The CSR Performance Ladder

Transition document

Transition document applicable to the English
version 3.0, published July 1st 2020

1. Introduction

This document is made to provide clarity to certified organisations and certification bodies what the conditions are to transit from CSR Performance Ladder version 2.0 (December 2013) to version 3.0 (English translation published July 1st 2020).

This transition document is based on elements from the IAF MD 10:2015 – Transition Planning Guidance for ISO 14001:2015.

What are the biggest changes?

CSR policy – CSR policy now focuses more strongly on the issues in respect of which the organisation can make a significant contribution. Usually these issues will be closely connected with the organisation's primary process. Increasingly, clients and customers are expecting – or even demanding – that attention be paid to the social and/or ecological aspects of products and services. Systematically responding to the CSR requirements and expectations of key existing and potential clients and customers will not only contribute to societal impact, but will also create opportunities to help the organisation succeed both economically and in terms of sustainability.

SDG connection – It is possible to view the issues from the perspective of the Sustainable Development Goals (SDGs). As a result, companies that use the SDGs as the basis for their CSR policy will benefit even more from implementing the CSR Performance Ladder.

CSR impact report – The CSR impact was already measurable by means of indicators, but reporting on these indicators and communication with stakeholders is now mandatory.

Supply chain responsibility – At level 4 supply chain responsibility has been further strengthened by including a section on CSR with respect to procurement and relations with suppliers.

Level 5 – It has now become possible to attain level 5: the level for real trailblazers.

Eliminated issues - The three separate compliance issues have been eliminated, the previous issues no. 19 (labelling) and 28 (products and services) have been combined into a single issue (product information), organisational governance has been more clearly articulated as an issue, and one contemporary issue has been added (flexible employment relationships). The formulation of the issues has been updated to place more emphasis on the potential for making a positive societal contribution. In total there are now 31 issues instead of 33.

2. Transition period

A one year transition period is in place. This means that as of July 1st 2021 all audits have to be performed against version 3. When an organisation and certification body are prepared and ready, audits against version 3 may be performed as of January 1st 2021.

Certificates issued against the CSR Performance Ladder version 2 are no longer valid as of July 1st 2022.

3. How transition audits will be performed

3.1. Type of audit

The transition audit to version 3 may be combined with the annual surveillance or re-certification audit. An initial audit against version 3 may be performed as of January 1st 2021. There is no need to schedule an additional audit for the transition audit.

3.2 Audit time calculation

When a transition audit is combined with a surveillance audit, 0,5 day additional audit time will be calculated to be able to address the differences between the requirements. When the transition audit is combined with a re-certification audit there is no need to add audit time.

4. Implications for…

The impact of the transition to version 3 will differ per certified organisation and depends on how mature the organisation's CSR policy is. It therefore is advised to perform a gap-analysis to clarify the time and effort needed to meet with the version 3 requirements.

4.1 Certified organisations

Organisations already certified against version 2 (December 2013) are advised to:

a. Perform a gap-analysis to clarify what issues have to be addressed to be able to meet the version 3 requirements.
b. Draft a implementation plan.
c. Provide training an create awareness for all these parties involved with meeting the CSR-requirements.
d. Consult your certification body when needed.

4.2 Certification bodies

Certification bodies are advised to:

a. Train and qualify auditors to make sure the required knowledge is obtained.
b. Seek contact with other licensed certification bodies with questions or unclarities or consult the CSR Performance Ladder Board of Experts when requirements are in need of further clarification.
c. Provide certified organisations with information on the transition period and (possible) impact on audit time calculation and planning.
d. Schedule audits in such a way that ultimately per the 1st of July 2022 all organisations (depending on the English version of the Scheme) are certified against version 3.