

Standard practical environmental care for the Hair and Beauty sector

Author: Stivako

Future skills for a better life in Sustainable Salons is a European project that aims to combine the sustainable ideas through education and training with innovative ideas within the sector.

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

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Contact address:

Stivako info@stivako.nl. Project website: www.sustainable-salon.info.

Index

Introduction

1 Introduction in the environment

1.1 Environment and environmental care

1.2 Waste

1.3 Circular thinking

1.4 Carbon Footprint

1.5 ISO standard environment

2. The environment and the Hair and Beauty sector

2.1 Determination work processes

2.2 Description work processes

2.3 Determining the impact of the different work processes on the various environmental aspects and the different aspects of environment

2.4 Assigning the importance (weight) of the environmental impact

3. Introduce an environmental care system Hair and Beauty sector

3.1 Introduction

3.2 Phase 1: preparation

3.3 Phase 2: Determination position

3.4 Phase 3: Improving care for the environment

4. Continued attention to the Environmental Care System

4.1 Monitoring the implementation of the action plan

4.2 Internal controls

Attachment 1A- 1G Process

Attachment 2 Audit form Practice

Attachment 3 Audit form System

Introduction

The transition to a certifiable environmental management system is usually very complex, something that can be unmanageable at first, especially for small companies. Especially for these companies, this workbook has been prepared that allows step by step improvement of practical environmental management in the company.

This practical environmental care system has been developed within the framework of a European cooperation project called: Future skills for a better life in Sustainable Salons. This project is funded by the EU Erasmus+ program: grant no. 2020-1-NL01-KA202-06451.

The participating organizations want an environmentally friendly and safe working environment for all employees and students in the hairdressing industry and schools. Therefore, this environmental management system was created and can be implemented and used in salons and schools free of charge. This publication contains background information and a method to assess and improve the status of environmental care in a salon and school. This publication contains practical measures aimed at environmentally friendly work. Objective: To prevent, reduce or solve environmental risks. Good education and employee involvement is the basis for this.

1 Introduction in the environment

1.1 Environment and environmental care

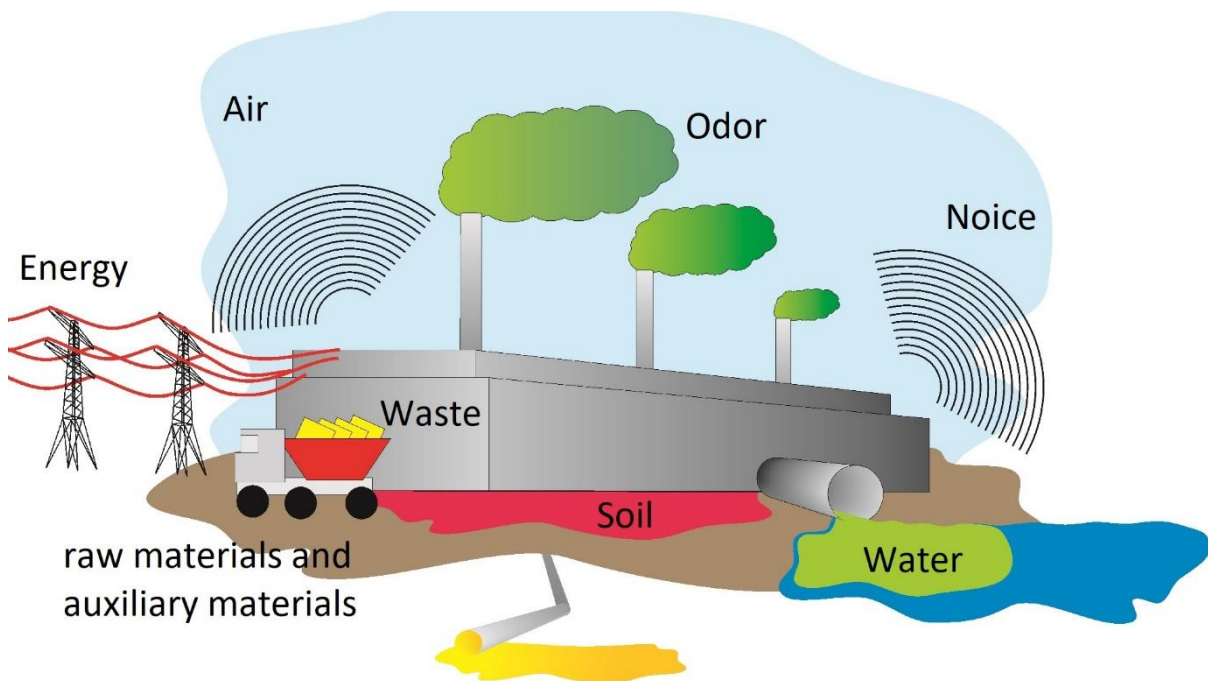
There has been a growing awareness in every industry/sector that environmental impact must be taken into account when achieving business objectives. This means that the environment must be burdened as little as possible when carrying out business activities.

Environment and long term thinking:

society is increasingly setting environmental requirements for the way a product or service is made and for the raw materials used in a product/service. Taking such developments into account in your company policy contributes to maintaining your competitive position.

1.1.1 What is environment?

The environment in a general sense, is the habitat in which someone or something lives. Usually, environment refers to the natural, ecological living context (sometimes referred to as 'living environment'). In other words, it is the part of our physical surrounds (living and non-living nature) in which human life and existence is possible and takes place.



Schematic representation of a company and its various possibilities with regard to polluting our environment.

A company's business activities always have an impact on the natural, ecological living environment. However simple and well controlled these business activities may be, there will always be a negative effect if people produce through a work process. This negative influence that a company has on its

living surrounding is called the environmental burden or environmental burden of a company. The different aspects are: air, soil, noise, raw materials and auxiliary materials, odor, waste and energy.

All these environmental aspects have their environmental effects. See schedule below.

ENVIRONMENTAL ASPECT	Soil	Water	Air/ Odor	Sound/ vibration	Raw material / additive	Waste	Energy
ENVIRONMENTAL-EFFECT	Soil pollution	Pollution Surface water;	Air pollution/ Odor nuisance	nuisance for the surroundings	Unnecessary waste due to:	Environmental damage,	Waste of energy

1.1.2 What is environmental care?

Taking care of the environment should not only be a concern of businesses, it is also households. So everyone should do their part and get to work as soon as possible to take care of our environment together. Environmental care thus means determining and implementing actions to reduce environmental emissions, use fewer or other less harmful raw materials, and/or change or replace processes to conserve the environment.

Nowadays, our living conditions are often in the news. This is due to the ever-increasing demand for resources and energy, which has led to global warming. We are lucky that people still have enough sense of responsibility to deal with this major problem.

For example, since 1957 (the Club of Rome), people have intervened to protect our environment. These good initiatives have led to global discussions about reducing the use of environmentally harmful substances in the world. As examples of global agreements, we can think of the 1987 Montreal Convention (reducing ozone-depleting substances) and the Kyoto Protocol, where most countries committed themselves to a significant reduction of their CO2 emissions. Perhaps we should also thank Al Gore in this list for his contribution to creating global environmental awareness with his documentary “An inconvenient truth”. In addition, global agreements have also been made the important conference in Paris (2015) and recently in Glasgow (2021) and in the Egyptian city Sharm-el-Sheikh (2022).

Climate agreement Paris

The Paris Agreement sets out a global framework to avoid dangerous climate change by limiting global warming to well below 2°C and pursuing efforts to limit it to 1.5°C. It also aims to strengthen countries’ ability to deal with the impacts of climate change and support them in their efforts. The Paris Agreement is the first-ever universal, legally binding global climate change agreement, adopted at the Paris climate conference (COP21) in December 2015.

The EU and its Member States are among the close to 190 Parties to the Paris Agreement. The EU formally ratified the agreement on 5 October 2016, thus enabling its entry into force on 4 November 2016. For the agreement to enter into force, at least 55 countries representing at least 55% of global emissions had to deposit their instruments of ratification.

The fact is: we must act now to be able to stop the increasing depletion of our earth in time. Every country, every industry and every person will have to contribute to this.

1.2 Waste

One of the issues we face as consumers (but also an important issue in the hair and beauty industry) is waste. Hazardous waste refers to the disposal and processing of used substances. These substances contribute to the pollution of water, soil and air. The amount of waste we create per person/organisation is increasing. This is why it is called the "waste mountain". Most of this waste is currently deposited in landfills. It is solid and liquid waste such as household waste and industrial waste.

However, the landfills are filling up. More and more new landfills will have to be added. In many countries, there is no room for so many additional landfills. Instead of landfilling, waste can be incinerated in special incinerators. However, this is much more expensive than landfilling and can also cause additional environmental pollution.

It would therefore be cheaper and better for the environment if the amount of waste was reduced. To reduce the amount of waste, more needs to be done on reuse and recycling. Separating the total amount of waste into different waste streams (e.g. plastic waste or paper) can be reused or recycled. Even better is to think circularly!



Reduce: throw away less.

Reuse: reusing products and materials rather than throwing them away. Sustainable procurement.

Recycle: what you cannot reuse, dispose of separately to make new products (this is how waste becomes raw material).

Lansink's ladder, a waste hierarchy



Lansink's ladder. In 1979, Dutch politician Ad Lansink proposed one of the first waste hierarchies. Involved in waste management, he noted the different ways to dispose of waste. He ranked them so that the best possible option was at the top. For example, separation at source is better than separation at a later stage. The different waste treatments are ranked from the most environmentally friendly to the most environmentally damaging.

- Prevention: Waste generation is prevented or reduced.
- Reuse: Useful application by reusing products. After use, the product is reused as such.
- Recycling: Useful application through material reuse. Materials are reused after use of the product.
- Energy: Useful application as fuel (other way of generating energy).
- Incineration: Waste is disposed of by incineration according to legal guidelines.
- Landfill: Waste is dumped (usually in a controlled manner).

There needs to be a change in our thinking about dealing with waste: from linear economy, through linear with recycling, to circular thinking (see also 1.3)!

1.3 Circular thinking

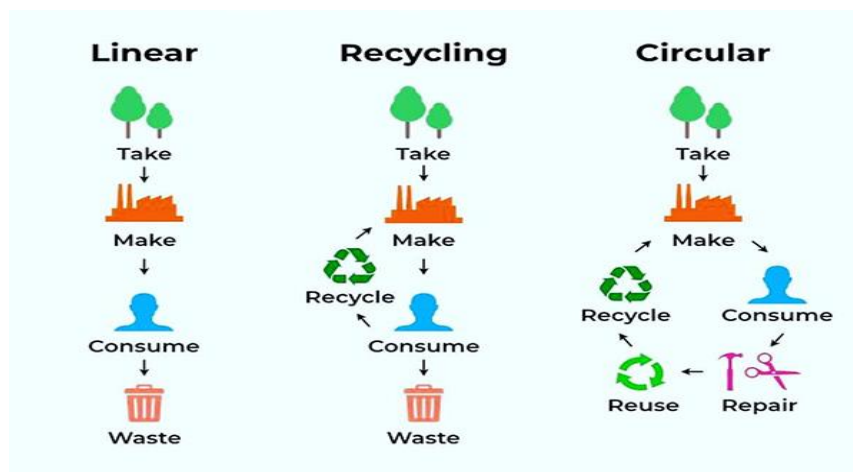
Lately, there has been a lot of talk about the circular economy. A circular economy is an economic system in which we maximise the value of raw materials and products for as long as possible, in which we have healthy financial results and we are sustainable.

The linear economy

Before we look at the circular economy, let us first look at the linear economy. This is our current economic system. In this economy, (natural) resources are converted into products that are sold, used and then discarded. Popularly put, "Take, Make, Waste". In other words, products go in a straight line (linear) from raw material to waste. And waste ends up in landfills or incinerators. There is nothing more we can do with it, because the value is permanently lost.

The circular economy

What makes the circular economy different? In the circular economy, we are trying to reverse the straight line from raw material to waste. We are working on an endless cycle from raw material to 'waste' to raw material. Where real waste does not exist and is always a raw material for a new product.



1.4 Carbon Footprint

What is a carbon footprint? A carbon footprint is a simple way of expressing your impact. The 'size' of your carbon footprint depends on several factors. The most important is the amount of greenhouse gas emissions released into the atmosphere by a given activity.

People, products and whole industries have carbon footprints. Your personal footprint includes emissions from a variety of sources - your daily commute, the food you eat, the clothes you buy, everything you throw away... and more. The larger your footprint, the greater your impact on the environment.

Test about your own footprint:

Awareness on the impact of your own footprint:

<https://www.footprintcalculator.org/home/en>

Test WWF: <https://voetafdruktest.wwf.nl/>

To stop climate change and avoid its worst impacts, we need to do two things: shift to a low-carbon economy and protect our best natural allies in the fight against climate change - the forests, grasslands, mangroves and tidal marshes that store large amounts of carbon.

CO₂ and other greenhouse gases are released in all activities, energy consumption, mobility, transport, storage, air travel, etc. The unit used to compare a footprint is CO₂. A carbon footprint is a calculation of an organisation's total greenhouse gas emissions. So if you know how much gas you use, how much electricity you use, how many kilometres you drive, and so on, you can use a conversion factor to convert the data you have collected into an amount of CO₂.

A company's carbon footprint: What are Scope 1, 2 and 3 emissions?

Every time a company makes a statement about reducing or offsetting its carbon emissions, it is a good idea to check which types of emissions they are talking about. There are three areas of emissions, and each company can define the areas they want to offset.

- Scope 1 (own activities). (Direct emissions: Gas consumption (in m³), Fuel consumption of everything leased or owned (in liters of fuel), Coolants / refrigerants (in kgs)
- Scope 2 (purchase of energy from third parties) (Electricity consumption (in kWh per energy supplier / type of electricity), Fuel consumption of everything that is rented (in liters of fuel), Business travel with private cars (in km), Air travel (in km per trip), District heating (in GJ)
The common measurement nowadays is scope 1+2 !
- Scope 3 (an activity by other parties in the value chain). For example, the emissions from machines when extracting raw materials.

Why do we need to measure all three scopes?

Scope 1 and 2 emissions are relatively easy to calculate because they are under the company's control. For the same reason, they are easier to manage and reduce. As a result, many companies that claim to be carbon neutral or to have reduced their carbon footprint take into account the emissions that are under their control. In addition, in many countries Scope 1 and 2 reporting is

mandatory, while Scope 3 is voluntary.

An organisation's carbon footprint (Scope 1-2 only) can be calculated using the CO2 Calculator:

<https://www.klimaatplein.com/gratis-co2-calculator/>

1.5 ISO standard environment

The ISO 14001 environmental standard is a set of international requirements that an organisation can use to improve its environmental performance. This international standard is intended for use by an organisation wishing to manage its environmental responsibilities in a systematic way, contributing to the environmental pillar of sustainability.

PDCA method

The PDCA method is used to systematically work towards meeting environmental requirements in a company or organisation. The PDCA (Plan Do Check Act) cycle is a powerful and proven improvement method. It allows you to take a step-by-step approach to improving your work, performance and organisation to a higher level of environmental performance.

Plan

The first step to any process improvement or project planning is to figure out what you need to do.

Like any project plan, this includes a variety of information, including:

- The project objectives
- Success metrics
- The project deliverables or end result
- Project stakeholders
- The project timeline
- Any relevant project risks or constraints.



Do

Carry out the objectives of the previous step. PDCA involves small, incremental changes. During the Do phase of the PDCA cycle, implement the project plan on a small scale to make sure it works.

Check

During the check phase, the results collected during the do phase are evaluated. The data is compared with the expected results to identify many similarities and differences. More than likely, you will identify things that need to be improved during the Do phase. After all, it's called continuous improvement for a reason! The Check phase is critical to finding those little things before they get too big and problematic.

Act















This is the stage at which a process is improved. Records from the "do" and "check" phases help to identify problems with the process.

problems with the process. These issues may include problems, opportunities for improvement, inefficiencies and other issues that result in outcomes that are obviously less than optimal. Risk is

reassessed. At the end of the actions in this phase, the process has better instructions, standards or goals. It is important to implement 'systems thinking'.

Components of the ISO environmental standard

The ISO 14001 standard has several parts:

ISO-standard	Not present	Pending	Fully implemented	Improvement cycle present
Environment and energy in the workplace (Standard 8)				
Environment and energy consciousness (Standard 7)				
Environment and energy forward-looking (Standard 5)				
Environment and energy and the salons "environment" (Standard 4)				
Environment and energy planned (Standard 6)				
Environment and energy Checks (Standard 9)				
Environment and energy Improvements (Standard 10)				

In the first column the practical translation in accordance with the ISO norm standard is mentioned. The 2-3-4-5th column shows the phases the company goes through using the plan-do-check-act method. The improvement mechanism from 'not present'(red) to a company 'improvement cycle present'(blue).

2. The environment and the Hair and Beauty sector

In developing the simple environmental care system for the Hair and Beauty sector, we have taken the following steps:

2.1 Determination work processes

In the inventory phase we determined the following working processes in the hair and beauty salon:

- Shampoo-haircare
- Cutting-shaving (incl. barbering)
- (De)coloring (including laboratory - to mix colors)
- Styling (incl. wigs, extensions, hair pieces)
- Perming-straightening
- Nailcare
- Management

An important aspect of the environment in the hair and beauty company and the various work processes is the **Law and regulations** that apply to it. This may differ slightly per country.

During the development of the standard we have made another work process: **General-building-household-furniture.**

2.2 Description work processes

2.2.1 Shampoo/hair care

Hair care is very important! The right care will keep your hair shiny and healthy. The right hair care is not only better for your hair, it is also better for you! We feel better with beautiful, well-groomed hair. After all, we all want beautiful, shiny hair!

If you have long hair, it is a good idea to comb or brush it before washing. This will remove loose hair and any annoying knots and/or tangles. Hot water is not good for hair, it dries, especially the ends of long hair. Cold water does not clean hair as well because grease dissolves better in warm water. So the best temperature is warm (lukewarm) water. If your hair is very greasy or full of styling products, you may need to wash it twice. Otherwise, once is enough.

Do not use too much shampoo, it is really not necessary. Most shampoos are very concentrated, so you only need to use a small amount to get good results. By using less shampoo, you can save water, the environment and money.

Then wash your hair by gently massaging the scalp. Use your fingertips to avoid damaging.

It is important to rinse well, as leftover shampoo can make your hair greasy or dull. It can also irritate the scalp, causing itching.

If your hair is damaged, dry or coloured, it is best to use a conditioner after washing. A conditioner will keep your hair in good condition. Most conditioners need to be left on for a few minutes before rinsing. Again, it is important to rinse your hair thoroughly, otherwise it can become dull or greasy. Drying your hair should also be done gently. Running a towel through your hair can cause tangles and even breakage. Just blot it and then wrap it in a special hair towel to absorb the excess water.

Shampoo and conditioner

Shampoo and conditioner are the foundation of well-groomed hair. Vibrant, healthy hair starts with the right care! But which shampoo is best for your hair? Every hair has a different structure, so every hair care regimen is different. And there is a different shampoo for every hair type. Every shampoo has a conditioner to go with it. The conditioner makes your hair look healthier! The cream rinse ensures that whatever your hair type, you will not suffer from dry and frizzy hair.

Hair Mask

Hair masks ensure that your hair is nourished from within. This will leave your hair looking shiny and healthy! Even if you suffer from split ends, dry and damaged hair or severe hair loss, you can use a hair mask!

What do different products do for hair?

In general, they do the following

- Repair the hair bridges
- Balance the moisture content of the hair
- Make the hair easier to comb
- Give the hair a beautiful shine
- Hair is strengthened
- Fluff and static are a thing of the past.

Materials used: Washer, hairdryer, towels and accessories.

2.2.2 Cutting-shaving (incl. barbering)

You don't just need good scissors to cut hair. There is much more to it than that. Read below to find out what other cutting tools are available, what they are used for, and whether you really need them.

What do you need to cut hair?

- Cutting hair obviously starts with a pair of scissors. There are different types of scissors, such as left- and right-handed scissors. There are also cutting- and thinning scissors. Cutting scissors allow you to cut hair straight, while thinning scissors are used for various techniques such as thinning. There are also other materials that can make cutting easier, faster and more practical:
- Combs and brushes: This category is not directly classified under cutting supplies, but combs and brushes are really essential for cutting. Before cutting the hair, all knots must be brushed out of the hair. A comb is used in various techniques to keep the hair in a straight line and for checking.
- Hoods: These are not only used for haircuts in the salon. They can also be used when painting or styling. A cape protects clothing and the person from loose hair during the cut.
- Neck brushes: When using clippers or giving a short haircut, it is useful to wipe the neck and possibly the cape with a neck brush afterwards.
- Neck paper: Neck paper is used to place between the client's neck and cape. This prevents the small and fine hairs from slipping between the cape and the client's clothing. Neck paper is also used to protect the neck when dyeing or setting a perm.
- Dividers: Dividers are very useful tools for separating specific strands on sections of hair. They are widely used in salon cutting and colouring. They are also known as butterfly clamps.

- Misters: If your hair is too dry to cut, you can moisten it with a water spray. This makes cutting easier and you do not have to wash your hair before cutting.
- Neck wipes also have a hygienic function.
- Static hair will stay when its cold and freezing weather.

2.2.3 (De)coloring (including laboratory - to mix colors)

Coloring

Hair colouring is a collective term for the different ways in which you can change the colour of your hair. You can think of permanent hair colour, semi-permanent hair colour, bleaching, etc. Within these categories there are different suppliers with their brands and lines, each with their own characteristics and properties. Choosing the right method and type that suits your hair will give you the best colour result.

Each product has its own characteristics and properties. Hair dye is a permanent colour that allows you to dye your hair lighter or darker. In some cases, you may need to bleach your hair before you can use a lighter colour. You use peroxide with the dye or bleach powder to get the right result. A hair rinse is a semi-permanent colour and can be washed out. The advantage is that there will be little or no regrowth. Most re-growth treatments and colour mousses are also washable.

Decoloring

When hair that has already been coloured needs to be lightened, or when natural hair needs to be lightened more than a few shades, a decolouriser is used. Bleaching is a pre-treatment that prepares the hair for the colour the client actually wants. Therefore, it is common to use a hair colouring product after using a bleach.

Laboratory to mix products

The product preparation area (laboratory) is used for mixing and preparing products. This area is subject to basic health and safety legislation. But there are also environmental aspects to consider. The product preparation area must meet the following requirements:

- Walls on at least 3 sides. The walls are at least 175 cm high. If extraction is used in the product preparation area, the walls may be lower than 175 cm.
- The partitions on both sides of the product preparation area must be deeper than the depth of the worktop. The partitions thus screen off the workplace from the sides.
- Worktops and walls are flat and smooth and made of easy to clean, non-porous material.
- An easily accessible sink with running water, used only for work in the product preparation area, where hands can also be cleaned, dried and cared for.
- No storage, preparation or consumption of food or drink, and no smoking in the product preparation area.

2.2.4 Styling (incl. wigs, extensions, hair pieces)

Hair can be shaped (styled) with the help of different types of cosmetics, additionally it can be temporarily curled with water waves or a curling iron, or even straightened. You can also perform collected hairstyles techniques.

Existing hair can be supplemented with a wig or different types of extensions. If necessary you can choose a wig for partial or complete baldness. Many different products are used to style the hair: clay, cream, gel, spray, etc. Within these categories there are various brands and lines that all focus on a different type of hair type or way of styling. Some products are especially suitable for short hair and others for long hair. One product gives you more volume, while the other is better suited to create a sleek look.

2.2.5 Perming-straightening

The perm is a trend that is making a comeback. The technique is used to create long lasting curls in the hair. Unlike the use of a curling iron and rollers, where the hair remains curly for up to a few days, these curls can last for up to six months.

What is a change permanently?

A perm or straightening is one of the chemical treatments that are performed at a hair salon, just like hair dye. Because the hair is treated with permanent fluid while it is wrapped around the bandages, the hair retains its shape around the bandages. This creates curls in the hair. If the relaxer is used, the natural curls of the hair will be reduced and the hair will remain smooth in the treated area permanently. Creating a permanent position requires the necessary knowledge, expertise and experience. The chemical process can severely damage the hair if not done correctly and recovery is often very difficult, sometimes even impossible.

What is needed to do it?

When setting a perm you need a number of tools:

- **Permanent liquid:** A permanent liquid breaks the sulfur bonds in the hair in order to remove and adjust the structure of the hair.
- **Neutralization:** With a neutralizing liquid you restore the previously broken connections in the hair. Because the hair is wrapped around a wrap, these connections will recover in a curly shape.
- **Straightener:** A straightener works in principle the same as a perm liquid, but ensures that the hair is straightened and smoothed, instead of curling.
- **Pre-treatment:** A pre-treatment allows the perm liquid to do its job better and prepares the hair for the treatment.
- **Permanent wraps:** You use these to wrap the hair around and shape the curl. The smaller the diameter of the wrapper, the tighter the curl will be. The larger the diameter, the more loosen the curl or stroke in the hair. You secure the permanent wraps with rubber bands.
- **Water wave rollers:** These are also used to roll into the hair and shape the curl. In general, the water wave rollers provide a loose curl or wave than the perm wraps.
- **Permanent rods:** These ensure that the hair cannot break off or leave an impression in the hair due to the tight elastic bands.
- **Wicking Wadding:** Wicking wadding is used to protect the scalp and neck from the perm liquid.
- **Permanent papers:** Also called point paper. These are used to make the wraps easier to twist and prevent double points.
- **Hats:** Permanent hats are used to retain body heat from the scalp, which can speed up the effect of the perm.

How does a perm work?

The active ingredient in perm fluid is ammonium thioglycolate, which opens the hair cuticle. This allows the perm liquid to penetrate deep into the hair. Once deep enough, the liquid breaks the

sulphur bonds in the hair. This removes the structure of the hair. The perm liquid needs to work into the hair for a while. It is then washed out of the hair while the roller remains in the hair. The neutralising liquid is then applied. This contains hydrogen peroxide. This substance ensures that the previously broken sulphur bonds are rebuilt. As the hair is still wrapped around the rollers, the hair takes the shape of the rollers and this is how curls are created. Breaking and repairing the disulfide bonds in the hair is an intense process.

2.2.6 Nailcare

Manicure is the care of nails and hands. During a manicure treatment by a nail stylist, the nails are filed to length and shape with a fine file. The file should not be too coarse to avoid damaging the natural nail. The skin of the cuticle is removed and the cuticle is nourished. Usually a nice colour is applied to the nails using nail polish or gel polish. The manicure is finished with a nice hand lotion and cuticle oil.

Acrylic nails and gel nails

These acrylic or gel nails can be applied with or without the extension of your own nails. They are available in all imaginable colours.

What is the difference between gel nails and acrylic nails?

These two types of artificial nails are very similar. The big difference is in the way they look. Gel nails are slightly thinner and more flexible, giving them a more natural look than acrylic nails. They are also slightly softer and more flexible, which makes them less likely to break. In addition, gel nails have a shiny surface and there is a less pungent smell when applying gel nails. The viscous substance of gel nails also adheres very well to the nail surface, so they stay in place better than other artificial nails. With acrylic nails, your nails are first cleaned and degreased. Once they are completely clean, the acrylic is applied. The gel-like ball is shaped and finished into a beautiful shape by your nail stylist. Acrylic is made by mixing a powder (polymer) with a liquid (monomer). When the substance hardens in the air or under a UV lamp, it turns into a hard surface and you have impact resistant, strong and scratch resistant artificial nails.

2.2.7 General-building-household-furniture

The General - Building - Household - Furniture workplace contains those environmental aspects that apply to all workplaces. It is mainly those aspects that have to do with awareness and investments.

2.2.8 Management

Management ensures that business activities in the area of the environment are carried out in the best possible way. The tasks associated with this role are

- Establishing and implementing the environmental policy
- Carry out internal and/or external audits
- Analysing and signalling environmental risks
- Carry out controls
- Draw up improvement plans.

The manager has the role of stimulator, initiator, controller and coordinator of environmental issues and developments within the salon. He/she is also responsible for creating support for safety and the environment. The position requires good communication skills with employees and other stakeholders.

The manager makes decisions about the investments and purchases that need to be made to ensure a good environmental performance of the company. This performance is related to **the (daily) practice** in the salon and the management aspects and system side of the environment in the salon, the so-called organisational context. This includes environmentally friendly equipment and products, the purchase of resources to support the implementation of environmental measures. But also leadership, agreements with suppliers, etc.

2.2.9 Laws and regulations

In this project we have researched the legislation and regulations at European level and in particular the legislation in the Netherlands and Spain. We have incorporated the results of this research into the self-assessment tools and the internal audit forms.

It is important to be aware of the laws and regulations in your own country and to take all aspects into account when assessing the environmental aspects of your salon or school!

2.3 Determining the impact of the different work processes on the various environmental aspects and the different aspects of environment

In the Sustainable Salon project, the impact of the activities in the different processes on the different environmental aspects (air, soil, noise, raw materials and auxiliaries, odour, waste and energy) was examined for each work process. The impacts are described in the annexes. For each work process, the various measures are described at a practical and corporate level.

PROCESS	PRACTICE the workplace	MANAGEMENT niveau
Shampoo & haircare	Practice	Management
Perming & straightening	Practice	Management
(de)colouring (including laboratory - to mix colors, etc.) ipy	Practice	Management
Styling (incl. wigs, extensions, hair pieces)	Practice	Management
Cutting/shaving (incl. barbering)	Practice	Management
Nailcare	Practice	Management
General - Building - Household - Furniture		
Legislation		

The various environmental aspects - air, soil, noise, raw and auxiliary materials, odour, waste and energy - that we take into account when assessing the processes in the salon.

In **attachment 1A -1G** you can find all environmental aspects per work process. The aspects per work process regarding the environment are described in control measures on practical level of the work process and on management level.

In the project, the analyses are substantiated by conducting research in the four participating countries (Belgium, Italy, The Netherlands and Spain) and the EU. In addition, desk research was done in Spain and The Netherlands, on the spot research was done in salons and the results were analysed, discussed and determined in the partner meetings during the project.

2.4 Assigning the importance (weight) to environmental impacts

In order to prioritise, we determined the importance/weight of the environmental impact of the work processes in the Sustainable Salon project partner meetings. In the salon practice, we evaluated the identified importance/weight with the help of experts.

We have weighted the importance of the environmental impact per country. This was done by giving a score for each aspect: Possibility: 1=impossible; ; 2=not conceivable; 3=thinkable; 4=very possible; 5=extremely likely.

And for the effect of the environmental impact: 1= no impact; 2= zero; 3= minor; 4= impact; 5= major impact. Then the chance (probability) of the impact occurring was multiplied by the impact of the impact on the environment (the chance x impact score) and tabulated. See table below:

	Soil	Water	Air/odor	Sound	Raw material	Waste	Energy
Shampooing	2	12	2	1	20	20	25
Cutting/shaving	1	12	2	1	20	25	9
(De)coloring	10	20	9	1	20	25	25
Styling	1	1	4	1	9	20	25
Perming	10	20	10	1	20	25	25
Nailcare	15	1	12	1	20	25	15
Building etc	4	8	4	1	20	16	20

Table with the scores OxE= Environmental impact

This table is composed of the scores as given by the representatives of Italy, Spain and Belgium and the Netherlands.

We have assumed that a score of 10 points will be the limit value for a process with significant environmental impact. If the process scores lower than 10 points, we will not include it in the evaluation of the situation. Only scoring with 10 points or higher are included, the passed the threshold. These scores are indicated in yellow in the table.

The conclusion that can be drawn from the above with regard to the environment in the salon is that Sound has no environmental impact, raw and auxiliary materials, waste and energy have a high impact, water has a medium impact and soil and air have a low impact.

In order to prioritise, we determined the importance/weighting of the environmental impact of the work processes during the Sustainable Salon project partner meetings. In the salon practice, we evaluated the identified importance/weight with the help of experts.

This table shows which processes have a major impact on the environment, which have a minor impact and on which environmental aspects. Based on this analysis, the next steps were taken:

- Carrying out two awareness scans on the Internet
- Carrying out the comprehensive scan on the Internet
- Creation of the internal/external audit form-practice
- Creation of the internal/external audit form system.

These materials can be used in the implementation process (working method) of the environment in the hair and beauty salon or in the schools.

3. Introduce an environmental care system Hair and Beauty sector

3.1 Introduction

When improving environmental care in your salon or company, you can distinguish 3 phases:

- phase 1: preparation
- phase 2: determination position
- phase 3: improving care for the environment

In phase 1, you create the preconditions for successfully completing the project within a set period (see section 3.2).

In Phase 2, you will use a series of questionnaires to assess your current environmental performance. You will determine which aspects are already in place and which need to be improved. This positioning is divided into two main areas

- Good housekeeping (see chapter 3.3)
- Compliance with laws and regulations (see chapter 3.4).

In Phase 3, based on the identified bottlenecks, you will make a plan to further improve the situation.

3.2 Phase 1: preparation

In order to successfully complete the project of implementing environmental actions within a given time frame, it is useful to create a number of preconditions. You may consider the following actions.

3.2.1 Involve key figures in the project

Even in a small company, the director/manager/owner is not the only person responsible for the organisation's environmental performance. Depending on the size of the company, it may be useful to carry out the tasks together with one or more key people.

The benefits include

- A division of labour, so that not all the work falls on one pair of shoulders.
- A broader basis for finding solutions, because two people know more than one.
- Creating support, because the key people can explain to their colleagues what the project is about and why the organisation is working on it.

3.2.2 Inform employees

Informing your employees about environmental care early and correctly will help motivate them to get started; they will know what they are doing ('being aware is doing consciously'). This can be done very informally during daily work or during a Friday afternoon chat.

If necessary, you can make it more formal by organising a joint meeting, a staff meeting or a newsletter.

3.3.3 Planning

It is advisable to draw up a plan to start implementing environmental aspects in the school or salon. With this plan

- plan your approach step by step (who/when);
- record progress by ticking off steps as they are completed. In the implementation phase, you can work with the 'Environmental Action Plan' (see phase 3).

3.3 Phase 2: Determination Position

Preparation is the first phase. In the Positioning phase, you will determine your starting position, in other words, how do you score without having spent time and attention on improvement? The main question is: what is the position of my salon or school in terms of environmental impact?

Step 1: Determination on a general level

To get a **first impression and determine your starting position** you can use the free to use extended self-assessment tool:

Is your company/school sustainable? The link is: <https://zelfscan.eu/sustainable/>.

This tool gives you an insight into your salon's or school's environmental performance in the following areas: raw materials, management, waste, water, energy and legislation. *(Seen from ISO standard: this tool concerns standard 8, but also takes standard 6-9-10)*

To get an **idea on the awareness** within your salon or school regarding environment you can use the following free self-assessment tools:

- Awareness on sustainability and environment (School) link: https://zelfscan.eu/awareness_schools/
- Awareness on sustainability and environment (Salon) link: https://zelfscan.eu/awareness_salons/

(Seen from an ISO standard: this tool has interfaces with standard 7)

To get an **idea on the position on the organization context** of your salon/school you can use the free self-assessment tool: Organization context of a sustainable salon: link:

https://zelfscan.eu/sustainable_salon/

(Seen from ISO standard. This tool mainly has interfaces with standard 4 and standard 5, but also includes standard 6-9-10)

Step 2: Determination per work process

In this phase we look at the organisation in more detail per work process using the Internal Audit Form Practice (see attachment 2). The form consists of questions for each workplace, discussing the environmental impacts that have been identified. You use the questions as an internal auditor of the company or school to assess the situation. You can define one of the 4 levels of assessment, namely:

- **Agree**, the situation meets the requirements
- **Observation**: it is not yet fully satisfied but with a small adjustment it can be solved
- **Minor** = Small shortcoming: It is not sufficient, can be solved but not immediately
- **Major** = Major shortcoming: the situation does not meet the requirements.

Example of a part of the form: The audit form focussed on the practice including all the work

processes is included as attachment 2.

		Company		
Versie: 1.0	7-6-2022	Audit form: practice audit ISO 14001		

1. PROCESS SHAMPOING & HAIRCARE

Ref nr.	Rating point	Rating			
		Agree	OBS	Mi	Ma
ENVIRONMENTAL ASPECT: SOIL					
Soil pollution, Due to liquid leakage					
A.	Do not spill: Use drip trays and screw caps closed. And clean up.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Invest in using pompsystem.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: WATER					
Pollution Surface water; By discharge / drain water with shampoo					
A.	Do not spill: Use drip trays and screw caps closed Use of sustainable and environmentally friendly shampoo (without PCB Microplastic in products) of dose limit (→ doesn't happen at school yet!)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: Water pollution: knowing the differences between rinse shampoos. Purchase sustainable products.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Right investment: Possibility of two different drains or collection (and drains contaminated water) Hydraloop: closed water system. Reuse contaminated water for example toilets.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: AIR/ ODOR					
Air pollution/ Odor nuisance					

Example: part internal audit form Environmental Practice in the salon

Step 3: Determination the position on the organization context

In this phase we will look deeper into the organization, leadership, planning and support using the Internal **Audit form System (see attachment 3)**. The form consists of questions per aspect in which the organization impact as previously determined is discussed. You use the questions as an internal auditor of the company or school to assess the situation.

You can define one of the 4 assessment levels, namely:

- **Agree**, the situation meets the requirements
- **Observation**: it is not yet fully satisfied but with a small adjustment it can be solved
- **Minor** = Small shortcoming: It is not sufficient, can be solved but not immediately
- **Major** = Major shortcoming: the situation does not meet the requirements.

Example of a part of the form: The audit form focussed on the practice including all the work processes is included as attachment 3.

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
4.2	Understanding the needs and expectations of stakeholders				
	Which stakeholders are important and which requirements affect your organization? (What requirements do you have to take into account?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.3	The scope of the management system				
	It is clear what the scope of the organization is	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.4	Management system				
	It is clear what the scope of the organization is The company has demonstrably implemented the standards in the organization and ensures that it is kept up to date and continuous improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

HOOFDSTUK 5: LEIDERSCHAP

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
5.1	Leadership and Engagement				
	The management is involved and has demonstrably responsibility for the environmental care system	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Example: part internal audit form Environmental System in the salon

3.4 Phase 3: Improving care for the environment

The previous chapters have explained which environmental aspects are important for hair and beauty, and you have been able to determine the environmental performance of the salon or school salon.

This chapter explains how you can systematically address the bottlenecks you have identified and ensure that you maintain an adequate level of environmental protection in the future.

3.4.1 Make an action plan

Once you have a clear picture of your salon's environmental shortcomings, you can draw up a plan to structurally improve the environmental situation: we call this an 'Environmental Action Plan'.

Environment and planning

The Environmental Action Plan is an important tool for structurally improving environmental management. The more specific the environmental actions are, the higher the success rate of full

implementation of the actions to be taken.

The action plan can be compared to a shopping list. If you have a lot of shopping to do, it is easy to have a shopping list. Otherwise you might forget to buy something and have to go back to the shop. The environmental action plan serves the same purpose as the shopping list. It is important that the environmental actions are as specific as possible.

In other words, you can choose as an action that you will "adjust the place where you mix the dyes of the coloring process", but it is much better to indicate what concrete adjustments will be necessary. The above shows the importance of the information in Chapter 2 and the inventory round in Chapter 3. If you have not clearly put your shortcomings on paper, there is a good chance that you will forget to take environmental action.

Topic	Actionpoint	Actiontaker	Priority *):			Ready at date:
			ST	MT	LT	
Purchase:	Purchasing sustainable shampoos, conditioners and other chemicals for hair hygiene	Mary	•			15th of May
	Sustainable packaging	Juan	•			15th of March
Energy:	No need to leave equipment on standby	All	•			Directly
	Purchase energy-efficient resources	Christel		•		Spring next year

*) Short Term - Medium Term - Long Term.

Each company is free to develop its own form of planning. In many cases a standard environmental action plan is drawn up, but it is also possible to include environmental actions in the minutes of work meetings or to include them in an annual health and safety plan.

It is advisable to make the following points clear in the plan:

- Specifically defined actions. Marked in red or orange on your internal audit form.
- The person responsible for carrying out a specific action. (This is not necessary if there is only one person responsible).
- The planned implementation date (the date by which you expect the action to be completed). In order to get a better overview of which actions you want to have carried out in which period of time, it may be useful to divide the actions into the following categories:
 - short-term: relatively simple actions that can be implemented within three months;
 - medium-term: actions that can be implemented within 9 months;
 - long-term: actions to be implemented after 9 months.
- The advantage of this tripartite division is that your action plan is divided into three clear lists.
- Realisation date (actual date of implementation of the action). In order to monitor progress, it is important to indicate in your plan when a specific action was actually carried out. This is the purpose of the 'Implementation period' column.

If you, as the author of the plan, do not have the authority to make concrete investments, it is advisable to include a column with concrete costs in the plan. When the plan goes to management for approval, they can use your cost forecast to estimate how much budget should be set aside for environmental improvements.

If you do everything you are supposed to do well, you will be a happy director/manager/owner with no worries. In practice, however, this is seldom the case; in every business there are things that can be improved. It is often not possible to tackle all the areas for improvement at the same time: your available budget in terms of time, human capacity and financial resources is always limited. You will therefore need to prioritise what needs to be tackled first and what can be put aside. On the internal audit form, marked in red or orange!

Once the plan has been finalised, it is important to communicate its contents to all interested parties, especially those who have been identified as responsible for its implementation. (See also Preparation)

3.4.2 Technical and legal measures

In the first instance, the improvement of environmental performance will mainly consist of technical and legal measures, as identified in the position statement in chapter 3.3.

Examples:

- Instructing personnel on the correct use of hazardous substances (closing packaging, only working stock at the workplace, cleaning up spills immediately, etc.)
- Use of a ventilation system
- Waste separation or reuse: better separation by placing trash cans for reuse hair / hair/ aluminium/iron/ plastic paper –residual waste
- Dispose of fluorescent tubes and small hazardous waste as hazardous waste
- Report relevant changes in business operations to the licensing authority.

3.4.3 Organizational measures

Unfortunately, the implementation of technical and legal measures alone does not guarantee sustainable environmental performance. This is partly determined by the environmental awareness and behaviour of the people who have to work with (hazardous) auxiliary materials and waste products on a daily basis. It is therefore very important that you also pay attention to the organisational aspects of environmental protection.

Some examples of organisational measures are the allocation of tasks, responsibilities and authorities, and the preparation of work instructions.

Division of tasks

Once everyone in the organisation knows what is expected of them in terms of environmental care, they can begin to work in a structured way to minimise the environmental impact of their business activities.

The first step in environmental management is to take stock of the various environmental tasks. It goes without saying that the smaller the company, the more likely it is that tasks will be assigned to one person. Once the manager(s) has (have) drawn up a draft division of labour, it is important to

discuss the environmental tasks with the people involved in order to ensure acceptance and support within the organisation.

Of course, if it turns out that some people need additional training to do their job properly, management will take care of it.

If everyone agrees with the division of tasks, it is possible to put it in writing. You can do this in a simple way. Take the organisation chart and add the different environmental tasks. In this way, you can see at a glance who is responsible for which environmental task.

Work instructions

Work instructions are concise, simple rules that tell someone how to do something. Instructions always refer to a specific workplace, for example, mixing hair colour at the mixing desk. The best way to think of work instructions is as a cookery book. Environmental work instructions focus on the proper handling of hazardous substances in the workplace in terms of storage, use and waste disposal.

Progress monitoring

Set a timeframe for yourself to complete the process.

Include dates in your diary (e.g. every 3 months) to check that the process is progressing sufficiently.

Also set a date when you will carry out another internal audit (about 1 year after the start of your environmental project). Note this date in your diary.

4. Continued attention to the Environmental Care System

If you consider organisational aspects in addition to technical and legal aspects, you are in fact setting up an environmental management system.

What is an environmental management system? It is nothing more than a tool that you use in your company, a tool that ensures that you systematically

- 1) systematically manage your internal environmental care by means of mutually agreed measures (such as work instructions), and
- 2) periodically check that the company is still working as agreed.

An internal environmental management system is a 'management tool' that can be used by a company to manage its environmental performance more effectively.

The official **definition of an environmental management system** is therefore
A system of organisational, legal and technical aspects, integrated with the rest of the company management, that ensures systematic control of the activities within the company.

In the first chapter (1.5) we gave a brief overview of ISO 14001. In the overview we identified the different elements of the standard:

1. environment and energy in the workplace
2. environment and energy awareness
3. environment and energy future oriented/forward looking
4. environment and energy and the environment of the salon
5. environment and energy planning
6. environmental and energy checks.

In addition to the technical, legal and organisational measures in elements 1 and 2, you can consider what future developments are relevant to the proper functioning and maintenance of your environmental system (3).

When you consider the stakeholders in your salon's environment, you are working in element 4. These stakeholders can be: neighbours, employees, suppliers, the bank, the government (local, provincial, national and EU), etc.

In addition, you will systematically approach the implementation and maintenance of an environmental action plan and monitor the implementation of the actions (5) and you will structurally check whether the system is still compliant, you will monitor your system (6).

So you can see that by working in this way, your environmental care has become a system.

Nevertheless, we still briefly consider points 4 and 5 in Progress monitoring.

4.1 Monitoring the implementation of the action plan

Due to workload or other circumstances, implementation of the environmental action plan may come to a standstill. By including a series of progress review dates in your agenda as soon as you draw up the action plan, you can ensure that you are regularly reminded of the action items that still need to be completed. Go through all the action points during the evaluation. Tick off those that

have already been achieved and, if necessary, ensure that those responsible are adjusted or that a deadline is set for the implementation of the outstanding items. Use the PDCA cycle!



4.2 Internal controls

Environmentally responsible entrepreneurship means that environmental aspects should be taken into account at all times. But there are all sorts of reasons why attention to environmental aspects can be relaxed: workload, illness, holidays, departure of the person who did the environmental work, etc. It is precisely in hectic situations that it becomes clear how (good or bad) environmental care works in practice.

Only then will it become clear to what extent environmental care is 'between the ears' of employees. It is all too often the case that attention to environmental and health and safety issues quickly diminishes when there is a lot of traffic.

ISO-standard	Not present	Pending	Fully implemented	Improvement cycle present
Environment and energy in the workplace (Standard 8)				
Environment and energy consciousness (Standard 7)				
Environment and energy forward-looking (Standard 5)				
Environment and energy and the salons "environment" (Standard 4)				
Environment and energy planned (Standard 6)				
Environment and energy Checks (Standard 9)				
Environment and energy Improvements (Standard 10)				

Continue to carry out regular checks. It is important to show which parts need more attention to prevent deterioration.

Attachment 1A Process Shampooing & Haircare

Attachment 3: Version 14-02-2022

PROCESS SHAMPOOING & HAIRCARE

ENVIRONMENTAL ASPECT	Soil	Water	Air/ Odor	Sound/ vibration	Raw material / additive	Waste	Energy
ENVIRONMENTAL-EFFECT	Soil pollution, Due to liquid leakage	Pollution Surface water; By discharge / drain water with shampoo	Air pollution/ Odor nuisance	nuisance for the surroundings	Unnecessary waste due to: 1-water 2 products including shampoo 3-use sustainable products 4-reuse 5-other method?	Environmental damage, By not separating waste Shampoo bottle, Glove, towels and caps	Waste of energy By washing and drying, Water temperature, consumption and power
Consideration of environmental aspect OPPORTUNITY 1= impossible 2= nil thinkable 3=thinkable 4=very possible 5= extremely likely	2	4	2	1	5	5	5
EFFECT 1= no effect 2= nil 3=minor 4=effect 5=great effect	1	3	1	1	4	4	5
OxÉ = OxÉ > ?, Yes: - Examples - Control measure in practice	2	12	2	1	20	20	25
	Do not spill: Use drip trays and screw caps closed. Clean up.	Do not spill: Use drip trays and screw caps closed Use of sustainable and environmentally friendly shampoo (without PCB Microplastic in products)	Using ventilation system		1-No wasted water, correct water dosage 2-Correct dosage of shampoo 3-Use sustainable products. 4-Reuse water. Reuse packaging shampoo bottles, towels, caps (recycling system, deposit system) 5-Non-rinse treatments/avoid hair dryer.	Waste separation or reuse: better separation by placing trash cans for plastic-paper-reuse-residual waste	- No need to leave equipment on standby - It is much more economical to remove the plug from the socket. -close the tap in just in time.

	of dose limit (→ doesn't happen at school yet!)						- adjust the temperature of the water.
--	---	--	--	--	--	--	--

<p>OxEx ? ,</p> <p>Yes:</p> <ul style="list-style-type: none"> - Examples - Control measure at management level 	<p>Invest in using pumpsystem.</p>	<p>Correct purchasing:</p> <p>Water pollution: differences between rinse shampoos. Purchase sustainable products.</p> <p>Right investment:</p> <p>Possibility of two different drains or collection (and drains contaminated water)</p> <p>Hydroloop: closed water system. Reuse contaminated water for example toilets.</p>	<p>Investment in ventilationsystem.</p> <p>Correct purchasing: no perfumed shampoo and cosmetics.</p>		<p>Correct purchasing:</p> <ul style="list-style-type: none"> - Biodegradable cosmetics - Purchasing sustainable shampoos, conditioners and other chemicals for hair hygiene - Sustainable packaging <p>Right investment:</p> <ol style="list-style-type: none"> 1- No wasted water <ul style="list-style-type: none"> - AquaReturn. Don't waste water it is heated. - Wash at a mild temperature flow meter. - Thermostat tap (water saving taps) together with low pressure 2. arranging a product dispenser 3. double towels 	<p>Properly separate waste:</p> <ul style="list-style-type: none"> - More purchasing trash cans - Collaborating with processors for proper waste separation 	<p>Right investment:</p> <ul style="list-style-type: none"> - Purchase energy-efficient resources: <ul style="list-style-type: none"> - AquaReturn. Don't waste energy it is heated. - Wash at a mild temperature flow meter. - Thermostat tap (water saving taps) together with low pressure - Hot water boiler at the sink
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Attachment 1B Process Cutting & Shaving

Attachment 4: 14-02-2022

PROCESS CUTTING-SHAVING (INCLUSIEF BARBERING)

ENVIRON- MENTAL ASPECT	Soil	Water	Air/Odor	Sound/ Vibra- tion	Raw material / additive	Waste material	Energy
ENVIRON- MENTAL EFFECT	Pollution of soil	Pollution Surface water	Air pollution/ Odor nuisance	nuisance for the surround- ings	Unnecessary waste 1-Water nil 2-Products including hoods, gloves, neckband, pre-save, after-save, shaving foam, aluminium blades, 3-Use sustainable products 4-Reuse 5 Other method?	Environmental damage By not separating waste: - Hair (Hair tray) - Blades (Aluminium / iron tray - Gloves (Plastic container) - Neckband (Paper tray)	Waste of Energy (Shaving) appliance/ hair clipper
Consideration of environmental aspect OPPORTUNITY 1= impossible 2= nil thinkable 3=thinkable 4=very possible 5= extremely likely	1	4	2	1	5	5	3
EFFECT 1= no effect 2= nil 3=minor 4=effect 5=great effect	1	3	1	1	4	5	3
OxEx =	1	12	2	1	20	25	9
Yes: - Examples - Control measure in practice		Using a technique to remove soap in the shaving process without using water.			1-no wasted water. 2-Correct dosage, of product. 3-Use sustainable products. 4-Reuse hooded coats 5-Cut on dry hair (ladies), no water use.	Waste separation or reuse: better separation by placing trash cans for reuse hair / hair/ aluminium/iron/ plastic paper-- residual waste	- No need to leave equipment on standby - It is much more economical to remove the plug from the socket.

<p>OxEx ?, Yes: Examples Control measure at management level</p>			<p>Correct purchasing: biodegradable cosmetics/purchasing sustainable products: hoods, gloves, neckband, pre-save, after-save, shaving cream, aluminum blades</p>	<p>Properly separate waste hair: Hair donation: - Wig function - Fertilizer feature: https://www.wired.com/2008/12/hairmats/ - Cleanup feature: https://www.thehindu.com/news/national/kerala/kau-develops-fertilizer-from-human-hair/article19562001 . (Oil Leaks) https://www.theguardian.com/environment/2021/may/29/hair-waste-from-salons-recycled-to-mop-up-oil-spills</p>	<p>Correct purchasing: Energy efficient clipper/shaver</p>
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Attachment 1C Process (De) Coloring

PROCESS (de)colouring (including laboratory-to mix colors, etc)

ENVIRONMENTAL-ASPECT	Soil	Water	Air/Odor	Sound/vibration	Raw material / additive	Waste material	Energy
ENVIRONMENTAL-EFFECT	Soil pollution: Due to liquid leakage	Pollution Surface water Discharge / drain water with dyes	Air pollution/ Odor nuisance by ammonia, persulfate	Nuisance for the surroundings	Unnecessary waste 1-water color capes paint trays paint tubes 2-products including foil mask color capes paint trays paint tubes 3-use sustainable products gloves 4-reuse foil mask color capes gloves 5-other method?	Environmental damage by not separating waste: - foil mask - color capes - paint trays - paint tubes - gloves	Energy waste By washing and drying, Water temperature, consumption and power More water than Shampoo process!
Consideration of environmental aspect OPPORTUNITY 1= impossible 2= not thinkable 3= thinkable 4= every possible 5= extremely likely	2	4	3	1	4	5	5
EFFECT 1= no effect 2= minor effect 3= minor 4= effect 5= great effect	5	5	3	1	5	5	5
Ox E = Ox E > ?; Yes: - Examples - Control measure in practice	10 Do not spill: Use drip trays and screw caps closed. Clean up direct. Use underlay to absorb spilled products.	20 Use of sustainable and environmentally friendly dyes with dose limit (doesn't happen at school yet!) (no ammonia, no sulfates!)	9 Avoid ammonia, persulfate Activity on site with extraction (ventilationsystem)	1	20 1-No wasted water, correct water dosage 2-Correct dosage of dye. 3-Use sustainable products. Avoid toxic/chemical dyes/paint/bleach. Environmentally friendly aluminium/foil. 4-Reuse water, reuse materials such as brushes, paint trays. Reuse packaging bottles (recycling system, deposit system) 5. Using a machine to mix colors	25 Separating waste or reuse: better separation by placing trash cans for plastic (gloves), cardboard/paper, residual waste (cotton pads), contaminated material (dye/color tubes, Trave aluminium foil) Reuse tubes/vials.	25 -No need to leave equipment on standby. -It is much more economical to remove the plug from the socket. - Use energy-efficient resources (see investment)

<p>OxE> ?, Yes: Examples Control measure at management level</p>	<p>Correct purchasing: to use products that are environmentally friendly (no ammonia, no sulfates)</p> <p>Right investment: Possibility of two different drains or collection (and drains contaminated water)</p>	<p>Correct purchasing: - purchase products without chemicals (no ammonia)</p> <p>Right investment: -Extraction system plus filter or extraction at workplace. -Use of ventilation and vacuum systems -Equipment: extractor hood and air purification system (in case of poorly ventilated environment)</p>	<p>Correct purchasing: 2-Correct dosage when preparing the dye mixture (color+H2O2), use scales 3-Purchasing sustainable paint (without chemicals) 4-Alternatives to using aluminum foil, such as environmentally friendly aluminum or a washable and reusable foil -Biodegradable or sustainable color capes, towels, -Biodegradable or durable supplies and tools (bowls, stirrers, combs, paint trays). 5-Knowledge of treatments after application (during the rinsing procedure)</p> <p>Right investment: 1-No wasted water: -AguaReturn, Don't waste water it is heated. -Wash at a mild temperature flow meter. -Thermostat tap (water saving taps) together with low pressure -Suction of the rinse water</p> <p>2 Arranging a product dispenser 3 Mixing machine/ precision balance</p>	<p>Properly separate waste: -Purchasing more trash cans -Collaborate with processors for proper waste separation</p>	<p>Right investment: -Shampoo station (warm water) -Use a scale instead of a measuring cup, use a solar-powered scale or use a scale with rechargeable batteries</p> <p>Purchase energy-efficient resources: -AguaReturn/hydroloop. Don't waste energy it is heated. -Wash at a mild temperature flow meter. -Thermostat tap (water saving taps) together with low pressure - Hot water boiler at the sink</p>
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Attachment 1D Process Styling

Attachment 6: Versie 14-02-2022

PROCESS Styling

Environmental- ASPECT	Soil Pollution	Water Pollution	Air/Odor	Sound/vibration	Raw material / additive	Waste material	Energy
Environmental- EFFECT	Soil Pollution	Pollution Surface water	Air pollution/ Odor nuisance	Nuisance for the surroundings	Unnecessary waste	Environmental damage	Energy consumption
Consideration of environmental aspect OPPORTUNITY 1= impossible 2= nil thinkable 3= thinkable 4= very possible 5= extremely likely	1	1	2	1	1-no water 2-product: hair straightening treatment and lacquer 3-sustainable products 4-reuse 5-method	by not separating waste hairspray, hair straightening treatment	Energy consumption by hair dryer, hood dryer, Glimazon, Carmen roller set
EFFECT 1= no effect 2= nil 3= minor 4= effect 5= great effect	1	1	2	1	3	5	5
OxEx = OxEx > ? Yes: - Examples - Control measure in practice	1	1	4	1	9	20	25
			No use spray with gas.		2-Correct dosage of straightening and lacquer: Use vials with pump nozzle 3-Use sustainable products (no PCB chemicals). 4-Reuse packaging bottles (recycling system, deposit system) Correct purchasing: - Biodegradable or sustainable supplies and tools (brushes, combs with fsc label) - alternatives to chemicals, mousse, hairspray, gel wax. - Animal test free products.	Separating waste or reuse: Better separation by placing trash cans for contaminated packaging of hairspray	-Het is niet nodig om apparaatuur op stand-by te laten staan. -Het is veel zuiniger om stekker uit het stopcontact te zetten.
OxEx > ? Yes: Examples Control measure at management level			Correct purchasing: spray without gas			Properly separate waste: -More purchasing trash cans - collaborating with processors for proper waste separation	Right investment: Energy efficient curlers (Carmen set), hair dryers, Hair dryer, hair dryer, Glimazon, irons, other styling tools

Attachment 1E Process Perming & Straightening

Attachment 7: Versie 14-02-2022

PROCESS Perming & straightening

ENVIRONMENTAL-ASPECT	Soil	Water	Air/ Odor	Sound/vibration	Raw material / additive	Waste material	Energy
Environmental-EFFECT	Soil pollution Due to liquid leakage	Pollution Surface water Discharge / discharge water	Air pollution/ Odor nuisance	Nuisance for the surroundings	Unnecessary waste 1-Water (lots of water needed) 2-Products including permanent liquid, neutralization liquid or fixation liquid, conditioner. 3-Use sustainable products: wick wadding, permanent point papers, glove 4-Reuse: Plastic capes, rollers 5-Other method	Environmental damage By not separating waste: - Color, capes - Permanent product waste - Gloves - Wick wool - Permanent point papers	Energy waste Use of water and energy
Consideration of environmental aspect OPPORTUNITY 1= impossible 2= nil thinkable 3=thinkable 4=very possible 5= extremely likely EFFECT 1= no effect 2= nil 3=minor 4=effect 5=great effect Ox&E =	2	4	3	1	4	5	5
	5	5	2	1	5	5	5
	10	20	10	1	20	25	25
Ox&E ?, Yes: - Examples - Control measure in practice	Do not spill: Use drip trays and screw caps closed	Use of sustainable and environmentally friendly perms with a dosage limit (it not happening at school yet!)	Use ventilationsystem		1-No wasted water, correct water dosage 2-Correct dosage of permanent liquid, neutralizing liquid or fixing liquid, conditioner 3-Use sustainable products. Avoid toxic/chemical in permanent means. Use environmentally friendly wick wool, permanent point papers, glove. 4-Reuse water, reuse materials like plastic capes rollers. Reuse packaging bottles (recycling system, deposit system)	Separating waste or reuse: Better separation by placing trash cans for plastic (gloves), cardboard/paper, residual waste (cotton pads), tubes, trays), Aluminium foil Reuse tubes/bottles	-No need to leave equipment on standby. -It is much more economical to remove the plug from the socket. -Use energy-efficient resources (see investment) (Clijm&E)
	(no ammonia, no sulfates, no keratine!)						

<p>OxEx ? , Yes: Examples Control measure at management level</p>	<p>Correct purchasing: to use products that are environmentally friendly</p> <p>Right investment: Possibility of two different drains or collection (and drains contaminated water)</p>	<p>Correct purchasing: -Purchase products without chemicals</p> <p>Right investment: -Extraction system plus filter or extraction at workplace. -Use of ventilation and vacuum systems</p> <p>Equipment: hood and air purification system (in case of poorly ventilated environment)</p>		<p>Correct purchasing: 2-Correct dosage 3-Purchase of sustainable materials (without chemicals, toxic/chemical) permanent resources -Alternatives to the use of wick wool, permanent point papers, glove towels, -Biodegradable or sustainable supplies and tools 4-Reuse 5-</p> <p>Right investment: 1-No wasted water -AquaReturn. Don't waste water it is heated. -Wash at a mild temperature flow meter. -Thermostat tap (water saving taps) together with low pressure - Suction of the rinse water</p> <p>2-Controlling a product dispenser</p>	<p>Properly separate waste: - More purchasing trash cans - Collaborate with processors for proper waste separation</p>	<p>Correct purchasing: Buy products that do not require heating equipment.</p> <p>Right investment: -Shampoo station (warm water)</p> <p>Purchase energy-efficient resources: -AquaReturn. Don't waste energy it is heated. -Wash at a mild temperature flow meter. -Thermostat tap (water saving taps) together with low pressure - Hot water boiler at the sink</p> <p>Energy-efficient consumption of heating appliances: - Heat equipment (heat hood like Gijmazog)</p>
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Attachment 1F Process Nailcare

Attachment 8: Versie 14-02-2022

PROCESS Nailcare

Environmental-ASPECT	Soil	Water	Air/Odor	Sound/vibration	Raw material/additive	Waste material	Energy
Environmental-EFFECT	Soil pollution Due to leakage of liquid, acetone/glue	Pollution Surface water Discharge / discharge water	Air pollution/ Odor, nuisance Acetone and fine dust	Nuisance for the surroundings	Unnecessary waste 1- Consume glue 2- Products including nails 3- Sustainable products 4- Reuse 5- Method	Environmental damage: - By not separating waste - Mouth caps - Nails - Towels	Waste of Energy (Use of energy)
Consideration of environmental aspect OPPORTUNITY 1= impossible 2= nil thinkable 3= thinkable 4= very possible 5= extremely likely	3	1	3	1	4	5	5
EFFECT 1= no effect 2= nil 3= minor 4= effect 5= great effect	5	1	4	1	5	5	3
OxEx ? Yes: - Examples - Control measure in practice	15 Do not spill: Use drip trays and screw caps closed Use acetone free, use pump system.	1	12 Spot ventilation/ Spot air-extraction	1	20 Effective use of the products to reduce leftovers Reuse of packaging.	25 Properly separate waste: - Dirty packaging (nail polish, cotton pads, acrylic...), plastic and cardboard - Nails	15 - No need to leave equipment on standby - It is much more economical to remove the plug from the socket - Use energy-efficient resources (see investment)

<p>OxEx ? Yes: Examples Control measure at management level</p>	<p>Invest in systems to prevent leakage.</p>	<p>Correct purchasing: -Purchase products without chemicals</p> <p>Right investment: Extraction system plus filter or extraction at the workplace. -Use of ventilation and vacuum systems -Equipment: hood and air purification system (in case of poorly ventilated environment)</p>		<p>Correct purchasing: -No Toxic Substances: acetone, acrylic, gel, nail polish, nail polish remover and other chemicals -Foil and sustainable alternatives -Durable towels instead of disposable materials, such as wipes -Biodegradable or durable supplies and tools (nail files, bowls...)</p>	<p>Properly separate waste: -Purchasing more trash cans -Collaborate with processors for proper waste separation</p>	<p>Right investment: - Purchase energy-efficient resources</p>
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Attachment 1G Process GENERAL - BUILDING - HOUSEHOLD - FURNITURE

Attachment 9: Versie 14-02-2022

GENERAL - BUILDING - HOUSEHOLD - FURNITURE

Environmental ASPECT	Soil	Water	Airt/Odor	Sound/vibration	Raw material / additive	Waste material	Energy	External safety
Management / control measure	<p>Awareness</p> <p>Instruction per process</p> <p>Right investment: separation of dirty and clear water.</p> <p>Placement of a water softener to reduce calcification.</p>	<p>Awareness</p> <p>Instruction per process</p> <p>Right investment: system</p>	<p>Awareness</p> <p>Instruction per process</p> <p>Right investment: -Natural purifying plants</p> <p>-air purifying</p>	<p>Awareness</p> <p>Instruction per process</p> <p>Right investment: Low decibels machine</p>	<p>Awareness</p> <p>Right investment: -Natural purifying plants. -air purifying</p> <p>Correct purchase/investment: -Use water-saving washing machine -Microfibre towels</p> <p>Purchase environmentally friendly cleaning products</p> <p>Durable /wash towels and capes</p> <p>Choose digital communication instead of print communication</p> <p>Environmentally friendly cleaning products</p> <p>Ergonomic aids, made of durable materials</p> <p>Have good stock management</p> <p>Certified, organic and reliable/safe suppliers</p> <p>Ecological furniture, certified wood, recycled, etc.interior decoration/ reuse furniture</p> <p>Provide customers with drinks in glass to reduce waste from disposable cups</p> <p>Salon refill program</p> <p>Refill system/ Deposit bottle for sales customers</p> <p>Return packaging bottles to supplier</p>	<p>Awareness: Knowledge of the products used (differences between chemical and natural) to make green and sustainable choices</p> <p>Properly separate waste:</p> <p>New extension contract Waste processor</p> <p>Know-how of processing techniques to make green and sustainable choices</p>	<p>LEGISLATION EMIL</p> <p>Correct purchase/investment: - Energy-efficient washing machine - Working with local dealers - Install programmable thermostat - Carpooling</p> <p>- Use Fairtrade products for coffee and tea and customer service, social media and management software</p> <p>- Lower temperature in salon</p> <p>- Durable air conditioning and lighting LED</p> <p>- Solar panels (heating/cooling), using solar energy to heat the water</p> <p>- Natural lighting, large mirrors, large windows, light reflecting paintings</p> <p>- A+++ appliances. Wash cold.</p> <p>- Equipment: ICT devices (energy consumption, problems with electric and magnetic fields)</p> <p>- To place central heating boilers directly in the vicinity of the washing units</p> <p>- By replacing old towels with microfibre cloths, which are more absorbent, less energy is wasted on drying time</p> <p>Transparency and verifiable environmental impact</p>	<p>External safety by the emergency response organization.</p> <p>IMAGO: Marketing management , strategy, Promotion</p>

Attachment 2: Audit form: Practice audit ISO 14001

See separate PDF form

Attachment 3: Audit form: System audit ISO 14001

See separate PDF form

Execution of this practice audit:

Data control		
Name Internal reviewer(= internal auditor)		Initials:
Spoke to (= auditee)		Initials:
Others:		Initials:

SUMMARY:

1. PROCESS Shampooing & Haircare	Achieved audit result:
Major	
Minor	
Observation	
2. PROCESS Cutting-Shaving (including Barbering)	Achieved audit result:
Ma	
Mi	
OBS	
3. PROCESS (de)Colouring (including laboratory-to mix colors, etc)	Achieved audit result:
Ma	
Mi	
OBS	
4. PROCESS Styling	Achieved audit result:
Ma	
Mi	
OBS	
5. PROCESS Perming & straightening	Achieved audit result:
Mi	
Mi	
OBS	
6. PROCESS Nailcare	Achieved audit result:
Ma	
Mi	
OBS	
7. General - Building - Household – Furniture	Achieved audit result:
Ma	
Mi	
OBS	

1. PROCESS SHAMPOOING & HAIRCARE

Ref nr.	Rating point	Rating			
		Agree	OBS	Mi	Ma
ENVIRONMENTAL ASPECT: SOIL					
Soil pollution, Due to liquid leakage					
A.	Do not spill: Use drip trays and screw caps closed. And clean up.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Invest in using pompsystem.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: WATER					
Pollution Surface water; By discharge / drain water with shampoo					
A.	Do not spill: Use drip trays and screw caps closed Use of sustainable and environmentally friendly shampoo (without PCB Microplastic in products) of dose limit (→ doesn't happen at school yet!)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: Water pollution: knowing the differences between rinse shampoos. Purchase sustainable products.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Right investment: Possibility of two different drains or collection (and drains contaminated water) Hydraloop: closed water system. Reuse contaminated water for example toilets.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: AIR/ ODOR					
Air pollution/ Odor nuisance					
A.	Using Ventilationsystem	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Investment in ventilationsystem. Correct purchasing: no perfumed shampoo and cosmetics.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: SOUND/ vibration, nuisance for the surroundings					
A.	<i>Not relevant</i>				
ENVIRONMENTAL ASPECT: RAW material / additive					
Unnecessary waste due to:					
1-water 2 products including shampoo 3-use sustainable products 4-reuse 5-other method?					
A1.	No wasted water, correct water dosage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A2.	Correct dosage of shampoo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A3.	Use sustainable products.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ref nr.	Rating point	Rating			
		Agree	OBS	Mi	Ma
A4.	Reuse water. Reuse packaging shampoo bottles, towels, caps (recycling system, deposit system)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A5.	Non-rinse treatments/avoid hair dryer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: - Biodegradable cosmetics - Purchasing sustainable shampoos, conditioners and other chemicals for hair hygiene - Sustainable packaging	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C1.	Right investment: - No wasted water - AquaReturn. Don't waste water it is heated. - Wash at a mild temperature flow meter. - Thermostat tap (water saving taps) together with low pressure - Suction of the rinse water - ecohands: pressure reduces the time of using water.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C2.	Right investment: arranging a product dispenser	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C1.	Right investment: duable towels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: Waste					
Environmental damage, By not separating waste (Shampoo bottle, Glove, towels and caps)					
A.	Waste separation or reuse: better separation by placing trash cans for plastic-paper-reuse-residual waste	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Properly separate waste: - More purchasing trash cans - Collaborating with processors for proper waste separation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: ENERGY					
Waste of energy; By washing and drying, Water temperature, consumption and power					
A.	- No need to leave equipment on standby - It is much more economical to remove the plug from the socket. - close the tap in just in time. - adjust the temperature of the water.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Right investment: Purchase energy-efficient resources: - AquaReturn. Don't waste energy it is heated. - Wash at a mild temperature flow meter. - Thermostat tap (water saving taps) together with low pressure - Hot water boiler at the sink	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total of the number of registered Agree, OBS, Mi and Ma:		-	0	0	0

2. PROCESS CUTTING-SHAVING (INCLUSIEF BARBERING)

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
ENVIRONMENTAL ASPECT: SOIL					
Soil pollution, Due to liquid leakage					
A.	Not relevant				
ENVIRONMENTAL ASPECT: WATER					
Pollution Surface water					
A.	Using a technique to remove soap in the shaving process without using water.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: AIR/ ODOR					
Air pollution/ Odor nuisance					
A.	Not relevant				
ENVIRONMENTAL ASPECT: SOUND/ vibration; nuisance for the surroundings					
A.	Not relevant				
ENVIRONMENTAL ASPECT: RAW material / additive					
Unnecessary waste due to: 1-water 2 products including hoods, gloves, neckband, pre-save, after-save, shaving foam, aluminum blades 3-use sustainable products 4-reuse 5-other method?					
A1.	No wasted water, correct water dosage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A2.	Correct dosage of product	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A3.	Use sustainable products.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A4.	Reuse hooded coats	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A5.	Cut on dry hair (ladies), no water use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: Biodegradable cosmetics/purchasing sustainable products; hoods, gloves, neckband, pre-save, after-save, shaving cream, aluminum blades	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: Waste					
Environmental damage, by not separating waste: - Hair (Hair tray) - Blades (Aluminium / iron tray) - Gloves (Plastic container) - Neckband (Paper tray)					
A.	Waste separation or reuse: better separation by placing trash cans for reuse hair / hair/ aluminium/iron/ plastic paper –residual waste	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
B.	Properly separate waste hair: Hair donation: - Wig function - Fertilizer feature: https://www.wired.com/2008/12/hairmats/ - Cleanup feature: https://www.thehindu.com/news/national/kerala/kau-develops-fertilizer-from-human-hair/article19562001 . (Oil Leaks) https://www.theguardian.com/environment/2021/may/29/hair-waste-from-salons-recycled-to-mop-up-oil-spills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: ENERGY					
Waste of energy; (Shaving) appliance/ hair clipper					
A.	- No need to leave equipment on standby - It is much more economical to remove the plug from the socket.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: Energy efficient clipper/shaver	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total of the number of registered Agree, OBS, Mi and Ma:		-	0	0	0

3 PROCESS (de)colouring (including laboratory-to mix colors, etc)

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
ENVIRONMENTAL ASPECT: SOIL					
Soil pollution, Due to liquid leakage					
A.	Do not spill: Use drip trays and screw caps closed. And clean up. Use underlay to absorb spilled products.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Invest in using pompsystem.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: WATER					
Pollution Surface water; By discharge / drain water with dyes					
A.	Use of sustainable and environmentally friendly dyes with dose limit (doesn't happen at school yet!) (no ammonia, no sulfates!)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: to use products that are environmentally friendly (no ammonia, no sulfates)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Right investment: Possibility of two different drains or collection (and drains contaminated water).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: AIR/ ODOR					
Air pollution/ Odor nuisance by ammonia, persulfate					
A.	Avoid ammonia, persulfate Activity on site with extraction (ventilationsystem)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: - purchase products without chemicals (no ammonia)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Right investment: -Extraction system plus filter or extraction at workplace. -Use of ventilation and vacuum systems -Equipment: extractor hood and air purification system (in case of poorly ventilated environment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: SOUND/ vibration, nuisance for the surroundings					
A.	<i>Not relevant</i>				
ENVIRONMENTAL ASPECT: RAW material / additive					
Unnecessary waste due to:					
1-water 2-products including foil mask color capes paint trays paint tubes 3-use sustainable products 4-reuse 5-other method?					
A1.	No wasted water, correct water dosage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A2.	Correct dosage of dye.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A3.	Use sustainable products. Avoid toxic/chemical dyes/paint/bleach. Environmentally friendly aluminium/foil.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A4.	Reuse water, reuse materials such as brushes, paint trays. Reuse packaging bottles (recycling system, deposit system)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
A5.	Using a machine to mix colors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B1.	Correct purchasing: Correct dosage when preparing the dye mixture (color+H2O2), use scales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B2.	Correct purchasing: Purchasing sustainable paint (without chemicals)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B3.	Correct purchasing: Alternatives to using aluminum foil, such as environmentally friendly aluminum or a washable and reusable foil. Biodegradable or sustainable color capes, towels. Biodegradable or durable supplies and tools (bowls, stirrers, combs, paint trays).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B4.	Correct purchasing: Knowledge of treatments after application (during the rinsing procedure)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C1.	Right investment: No wasted water: -AquaReturn. Don't waste water it is heated. -Wash at a mild temperature flow meter. -Thermostat tap (water saving taps) together with low pressure -Suction of the rinse water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C2.	Right investment: arranging a product dispenser	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C1.	Right investment: Mixing machine/ precision balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: Waste					
Environmental damage, By not separating waste (foil, mask, color capes, paint trays, paint tubes, gloves)					
A.	Separating waste or reuse: Better separation by placing trash cans for plastic (gloves), cardboard/paper, residual waste (cotton pads), contaminated material (dye/color tubes, trays, aluminium foil) Reuse tubes/vials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Properly separate waste: -Purchasing more trash cans -Collaborate with processors for proper waste separation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: ENERGY					
Waste of energy; By washing and drying, Water temperature, consumption and power (More water than Shampoo process!)					
A.	-No need to leave equipment on standby. -It is much more economical to remove the plug from the socket. - Use energy-efficient resources (see investment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Right investment: -Shampoo station (warm water) -Use a scale instead of a measuring cup, use a solar-powered scale or use a scale with rechargeable batteries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Purchase energy-efficient resources: -AquaReturn/ hydraloop. Don't waste energy it is heated. -Wash at a mild temperature flow meter. -Thermostat tap (water saving taps) together with low pressure - Hot water boiler at the sink	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total of the number of registered Agree, OBS, Mi and Ma:		-	0	0	0

4. PROCESS styling

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
ENVIRONMENTAL ASPECT: SOIL					
Soil pollution, Due to liquid leakage					
A.	<i>Not relevant</i>				
ENVIRONMENTAL ASPECT: WATER					
Pollution Surface water; By discharge / drain water with dyes					
A.	<i>Not relevant</i>				
ENVIRONMENTAL ASPECT: AIR/ ODOR					
Air pollution/ Odor nuisance					
A.	No use spray with gas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: spray without gas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: SOUND/ vibration, nuisance for the surroundings					
A.	<i>Not relevant</i>				
ENVIRONMENTAL ASPECT: RAW material / additive					
Unnecessary waste due to: 1-water 2-products: hair straightening treatment and lacquer 3-use sustainable products 4-reuse 5-other method?					
A1.	<i>Water: Not relevant</i>				
A2.	Correct dosage of straightening and lacquer: Use vials with pump nozzle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A3.	Use sustainable products (no PCB chemicals).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A4.	Reuse packaging bottles (recycling system, deposit system)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A5.	Other method: Not relevant				
B1.	Correct purchasing: - Biodegradable or sustainable supplies and tools (brushes, combs with fsc label) - alternatives to chemicals, mousse, hairspray, gel wax. - Animal test free products	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: Waste					
Environmental damage, By not separating waste (hairspray, hair straightening treatment)					
A.	Separating waste or reuse: Better separation by placing trash cans for contaminated packaging of hairspray	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
B.	Properly separate waste: -More purchasing trash cans - collaborating with processors for proper waste separation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: ENERGY					
Waste of energy; Energy consumption by hair dryer, hood dryer, Glimazon, Carmen roller set					
A.	-Het is niet nodig om apparatuur op stand-by te laten staan. -Het is veel zuiniger om stekker uit het stopcontact te zetten.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Right investment: Energy efficient curlers (Carmen set), hair dryers, Hair dryer, hair dryer, Glimazon, irons, other styling tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total of the number of registered Agree, OBS, Mi and Ma:		-	0	0	0

5. PROCESS Perming & straightening

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
ENVIRONMENTAL ASPECT: SOIL					
Soil pollution, Due to liquid leakage					
A.	Do not spill: Use drip trays and screw caps closed. And clean up. Use underlay to absorb spilled products.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: WATER					
Pollution Surface water; Discharge / discharge water					
A.	Use of sustainable and environmentally friendly perms with a dosage limit (not happening at school yet!) (no ammonia, no sulfates, no keratine!)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: -Purchase products without chemicals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Right investment: -Extraction system plus filter or extraction at workplace. -Use of ventilation and vacuum systems -Equipment: hood and air purification system (in case of poorly ventilated environment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: AIR/ ODOR					
Air pollution/ Odor nuisance					
A.	Use ventilationsystem	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: - purchase products without chemicals (no ammonia)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Right investment: -Extraction system plus filter or extraction at workplace. -Use of ventilation and vacuum systems -Equipment: extractor hood and air purification system (in case of poorly ventilated environment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: SOUND/ vibration, nuisance for the surroundings					
A.	<i>Not relevant</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: RAW material / additive					
Unnecessary waste due to:					
1-water (lots of water needed) 2-products including permanent liquid, neutralization liquid or fixation liquid, conditioner. 3-use sustainable products: wick wadding, permanent point papers, glove 4-reuse: Plastic capes, rollers 5-other method?					
A1.	No wasted water, correct water dosage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A2.	Products: Correct dosage of permanent liquid, neutralizing liquid or fixing liquid, conditioner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A3.	Use sustainable products: Avoid toxic/chemical in permanent means. Use environmentally friendly wick wool, permanent point papers, glove.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A4.	Reuse water, reuse materials like plastic capes rollers. Reuse packaging bottles (recycling system, deposit system)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
A5.	Other method: <i>Not relevant</i>				
B1.	Correct purchasing: Correct dosage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B2.	Correct purchasing: - Purchase of sustainable materials (without chemicals, toxic/chemical) permanent resources - Alternatives to the use of wick wool, permanent point papers, glove - Biodegradable or sustainable capes, towels, - Biodegradable or sustainable supplies and tools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B3.	Correct purchasing: Reuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C1.	Right investment: No wasted water: -AquaReturn. Don't waste water it is heated. -Wash at a mild temperature flow meter. -Thermostat tap (water saving taps) together with low pressure -Suction of the rinse water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C2.	Right investment: Controlling a product dispenser	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: Waste					
Environmental damage, By not separating waste (Color, capes, Permanent product waste, Gloves, Wick wool, Permanent point papers)					
A.	Separating waste or reuse: Better separation by placing trash cans for plastic (gloves), cardboard/paper, residual waste (cotton pads), contaminated (paint tubes, trays), Aluminium foil Reuse tubes/bottles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Properly separate waste: - More purchasing trash cans - Collaborate with processors for proper waste separation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: ENERGY					
Waste of energy; Use of water and energy					
A.	- No need to leave equipment on standby. - It is much more economical to remove the plug from the socket. -Use energy-efficient resources (see investment) (Climazon)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: Buy products that do not require heating equipment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C1.	Right investment: -Shampoo station (warm water)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C2.	Right investment: Purchase energy-efficient resources: -AquaReturn. Don't waste energy it is heated. -Wash at a mild temperature flow meter. -Thermostat tap (water saving taps) together with low pressure - Hot water boiler at the sink	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C3.	Right investment: Energy-efficient consumption of heating appliances: - Heat equipment (heat hood like Climazon)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total of the number of registered Agree, OBS, Mi and Ma:		-	0	0	0

6. PROCESS Nailcare


Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
ENVIRONMENTAL ASPECT: SOIL					
Soil pollution, Due to liquid leakage of liquid, acetone/glue					
A.	Do not spill: Use drip trays and screw caps closed. And clean up. Use underlay to absorb spilled products. Use acetone free, use pump system.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Invest in systems to prevent leakage.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: WATER					
Pollution Surface water; Discharge / discharge water					
A.	<i>Not relevant</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: AIR/ ODOR					
Air pollution/ Odor nuisance: Acetone and fine dust					
A.	Spot ventilation/ Spot air extraction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: - purchase products without chemicals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Right investment: -Extraction system plus filter or extraction at the workplace. -Use of ventilation and vacuum systems -Equipment: hood and air purification system (in case of poorly ventilated environment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: SOUND/ vibration, nuisance for the surroundings					
A.	<i>Not relevant</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: RAW material / additive					
Unnecessary waste due to:					
1-Consume glue 2-products including nails 3-use sustainable products 4-reuse 5-other method?					
A.	Effective use of the products to reduce leftovers. Reuse of packaging.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchasing: -No Toxic Substances: acetone, acrylic, gel, nail polish, nail polish remover and other chemicals -Foils and sustainable alternatives -Durable towels instead of disposable materials, such as wipes -Biodegradable or durable supplies and tools (nail files, bowls...)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: Waste					
Environmental damage, By not separating waste (Mouth caps, Nails, Towels)					
A.	Properly separate waste: - Dirty packaging (nail polish, cotton pads, acrylic..), plastic and cardboard. -Nails	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ref- nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
B.	Properly separate waste: -Purchasing more trash cans -Collaborate with processors for proper waste separation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: ENERGY					
Waste of energy; Use of energy					
A.	- No need to leave equipment on standby. - It is much more economical to remove the plug from the socket. -Use energy-efficient resources (see investment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Right investment: -Purchase energy-efficient resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total of the number of registered Agree, OBS, Mi and Ma:		-	0	0	0

7. GENERAL - BUILDING - HOUSEHOLD – FURNITURE

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
ENVIRONMENTAL ASPECT: SOIL					
Soil pollution,					
A.	Awareness: Instruction per process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: WATER					
Pollution Surface water; Discharge / discharge water					
A.	Awareness: Instruction per process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Right investment: -Hydroloop system separation of dirty and clear water. -Placement of a water softener to reduce calcification	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: AIR/ ODOR					
Air pollution/ Odor nuisance					
A.	Awareness: Instruction per process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Right investment: -Natural purifying plants -air purifying	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: SOUND/ vibration, nuisance for the surroundings					
A.	Awareness Instruction per process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Right investment: Low decibels machine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: RAW material / additive					
Unnecessary waste					
A.	Awareness, right investment: -Natural purifying plants. -air purifying	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Correct purchase/investment: -Use water-saving washing machine -Microfibre towels -Purchase environmentally friendly cleaning products -Durable /wash towels and capes -Choose digital communication instead of print communication -Environmentally friendly cleaning products -Ergonomic aids, made of durable materials -Have good stock management -Certified, organic and reliable/safe suppliers -Ecological furniture, certified wood, recycled, etc.interior decoration/ reuse furniture. -Provide customers with drinks in glass to reduce waste from disposable cups -Salon refill program -Refill system/ Deposit bottle for sales customers -Return packaging bottles to supplier	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: Waste					

Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
Environmental damage, By not separating waste					
A.	Awareness: Knowledge of the products used (differences between chemical and natural) to make green and sustainable choices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	Properly separate waste: New extension contract Waste processor Know-how of processing techniques to make green and sustainable choices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENVIRONMENTAL ASPECT: ENERGY					
Waste of energy; Use of energy					
A.	Correct purchase/investment: <ul style="list-style-type: none"> - Energy-efficient washing machine - Working with local dealers - Install programmable thermostat - Carpooling - Use Fairtrade products for coffee and tea - Digitalization: apps to manage appointments and customer service, social media and management software <ul style="list-style-type: none"> - Lower temperature in salon - Durable air conditioning and lighting LED - Solar panels (heating/cooling), using solar energy to heat the water - Natural lighting, large mirrors, large windows, light reflecting paintings - A+++ appliances. Wash cold. - Equipment: ICT devices (energy consumption, problems with electric and magnetic fields) - To place central heating boilers directly in the vicinity of the washing units) - By replacing old towels with microfibre cloths, which are more absorbent, less energy is wasted on drying time Transparency and verifiable environmental impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EXTERNAL LEGISLATION					
A.	Take care of waste accounting. Yes we can prove that we keep accompanying receipts of waste, for at least 5 years.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	We can prove that we ensure that our waste via an accredited / registered waste processor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.	Duty: hairdressers are responsible for purchasing 'sustainably', and do not purchase prohibited products: Yes we can prove that we only purchasing from recognized registered suppliers!	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EXTERNAL SAFETY					
A.	External safety by the emergency response organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.	IMAGO: Marketing management, strategy. Promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Total of the number of registered Agree, OBS, Mi and Ma:		-	0	0	0

	Company	
Versie: 1.0 13-10-2022	Audit form: practice audit ISO 14001	

CHAPTER 10: IMPROVEMENT

Execution of this system audit:

Date controle		
Name internal reviewer (= interne auditor)		Initials:
Sproke to (= auditee)		Initials:
Others:		Initials:
		Initials:

Achieved audit result	
Major	
Minor	
OBS	

Note that it is important that identified points for improvement are included in our company's improvement plan.

Final conclusion

CHAPTER 4: CONTEXT OF THE ORGANIZATION

HLS Ref-nr.	Ratingpoint		Rating			
			Agree	OBS	Mi	Ma
4.1		Understanding the organization and its context				
		The company can show that it knows which important points influence the control of the environmental	■	□	□	□

CHAPTER 10: IMPROVEMENT

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
	management/organization/environment. In other words, what are the business risks?				
4.2	Understanding the needs and expectations of stakeholders				
	Which stakeholders are important and which requirements affect your organization? (What requirements do you have to take into account?)	■	□	□	□
4.3	The scope of the management system				
	It is clear what the scope of the organization is	■	□	□	□
4.4	Management system				
	It is clear what the scope of the organization is The company has demonstrably implemented the standards in the organization and ensures that it is kept up to date and continuous improvement	□	□	■	□

HOOFDSTUK 5: LEADERSHIP

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
5.1	Leadership and Engagement				
	The management is involved and has demonstrably responsibility for the environmental care system	■	□	□	□
5.2	Policy				
	The company has an up-to-date and written environmental care policy	□	■	□	□
5.3	Roles, responsibilities and authorities within the organization				
	The company has recorded and assigned all relevant environmental tasks to a specific employee and the employees are aware of this.	□	■	□	□

CHAPTER 10: IMPROVEMENT

Chapter 6: PLANNING

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
6.1	Actions to address risks and opportunities				
	It is clear which environmental risks have the greatest negative environmental impact for the organization.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	It is clear which applicable legislation/regulations the company must comply with.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.2	Objectives and the planning to achieve them				
	The company provides insight into what it wants to achieve by formulating objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	The company uses an action plan, in which action points related to the maintenance of the environmental management system are recorded and maintained.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CHAPTER 7: SUPPORT

HLS Ref-nr.	Ratingpoint	rating			
		Agree	OBS	Mi	Ma
7.1	Means				
	The company provides the right means to achieve goals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.2	Competences				
	The company provides the skilled staff to achieve goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.3	Awareness				
	Awareness about improving environmental impact is present among employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.4	Communication				
	There is sufficient communication about environmental improvement	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.5	Documented information				

CHAPTER 10: IMPROVEMENT

HLS Ref-nr.	Ratingpoint	rating			
		Agree	OBS	Mi	Ma
	Information about agreements and other information regarding improvement of environmental impact for the organization is recorded in an archive and is up-to-date.	■	□	□	□

CHAPTER 8: IMPLEMENTATION

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
8.1	Operational planning and control				
	The company has insight into the environmental risks controlled by the processes to prevent further negative environmental impact, by using the results of the practical audit (see also standard 9.2)	□	■	□	□
8.2	Be prepared and respond to emergencies				
	The company has an up-to-date emergency response plan/ Business emergency plan. The functioning of the emergency response organization is periodically tested during the holding of an evacuation exercise in which environmental emergencies are also part of the exercise program.	□	□	□	□

CHAPTER 9: PERFORMANCE EVALUATION

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
9.1	Monitoring, measuring, analysing and evaluating				
	Environmental registrations (such as electricity consumption, gas consumption, water consumption, waste units, etc.) are regularly analysed and evaluated.	■	□	□	□
	The organization complies with the applicable laws and regulations. (see also standard 6.1)	■	□	□	□
9.2	Internal audit				
	An internal audit is conducted using practice audit document and system audit document.	■	□	□	□
9.3	Management assessment				

CHAPTER 10: IMPROVEMENT

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
	A management review is carried out annually: The management of the company makes a report on the performance of the past year to compare with previous years. New insights are recorded as an improvement plan / goals for the coming year.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HLS Ref-nr.	Ratingpoint	Rating			
		Agree	OBS	Mi	Ma
10.1	General				
	Structural attention is paid to the performance of the company through environmental goals. In the most important processes, the environmental impact has been determined and is monitored. (see standard 9.1)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.2	Deviations and corrective actions				
	When the company recognizes and acknowledges undesirable effects (decrease in sustainability level, etc.), action is taken to prevent, reduce or correct the undesirable effects..	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.3	Continuous improvement				
	The company is aware of continuous improvement (PDCA cycle). We mainly work on continuous improvement through objectives, action points and improvement projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>