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Five Star Environmental Sustainability Audit

Specification August 2025 update
Summary of change document

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This summary document has been prepared to outline the main areas of change within British Safety Council's Five Star Environmental Sustainability Audit specification 2025 update (FSESA).

The document is intended to assist those organisations who have previously undertaken the Five Star Environmental Sustainability Audit specification 2025 in their preparations for being audited against the Five Star Environmental Sustainability Audit 2025 updated model.

It is important to note that the content of this summary should not be interpreted as a definitive or exhaustive source of information when preparing for the audit itself.

It is strongly recommended that the summary document is read and used in conjunction with the specification document itself, pre audit reports (if applicable) and other related sources of information.

1.1

Background to the Five Star Environmental Sustainability Audit specification 2025 update (FSESA)

As part of the British Safety Council's commitment to the continual improvement of our products, together with a recognition of recent developments in both legislative and environmental sustainability management trends, our Five Star Audit specification(s) are reviewed on an annual basis.

The subsequent 2025 version of the Five Star Environmental Sustainability Audit specification has been designed to complement our quality assurance and auditor standardisation processes in order to ensure a quality experience for the auditee.

The review of the 2025 version of the Five Star Environmental Sustainability Audit specification was carried out by a technical project team of environmental sustainability professionals. The review process monitored various internationally recognised environmental sustainability management system models (including ISO14001:2015 and the wider supporting ISO family of supporting standards) together with sector and environmental sustainability management trends, including consultation with various professional bodies.

The Five Star Environmental Sustainability Audit model is reflective of a **PLAN / DO / CHECK / ACT** management cycle.

The Five Star Environmental Sustainability Audit specification 2024 update also recognises the importance of an integrated approach toward environmental sustainability and links to other management disciplines within an organisation in this respect such as ESG and CSR.

The Five Star Environmental Sustainability Audit specification 2025 update provides organisations with a structured route toward a genuine best practice in managing and implementing environmental sustainability and the subsequent business benefits that improved environmental sustainability performance can bring.

2.0

Summary of changes

This section of the document is intended to outline the specific changes between the previous Five Star Environmental Sustainability Audit specification 2024 and the August 2025 updated version.

2.1

Sectional changes

The Five Star Environmental Sustainability Audit specification 2025 update specification model has retained the previous format in respect of four sections containing related elements.

Table 1:

Plan	Do	Check	Act
Section 1	Section 2	Section 3	Section 4
Organisational leadership, commitment and planning	Implementation and operation	Performance monitoring and measurement	Evaluation and continual improvement

During the audit process, the auditor will examine specific environmental sustainability criteria and review how well the organisation can demonstrate an integrated approach to this subject area across the management cycle and the four sections of the Five Star Environmental Sustainability Audit 2024 specification.

2.2

Best Practice Indicators (BPI)

The effective implementation and progression of mature environmental sustainability management systems (and associated arrangements) toward overall business efficiency cannot be overstated.

It is recognised that there are a number of factors involved for any organisation in reaching this status, but it is considered that five best practice indicators are primary management tools in respect of this:

- BPI 1: Leadership and commitment
- BPI 2: Stakeholder engagement
- BPI 3: Risk management
- BPI 4: Supply chain management
- BPI 5: Continual improvement

To reflect the significance of these indicators, the Five Star Environmental Sustainability 2025 Audit specification includes a quantifiable (scored) measurement of an organisation's performance within these areas. The subsequent audit report document includes a summary of performance within these areas (measured against a best practice threshold) and recommendations for improvement wherever appropriate.

2.3

Element changes

The number of elements within the Five Star Environmental Sustainability 2025 Audit specification compared to 2023 Audit specification remains the same at 49 elements, although some elements have been reworded and/or rescored/weighted.

Table 4 highlights the linkages between the previous 2024 specification and the August 2025 updated Five Star Environmental Sustainability Audit specification.

It should be noted that, in keeping with the holistic approach to the audit process, an element may well be considered pertinent to more than one section and may also have relevance to other elements across the specification.

It should also be noted that those elements which remain unchanged from the previous specification have been subject to revision and have, in many cases, been updated from a content perspective.

2.3

Element changes

Table 4: Amended (and new) Elements (refer to specification document for examples of typical information required during the audit process)

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Section 1 – Organisational leadership, commitment and planning				
Leadership and commitment	1.01	Leadership and commitment	1.01	No change to element name/title. Now Part of Maturity Model
Scope and context for environmental sustainability	1.02	Scope and context for environmental sustainability	1.02	No change to element name/title. Background question sets reviewed/reworded and reweighted upwards.
Performance benchmarking	1.03	Performance benchmarking	1.03	No change to element name/title. Now Part of Maturity Model
Compliance obligations	1.04	Compliance obligations	1.04	No change to element name/title. Background question sets reviewed/reworded. Weighting remains same.
Corporate environmental, social and sustainability policies	1.05	Corporate environmental, social and sustainability policies	1.05	Word ‘Social ‘Removed Background question sets reviewed/reworded
Stakeholder engagement and communication	1.06	Stakeholder engagement and communication	1.06	No change to element name/title. Background question sets reviewed/reworded.
Organisational roles, responsibilities, accountabilities	1.07	Organisational roles, responsibilities, accountabilities	1.07	No change to element name/title. Background question sets reviewed/reworded.
Strategic and operational risks and opportunities	1.08	Strategic and operational risks and opportunities	1.08	No change to element name/title. Now Part of Maturity Model
Setting, Objectives, Targets, KPIs and Programmes	1.09	Setting, Objectives, Targets, KPIs and Progrmes	1.09	No change to element name/title. Background question sets reviewed/reworded.
Provision of resources and support	1.10	Provision of resources and support	1.10	No change to element name/title. Background question sets reviewed/reworded.
Knowledge management, competency and training needs	1.11	Knowledge management, competency, and training needs	1.11	No change to element name/title. Now Part of Maturity Model
Management of change	1.12	Management of change	1.12	No change to element name/title. Now Part of Maturity Model
Information management and data reliability	1.13	Information management and data reliability	1.13	Change to element name/title to include digitalization and combine information and data management. Background question sets reviewed/reworded

2.3

Element changes

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Supply chain management	1.14	Supply chain management	1.14	No Change to Element Name/Title. Now Part of Maturity Model
Emergency response and crisis management	1.15	Emergency response and crisis management	1.15	No change to element name/title. Background question sets reviewed/reworded.
Business resilience and recovery	1.16	Business resilience and recovery	1.16	No change to element name/title. Background question sets reviewed/reworded.
Corporate culture for sustainability	1.17	Corporate culture for sustainability	1.17	No change to element name/title. Now Part of Maturity Model
Eco-design, environmental labelling and claims	1.18	Eco-design, environmental labelling and claims.	1.18	No change to element name/title. Background question sets reviewed/reworded.
Section 2 – Implementation and operation				
Managing and minimising greenhouse gases (GHG) towards NetZero	2.01	Managing and minimising greenhouse gases (GHG) towards NetZero	2.01	No change to element name/title. Background question sets reviewed/reworded.
Managing and minimising air emissions	2.02	Managing and minimising air emissions	2.02	No change to element name/title. Background question sets reviewed/reworded.
Managing and minimising environmental nuisance	2.03	Managing and minimising environmental nuisance	2.03	No change to element name/title. Background question sets reviewed/reworded.
Managing and minimising energy use	2.04	Managing and minimising energy use	2.04	No change to element name/title. Background question sets reviewed/reworded.
Managing and minimising water use and discharges	2.05	Managing and minimising water use and discharges	2.05	No change to element name/title. Background question sets reviewed/reworded.
Management and minimisation of asset and raw materials	2.06	Circular economy thinking and asset management	2.06	Change to element name/title. Background question sets reviewed/reworded.
Managing and minimising waste	2.07	Managing and minimising waste	2.07	No change to element name/title. Background question sets reviewed/reworded.
Managing and minimising of hazardous substances	2.08	Managing and minimising of hazardous substances	2.08	Slight change to element name/title. Background question sets reviewed/reworded.
Biodiversity management and enhancement	2.09	Biodiversity management and enhancement	2.09	No change to element name/title. Background question sets reviewed/reworded.

2.3

Element changes

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Contaminated land and groundwater management	2.10	Contaminated land and groundwater management	2.10	No change to element name/title. Background question sets reviewed/reworded.
Management and application of local environmental planning	2.11	Environmental impact and planning requirements	2.11	Change to element name/title. Background question sets reviewed/reworded.
Managing and minimising of transport and travel	2.12	Managing and minimising of transport and travel	2.12	No change to element name/title. Background question sets reviewed/reworded.
Emergency response and crisis management	2.13	Emergency response and crisis management	2.13	No change to element name/title Background question sets reviewed/reworded.
Section 3 – Performance monitoring and measurement				
Monitoring objectives targets, KPIs, and programmes	3.01	Monitoring objectives targets, KPIs, and programmes	3.01	No change to element name/title. Background question sets reviewed/reworded and reweighted downwards.
Systems auditing (internal and external)	3.02	Systems auditing (internal and external)	3.02	No change to element name/title. Background question sets reviewed/reworded.
Workplace inspections	3.03	Workplace inspections	3.03	No change to element name/title. Background question sets reviewed/reworded.
Supply chain monitoring	3.04	Supply chain monitoring	3.04	No change to element name/title. Now Part of Maturity Model
Stakeholder engagement and communication	3.05	Stakeholder engagement and communication	3.05	No change to element name/title. Background question sets reviewed/reworded.
Incidence reporting and investigation	3.06	Incidence reporting and investigation	3.06	No change to element name/title. Background question sets reviewed/reworded.
Environmental cost/benefit analyses	3.07	cost/benefit analyses	3.07	No change to element name/title. Background question sets reviewed/reworded.
Monitoring of knowledge management, competency and training	3.08	Monitoring of knowledge management, competency and training	3.08	No change to element name/title. Now Part of Maturity Model
Corporate culture for sustainability	3.09	Corporate culture for sustainability	3.09	No change to element name/title. Now Part of Maturity Model
Trend analyses and data reliability	3.10	Trend analyses and data reliability	3.10	No change to element name/title. Background question sets reviewed/reworded.

2.3

Element changes

2024 specification element title	Element reference	Updated (2025) specification element title	Element reference	Comment
Section 4 – Evaluation and continual improvement				
Top management review process	4.01	Top management review	4.01	No change to element name/title. Background question sets reviewed/reworded.
Effectiveness of leadership, resources and support	4.02	Leadership, resources, and support	4.02	No change to element name/title. Background question sets reviewed/reworded.
Environmental, social and sustainability governance	4.03	Environmental, Social, Governance and Reporting	4.03	Change to element name/title. Background question sets reviewed/reworded and merged with Corporate environmental, social and sustainability reporting
Compliance obligations	4.04	Compliance obligations	4.04	No change to element name/title. Background question sets reviewed/reworded.
Knowledge management, competency and training	4.05	Knowledge management, competency and training	4.05	Change to element name/title. Now Part of Maturity Model
Corporate culture for sustainability	4.06	Corporate culture for environmental sustainability	4.06	Change to element name/title. Now Part of Maturity Model
Corporate reporting	4.07	Merged with 4.03 Corporate environmental, social and sustainability reporting	4.07	Merged with 4.03 Corporate environmental, social and sustainability reporting
Future sustainability programmes	4.08	Future environmental sustainability opportunities		Change to element name/title. Background question sets reviewed/reworded. Weighting remains same.
Future sustainability programmes	4.08	Future environmental sustainability opportunities	4.07	Change to element name/title and number. Background question sets reviewed/reworded.



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