

2026 ISO-45001-Lead-Auditor: PECB Certified ISO 45001 Lead Auditor Exam Fantastic Exam Tips

Article I. ISO 45001 Lead Auditor Sample Exam

Questions and Answers:

There are 4 sections in the ISO 45001 OHSMS Lead Auditor examination as illustrated in table 1 below. In this article ISO 45001 lead auditor sample exam questions and answers, we will look into one question per section and provide their answers.

In the below table, you can find the question break-ups and the passing scores.

Table 1: ISO 45001 Exam Section and Question break-up

Section	No of Questions	Minimum Pass Mark	Maximum Pass Mark
1	5	4.5	10
2	4	9.5	20
3	3	14.5	30
4	3	14.5	30
Total	15	62.5	90

In the above table, you see the total number of available questions and the minimum passing scores on each section. It is mandatory to pass each section. For example: if you have scored 7 marks on section 1, 19 marks on section 2, 28 marks on section 3 & 10 marks on section 4, your subtotal would be 64 marks. Though you have scored a total of 64 marks, since you haven't scored the minimum passing marks on section 4, it will be considered a fail.

Now, let's look at a few sample exam questions in each section.

Section 1:

Section 1 contains 5 questions and each carries 2 marks, minimum passing score on section 1 would be 4.5 marks out of 10 marks.

Sample Question: Write 2 examples of OHSMS Opportunities.

Sample Answer:

1. Enhancing the incident investigation process(es)
2. Improving the process(es) for worker participation

Note: CQI IRCA provides ATP a grading scheme. However, while grading the paper, it is not necessary that your answer must match exactly as per the grading scheme. Trainers will use their discretion while grading the paper

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PECB ISO-45001-Lead-Auditor Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • Domain 4: Preparing for an ISO 45001 audit: This section of the exam measures the skills of Audit Consultants and covers the preparation process for conducting an ISO 45001 audit. It emphasizes planning, resource allocation, and establishing audit objectives to ensure a thorough evaluation.
Topic 2	<ul style="list-style-type: none"> • ISO 45001 requirements for an OH&S MS – Clauses 4 to 10: This section of the exam measures the skills of Auditors related to specific requirements outlined in ISO 45001 about occupational health and safety management systems. It emphasizes understanding clauses that address context, leadership, planning, support, operation, performance evaluation, and improvement. A skill to be measured is applying ISO 45001 requirements to organizational practices.

Topic 3	<ul style="list-style-type: none"> • Closing an ISO 45001 audit: This section of the exam measures the skills of Audit Consultants and covers the procedures for concluding an ISO 45001 audit. It emphasizes reporting results, discussing findings with stakeholders, and ensuring follow-up actions are planned.
Topic 4	<ul style="list-style-type: none"> • Fundamental audit concepts and principles: This section of the exam measures the skills of Internal Auditors and covers the basic concepts and principles related to auditing an OHSMS. It focuses on understanding audit types, methodologies, and the role of audits in compliance and improvement. One skill to be measured is conducting effective audits to assess OHSMS performance.
Topic 5	<ul style="list-style-type: none"> • Managing an ISO 45001 audit program: This section of the exam measures the skills of Audit Managers and covers the management of an ongoing ISO 45001 audit program. It focuses on scheduling audits, maintaining auditor competency, and ensuring continuous improvement within the auditing process. One skill to be measured is implementing strategies for effective audit program management.
Topic 6	<ul style="list-style-type: none"> • Fundamental principles and concepts of an occupational health and safety management system: This section of the exam measures the skills of Health and Safety Managers and covers the essential principles and concepts underlying an occupational health and safety management system (OHSMS). It focuses on understanding the framework for managing health and safety risks to prevent workplace injuries and illnesses. One skill to be measured is identifying key components of an effective OHSMS.

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PECB Certified ISO 45001 Lead Auditor Exam Sample Questions (Q99-Q104):

NEW QUESTION # 99

What is the definition of the term 'audit' as per clause 3.32 of ISO 45001:2018?

- A. A document that outlines safety procedures and guidelines
- **B. An evaluation of the effectiveness of health and safety measures**
- C. A systematic process to assess the risks in a workplace
- D. A legal requirement to comply with health and safety standards

Answer: B

Explanation:

According to Clause 3.32 of ISO 45001:2018, an audit is defined as a systematic, independent, and documented process for obtaining objective evidence and evaluating it to determine the extent to which audit criteria are fulfilled.

This involves assessing the effectiveness of health and safety measures implemented in the organization's OH&S management system.

Analysis of Options:

* A. A systematic process to assess the risks in a workplace: Incorrect. While audits may include risk assessments, the purpose is broader and involves evaluating the entire OH&S management system.

* B. An evaluation of the effectiveness of health and safety measures: Correct. This aligns with the definition of an audit as per ISO 45001:2018.

* C. A legal requirement to comply with health and safety standards: Incorrect. An audit is not necessarily a legal requirement but a

process to assess conformity.

* D. A document that outlines safety procedures and guidelines: Incorrect. An audit is a process, not a document.

ISO Reference:

* Clause 3.32: Audit definition.

NEW QUESTION # 100

For the purpose of operating an ISO 45001-based Occupational Health and Safety Management System, which two of the following are relevant requirements of a relevant interested party?

- A. Top management requiring an annual bonus.
- **B. Subcontractor producing products and services that minimise the risk of harm.**
- C. Competitors requiring information on the organisation 's work environment.
- D. Shareholders requiring guaranteed dividend payments.
- **E. Workers requiring a safe environment in which to work.**
- F. Investors requiring maximum growth in return for their capital.

Answer: B,E

Explanation:

ISO 45001 Clause 4.2 requires the organization to determine the relevant interested parties , their relevant needs and expectations (requirements) , and which of those become legal or other requirements for the OH and S management system. Workers are explicitly central to ISO 45001, and the standard is aimed at providing safe and healthy workplaces and preventing work-related injury and ill health. Therefore, A.

Workers requiring a safe environment in which to work is clearly a relevant requirement of a relevant interested party.

ISO 45001 Annex A.4.2 lists suppliers, contractors and subcontractors among examples of interested parties. Since externally provided products and services can affect OH and S performance, a requirement linked to minimizing the risk of harm in those products and services is relevant to the OH and S management system. That is why B. Subcontractor producing products and services that minimise the risk of harm is also relevant. It aligns with the standard's treatment of contractors/subcontractors as interested parties and with operational control over externally provided products and services that can affect OH and S.

Why the others are not correct:

* C. Competitors requiring information on the organisation 's work environment is not a relevant OH and S requirement.

* D. Top management requiring an annual bonus is a financial/personal issue, not an OH and S interested-party requirement.

* E. Investors requiring maximum growth in return for their capital is a business expectation, but not a relevant OH and S requirement in this context.

* F. Shareholders requiring guaranteed dividend payments is also financial and not relevant to the OH and S management system, even though shareholders may be interested parties in a broader business sense. ISO 45001 requires only the needs and expectations that are relevant to the OH and SMS to be determined.

NEW QUESTION # 101

You are an audit team leader who has been asked by the certification body to attend a regional conference given by OH and S representatives. You find the presentations informative, particularly the one that has just finished, which focused on what organisations were doing to adapt work to workers.

When the opportunity for questions arises, you ask the presenter to give you examples of what his own organisation had done to adapt work to workers. He provides the following responses.

Which three are actual examples of adapting work to workers?

- A. Providing work instructions by video to an organisation where workers speak different languages and no subtitles are provided.
- B. Ensuring only competent workers are employed in key roles.
- C. Keeping welfare facilities clean and available for use at all times.
- **D. Amending the start and finish times of processes to accommodate cultural practices.**
- E. Giving workers the opportunity to stand for election to the organisation 's health and safety committee.
- **F. Providing those who spend the majority of their working days on their computers with frequent breaks.**
- G. Planning actions to identify OH and S risks and opportunities.
- **H. Amending a control station to facilitate handicapped workers.**

Answer: D,F,H

Explanation:

ISO 45001 requires the organization to adapt the work to workers as part of operational planning and control. Clause 8.1.1(d) states that the organization shall plan, implement, control and maintain the necessary processes, including adapting the work to workers. Annex A.8.1.1 then gives examples, including: redefining how work is organized, redefining processes and work environments, and using ergonomic approaches in the design or modification of workplaces and equipment.

Based on that, D. Providing those who spend the majority of their working days on their computers with frequent breaks is a valid example because it adapts the organization of work to human needs and helps reduce strain and fatigue. This matches the Annex guidance about redefining how work is organized and using ergonomic approaches.

F). Amending a control station to facilitate handicapped workers is also a clear example. ISO 45001 specifically refers to using ergonomic approaches in the design of new workplaces/equipment or in modifying workplaces/equipment. Changing a control station to suit disabled workers is exactly the kind of ergonomic and workplace adaptation the standard is referring to.

G). Amending the start and finish times of processes to accommodate cultural practices is the third valid example, because Annex A.8.1.1 includes the definition or redefinition of how work is organized.

Adjusting working times to suit workers' needs is a direct way of adapting work organization to workers.

Why the others are not the best examples:

* A is about competence, which relates more to Clause 7.2 Competence, not adapting work to workers.

* B is not appropriate because if workers speak different languages and there are no subtitles, the communication is not being made understandable; ISO 45001 expects information to be comprehensible and identifies language barriers as participation barriers.

* C relates to worker participation and consultation, not adapting work to workers.

* E is good housekeeping/welfare, but not specifically an example of adapting work to workers in the sense used by ISO 45001 Annex A.8.1.1.

* H relates to planning under Clause 6.1, not adapting work to workers.

Therefore, the three actual examples of adapting work to workers are:

D, F, G

NEW QUESTION # 102

Showitoff is an organization specialization in the design and production of wall decorating materials for the domestic market.

During an ISO 45001 certification audit of the site, the auditor comes across an open, walled area just outside the maintenance department. It contains various scraps of wood and metal as well as several rusty components. Several heavy concrete beams are leaning against a thin brick wall in which cracks are available. When asked about it, the OHS Manager states that he presumes that the materials come from maintenance work, so it is the Maintenance Manager's responsibility.

The auditor interviews the Maintenance Manager in his department. He asks about the area outside and is told that it contains some excess material that the Manager likes to keep in case they come in handy at some stage. The auditor points out that the wall appears to be unstable and could collapse at any moment. The Maintenance Manager is not aware of such a situation.

The auditor decides to review the process for evaluation of compliance with health and safety regulations in more depth.

Select six options that provide a meaningful audit trail for this process.

- A. What hazards have been identified as being associated with regulations?
- B. What input does the Maintenance Manager have in the determination of legal compliance?
- C. How are maintenance staff made aware of regulatory requirements?
- D. How are updates to OH&S regulations monitored?
- E. What is the cost of repairing the wall?
- F. What are the qualifications of the OHS Manager and Maintenance Managers?
- G. How is the cost of safety improvements calculated?
- H. How are OH&S objectives verified?
- I. What knowledge does the OHS Manager have in relevant safety legislation?
- J. How are OHSMS records of compliance evaluations controlled and managed?

Answer: A,B,C,D,I,J

Explanation:

Comprehensive Detailed Explanation along with All ISO 45001 Audit Reference An audit trail for evaluating compliance with regulations should focus on the identification, communication, and monitoring of legal and other requirements. Clause 9.1.2 of ISO 45001:2018 requires organizations to evaluate compliance with applicable OH&S legal and other requirements.

Analysis of Options:

A: What is the cost of repairing the wall?

Irrelevant to compliance evaluation, as cost considerations are not part of legal compliance.

B: What hazards have been identified as being associated with regulations?

Correct. Identifying hazards is a critical step in understanding compliance obligations (Clause 6.1.2).

C: How are maintenance staff made aware of regulatory requirements?

Correct. Communication and training are vital for compliance (Clause 7.3).

D:How are OH&S objectives verified?

Not directly relevant to compliance evaluations, as objectives pertain to performance improvement.

E:How are OHSMS records of compliance evaluations controlled and managed?

Correct. Proper documentation and record-keeping are essential for demonstrating compliance (Clause 7.5).

F :How are updates to OH&S regulations monitored?

Correct. Monitoring regulatory changes is critical for maintaining compliance (Clause 6.1.3).

G :How is the cost of safety improvements calculated?

Irrelevant to compliance, as cost analysis is not required by ISO 45001.

H:What are the qualifications of the OHS Manager and Maintenance Manager?

While competence is important, this does not directly relate to compliance evaluations.

I :What input does the Maintenance Manager have in the determination of legal compliance?

Correct. Understanding the roles and responsibilities of key personnel ensures effective compliance (Clause 5.3).

J :What knowledge does the OHS Manager have in relevant safety legislation?

Correct. Awareness of applicable legislation is critical for effective compliance evaluation (Clause 7.2).

ISO Reference:

Clause 9.1.2: Evaluation of compliance.

Clause 6.1.2: Hazard identification and risk assessment.

Clause 7.5: Documented information.

NEW QUESTION # 103

An internal auditor of a manufacturer of plastic packaging products for the food industry raised a nonconformity against section 10.2 of ISO 45001 in Report JA202. The nonconformity (NC3) stated: "The level of reported health and safety incidents has increased by 9.7% over the last 12 months." As the third-party auditor who comes across this nonconformity during a surveillance audit, how would you react? Select one.

- A. You would investigate whether the incident rate featured in the previous internal audit report.
- **B. You would find out what corrective action was taken and whether it was effective.**
- C. You would ask the OHS Manager why the incident rate was rising by so much in one year.
- D. You would raise a nonconformity since the incident rate had not reduced at the time of the internal audit.

Answer: B

NEW QUESTION # 104

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