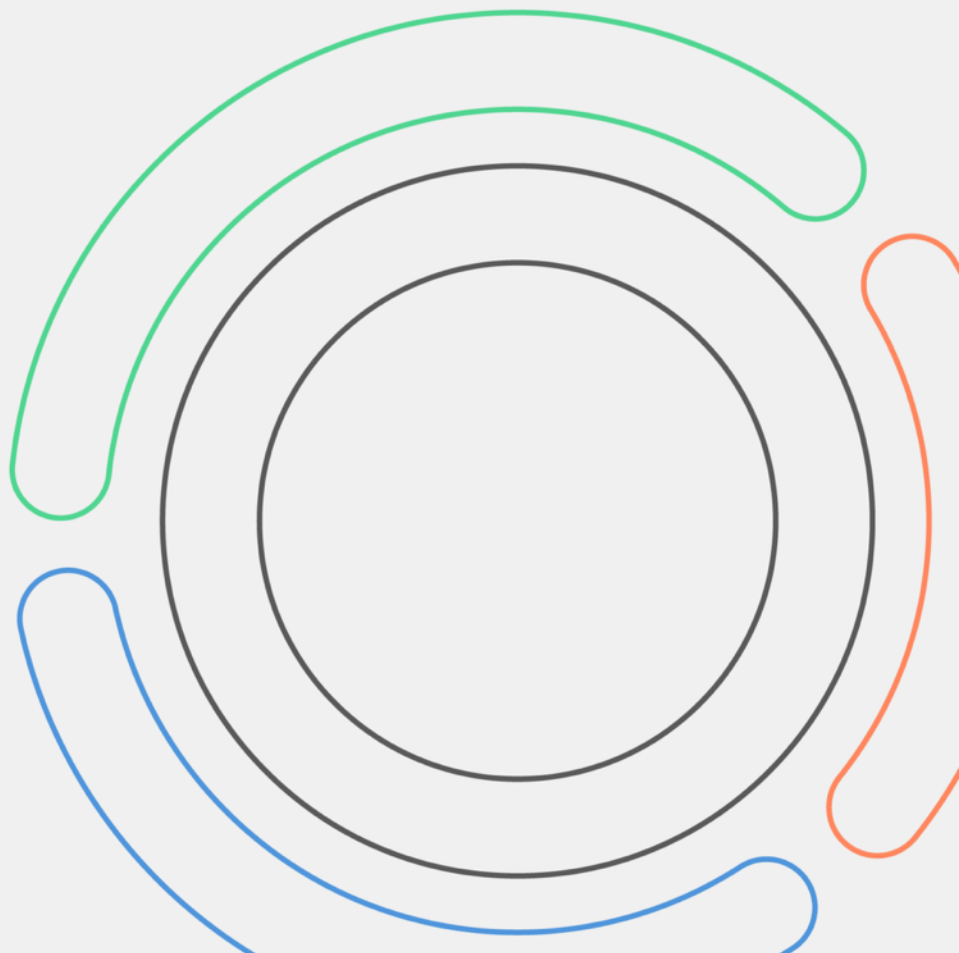


Z3 Scope

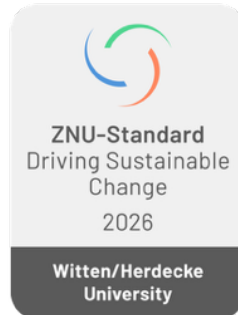
ZNU-Standard Driving Sustainable Change 2026

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The ZNU - Centre for Sustainable Leadership is the standard provider / programme owner of the ZNU-Standard Driving Sustainable Change.



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The ZNU strives to use gender-appropriate language in order to avoid discrimination and exclusion. Where possible, we use gender-neutral terms. However, in technically related cases, gender-specific forms may occur. Nevertheless, we would like to emphasise that we include and recognise all genders.

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Z 3 Scope

In principle, the ZNU-Standard Driving Sustainable Change can be applied to any company / organisation¹ regardless of its size or sector².

The ZNU-Standard is normally assessed on-site at the respective site and covers activities at the site and processes along the value chains controlled from it and requires compliance with applicable legal requirements.

All business activities at the respective site are taken into account. If a company or organization has multiple sites, branches, subsidiaries, or similar, either the individual sites or the company as a whole or in parts are taken into account (cf. Z 5).

The ZNU-Standard applies to all activities of the sites included in the certification, i.e. individual processes may not be excluded. For outsourced processes, control and documentation thereof are required and must be disclosed and taken into account in the certification process.

The ZNU-Standard requires and promotes the systematic assumption of more responsibility for people, animals and the environment at the company level and along the value chains. Although the ZNU requirements also provide guardrails for a more sustainable product design, the present ZNU-Standard Driving Sustainable Change cannot be used as a product certification or for the communication on the product itself (cf. Z 6).

If a company wishes to include several business sites in the scope, the boundaries and applicability of the learning and development process 'driving sustainable change' must be clearly outlined. There is no general requirement for the scope to include all business sites of the company. The assessment plan and report as well as the certificate must clearly indicate which business sites fall within the scope of certification and which sites are excluded (cf. Z 5).

¹ The ZNU-Standard is applicable to manufacturing companies, service companies as well as other organisations such as associations, universities, public authorities, etc. For the sake of readability, 'company' is used as a collective term.

² The standard setter - the ZNU - reserves the right to exclude sectors in consultation with the certification bodies.



Contact

If you have any questions or suggestions –
feel free to get in touch with us!

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