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| **Safety Culture Ladder NEN** | | | |
| Decision number: | 2025-06 and – 07 |  |  |
| Subject: | Criteria for exemption from external audit in year 3 under SCL Light for small organizations | | |
| Date: | 2025-05-22 |  |  |
| Implementation: | Publication on website and in SCL 2.0 standard and certification scheme | Effective date: | 1 july 2025 |

Background;

The BoE SCL aims to improve the use of various SCL products for small organizations.

In decisions 2025-02 to 2025-05, it was determined that the criteria which small organizations must meet in year 2 to qualify for exemption from an external CI auditor in year 3 must be further elaborated.

This elaboration has been documented in Document N 163.

Consideration:

The BoE has reviewed the criteria as stated in Document N 163 and has made the following decision.

Decision:

The BoE has made the following decisons:

SCL Light for Small Organizations:

* Small organizations must define up to 3 behavioral changes that are to be achieved in the coming year(s). These changes will be part of the NEN web tool. Once entered, they become part of a self-declaration in which the organization confirms that management is involved in achieving these goals. 1 to 3 additional questions about behavioral objectives will be added to the NEN web tool.
* The external CB auditor will evaluate developments in year 2 based on these criteria:  
  1. SMART Goals: The SMART goal(s) formulated in year 1 must be achieved. Additionally, new SMART goal(s) (up to 3) must be defined for the coming period.  
  2. Visible Management Involvement: How were the goals achieved, what was management’s role and contribution, and how did they engage the organization?  
  Three Checkpoints:  
   - The behavioral change goal(s);  
   - The conversation with the management team about these;  
   - Whether the auditor sees the desired change reflected in the organization.  
  3. Practical Implementation: How visible are the changes in practice? This is assessed through on-site observations and staff interviews. (Examples and themes will be covered during NEN training.)  
  4. Norm Compliance Check: Does the organization still meet the requirements of the indicated SCL level achieved in year 1? This is a professional assessment by the auditor.
* If the CB auditor concludes that the organization performs insufficiently on any of the four criteria, the auditor will return in year 3. Preferably, the auditor from year 2 should also have been part of the audit team in year 1.
* If performance is satisfactory, no CI audit is needed in year 3, and the internal auditor performs the evaluation.

SCL Light  
In accordance with the above-mentioned decision regarding SCL Light for small organizations, the BoE has also decided to implement several changes to the current SCL Light scheme, aligning it with the new version for small organizations.

* Organizations must define up to three (maximum 3) behavioral change objectives that are to be achieved in the coming year(s).  
  (These behavioral changes become part of the NEN web tool. Once entered, they are incorporated into the system as part of a self-declaration issued by the organization. In this declaration, the organization confirms that the management is involved in the intended behavioral changes. Additionally, one to three extra questions regarding the behavioral objectives will be added to the NEN web tool.)
* The CB auditor will annually assess the organization’s progress based on the following criteria:

1. SMART Objectives  
   The SMART objective(s) defined in year 1 must be achieved. Furthermore, new SMART objectives (maximum 3) must be formulated for the upcoming period.
2. Visible Management Involvement  
   The involvement of management must be visible.  
   How were the objectives achieved, what was management’s personal contribution or involvement, and how did they engage the organization? This is evaluated using three key reference points:  
   a) The behavioral change objective(s);  
   b) The discussion with the management team;  
   c) Does the auditor observe the intended behavioral change within the organization (the actual effect)?   
   The auditor will assess this based on the conversation with the management team:  
   Is the right representation present at the table? Does management appear committed and involved? Do they understand the current state of affairs, and can they explain it?
3. Practical Implementation. How effectively has the intended behavioral change been implemented in practice?  
   This is assessed through:  
   - Observations at the office and work locations,  
   - Interviews with employees.  
   (NEN training will include practical examples and themes for auditors.)
4. Does the organization still meet the requirements of the SCL level indicated in year 1?  
   This check is regarded as a core responsibility of the auditor