Guidance Document

SR 10:2024 and ESG Performance Reporting: A Strong Convergence

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IQNET Association – The International Certification Network

GUIDANCE DOCUMENT

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Scope

Environmental, Social and Governance (ESG) reports and declaration, and performance ratings, are increasingly used by investors, regulators, and other stakeholders to assess organizational sustainability, resilience and long-term value creation. In this context, SR 10:2024 provides a structured, wide focus and auditable Social Responsibility Management System that supports consistent ESG data collection, transparent reporting, and continuous performance improvement.

The third revision of SR 10 – Social Responsibility Management System – Requirements, published by the IQNET Association in 2024, represents a significant step forward in the harmonization of social responsibility practices for organizations of all types, sizes, and sectors. Built on the recognition that sustainable development, social responsibility, and good governance are well-established and interdependent pillars of modern economic, environmental and social systems, SR 10:2024 enables organizations to systematically identify, manage and improve their impacts across environmental, social and governance dimensions.

Purpose

The purpose of this guidance document is to explain how SR 10 certification can be used as a practical and credible framework to support ESG reporting and performance reporting. It aims to demonstrate how the SR 10:2024 Social Responsibility Management System enhances the reliability, consistency, and transparency of ESG-related disclosures, while supporting alignment with evolving stakeholder expectations and regulatory requirements.

As outlined in Annex A, clause A.5 of SR 10:2024, the specification provides a structured management system approach that directly supports ESG related data identification, collection, reporting and continuous improvement. Building on this foundation, this guidance presents a comparative and convergence analysis between SR 10:2024 and widely used ESG (Environmental, Social and Governance) reporting frameworks.

By examining the alignment, complementarities, and distinctions, this comparison seeks to enhance understanding of how SR 10:2024 integrates global best practices and facilitates alignment with ESG reporting initiatives. The convergence analysis also serves as a practical reference for organizations seeking to implement SR 10:2024 while maintaining consistency with other recognized standards and reporting requirements, thereby promoting efficiency, transparency, and continuous improvement in social responsibility performance.

Disclaimer

Any assessment of alignment between SR 10:2024 and referenced frameworks is limited to a comparison of stated requirements and does not assess performance or outcomes, nor imply endorsement or approval by third-party framework owners. This guidance is developed solely by IQNET, may be updated at its discretion, provides no warranties, and does not replace or formally interpret SR 10:2024, which remains the authoritative source.

The document was developed by IQNET Association – The International Certification Network through its specific working group – Social Compliance Technical Advisory Group (SC TAG). It shall be regularly reviewed to ensure its adequacy and relevance. It is an intellectual property of IQNET Association – The International Certification Network.

Front cover includes an AI-generated image.

Alignment Between SR 10:2024 and ESG Dimensions

SR 10:2024 provides a structured management system that aligns closely with ESG (Environmental, Social, Governance) criteria. While ESG ratings assess performance, SR 10:2024 enables organizations to systematically manage, measure, and improve it, while ensuring alignment with national and international legal instruments, promoting continual improvement, and allowing integration and compatibility within the management system toolbox.

Figure 1 illustrates how, through its wide range of stakeholders, aspects and issues, SR 10:2024 explicitly covers the core elements typically assessed in ESG rating methodologies.

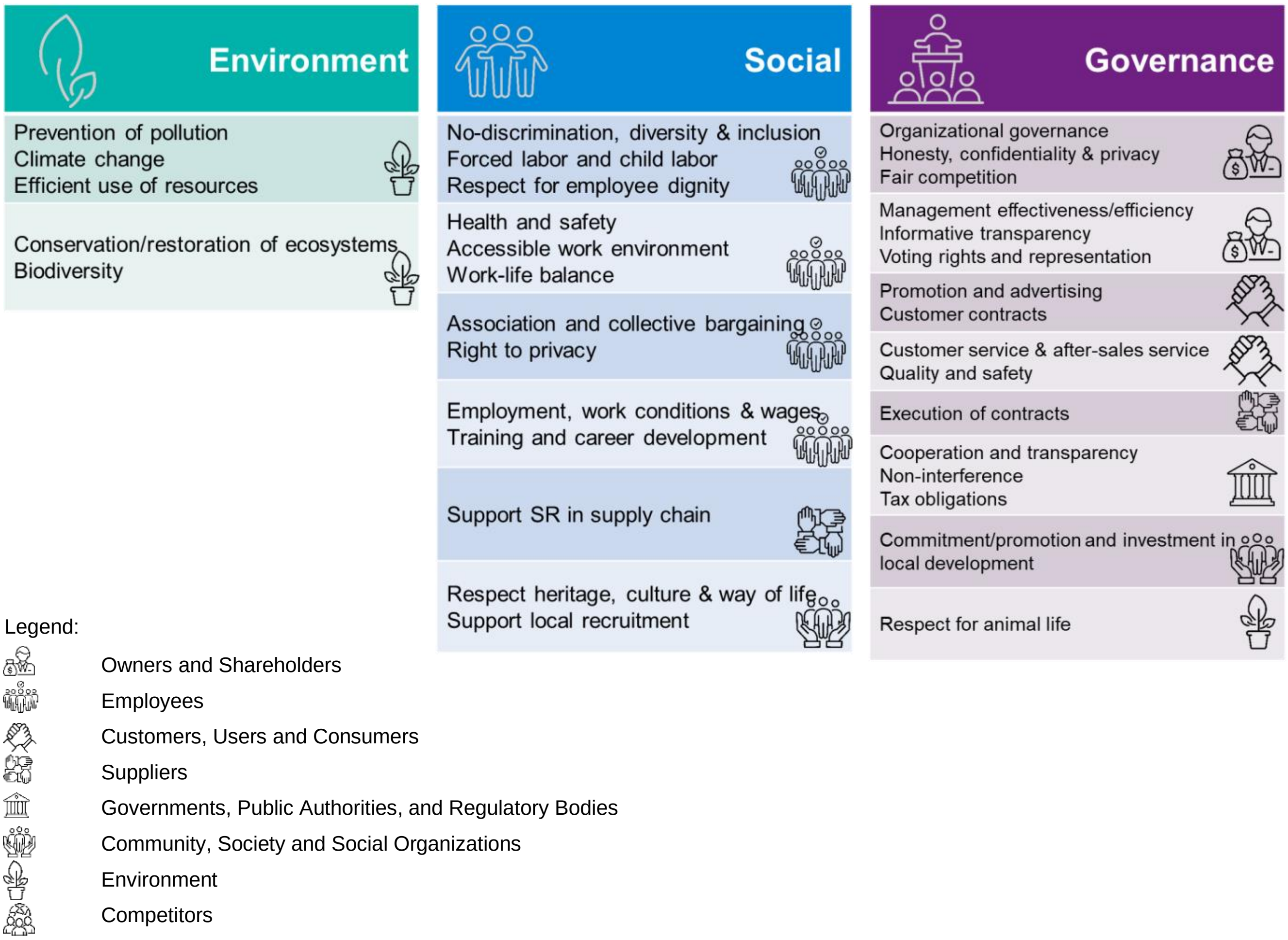

Figure 1: SR 10:2024 coverage of core ESG elements

Additionally, SR 10 features support ESG performance reporting through:

- **Alignment with international principles and norms:** SR 10 considers the principles and core subjects of the international standard ISO 26000 Guidance on social responsibility and is aligned with relevant UN and ILO Conventions.
- **Transposition of principles into practical implementation requirements:** While principles and guidance are largely available, SR 10 provides a practical pathway on how to implement them and what actions to take to ensure continual improvement in their overall performance, culture, operations, and processes.
- **Regulatory coverage and compliance support:** SR 10 addresses the core subjects covered by harmonized and/or national legislations and facilitates the development of a system to ensure continual compliance with such requirements.
- **Verifiable management system and ESG elements integration:** SR 10 condenses the social responsibility principles and recommendations into a verifiable format, based on the harmonized structure and the PDCA cycle of continual improvement. It is easily integrated with (and compatible to) other management system standards.

A further comparison with ISO *Framework for implementing environmental, social and governance (ESG) principles* (IWA 48:2024), indicates that SR 10:2024 addresses most of the aspects and KPIs referred in this document. Figure 2, illustrates how SR 10:2024 addresses the aspects and KPIs defined in IWA 48.

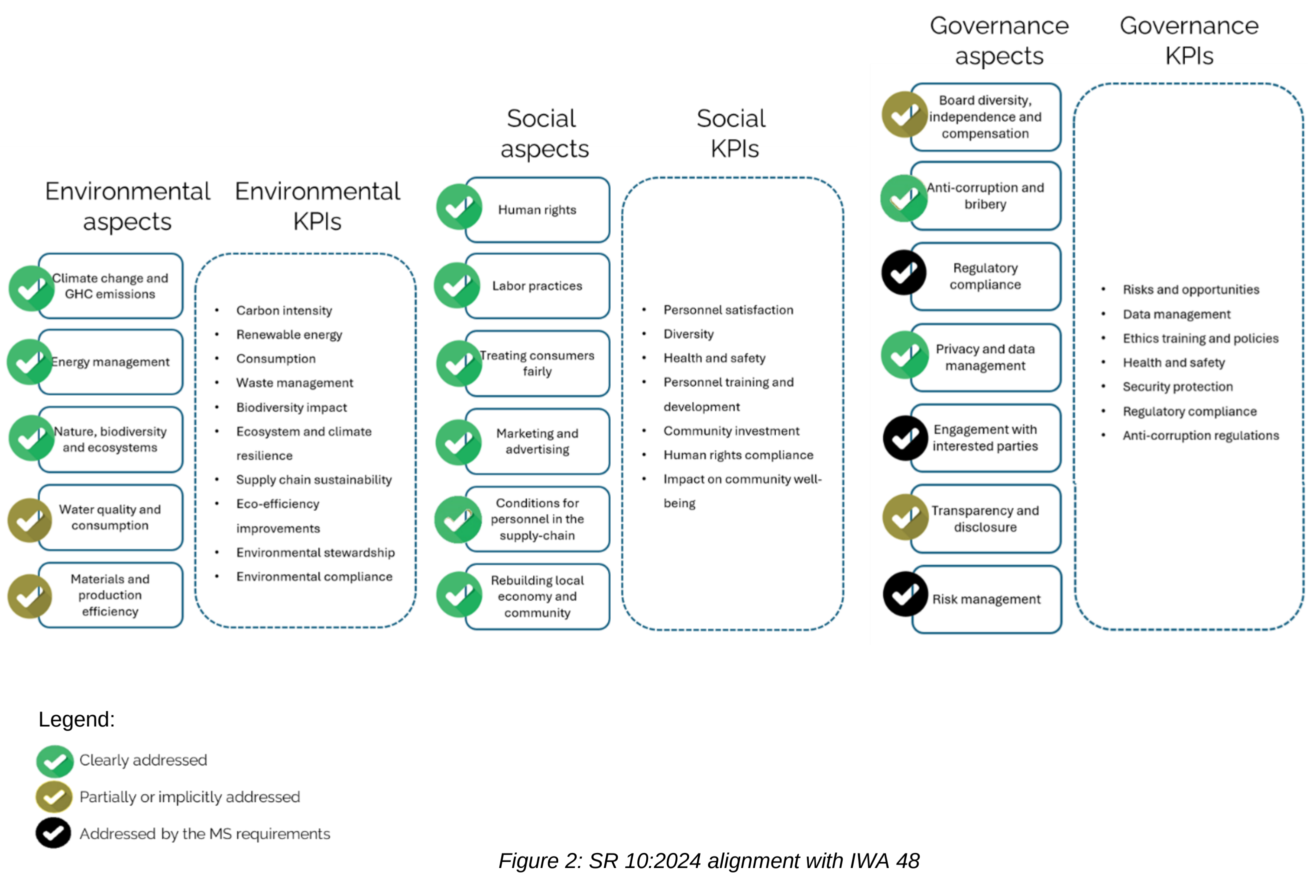

Figure 2: SR 10:2024 alignment with IWA 48

SR 10 can be applied by all organizations, regardless of their size, complexity, or business scope. Through the aspects and issues covered, SR 10 supports ESG reporting in various economic sectors, as illustrated in Figure 3.

Industry	Environment	Social	Governance
Construction	• GHG emissions (8.8.1) • Waste (8.8.1) • Resource consumption (8.8.1) • Land/water pollution (8.8.2)	• Occupational health & safety (8.3.4) • Forced labour and modern slavery (8.3.3) • Respect for dignity (8.3.10) • Employment, work conditions and wages (8.3.7)	• Engagement with local community (8.7.2) • Execution of contracts – suppliers (8.5.2) • Quality and safety (8.4.6) • Bribery and fraud (8.2.2)
Agriculture	• GHG emissions (8.8.1) • Respect for animal life (8.8.3) • Resource consumption (8.8.1) • Land/water pollution (8.8.2) • Ecosystem and biodiversity impact (8.8.2)	• Occupational health & safety (8.3.4) • Forced labour and modern slavery (8.3.3) • Respect for dignity (8.3.10) • Employment, work conditions, wages (8.3.7)	• Engagement with local community (8.7.2) • Quality and safety (8.4.6) • Bribery and fraud (8.2.2)
Hospitality	• GHG emissions (8.8.1) • Resource consumption (8.8.1) • Waste (8.8.1)	• Employment, work conditions, wages (8.3.7) • Non-discrimination, diversity, inclusion (8.3.1) • Work–life balance (8.3.9)	• Customer privacy (8.4.3) • Execution of contracts – clients (8.4.2) • Promotion and advertising (8.4.1)
Textile	• GHG emissions (8.8.1) • Resource consumption (8.8.1) • Waste (8.8.1)	• Forced labour and modern slavery (8.3.3) • Respect for dignity (8.3.10) • Employment, work conditions, wages (8.3.7) • SR in supply chain (8.5.1)	• Engagement with local community (8.7.2) • Execution of contracts – suppliers (8.5.2) • Quality and safety (8.4.6) • Execution of contracts – clients (8.4.2)
Manufacturing (general)	• GHG emissions (8.8.1) • Waste (8.8.1) • Resource consumption (8.8.1)	• Occupational health & safety (8.3.4) • Forced labour and modern slavery (8.3.3) • Employment, work conditions, wages (8.3.7) • Non-discrimination, diversity, inclusion (8.3.1)	• Execution of contracts – clients (8.4.2) • Execution of contracts – suppliers (8.5.2) • Quality and safety (8.4.6) • Bribery and fraud (8.2.2) • Transparency (8.2.3) • Tax obligations (8.6.3)
Services (general)		• Employment, work conditions, wages (8.3.7) • Non-discrimination, diversity, inclusion (8.3.1) • Training and career development (8.3.8) • Association and collective bargain (8.3.6)	• Honesty and rigor (8.2.2) • Execution of contracts – clients (8.4.2) • Customer service (8.4.5) • Competitors (8.9) • Tax obligations (8.6.3)
Public Sector		• Focus on community service and society values (8.7) • Association and collective bargain (8.3.6) • Training and career development (8.3.8)	• Governance accountability (8.2.2) • Honesty (8.4.4) • Execution of contracts – suppliers (8.5.2) • Confidentiality and privacy (8.4.3)

Figure 3: SR 10:2024 and ESG (Sector-specific)

However, unlike ESG ratings, which are primarily assessment and scoring mechanisms, SR 10:2024 is a management system specification. Its implementation supports organizations in embedding policies, objectives, practices, operational controls to systematically achieve sustainability through social responsibility management, while identifying relevant ESG topics, collecting reliable data, and ensuring consistency over time.

SR 10:2024 management system implementation can be used as a foundation for ESG reporting through:

- **Systematic data collection:** Defined processes and KPIs simplify ESG disclosures.
- **Improved ESG performance:** Continuous improvement cycles help address gaps identified in ESG ratings.
- **Cross-functional alignment:** Environmental, social and governance topics are managed consistently across departments.
- **Industry relevance:** SR 10:2024 addresses ESG expectations across sectors such as construction, manufacturing, agriculture and services.

From Compliance to Value Creation

SR 10:2024 addresses the core environmental, social and governance elements used in most ESG rating systems. Its implementation provides a robust backbone for ESG data management, reporting and performance enhancement.

The foundation of management systems complying with SR10:2024, is the ability of certified companies to tailor the focus on stakeholders on those who are impacted the most by their activities (from a wide set of stakeholders addressed by the specification) and, for those who are relevant, identify and address the social responsibility aspects that are significant (also from a wide set of aspects identified by the specification for each stakeholder), and for which the management system shall apply.

While other models are based in “one size fits all”, this unique characteristic supports a personalized definition and implementation of the social responsibility management system, striving for effectiveness, materiality and focused efforts.

SR 10:2024 strengthens ESG performance through:

- Enabling structured ESG data collection
- Integrating ESG into business processes
- Supporting continual improvement
- Custom fit to social responsibility aspects, impacts and needs
- Enhancing transparency and reporting
- Building stakeholder trust

By implementing SR 10:2024, organizations move beyond ESG reporting towards a structured, auditable and improvement-driven approach. This strengthens credibility with investors and stakeholders while enabling long-term sustainable performance.