



# CSR Performance Ladder

Transition document version 3.0 to 4.0/4.1

CSR Performance Ladder 4.0 & 4.1 – 06-01-2025

A practical application of People, Planet & Profit, inspired by the international standard ISO 26000, supports the UN Sustainable Development Goals and preparing for Corporate Sustainability Reporting Directive.



## 1. Introduction

This document is made to provide clarity to certified organisations and certification bodies what the conditions are to transit it to CSR Performance Ladder version 4.0 or version 4.1.

Version 4.0 and version 4.1 are equivalent in terms of requirements.

## 2. Transition period

The transition from version 3.0 to version 4.0/4.1 proceeds as follows:

- As of October 1st, 2024, all audits have to be performed against version 4.0.
- As of February 1st, 2025, all audits have to be performed against version 4.1.
- Certificates issued against the CSR Performance Ladder version 3.0 are no longer valid as of October 1st, 2025.
- Certificates issued on the basis of version 4.0 of the CSR Performance Ladder retain their validity for the duration of the certificate.
- When a certificate is extended from version 4.0 to version 4.1, will this not qualify as a transitional audit. No extra time needs to be calculated when a certificate is converted from version 4.0 to version 4.1 during the annual surveillance or re-certification audit.
- Certified organisation are free to upgrade directly to version 4.1 from version 3.0, but are bound by the validity deadline of 1 October 2025 of version 3.0.

## 3. How will transition audits be performed?

### 3.1 Type of audit

The transition audit to version 4.0/4.1 may be combined with the annual surveillance audit or re-certification audit. There is no need to schedule a separate audit to perform an audit against version 4.0 /4.1.

### 3.2 Audit time calculation transition audit

- 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 4.0/4.1 will differ per certified organisation and depends on how mature the organisation's CSR policy is. We outline below how, as a certificate holder and as a certification body, you can best prepare yourself for the transition to version 4.0/4.1.

### 4.1 Certified organisations

Organisations already certified against version 3.0 are advised to:

- a. Perform a gap-analysis to clarify what issues have to be addressed to be able to meet the version 4.0 requirements.
- b. Draft a implementation plan.
- c. Consult your certification body when needed.

### 4.2 Certification bodies

Certification bodies are advised to:

- a. Provide certified organisations within a reasonable time with information on the transition period and (possible) impact on audit time calculation and planning. A reasonable time means: within two weeks after the Certifying Body has been informed of this transition document.
- b. Schedule audits in such a way that ultimately per October 1st, 2025, all organisations currently certified against version 3.0 are certified on the basis of version 4.0 or version 4.1.