

SUSTAINABLE DEVELOPMENT

BEST PRACTICES

FOR BEAUTY PARLORS

USE LESS ENERGY

- Hire an expert to assess your energy consumption, and learn more about alternative energy solutions.
- Install electronic thermostats and set them to drop the temperature after hours.
- Learn how to use new technology to optimize your water heater on the *Québec Energy Transition* website.
- Choose energy efficient appliances (e.g., *Energy Star*).
- Swap out your lightbulbs for more energy-efficient models, like LEDs.
- Unplug appliances when they are not being used.

MANAGE YOUR WASTE EFFICIENTLY

- Hire an expert to produce a report on the waste generated by your organization and develop a waste action plan.
- Implement the 5 Rs (rethink your needs, reduce, reuse, recycle and reclaim).
- Set up sorting areas with clear posters to promote proper materials management.
- Get *ICI on recycle +* certification.
- Properly manage your electric and electronic devices (maintain, repair and dispose of them responsibly).
- Buy and recommend packaging-free bulk products, like solid exfoliating bars and larger, refillable containers.
- Try not to give your customers packaging that is likely to end up in a garbage can or need to be recycled.

MAKE RESPONSIBLE PURCHASES

- Adopt a responsible purchasing policy.
- Educate your suppliers about reducing packaging and choosing bulk products.
- Look into making group purchases with other companies in your sector (cut costs and GHG emissions).
- Shop local, sustainable products, like recycled fibre paper, fair trade coffee, and organic textiles and cleaning products.
- Look into eco-friendly beauty products like stripless wax or ethical products that aren't tested on animals and are healthy and natural.
- Look into alternatives to disposable consumables like packaging bags, gloves, slippers and masks (if you can't use alternatives, look into solutions provided by private recycling businesses such as TerraCycle boxes).

SAVE WATER

- Install devices to reduce water flow during renovations (e.g., showers, toilets, faucets).
- Use environmentally friendly, phosphate-free cleaning products.
- Use products that contain little or no ammonia, sulphate, PABA and paraben, and that aren't tested on animals.
- Set up a rain barrel and use the rainwater collected to water plants and other landscaping elements.
- Offer customers tap water in washable glasses or their own reusable bottles.

REDUCE YOUR GREENHOUSE GAS EMISSIONS (GHG)

- Hire an expert to assess your carbon footprint and draw up a plan to cut and offset emissions.
- Install charging stations for electric vehicles.
- Encourage collective and active transportation by installing bike racks and incentivizing carpooling.

IMPROVE WORKPLACE WELLNESS, HEALTH AND SAFETY

- Make sure your facility is equipped with a high-quality airflow system and provide employees with personal protective equipment for their health.
- Keep a defibrillator and first aid kit accessible onsite.
- Have a first aider present at all times (as required by the CNESST).
- Review the ergonomics of different workstations and implement recommendations.
- Discuss your sustainable development practices with your employees or colleagues to raise awareness.
- Respect your employees' and coworkers' right to disconnect.

INCREASE CUSTOMER SATISFACTION AND COMMUNITY INVOLVEMENT

- Share your sustainable development successes.
- Ensure that physical access and services are tailored to customers with reduced mobility.
- Create a digital experience for appointments, reminders and records of services provided.
- Plan and promote environmentally friendly events.
- Sponsor sports and cultural events.
- Get involved in causes, like volunteering in shelters for people in need.
- Set up partnerships with local businesses, artists and artisans (e.g., consignment products, local artists' works).

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For more information, reach out to your local's SADC or CAE

sadc-cae.ca