

Standard practical environmental care for the Hair and Beauty sector

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Introduction

In particular, smaller companies often find the step to a certifiable environmental care system too big in the first instance. This workbook has been drawn up especially for these companies with which practical environmental care in the company can be improved step-by-step.

This practical environmental care system is being developed in the context of a European collaborative project called: Future skills for a better life in Sustainable Salons. This project is subsidized by the Erasmus+ program of the EU: grant no 2020-1-NL01-KA202-06451.

The participating organizations want an environmentally friendly and safe working environment for all workers and students in the hairdressing industry and at the schools. This is why this environmental care system has been established and can be introduced 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 working. Objective: Preventing, limiting or solving environmental risks.

Good information and involvement of the employees is the basis for this.

1 Introduction in the environment

1.1 Environment and environmental care

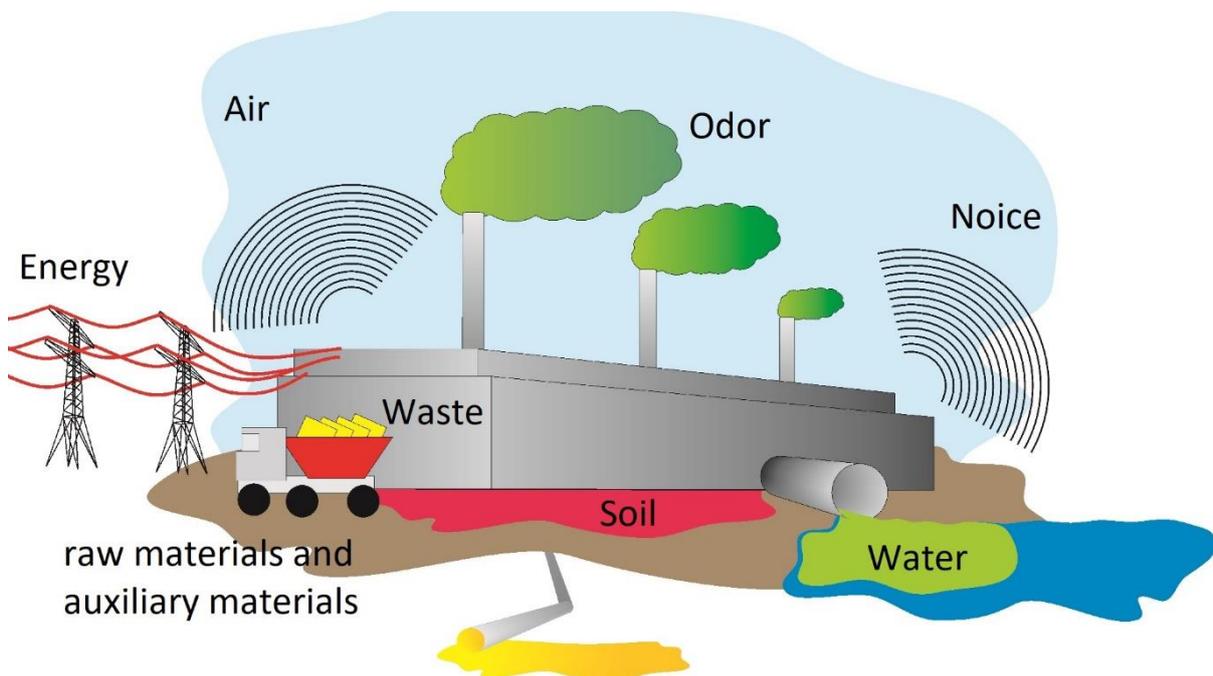
There has been a growing awareness in every industry/sector that environmental impact must be taken into account when achieving business objectives. This means that the environment must be burdened as little as possible when carrying out business activities.

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 environment in which someone or something lives. Usually, environment refers to the natural, ecological living environment (sometimes referred to as 'living environment'). In other words, the environment is the part of our physical environment (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 environment 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?

Care for the environment should not only be a concern of companies, it is also households, so all of us who should do our part and get started as soon as possible to work together to care for our environment. Environmental care therefore means determining and executing actions to reduce environmental emissions, to use fewer or other less harmful raw materials and/or to change or replace processes to save the environment. Today, our living conditions are often in the news. This is due to the ever increasing demand for raw materials and energy, which has led to global warming. We can still consider ourselves fortunate that people still have a sufficient 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) or - of a much more recent nature - 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 in Paris (2015) and Glasgow (2021).

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 topics that we as consumers but also an important issue in the hair and beauty sector is

that we have to deal with a lot 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/organization is increasing. That is why it is referred to as the "waste mountain". The majority of this waste is currently deposited in landfill sites. This concerns 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 dumping waste, it can also be burned in special incinerators. However, this is much more expensive than landfill and can also cause additional pollution of the environment.

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 re-use and recycling. By separating the total waste volume into several waste streams (e.g. g and garden waste, plastic waste or paper) can be re-used or recycled. Even better is to think circularly!



Reduce: reducing the amount you throw away.

Reuse: do not throw away products and materials, but re-use them. Sustainable purchasing.

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

Lansink's ladder, a waste hierarchy



The ladder van Lansink. Back in 1979, the Dutch politician Ad Lansink, proposed one of the first waste hierarchies. Busy with waste management he noted down the various ways to process waste. He ordered them in a way such that the best possible option was at the top. For example separation at the source is better than separation at a later stage. The various waste treatments are ranked from the most environmentally friendly to the most environmentally harmful.

- Prevention: The generation of waste is prevented or limited.
- Reuse: Useful application through product reuse. After use, the product is reused as such.
- Recycling: Useful application through material reuse. Materials are reused after using the product.
- Energy: Useful application as fuel. (other way of generating energy).
- Incineration: Waste is removed by incineration according to legal guidelines.
- Landfill: Waste is (usually controlled) landfilled.

A turnaround in our thinking on dealing with waste has to take place: from linear economy, via linear with recycling, to circular thinking (see also 1.3)!

1.3 Circular thinking

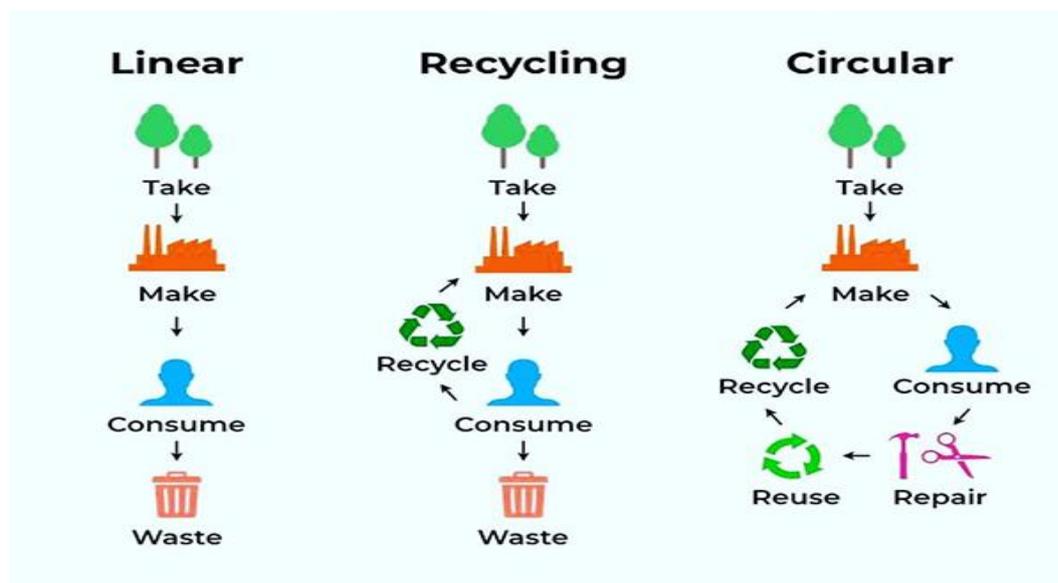
A lot is said about the circular economy. A circular economy is an economic system in which we keep the value of raw materials and products as high as possible for as long as possible, in which we achieve healthy financial results and we are sustainable.

The linear economy

Before we look at the circular economy, let's first look at the linear economy. This is the current economic system. In this economy (natural) raw materials are converted into products that are sold, used and then thrown away. Popularly said: "Take, Make, Waste". In other words, products go in a straight line (linear) from raw material to waste. And waste ends up in the garbage heap or in the incinerator. We can't do anything with that anymore, because the value has been definitively lost.

The circular economy

What makes the circular economy different? In the circular economy we try to bend the straight line from raw material to waste. We work on an endless cycle from raw material to 'waste' to raw material etc. Where real waste does not exist and is always a raw material for a new product.



1.4 Carbon Footprint

What is carbon footprint? A carbon footprint is a simple way to express that impact. The “size” of your carbon footprint depends on multiple factors. The primary one is the amount of greenhouse gas emissions released into the atmosphere by a given activity.

People, products and entire 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 heavier the strain on the environment.

Test about your own footprint:

Awareness of the impact of your own footprint: Test WWF: <https://voetafdruktest.wwf.nl/>

To halt climate breakdown 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 — forests, grasslands, mangroves and tidal marshes, which stash away large quantities of carbon.

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

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

Every time a company makes a statement about reducing or offsetting their carbon emissions, it is a good idea to check what types of emissions they are talking about. There are three scopes of emissions and each company can define the scopes they choose 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?

Emissions of Scope 1 and 2 are relatively easy to calculate as they are under the company's control. For the same reason, it is easier to manage and reduce them. Therefore, a lot of companies that make statements on carbon neutrality or carbon footprint reduction take into account those emissions that are under their control. Moreover, in many countries, Scope 1 and 2 are mandatory to report, whereas Scope 3 is voluntary.

CO₂ footprint of an organization (scope 1-2 only) can be calculated through CO₂ Calculator: <https://www.klimaatplein.com/gratis-co2-calculator/>

1.5 ISO standard environment

ISO 14001 environmental standard is a set of international requirements that an organization can use to improve its environmental performance. This International Standard is intended for use by an organization seeking to systematically manage its environmental responsibilities, 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 cycle or the **Plan Do Check Act** cycle is a powerful, proven improvement method. With this you can step by step improve your work, performance and organization and raise it to a higher level with regard to the environment.

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 from the previous step. PDCA embraces small, incremental changes. During the Do phase of the PDCA cycle, implement the project plan on a small scale to ensure it works.

Check

During the check phase, results gathered from the do phase are evaluated. Data is compared to the expected outcomes to see many similarities and differences. More likely than not, you will identify things to improve on during the Do phase. After all, it isn't called continuous improvement for nothing! The Check phase is critical to finding these small things before they get too big and problematic.

Act

This phase is where a process is improved. Records from the "do" and "check" phases help identify issues with the process. These issues may include problems, opportunities for improvement, inefficiencies, and other issues that result in outcomes that are evidently less-than-optimal. Risk is re-evaluated. 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 environmental 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 created another work process: **General-building-household-furniture.**

2.2 Description work processes

2.2.1 Shampoo/hair care

Hair care is very important! With proper care, hair remains shiny and well-groomed. The right hair care is not only better for your hair, but also better for yourself! We feel better with beautiful, well-groomed hair. Because we all want beautiful, radiant hair!

With long hair, it is advisable to comb or brush the hair before washing. This way, loose hair and annoying knots and/or tangles are removed. Hot water is not good for hair, it dries hair, especially the ends of long hair suffer. Cold water does not clean the hair as well because grease dissolves better in warm water. The best temperature is therefore (lukewarm) warm water. If it is very oily or full of styling products, you may need to wash the hair twice. Otherwise, once is enough.

Do not use too much shampoo, this is really not necessary. Most shampoos are very concentrated so you only need to use a small amount for good results. With economical use you save shampoo, water and therefore the environment and money.

Then wash the hair by making light massaging movements on the scalp. Do this with your fingertips so you don't damage the scalp.

It is important to rinse the hair well, leftover shampoo can make the hair greasy or dull. The scalp can also become irritated, for example itching.

With damaged, dry or coloured hair, it is best to use a conditioner after washing. A conditioner keeps the hair in good condition. Most conditioners take a few minutes to soak in before rinsing out. Again, the hair must be rinsed carefully because otherwise it can become dull or greasy.

Drying the hair should also be done carefully. Rubbing a towel through the hair can tangle, tangle and even break hair. Just dab it, then wrap it in a special hair towel to absorb the excess water.

Shampoo and conditioner

Shampoo and conditioner are the basis of well-groomed hair. Because radiant and healthy hair starts

with the right care! But which shampoo can you use best for your hair? Every hair has a different structure, so every hair care is different. And for every hair type, comes a different shampoo. Also with every shampoo, there is a matching conditioner. The conditioner makes your hair look healthier! Cream rinse ensures that, regardless of your hair type, you will not suffer from dry and frizzy hair.

Hair mask

Hair masks ensure that hair receives the necessary nutrition from within. This way the hair will look radiant and healthy! Even if you suffer from split ends, dry and damaged hair or a lot of hair loss, you can use a hair mask!

What do the various products do with the hair?

Usually the following applies:

- The hair bridges are repaired
- The moisture content in the hair is balanced
- The hair becomes easier to comb
- The hair gets a beautiful shine
- The hair is strengthened
- Fluffy and static hair is a thing of the past.

Materials used: washing unit, hairdryers and accessories, towels.

2.2.2 Cutting-shaving (incl. barbering)

You don't just need good scissors to cut hair. There is much more to it. You can read below what other cutting supplies there are, what they are used for and whether you really need them.

What do you need to cut hair?

Cutting hair naturally starts with hairdressing scissors. Here you have various options, such as left or right-handed scissors. A distinction is also made between cutting scissors and thinning scissors. Scissors allow you to cut the 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 the cutting supplies, but hair combs and hair brushes are really indispensable while cutting. Before the hair is cut, all knots must be brushed out of the hair. A hair comb is used in various techniques to guide the hair in a straight path and to carry out checks.
- Hoods: These are not only used during haircuts in the salon. They can also be used during painting or styling. A cape protects the clothing and the person against loose hair during cutting.
- Neck brushes: When you use clippers or you cut 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 tuck between the customer's neck and the cape. This prevents the small and fine hairs from slipping between the cape and getting into the customer'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 certain strands or sections of hair. They are widely used in salon cutting and dyeing. The clamps are also called butterfly clamps.
- Water sprays: If the hair is too dry during cutting, you can moisten the hair with a water spray. This makes cutting easier and the hair does not necessarily have to be washed before

cutting.

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

Coloring

Coloring hair is a collective term for the different ways with which you can give hair a different color. You can think of permanent hair dye, semi-permanent hair rinse, bleaching, etc. Within these categories there are different suppliers with their brands and lines, each with their own characteristics and properties. By choosing the right way and type that suits your hair, you get the optimal color result.

All products have their own characteristics and properties. Hair dye is a permanent color with which you can dye the hair both lighter and darker. In some cases you have to bleach the hair before you can put a lighter dye on it. You use peroxide together with the paint or bleaching powder to achieve the right result. A hair rinse is a semi-permanent coloring and therefore washable. The advantage of this is that there will be little or no outgrowth. Most re-growth treatments and color mousses are also washable.

Decoloring

If the hair that already has hair coloring needs to be lightened or if the natural hair needs to be colored more than a few shades lighter, a decolorizing agent is used. A bleaching is a pre-treatment that prepares the hair for the color that the customer actually wants. It is therefore customary to use a coloring hair product after using a decolorizing agent.

Laboratory to mix products

The product preparation area (laboratory) is used for mixing and preparing products. This space is dependent on the basic health and safety legislation. But there are environmental aspects to consider.

The product preparation area must comply with:

- Walls on at least 3 sides. The walls are at least 175cm high. If targeted extraction is used in the product preparation area, the walls may be lower than 175 cm
- Partitions on both sides of the workspace are deeper than the depth of the worktop
- Work surfaces and walls are flat and smooth and made of easily cleanable and non-porous material
- Easily accessible washbasin with running water, which is only used for work in the product preparation area, where also hands can be cleaned, dried and cared for
- Prohibition of storage, preparation and consumption of food and drinks and prohibition of smoking in the product preparation area.

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

A haircut is initially created by cutting the hair with scissors. Then the hair can be shaped (style) with the help of gel, temporarily curled with water waves or a curling iron, curled permanently with chemicals or put up in a bun or a roller. Frizzy hair can be smoothed with chemicals (straighten). The existing hair can also be supplemented with a hairpiece or braided hair extensions. A wig can be chosen for partial or complete baldness.

Many different products are used to style the hair: clay, hair cream, hair gel, hair spray, hair mousse, hair paste, pomade, volume powder, hair tonic and hair wax 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

A perm in the hair is a trend that is making a comeback. The technique is used to set curls in the hair for a long time. In contrast to the use of a curling iron and adhesive rollers, where the hair remains in the curl for up to two days, these curls remain beautiful for up to half a year.

What is a perm?

A perm is one of the chemical treatments. Just like hair dye. Because the hair is treated with perm liquid while it is wrapped around wrappers, the hair retains its shape around the wraps. This creates curls in the hair. Setting up a permanent requires the necessary knowledge, expertise and experience. The chemical process can seriously damage the hair if not done properly and recovery is often very difficult, sometimes even impossible.

What is needed to put on a perm?

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 permanent fluid is ammonium thioglycolate and opens the hair cuticles. This allows the perm liquid to penetrate deep into the hair. When it is deep enough, the liquid breaks the sulfur bonds in the hair. This removes the structure of the hair. The perm liquid has to work into the hair for a while. Then this substance is washed out of the hair, while the roller remains in the hair. Then the neutralizing liquid is applied. This contains hydrogen peroxide. This substance ensures that

the sulfur bonds that were previously broken are restored. Because the hairs are still around the wraps, the hairs take the shape of the wraps and this is how the curls are created. Breaking and repairing the disulfide bridges in the hair is an intense process.

2.2.6 Nailcare

Manicure is taking care of the nails and hands. During a manicure treatment at a nail stylist, the nails are filed to length and shape with a fine file. This file should not be too coarse in order to damage the natural nails. The skins of the cuticles are removed and the cuticles are cared for. Usually a nice color is applied to the nails by means of nail polish or a gel polish. Finishing a manicure treatment is done by a delicious hand lotion and cuticle oil.

Acrylic nails and gel nails

These acrylic or gel artificial nails can be applied with or without extension of your own nails and in all imaginable colors.

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 appearance. Gel nails are a bit thinner and more flexible, giving them a more natural look than acrylic nails. They are also slightly softer and more flexible, making them less likely to break. In addition, gel nails have a glossy surface and putting gel nails has a less pungent smell. The viscous substance of gel nails also adheres very well to the nail surface, so that they stay in place better than other artificial nails.

With acrylic nails, your nails will first be cleaned and degreased. When they are completely clean, the acrylic is applied. The gel-like ball is sculpted and finished in a beautiful shape by your nail stylist. Acrylic is made by mixing a powder (polymer) with a liquid (monomer). When the substance cures in the air or under a UV lamp, it turns into a hard surface and you have impact-resistant, sturdy 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

The management ensures that business activities in the field of the environment run as optimally as possible. Duties associated with this role are:

- Setting up and (letting) implement the environmental policy
- Conducting internal and/or external audits
- Analyzing and signaling environmental risks
- Carrying out checks
- Drawing up improvement plans.

The manager has the role of stimulator, initiator, controller and coordinator with regard to environmental issues and developments within the salon. She/he 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 the decisions regarding the investments and purchases that must be made to ensure a good environmental performance of the company. This performance is connected to the **(daily) practice** in the salon and the management aspects and system side of the environment in the salon so called **organization context**. This includes environmentally friendly equipment and products, the purchase of resources to support the implementation of environmental measures. But also leadership, making agreements with suppliers etc.

2.2.9 Laws and regulations

In this project we have researched the legislation and regulations at the 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 orientate yourself on the laws and regulations in your own country and to take any aspects into account when assessing the environmental aspects in 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 project Sustainable salon the impact of the activities in the various processes on the various environmental aspects (air, soil, noise, raw materials and auxiliary materials, odor, waste and energy) was examined for each work process. The impact is described in the appendices.

Per work process the different measures in the practical and entrepreneurial level are described.

PROCESS	PRACTICE the workplace	MANAGEMENT niveau
Shampoo & haircare	Practice	Management
Perming & straightening	Practice	Management
(de)colouring (including laboratory - to mix colors, etc.) ipv	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 different environmental aspects that we include in the assessment of the processes in the salon are: air, soil, noise, raw materials and auxiliary materials, odor, waste and energy.

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) of the environmental impact

In order to assign priorities, we have determined the importance/weight of the environmental impact of the work processes in the partner meetings of the Sustainable salon project. In the salon's practice, we assessed the determined importance/weight with the help of experts.

We have given a weight to the importance of the environmental impact per country. This by scoring per aspect on: Opportunity: 1= impossible; ; 2= nil thinkable; 3=thinkable; 4=very possible; 5=extremely likely.

And score on the Effect the environmental impact has: 1= no effect; 2= nil; 3=minor; 4=effect; 5=great effect. Then the Opportunity (probability) that the impact occurred multiplied by the Effect that the impact had on the environment was calculated (the Opportunity x Effect score) and tabulated. See the 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 you can draw from the above with regard to the environment in the salon is: sound plays no environmental impact, raw and auxiliary materials, waste and energy have a high impact and water a mediate and soil and air/oder a more low impact.

In order to assign priorities, we have determined the importance/weight of the environmental impact of the work processes in the partner meetings of the Sustainable salon project. In the salon's practice, we assessed the determined importance/weight with the help of experts

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

- Making two awareness scans on the internet
- Making the extensive scan on the internet
- Creating the internal/external audit form-practice
- Creating the internal/external audit form-system.

These materials can be used in the implementation process (working method) of 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: position determination
- 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 assess how you currently perform in the field of environmental care on the basis of various questionnaires. You determine which aspects have already been properly arranged, and which points still need improvement. This positioning is divided into two main topics:

- good housekeeping (see chapter 3.3)
- compliance with legislation and regulations (see chapter 3.4)

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

3.2 Phase 1: preparation

It is sensible to create a number of preconditions in order to be able to successfully complete the project of implementing environmental actions within a set period. You can think of the following actions:

3.2.1 Involve key figures in the project

Even in a small company, the director/manager/owner is not solely responsible for environmental care within the organisation. Depending on the size of the company, it can be useful to carry out the assignments together with one or more key figures.

The benefits include:

- division of tasks, so that all the work does not end up on one pair of shoulders
- broader basis for finding solutions, because two know more than one
- creating support, because the key figures can tell their colleagues what the project entails and why the organization is working on it during the day-to-day work

3.2.2 Inform employees

Informing your employees about environmental care early and correctly promotes the motivation to get started; the employees know what they are doing ('being aware is doing consciously'). This can be done very informally during the daily work or while chatting on Friday afternoon.

If necessary, you can give it a more official touch through a joint meeting, in the work meeting or via a newsletter.

3.3.3 Planning

It is recommended to draw up a plan (planning) to start the implementation of environmental

aspects in the school or salon. With this plan:

- can you plan your approach step by step (who/when);
- you can record the progress by crossing off the steps that have been completed. In the implementation phase you can work with the 'Environmental action plan' (see phase 3).

3.3 Phase 2: Position determination

With the preparation you have completed the first phase. In the position determination phase you will determine your starting position, in other words: how do you score without having spent any time and attention on improving? The main question what is the position towards environmental impact in my salon or school?

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 provides insight into how you perform with regard to the environment in your salon or school on the following (environmental) aspects: 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 will look deeper into the organization per work process using the Internal **Audit form Practice (see attachment 2)**. The form consists of questions per workplace in which the environmental 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 2.

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

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 pomsystem.	<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?)	■	□	□	□
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: 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	■	□	□	□

Example: part internal audit form Environmental System in the salon

3.4 Phase 3: Improving care for the environment

The previous chapters explained which environmental aspects are important for hair and beauty, and you were able to determine to what extent the salon or the salon in the school performs well in the environmental field.

This chapter explains how you can approach the identified bottlenecks in a systematic way, and how you can ensure that environmental protection remains at an adequate level in the future.

3.4.1 Make an action plan

When you have a clear picture of the shortcomings in your salon regarding the environment, you can draw up a plan for structural improvement of the environmental situation: we call this an 'Environmental action plan'.

Environment and planning

Drawing up the environmental action plan is an important tool for structurally improving environmental care. The more specifically the environmental actions are defined, the higher the success rate of full implementation of the actions to be taken.

It is best to compare the action plan with a shopping list. If you have a lot of shopping to do, it is easy to have a shopping list. Otherwise, there is a chance that you will forget to buy something, forcing you to return to the store. The environmental action plan has exactly the same purpose as the shopping list. It remains important that the environmental actions are worded as specifically as possible.

In other words: you can, for example, choose as an action that you 'will adjust the place where you mix the dyes of the colouring process', but it is much better to indicate which concrete adjustments are then necessary.

The above shows how important the information in chapter 2 and the inventory round in chapters 3 is. If you have not clearly put your shortcomings on paper, there is a good chance that you will forget environmental actions.

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.

Every company has the freedom to set up its own kind of planning. In many cases, a kind of standard environmental action plan is drawn up, but of course it is also possible to include environmental actions in the minutes of the work meetings or to integrate the actions into an annual health and safety plan.

It is wise to clearly state the following in the plan:

- Specifically defined actions. In your internal audit form marked with red or orange.
- The person responsible for the execution of a specific action. (This is not necessary if only one executor exists).
- Planned implementation deadline (the date by which you expect the action to be completed). To get a better overview of which actions you want to have carried out within which period, it might be wise to divide the actions over the:
 1. short term: relatively simple actions that can be realized within three months;
 2. medium term: actions that can be implemented within 9 months;
 3. long term: actions that are only scheduled to be implemented after 9 months.

The advantage of this tripartite division is that your action plan is divided into three clear lists.

- Realization date (actual implementation date of the action). In the context of the progress check, it

is important to indicate in your plan when a specific action has actually been carried out. The column 'realization period' has been reserved for this.

If you, as the author of the plan, do not have the authority to make concrete investments, it is wise to also include a column with concrete costs in the plan. If the plan then goes to the management for approval, the latter can use your cost forecast to estimate which budget should be reserved for improving environmental care.

If you do everything well that you are supposed to do well, you will be a happy director/manager/owner without any worries. However, in practice this rarely occurs; in every company there are points that can be improved. It is often not possible to tackle all points for improvement at the same time: your available budget in time, human capacity and financial resources always has its limitations. You will therefore have to prioritize what needs to be tackled first and what can be pushed aside. In the internal audit form marked with red or orange!

After the planning has finally been established, it is important that all interested persons are informed about the content, especially those who are named as responsible implementers in the plan. (See also Preparation)

3.4.2 Technical and legal measures

In the first instance, the improvement of the environmental performance will mainly consist of taking technical and legal measures, which have been established in the determination of the position from 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 only technical and legal measures does not guarantee a lasting environmental performance. This is partly determined by the environmental awareness and the behaviour of the people who have to work with (hazardous) auxiliary materials and waste products in daily practice. That is why it is very important that you also pay attention to the organizational aspects of environmental care.

Some examples of organizational measures are the allocation of tasks, responsibilities and authorities, and the drawing up of work instructions.

Division of tasks

As soon as everyone in the organization knows what can be expected of him or her in the field of environmental care, it is possible to start working in a structured manner on the minimization of environmental impact as a result of the performance of the business activities.

The first step in the environmental division of tasks is to make an inventory of the various

environmental tasks. It goes without saying that the smaller the company, the more often the tasks are assigned to one person. As soon as the division of tasks has been established in draft by the manager(s), it is important that the environmental tasks are discussed with the people involved, in order to guarantee acceptance and support within the organization.

If it turns out that certain staff members need additional training to be able to perform their task properly, it goes without saying that the management will take care of this.

If everyone agrees with the division of tasks, it is possible to record this in writing. You can achieve this in a simple way. You take the organizational chart and add the various environmental tasks to it. In this way you can see at a glance in a clear overview who has been given which task in the field of environmental care.

Work instructions

Work instructions are concise, simple rules that tell someone how to perform a particular activity. The instructions always relate to one specific workplace, e.g. mixing the hair dye at the mixing desk. It is best to compare work instructions with a cookbook. Work instructions for environmental care focus on proper handling of hazardous substances in the workplace with regard to the storage, use and disposal of waste.

Progress monitoring

Determine for yourself within what period you want to have completed the process.

Make a note of moments in your agenda (e.g. every 3 months) to check whether there is sufficient progress in the process.

Also set a date on which you will carry out a new internal audit (approximately 1 year after the start of your environmental project). Also note this date in your diary.

4. Continued attention to the Environmental Care System

When you pay attention to organizational aspects in addition to technical and legal aspects, you are in fact setting up an environmental management system.

What exactly is an environmental management system? It is nothing but a tool that you apply in your company, a tool that ensures that you in a structured way:

- 1) systematically manage your internal environmental care by means of mutually agreed measures (such as work instructions), and
- 2) periodically checks whether work is still being done within the company as previously agreed in mutual consultation.

An internal environmental management system is a so-called 'management tool' that an entrepreneur can use to deal with environmental care much more effectively.

The official **definition of an environmental management system** is therefore:

'A system of organisational, legal and technical aspects, integrated with other operational management, that ensures systematic control of the activities within the company'.

In the first chapter (1.5), we gave a brief overview of the ISO 14001 standard. In the overview we indicated 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 taking technical and legal measures and organizational measures in element 1 and 2, you can look at which future developments are relevant for the proper functioning and maintenance of your environmental system (3).

If you pay attention to the stakeholders in the environment of your Salon you are working in element 4. These stakeholders can be: neighbours, employees, suppliers, the bank, government (municipality, province, national and the EU) etc.

In addition, you approach the implementation and maintenance in a systematic manner, using an environmental action plan and monitor the implementation of the actions (5) and you structurally check whether the system still complies, you monitor your system(6).

So you can see that if you work 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 the workload or other circumstances, the implementation of the environmental action plan may come to a standstill. By setting a number of dates in your agenda for the evaluation of progress immediately when drawing up the action plan, you can ensure that you are regularly reminded of the action points that still need to be carried out. Go through all the action points during the evaluation. Cross off the points that have already been achieved and, if necessary, ensure that those responsible are adjusted or the deadline for the implementation of the outstanding points. Use the PDCA-circle!



4.2 Internal controls

Environmentally responsible entrepreneurship means that environmental aspects should be taken into account at all times. But there are all kinds of conceivable reasons why the attention for environmental care aspects can be relaxed: workload, illness, vacation, departure of the person who did the environment, etc. It is precisely in hectic situations that it will become apparent how (good or bad) environmental care works in practice.

Only then will it become apparent to what extent environmental care is 'between the ears' of the employees. It is all too often the case that attention to environmental and health and safety aspects quickly declines 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 perform regular checks. It is important to make visible which parts need to be given more attention in order 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
Ox E =	2	12	2	1	20	20	25
Ox E > ?, Yes: - Examples - Control measure in practice	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 - 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. <ol style="list-style-type: none"> 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: - 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, aluminum 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= every 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
OxEx > ? 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 ? ,</p> <p>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 2-products including foil mask color capes paint trays paint tubes 3-use sustainable products 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 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	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)
						aluminium foil) Reuse tubes/vials.	

<p>OxE> ?,</p> <p>Yes:</p> <p>Examples</p> <p>Control</p> <p>measure at</p> <p>management</p> <p>level</p>	<p>Correct purchasing:</p> <p>to use products that are environmentally friendly (no ammonia, no sulfates)</p> <p>Right investment:</p> <p>Possibility of two different drains or collection (and drains contaminated water)</p>	<p>Correct purchasing:</p> <ul style="list-style-type: none"> - purchase products without chemicals (no ammonia) <p>Right investment:</p> <ul style="list-style-type: none"> -Extraction system plus filter or extraction at workplace. -Use of ventilation and vacuum systems <p>Equipment:</p> <ul style="list-style-type: none"> extractor hood and air purification system (in case of poorly ventilated environment) 	<p>Correct purchasing:</p> <ul style="list-style-type: none"> 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>Right investment:</p> <ul style="list-style-type: none"> 1-No wasted water: <ul style="list-style-type: none"> -AguaReturn, Don't waste water it is heated. -Wash at a mild temperature flow meter. 2 Arranging a product dispenser 3 Mixing machine/ precision balance 	<p>Properly separate waste:</p> <ul style="list-style-type: none"> -Purchasing more trash cans -Collaborate with processors for proper waste separation 	<p>Right investment:</p> <ul style="list-style-type: none"> -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>Purchase energy-efficient resources:</p> <ul style="list-style-type: none"> -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
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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
<p>Consideration of environmental aspect</p> <p>OPPORTUNITY</p> <p>1= impossible</p> <p>2= nil thinkable</p> <p>3= thinkable</p> <p>4= very possible</p> <p>5= extremely likely</p> <p>EFFECT</p> <p>1= no effect</p> <p>2= nil</p> <p>3= minor</p> <p>4= effect</p> <p>5= great effect</p>	1	1	2	1	3	5	5
<p>Environmental-EFFECT</p>	Soil Pollution	Pollution Surface water	Air pollution/ Odor nuisance	Nuisance for the surroundings	<p>Unnecessary waste</p> <p>1-no water</p> <p>2-product: hair straightening treatment and lacquer</p> <p>3-sustainable products</p> <p>4-reuse</p> <p>5-method</p>	<p>Environmental damage</p> <p>by not separating waste hairspray, hair straightening treatment</p>	<p>Energy consumption by hair dryer, hood dryer, Glimazon, Carmen roller set</p> <p>Energie verspilling.</p>
<p>OxEx =</p> <p>OxEx > ?</p> <p>Yes:</p> <p>- Examples</p> <p>- Control measure in practice</p>	1	1	4	1	9	20	25
<p>OxEx > ? Yes:</p> <p>Examples</p> <p>Control measure at management level</p>			No use spray with gas.		<p>2-Correct dosage of straightening and lacquer: Use vials with pump nozzle</p> <p>3-Use sustainable products (no PCB chemicals).</p> <p>4-Reuse packaging bottles (recycling system, deposit system)</p> <p>Correct purchasing:</p> <ul style="list-style-type: none"> - Biodegradable or sustainable supplies and tools (brushes, combs with fsc label) - alternatives to chemicals, mousse, hairspray, gel wax. - Animal test free products. 	<p>Separating waste or reuse: Better separation by placing trash cans for contaminated packaging of hairspray</p>	<p>-Het is niet nodig om apparaatuur op stand-by te laten staan.</p> <p>-Het is veel zuiniger om stekker uit het stopcontact te zetten.</p>
			Correct purchasing: spray without gas			<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> <p>Energy efficient curlers (Carmen set), hair dryers, Hair dryer, hair dryer, Glimazon, irons, other styling tools</p>

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 O&E =	2	4	3	1	4	5	5
	5	5	2	1	5	5	5
OXE? ?, Yes: - Examples - Control measure in practice	10 Do not spill: Use drip trays and screw caps closed	20 Use of sustainable and environmentally friendly perms with a dosage limit (it not happening at school yet!)	10 Use ventilationsystem	1	20 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)	25 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	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 (Clijmacton))
	(no ammonia, no sulfates, no keratine!)						

<p>OxE> ?, 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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<p>OxE> ? 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 -Folds 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	Air/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: purification system</p> <p>-air purifying</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:</p> <ul style="list-style-type: none"> - Energy-efficient washing machine - Working with local dealers - Install programmable thermostat - Carpooling <p>- Use Fairtrade products for coffee and tea and customer service, social media and management software</p> <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 <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 pumpsystem.	<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"/>