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e. training, mail). N/A

22.3. Permit to work procedure and permit examples (Including atmosphere safety testing records, emergency plans). N/A

22.4. Evidence of rescue planning, rescue training records and rescue equipment. N/A

Supplier comments:

When a "N/A" response has been selected, please provide an explanation why the requirement is considered as being Not Applicable.

ces travaux ne sont pas en relation avec nos activités

23. Does your company have a procedure for **Lone Working** that meets Ericsson's OHS Requirements including, but not limited to: No

- strict prohibition of lone working when working on live power installations, at heights (i.e. above two meters), in confined spaces and in areas with no mobile phone coverage and when conducting hot works
- appointment of a contact person or an automated system for lone worker tracking, including locations, routes, check-in/out times, contact and vehicle details, etc.
- locations of lone workers
- reporting-in times or estimated time of arrival and departure at a remote site (the frequency of reporting-in should be determined based on risk and changes of location),
- contact details
- travel/vehicle details (particularly important in the event of requiring emergency assistance)

Corresponding Ericsson General Supplier OHS requirements:

Ericsson Lone Working Standard

23.1. A copy of the documented process (procedure, instruction etc.). No

23.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e. training, mail). No

23.3. Emergency instruction/plan including escalation procedure. No

Supplier comments:

When a "N/A" response has been selected, please provide an explanation why the requirement is considered as being Not Applicable.

ces travaux ne sont pas en relation avec nos activités

24. Does your company have a documented process for the **Manual Handling** that meets Ericsson's OHS Requirements as a minimum including, but not limited to?

N/A

- that company conduct risk assessment before manual handling
- that company provide appropriate protective equipment for the job; gloves (e.g. considering dexterity and cut resistance) where there is a risk of cutting the hands, protective footwear, clothing which does not impede safe manual handling (e.g. loose clothing shall be avoided as it may get stuck)
- that employees medically fit to do manual handling
- that company provide manual handling training to recognize the risks and decide the best way to carry out the tasks
- that mechanical handling equipment used whenever possible by an individual who is authorized and trained to use it

Corresponding Ericsson General Supplier OHS requirements:

Manual handling standard

24.1. A copy of the documented process (procedure, instruction etc.).

N/A

24.2. Evidence of how this procedure communicated to employees (if available subcontractors)(i.e. training, mail).

N/A

Supplier comments:

When a "N/A" response has been selected, please provide an explanation why the requirement is considered as being Not Applicable.

ces travaux ne sont pas en relation avec nos activités

25. Is your Company's **OHS management system certified against ISO 45001** by an accredited certification body?

No

Corresponding Ericsson General Supplier OHS requirements:

Ericsson requires that our suppliers shall have an Occupational Health and Safety (OHS) Management System.

25.1. A copy of your current valid ISO 45001 Certificate.

No

Supplier comments:

LA MISE EN PLACE DE ISO 4500 EST EN COURS

LEADERSHIP & CULTURE

26. Does your company have **mechanisms/channels** for employees and subcontractors (where applicable) **to speak up and raise safety concerns openly**? If yes, how these reported safety concerns are handled?

Yes

26.1. A copy of the documented process (procedure, instruction etc.).

No

26.2. Evidence of governance meetings by senior leaders where safety concerns are discussed (i.e. management review, OHS committee).

No

26.3. Evidence of how this process communicated to employees (if available subcontractors)(i.e.. training, mail).

No

HEALTH & WELL-BEING

27. What measures do you have in place to ensure sufficient rest? Yes

27.1. A copy of the documented process (policy, procedure, instruction etc.). Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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28. How do you ensure employees are physically as well as mentally fit to work at the start of their work shift? Yes

28.1. A copy of the documented process (policy, procedure, instruction etc.). No

Supplier comments:

UNE COMMUNICATION PERMANENTE EST EFFECTUEE AVEC LES EMPLOYES

TARGET ZERO QUESTIONS

30. I am aware of what we are doing to achieve Target Zero: zero fatalities and incidents. Yes

31. Our employees have completed online Supplier OHS Induction Course. No

32. I am aware of the incident reporting tool. Yes

33. I am aware of Lifesaving rules. Yes

CANADA SPECIFIC

42. Does the Supplier Company hold Worker's Compensation Insurance in line with the Master Service Agreement? Yes

Corresponding Ericsson General Supplier OHS requirements:

The Company shall maintain a Worker's Compensation Insurance Policy in good standing that meets local regulations and Ericsson standards.

42.1. A valid copy of the Worker's Compensation Insurance policy/premium. Yes

Evidence upload:

When a "Yes" response has been selected, documentary evidence must be uploaded.



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