

A specimen of the ISO 45001 transition kit

Five rows from the live record. The paid kit carries all 40 requirements, the full evidence list and the dated plan.

SPECIMEN: NOT THE FULL KIT, NOT YOUR DATA

RECORD DATE	2026-10-18
CURRENT STANDARD	ISO 45001:2018, including Amendment 1:2024
DRAFT	ISO/DIS 45001, Edition 2, stage 40.60, close of voting 9 September 2026
PLANNING DATE	12 September 2027 (estimate, not an ISO commitment)
ESTIMATED TRANSITION END	12 September 2030 (three years, an assumption; no IAF document for this revision was found on 18 October 2026)
SOURCES	ISO page 89698; public DIS contents; ISO 45001:2018 held clause record; DNV and DQS summaries for the reported direction
LICENCE	One organization, internal use and its consultants. Not for resale. The standard text remains ISO's.

What this is. A register of the requirements that apply today, the evidence an auditor asks for, the common gaps and a dated plan. The requirements are our words, not ISO's. The draft's requirement text is not public and is not reproduced. Dates marked estimate are derived from the public stage record. **Not legal advice; does not certify.**

What is inside

- **The register:** 5 rows, each with the clause, the requirement in our words, the draft treatment, an owner and a due date.
- **The gap list:** 14 common failures, each with an action and an owner.
- **The evidence list:** 17 records an auditor asks for, by clause.
- **The dated plan:** 7 milestones from the read-through to the estimated transition end.

How to use it

Start with the register. Put an owner and a due date on every row that is not already evidenced. Use the evidence list to collect the records, the gap list to decide what to fix first, and the plan to sequence the work. Re-check the ISO stage at the planning date; the change watch tells you when the record moves.

Obligation register (specimen: five rows)

REF	CLAUSE	CLAUSE TITLE	REQUIREMENT IN OUR WORDS	DRAFT	OWNER	DUE
ISO45001-4.1	4.1	Understanding the organization and its context	The organization works out which external and internal issues bear on its purpose and on whether its OH&S management system can deliver what it is meant to deliver: safe and healthy workplaces, prevention of injury and ill health caused by work, and continual improvement of OH&S performance. Since Amendment 1 (2024) it must also decide, as part of this analysis, whether climate change is one of those issues for it. Where the answer is yes, auditors expect the effect of climate change on workers (heat stress, extreme weather, smoke, flooding, shifting disease patterns, disrupted emergency arrangements) to flow on into hazard identification, risk assessment and emergency planning.	4.1 notes added		
ISO45001-4.2	4.2	Understanding the needs and expectations of workers and other interested parties	The organization identifies which interested parties other than its own workers matter to its OH&S management system; what workers and those parties need and expect of it that is relevant (their requirements); and which of those needs and expectations are already, or may turn into, legal requirements and other requirements it must meet or chooses to adopt. Amendment 1 (2024) adds a note that these parties may hold climate-related requirements, so the review considers, for example, regulator rules on working in heat or severe weather, client or insurer climate clauses, and worker concerns about climate exposure.	4.2 renamed		
ISO45001-4.3	4.3	Determining the scope of the OH&S management system	In defining the scope, the organization works out where the system's boundaries lie and what it applies to, taking into account its external and internal issues, the requirements of interested parties, and the work-related activities it plans or carries out. The system covers those activities, products and services that the organization controls or influences and that can affect its OH&S performance, and the scope is available as documented information.	4.3 retained		
ISO45001-4.4	4.4	OH&S management system	The organization builds an OH&S management system, puts it in place, maintains it and keeps improving it, with the processes it requires and the way those processes interact, as the standard requires.	4.4 retained		

REF	CLAUSE	CLAUSE TITLE	REQUIREMENT IN OUR WORDS	DRAFT	OWNER	DUE
ISO45001-5.1	5.1	Leadership and commitment	Top management shows leadership and commitment by: taking overall responsibility, and being accountable, for preventing injury and ill health caused by work and for keeping workplaces and activities safe and healthy; making sure the OH&S policy and objectives are set and fit the organization's strategic direction; building the system into business processes; making resources available; explaining why effective OH&S management, and meeting the system's requirements, matter; making sure the system achieves what it is meant to; guiding and supporting people to contribute; making sure continual improvement happens and encouraging it; backing other relevant managers in their own leadership; building and promoting a culture that supports what the system is meant to achieve; shielding workers from reprisal when they report hazards, incidents, opportunities and risks; and making sure processes exist for consulting workers and for their participation, and for health and safety committees where these exist.	5.1 restructured		

Source for every row: ISO 45001:2018, held clause record, retrieved 2026-10-18. Draft treatment: public DIS contents and named summaries. Not legal advice; does not certify.

Common gaps (specimen: first five clauses)

CLAUSE	COMMON GAP	ACTION	OWNER
4.1	No recorded decision on climate change since the 2024 amendment, or a bare yes or no with no reasoning		
4.1	Climate change judged relevant but heat, storm or flood exposure never reaches hazard identification or emergency preparedness		
4.1	Context copied from a quality system with no OH&S-specific issues and never revisited after certification		
4.2	Workers listed as one undifferentiated group with no distinction by role or vulnerability		
4.2	Climate-related expectations of regulators, clients or workers not considered after the 2024 amendment		
4.2	No recorded decision on which expectations become requirements		
4.3	High-risk activities carved out of scope without justification		
4.3	Scope names locations but not activities		
4.3	Work performed at customer sites excluded		
4.4	System is a set of documents with no defined processes or interactions		
4.4	No owner for the system as a whole		
5.1	Leadership demonstrated only by signing the policy		
5.1	No protection from reprisal for reporting		
5.1	Culture programme absent, safety seen as the safety officer's job		

Evidence list (specimen: first five clauses)

CLAUSE	CATEGORY	RECORD AN AUDITOR ASKS FOR	OWNER
4.1	Context analysis	Context analysis record naming external and internal OH&S issues, with a dated entry stating the climate change decision (relevant or not) and the reasoning behind it	
4.1	Context analysis	Issue register with review dates, linking any climate-related issue to the hazard register and the emergency plan	
4.1	Context analysis	Management review minutes showing the context, including the climate change entry, was revisited	
4.2	Interested parties	Interested party register covering workers by role, contractors, regulators, unions, clients, insurers and neighbours	
4.2	Interested parties	Documented needs and expectations for each party, including any climate-related expectation identified	
4.2	Interested parties	Record of which expectations were adopted as legal or other requirements and where they feed the 6.1.3 register	
4.3	Scope definition	Documented scope statement covering sites, activities and workers	
4.3	Scope definition	Justification for any activity outside scope	
4.3	Scope definition	Evidence the scope covers contractors and off-site work under the organization's control	
4.4	Management system establishment	System description with process map and interactions	
4.4	Management system establishment	Process ownership matrix	
4.4	Management system establishment	Records of system maintenance and improvement	
5.1	Leadership	Executive accountability statements and safety leadership visits	
5.1	Leadership	Board or executive minutes with OH&S performance reviewed	
5.1	Leadership	Resource decisions traceable to OH&S needs	
5.1	Leadership	Non-reprisal policy and evidence it is communicated	
5.1	Leadership	Health and safety committee terms of reference	

Dated plan

DATE	MILESTONE	WHAT IT MEANS	RECORD TO KEEP	DONE
2026-11-30	Read the 40 clauses and mark the gap	The management system owner and each clause owner read the clause pages, mark where the evidence is missing or stale, and record the owner.	The 40-row register with a status and an owner on every row.	
2027-01-31	Close the gaps that survive either edition	Psychosocial hazards with controls, remote and platform work, worker diversity, climate exposure, occupational health, return to work and external providers are the areas the public summaries agree on. Fix these now, because they will matter under either edition.	A dated action per gap, with the evidence the auditor will ask for.	
2027-03-31	Update the clause references and train the team	Management of change moves from 8.1.3 to 8.1.5, procurement from 8.1.4 to 8.1.6, continual improvement from 10.3 to 10.1, and management review splits into 9.3.1 to 9.3.3. Update procedures, training and internal audit checklists.	A reference update list signed off, and a training record.	
2027-06-30	Run an internal audit against the current edition and the draft readiness	Audit ISO 45001:2018 conformity and, separately, the readiness items the draft names. Keep the two findings sets apart so a draft item is not written as a nonconformity against the current standard.	An internal audit report with two sections and a corrective action per finding.	
2027-09-12	Planning date: check the ISO stage	Check ISO stage 40.99, 50.00, 50.60 and 60.60. If the standard is published, confirm the transition arrangements with the certification body; if it has slipped, keep the plan and move the date with the watch.	A dated note of the stage and the next action.	
Next recertification or surveillance after publication	Book the transition audit	Book the transition at the recertification or surveillance that follows publication. If the system is integrated with ISO 9001 or ISO 14001, ask for the transition at the same visit.	A booking confirmation with the transition scope.	
12 September 2030	Estimated transition end	Three years after the planning date. This is an assumption because no IAF transition document for this revision was found on 18 October 2026. Confirm it when IAF publishes one.	A confirmed end date, or an updated assumption with its source.	

After publication. Replace the estimate with the date ISO records at stage 60.60, confirm the IAF transition arrangement, and update the clause references in the register to the published numbering. The register is a working document, not a certificate.