

# Image Skillnet

## Sustainability Strategy and Action Framework

May 2023





#### A note of thanks.

**Image Skillnet would like to sincerely thank the** following organisations and individuals;

Skillnet Ireland and the Department of Further and Higher Education, Research, Innovation and Science. Sustainability experts Change by Degrees, the Strategy Steering group, project development team, co-creation partners and everyone who generously gave their time, expertise and support to contribute to the steering group meetings, focus groups, individual meetings and surveys which have been integral in the development of this Sustainability Strategy and all the supporting resources that will be available at [www.imageskillnet.ie](http://www.imageskillnet.ie)



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## Starting Your Sustainability Journey

The world is in a climate emergency  
... but what can **WE** do?



**Because we are in the hair and beauty industry, we have the power to make a huge difference.**

- ➔ We use large amounts of energy, water, plastic and chemicals, and we produce large amounts of waste.
- ➔ Reducing our consumption is not only better for people and the planet...it's better for our bottom line too!

Remember, becoming more sustainable is a journey, and we hope with this guide that over the next 6 months this strategy and action plan helps you with yours.

# What is a sustainable business?



A sustainable business aims to **operate in a way that meets the needs of the present without compromising the ability of future generations to meet their own needs.** The triple bottom line of sustainability is **People, Planet and Profit.**

... people, planet + profit

## Facts and Stats on the Benefits of Sustainability

### Did you know?



that **running hot water** is typically the most **energy-intensive and wasteful activity** in the salon?



Heating water takes much more energy than heating air, so any steps you take to **reduce the amount of hot water you use, reduces your carbon footprint as well as your energy and water bills.**



**200**

An average salon will wash approx. 200 towels per week



**10,186**

hair + beauty salons in Ireland  
(CSO, 2020)



**2 million**

litres of water each week on towel washing alone

On top of this, an average washing load of synthetic and polyester blend fabrics can release up to **700,000 individual microplastics** and **50 litres of chemically contaminated water** into our rivers and oceans.



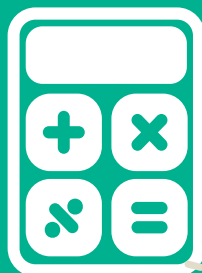


## LED lighting can reduce your carbon footprint and energy bill instantly.

For example, a building with a range of 400 traditional light fittings, will typically take about 35 tons of CO<sub>2</sub> out of the atmosphere each year by switching to LED lighting alone.

Find out how much money you can save by switching to LED. By using the bulb you currently use, you can calculate the potential savings and offers of an energy-efficient LED alternative.

### Philips LED Savings Calculator



Check out the waste checklist in this resource pack to see [how you can reduce your impact through recycling](#).

### Switching incandescent bulbs to LEDs



#### 100 watt incandescent bulb

Save up to €13 per bulb per year  
(based on 1,100-lumen bulb running for 562 hrs per year)



#### 75 watt incandescent bulb

Save up to €8 per bulb per year  
(Based on an 825-lumen bulb running for 503.5 hrs per year)



#### 60 watt incandescent bulb

Save up to €6 per bulb per year  
(Based on an 660-lumen running for 445 hrs per year)



#### 40 watt incandescent bulb

Save up to €4 per bulb per year  
(Based on an 440-lumen bulb running for 394 hrs per year)



Producing plastic products from recycled plastics reduces energy requirements by **66%**, and recycling just...

**1 tonne of plastics SAVES 1,000–2,000 gallons of petroleum.**

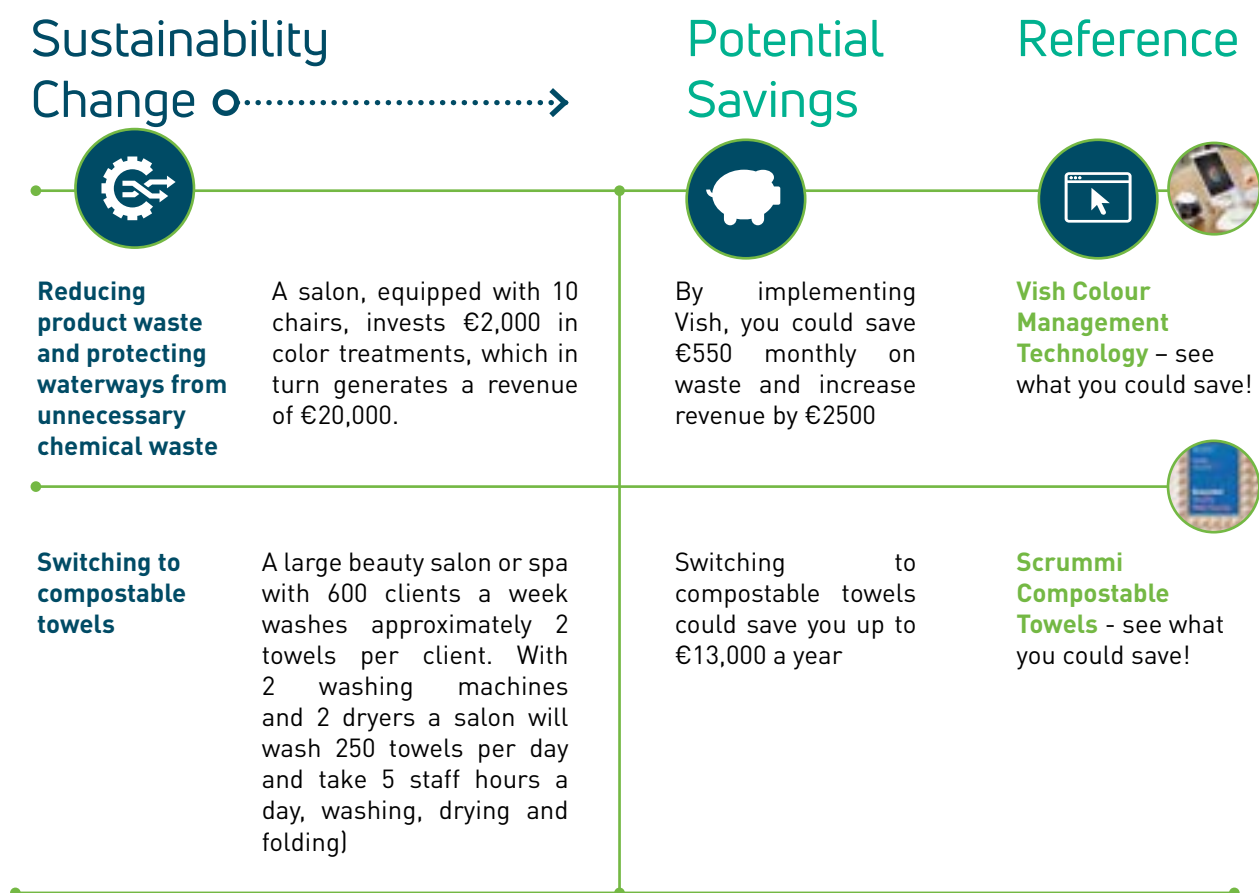
Recycling this plastic and giving it another use keeps it out of our environment where it takes up to 500 years to decompose.

Effective recycling in salons could reduce your landfill waste by





# Saving Money with Sustainability

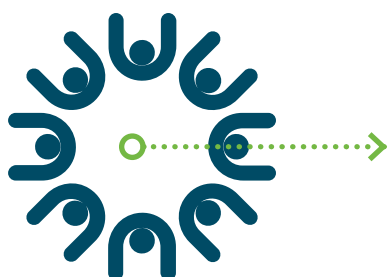
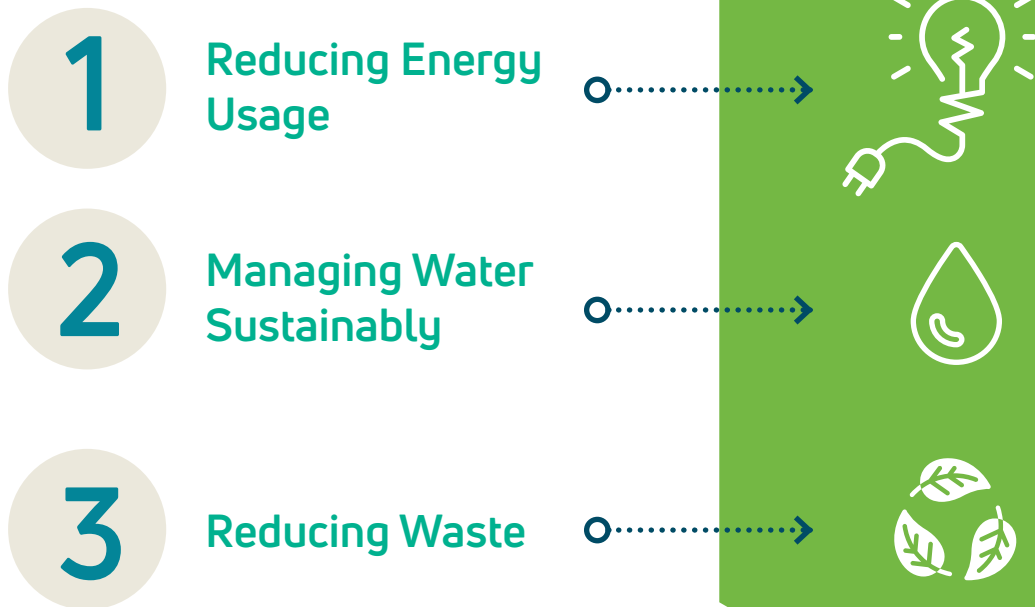




## Let's Get Strategic

We believe that the hair and beauty industry not only has the power to contribute with more sustainable choices across water, energy and waste, but to **also use their influential voice to positively impact employees and customers too.**

Our sustainability strategy is based on the following **Three Pillars**:



However, to achieve our sustainability goals, we need the support and buy-in of our people. That's why this strategy is underpinned by the necessity of;

...Building a Community of Sustainability Advocates.

# Sustainability ACTION CHECKLISTS



Over the next few pages, we will share some quick-win checklists and some more advanced actions you can take on your sustainability journey.

## Start by Engaging your Team

Sustainability starts with people. Engaging employees in sustainability gives them a sense of belonging, drive, passion and purpose. As a first step, try these actions in your staff room to encourage sustainability with your team.

Actions for your team	Target Date	We do it already	Let's Start
Set up a Sustainability Team or Sustainability Champions and give them ownership to track drive change <a href="#">Note: See our Guide for 'Setting a Sustainability Team' section</a>	Start Now		
Include sustainability as a standing item on team meetings (and include measurable sustainability targets)	Start Now		
Choose a sustainability action of the month and work as a team to achieve it <a href="#">Note: Try meat free Monday/ Clothes Swap / Reduce the amount of fast fashion</a>	Start Now		
Create competitions around certain sustainable themes and recognise and reward winners and effort	1-3 Months		
Start a knowledge sharing WhatsApp group or social media group with colleagues and peers to share interesting sustainability techniques, products and information relevant to the hair and beauty sector	1-3 Months		
Sign up as a team to a volunteering event <a href="#">Note: For example, take part in Tidy Towns, create a biodiversity garden in your community, school, or local long-term care facility</a>	1-3 Months		
Invest in some indoor plants, they clean the air where you work and help reduce stress <a href="#">Note: Invest in some indoor plants. They will clean the air where you work and help reduce stress</a>	1-3 Months		
Measure the success of employee actions and provide feedback. Communicate sustainability achievements with employee stories through social media	4-6 Months		
Introduce sustainably sourced uniforms			
Ban plastic bottles and lunch containers in the staff room			
Organise or participate in a sustainability webinar or upskilling course to learn more as a team. Check out the events and supports offered by Image Skillnet	4-6 Months		
Encourage staff to lift share, cycle or use public transport	4-6 Months		
Allow employees to start a garden, vegetable patch or biodiversity project if you have space that is unused on your premises	4-6 Months		

# Accelerate your Journey with Quick Wins

Now that you've engaged your team here are some quick wins; easy things you can do now to make your business more sustainable. Most of them don't cost much money, if anything, and many will start to help you save money straight away.



1

## Reducing Energy Usage

The total cost of electricity bills in the hair and beauty industry has gone up 94% in just 3 years\*. These actions can help be more sustainable and reduce your bills:

1. **Switch off electronic equipment and tools** when not in use (e.g., hairdryers or wax pots), especially when you are closed.
2. **Install LED lights** (they consume up to 90% less electricity than regular light bulbs and have longer lifespans)
3. **Turn down your thermostat by 1°C.** This will make a big difference to the amount of energy you use plus you could cut down your heating bills by as much as 10%.

2



## Managing Water Sustainably

Water is expensive, especially hot water, so everything you can do to reduce using it is important to the environment and your bottom line:

1. **Wash client's hair, towels and gowns at lower temperatures** where possible. Washing hair at a lower temperature is better for client's hair condition too!
2. Remember to **turn off the tap**; don't leave it running while applying shampoo in the shampoo basin, or at any other time.
3. When you use the **washing machine, fill it to capacity as per manufactures guidelines.** Resist temptation to give towels and other materials a luxury private wash experience!

3



## Reducing Waste

The race is on to reduce the amount of waste the hair and beauty industry produces. By cutting down on waste we can make both our clients and the planet more beautiful:

1. **Ban as many single use plastic items** from the workplace as possible including drinks bottles, cups and bags and applicators. Offer filtered tap water served in glasses and encourage clients to bring their own reusable bags.
2. **Place recycling, compost & rubbish bins** in all areas where waste is being generated. Attach a guide to each bin to show what goes (and what does not go) in each.
3. **Measure your waste weekly and set targets.** Ask your bin provider for your waste data or count your weekly bin bags to manage and reduce what you are throwing away.

\*Source: British Beauty Council Comparison 2019-2022

# Reducing Energy Usage Checklist



Here are some things you can do now to reduce your energy usage and your carbon emissions. You can start from the top and work through all the actions, or you can dip in and out, keeping a record of what you've done.

Action	Target Date	We do it already	Let's Start
Only use equipment and tools when in use <i>Note: Consider the best times to turn on your equipment (e.g. hot wax pots and spas should avoid turning on experiences until they are needed). Write an opening-up and closing checklist for your business</i>	Start Now		
Run washing with a full load, at 30 degrees & at night where possible	Start Now		
Purchase electrical equipment and white goods which have top A-ratings	Start Now		
Have your electrical equipment PAT tested each year	Start Now		
Install LED lights	1-3 Months		
Install automatic light controls in less used areas	1-3 Months		
Research sustainable suppliers <i>Note: Use 'Key Questions to Ask your Suppliers' found in the Guides Section</i>	1-3 Months		
Insulate salon walls, floors & windows to reduce energy loss	4-6 Months		
Change to a renewable energy supplier <i>Note: Before your current contract expires, shop around to save money and ask each supplier how much of their green tariff comes directly from renewable sources</i>	When Possible		



# Managing Water Sustainably Checklist



Here are some things you can do now to reduce your water usage and make your business more sustainable. You can start from the top and work through all the actions, or you can dip in and out, keeping a record of what you've done.

Actions	Target Date	We do it already	Let's Start
Only turn on the taps when they are needed	Start Now		
Reduce the water running time for each client when possible	Start Now		
Measure colour correctly to avoid excess polluting the waterways	Start Now		
Dispose of colour sustainably with a specialist e.g. Green Salon Collective	1-3 Months		
Use eco-friendly, natural based cleaning & laundry products	1-3 Months		
Install a water meter and watch out for high usage which could indicate a leak	4-6 Months		
Install dual flushing on toilets	4-6 Months		
Explore options for rainwater harvesting	4-6 Months		
Use eco-friendly shower heads	4-6 Months		
Insulate your water pipes (hot to reduce heat loss)	4-6 Months		

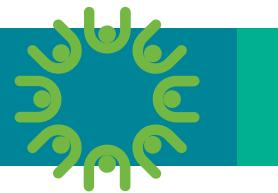
## Reducing Waste Checklist





Here are some things you can do now to reduce your energy usage and your carbon emissions. You can start from the top and work through all the actions, or you can dip in and out, keeping a record of what you've done.

Actions	Target Date	We do it already	Let's Start
Review packaging and explore compostable and reusable options	Start Now		
Use materials that are recycled, recyclable & compostable wherever possible (Bin bags, tea bags, gloves, gowns etc)	Start Now		
Favour second hand, upcycled furniture or furniture made from recycled materials	Start Now		
Avoid single use items: cups, sweet treats, retail bags, etc	Start Now		
Label your bins clearly and encourage colleagues to recycle waste correctly <b>Note:</b> You can download bin labels at <a href="https://mywaste.ie">mywaste.ie</a>	Start Now		
Produce all promotional & advertising material on FSC or recycled materials	1-3 Months		
Install a water dispenser for refillable bottles	1-3 Months		
Ask suppliers to remove plastic packaging, reduce/switch to multi-use containers such as re-usable crates, and provide refillable and buy-back options	1-3 Months		
Check with your waste management company on how plastic and other recyclables are processed after they have been picked up	1-3 Months		
Provide food waste bins and engage everyone so that zero food waste goes in the general waste bin	1-3 Months		
Go paperless wherever possible by taking advantage of digital alternatives <b>Note:</b> For example, QR codes, e-billing, digi-magazines, Colour Virtual Try-on	4-6 Months		
Provide your team with sustainable and ethically sourced uniforms, avoid fast fashion as much as possible	4-6 Months		
Ensure you measure all treatment products correctly to avoid wastage of products	Start Now		

## Social and Community Action



Have you completed all the previous checklists? Why not look at these advanced actions you can take to improve the sustainability of your business within your salon?

Actions	Target Date	We do it already	Let's Start
Is your coffee and tea fair trade? Look for certifications like the FSC, Rainforest Alliance and Fairtrade to make sure you are buying products that are sourced responsibly  	Start Now		
Avoid palm oil which is found in processed foods and causes deforestation	Start Now		
Where possible, ensure employees are paid a living wage	Start Now		
Consider how you can support employees with their health and wellbeing – Employee Assistance Programmes	Start Now		
If you have an employee pension scheme, check with the provider that it doesn't include any investments in fossil fuels	Start Now		
Inform clients about all the actions the salon and staff are taking to help the planet	1-3 Months		
Speak to representatives in the community about sustainability and how you can work together to achieve common goals	6 months		

## Individual Actions



If you are feeling inspired about sustainability action at work, why not see how sustainable you can be at home?

Actions at Home	We do it already	Let's Start
Switch your electricity to a clean energy provider and consider sustainability grants from providers like SEAL to retrofit your home		
Turn your thermostat down by one degree and save 10% on your heating bill		
Repair your clothes and shoes rather than replacing them		
Switch the fast fashion haul for some vintage or secondhand pieces		
Swap your face wipes for a face cloth you can wash and reuse		
Keep your lunch and leftovers in reusable containers and take them with you when getting lunch out to reduce plastic		
Contact your waste disposal provider for a brown bin for food waste or try a garden composter		
Get walking – avoid the car for short trips and increase your daily steps		
The next time you need batteries, try re-chargeable ones		
Boil only the water you need for a cup when making tea or coffee		
Dry your clothes outdoors on a washing line and use your tumble dryer as little as possible		
Use a reusable water bottle and coffee cup		
Bring your sustainability know-how to your wider community and encourage groups to create sustainable actions (e.g., GAA Club, Parents Association, Book Club, Tri Club)		
Ask your financial advisor about ethical and green pensions and loans		

# Building a Community of Sustainability Advocates



Everyone has a role to play in protecting our environment and ensuring it flourishes for future generations. No action is too small, and no idea should go unexplored. Individual action leading to collective action drives positive change and makes resilient communities and sectors.



## Educate Your Clients

The hair and beauty sector can be a powerful force for environmental change. Unlike other businesses, you have a unique opportunity to educate customers about sustainability. Clients look to you for expertise. You can guide them through their options, giving them the opportunity to make sustainable hair and beauty choices.

While some sustainability goes unseen, like air quality or energy efficiency, you can **show clients your sustainability efforts** through clear communications in your salon or online.

➔ **Action:** Celebrate your sustainability wins! Add your sustainability efforts to your website/social media accounts. Put QR codes and visual aids in your salon for clients to scan and read about your sustainability journey. Prompt clients to ask questions about products and methods you advertise. And most importantly, ensure your employees are trained and confident to answer any questions your clients may ask.

By **opting for products that go the extra mile to guarantee they are made with the earth in mind**, you don't have to second-guess your sustainable choices.

➔ **Action:** Reassure your clients with verified sustainability. Display logos of your B Corp suppliers, waste management company Green Salon Collective, supplier collaborations like L'Oréal's Hairstylists for the Future Programme or Davines' Sustainable Salon Programme, and your reducing emissions efforts through Race to Zero or carbon verifications.

➔ **Action:** Get feedback from your clients, share a survey with them to understand what changes they would like to see made.



## Upskill Your Employees

Have you completed all the previous checklists? Why not look at these **advanced actions you can take to improve the sustainability of your business** within your salon?



Wherever your business lies in the path to becoming sustainable, employee engagement and training is a must.

**Employee education is the way to make effective headway in sustainability** because it provides the factual knowledge to make informed decisions as well as cultivating behavioural change

➞ **Action:** Add sustainability training into your new employee onboarding plan and into your regular upskilling programme. Start with actions that will make the biggest positive impact to your business (e.g. energy reduction) and gradually expand their skillset over time. Include sustainability policies and practices in your employee handbook.

If you can, **include regular practical demonstrations to help them embed the practices into their everyday routine.**

**Recap:** Go back to the employee checklist. Have you completed these actions? If so, ask your employees what sustainability initiatives they would like to get involved with. Ask them are they confident in their knowledge on products or sustainability practices in the salon. Give them the tools to make sustainable behaviour changes.

## Set up a Sustainability Team

By including your employees in the sustainability efforts of the business, you have a real opportunity to encourage positive change. Your sustainability agenda won't only be driven from the top but also from the bottom up, helping you to reach your ambitious targets and goals.

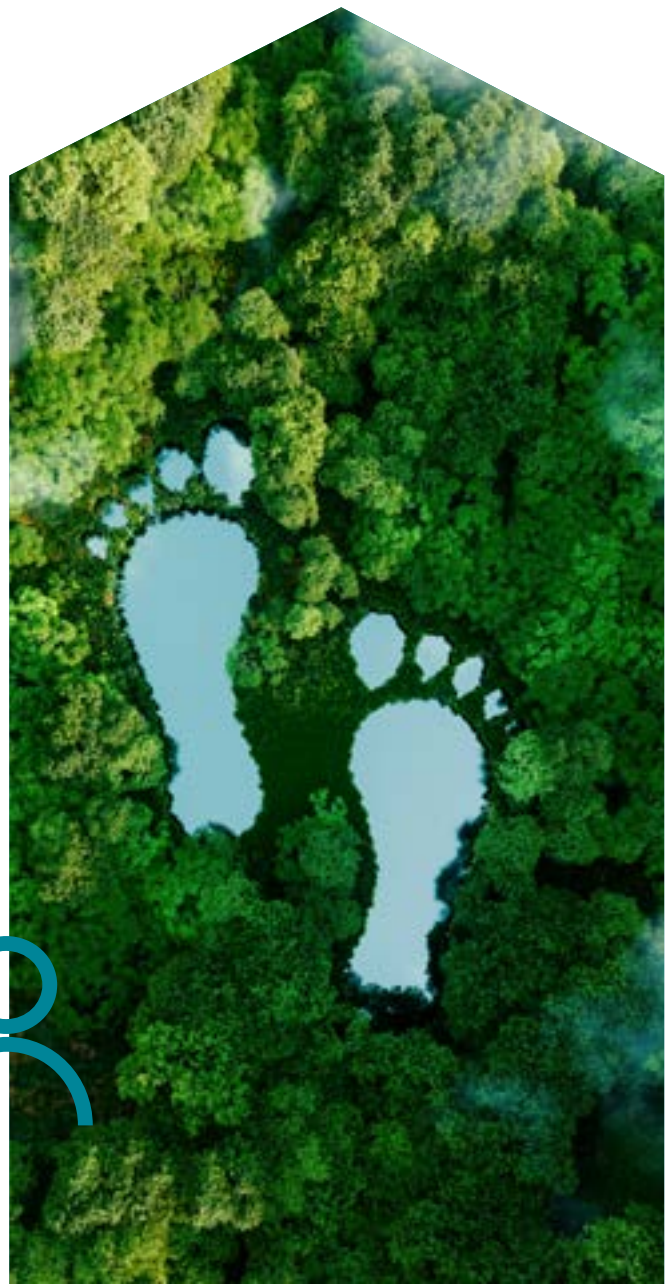
Establishing a sustainability team in your organisation helps to encourage and drive sustainability in your business. Empower the team to create change by asking them to develop an action plan, set targets and review progress over time.



## TOP 10 STEPS

...to follow in setting up your Sustainability Team

1. **Identify colleagues** who are interested in sustainability
2. **Set goals** for the team to work towards
3. **Decide when** and how your team meets
4. **Encourage the team** to be creative and take ownership with their initiatives
5. **Make it fun**
6. Set up a notice board or posters in the staff room or canteen to **help create awareness** of the team and their actions
7. **Communicate** your activities and events with clients through social media or posters in the front of house.
8. **Establish a network** with others in the industry
9. **Reward** your Sustainability Team for their contribution and efforts to encourage and support positive behaviour change
10. Ask them to **report** on a quarterly basis on progress against set goals



# RESOURCE

## Pack



Use the following guides to build your skillsets, use resources and influence peers to benefit both people and the environment we operate in.



# A Guide to Recycling & Bins

Putting the right waste in the recycling bin is important as disposing of waste incorrectly will contaminate recyclables. Use this guide and the waste and recycling labels to understand what bin to use and what items are recyclable. Please speak to your bin provider to understand which items they cannot dispose of and what items need to be disposed of at a recycling centre (civic amenity site).



**You can recycle the following items;**

1. Paper & Cardboard,
2. Aluminium Tins, Cans & Foils
3. All Hard and Soft Plastic

**Important:** All items must be clean, dry and loose. Remember that some products, may be made up of multiple types of waste. You must separate these components. For example, a plastic soap bottle can be recycled once clean and dry, however, the pump is not recyclable and must be disposed of through general waste.



**MyWaste.ie** is a great resource if you are unsure of any waste labels or recyclable items. Visit their website for lots of helpful tips and information.

➔ **Action:** Download your bin labels from **MyWaste**.

## Waste and Recycling Labels



### Glass Recycling

You will see this symbol on glass containers. You can recycle the glass bottle or jar. Rinse the item and dispose of them at your local bottle bank, or through your waste provider, remembering to separate colours.



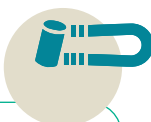
### Green Dot

This is a European trademark which means that suppliers and producers have donated to the recycling of packaging in Europe. It does not necessarily mean that the packaging is recyclable, has been recycled or will be recycled.



### Aluminium Recycling

This symbol means that the product is made from recyclable aluminium. You can place aluminium cans, trays and clean foil in your recycling



### Steel Recycling

Product is made of steel and can be recycled in your recycle bin with other steel food cans and lids. It must be clean, dry and loose.



### Paper Recycling

This symbol means that the paper packaging can be recycled.



## Waste and Recycling Labels



### Mobius Loop

This symbol indicates that a product's packaging can be recycled. The symbol sometimes includes a percentage in the middle to explain that x% of the packaging is recycled.



### Sustainable Wood, Paper or Card

The Forestry Stewardship Council symbol indicates that the wood, paper or card is sustainably sourced, from well-managed forests, independently certified in line with FSC rules.



### Tidyman

This symbol asks you not to litter.



### Non-Household Waste

This symbol appears on electrical items. These items must be recycled in line with local environmental regulation and you can dispose of electrical items at WEEE points and many electrical retail premises, nationwide.



### Seedling Logo

This symbol means that the paper packaging can be recycled



Putting compostable waste in the compost or brown bin is an easy way we can make good use of our waste.

## A Guide to Composting

It can be tricky to figure out what exactly goes in the compost bin - sometimes there is a worry that it might smell or attract flies. Putting compostable waste in the compost or brown bin, is an easy way we can make good use of our waste. We're sharing information with you to demystify composting – you won't look back!

➡ **Action:** Ask your bin provider if they can supply you with a compost bin.

### Within a salon, you can compost;

- Human hair
- Compostable food and product packaging
- Compostable towels / gowns – check out the brands Scrummi & Easydry
- Coffee grinds and tea bags
- Waste food
- Paper wrappers from a sandwich that might have some food or sauces on it
- Used natural products like seaweed or sugar and oil scrubs



**Important Tip:** Look for the compost symbol – biodegradable items cannot go in your brown bin. Below, we have explained the difference between the terms; compostable and biodegradable.

## Compostable Versus Biodegradable

People often confuse biodegradable items with compostable items. It is important to understand the difference so you can dispose of your waste properly.



### BIODEGRADABLE

Items which break down and decompose in the environment. Certain biodegradable products can take several years to break down and can sometimes leave toxic waste behind. This term is not an official disposal recommendation.

Items simply listed as biodegradable cannot be placed in your compost container

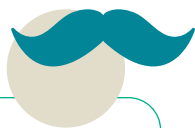


### COMPOSTABLE

Materials that have been certified to break down completely into non-toxic components (water, carbon dioxide, and biomass) that will not harm the environment, given the right conditions. The breakdown process usually takes about 90 days. This is an official disposal recommendation.

Dispose of this item in your brown or compost bin

# Salon Waste and Where to Dispose of it



## Human Hair

Human hair can be disposed of by composting. Hair can also be donated to create wigs, and to help clean up the ocean from oil spills and pollution.



## Aluminium Foils, Cans and Tubes

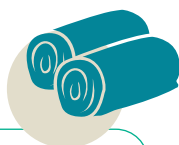
A major issue for municipal waste with salon foil and colour tubes is that the packaging is too dirty and contaminated for recycling.

**Green Salon Collective** will collect this waste, including foils which have hair dye on them.



## Plastic

Soft and hard plastic can be disposed of in your recycling bin as long as it is clean, dry and loose.



## Compostable Towels

Compostable towels can be disposed of through your municipal waste for industrial composting.



## Paper and Cardboard

All paper and cardboard can be recycled as long as it is clean, dry and loose.



## Electrical Equipment

Old hair dryers, waxpots, tablets, batteries, lighting or any electrical items can be disposed of through your local WEEE collection point. Find out where at WEEE Ireland.



## Bio-medical waste

This waste includes anything containing infectious or potentially harmful products or fluids; gloves, used masks, or needles.

This cannot be recycled and should be disposed of safely through an approved vendor.



## Beautician Waste

Waxing strips, cotton buds, razors, product applicators, q-tips or anything left over from treatments which contain germs and bodily fluids or pose risk of infection.

Choose reusable applicators or compostable single-use products where possible and dispose of through your compost bin. Otherwise, these items will need to be disposed of through your general waste.



## Hazardous Waste







Any waste which is defined as ignitable, corrosive, reactive, or toxic, that contaminates or pollutes the soil, air, or water. This includes cleaning products, hair dye and bleach, chemical beauty treatments with formaldehyde and sulphates, shampoos containing synthetic fragrances and parabens, hair sprays, adhesives, nail glue, acetone, nail polish, or acrylic nail liquid.

This must be disposed of safely through approved vendors. **Consider clean, natural products which do not use chemical ingredients.**

## Waste Management Providers

There are many ways that you can dispose of your waste safely and sustainably.



- Your Local Recycling Centre
- Your Local Waste Management Provider
- Your County / City Council 
- Green Salon Collective   
(Accepting; hair, contaminated hair foil, aluminium colour tubes, compostable towels)
- Initial or  Stericycle or  KeyWaste   
for aesthetics and beauty clinic waste
- My Waste   
Service locator for all recycling centres, bring banks, WEEE collection points and lightbulb drop-offs



## Salon Waste and Where to Dispose of it

Globally, supply chain emissions account for 60% of all greenhouse gas emissions. Engaging with the brands and suppliers that you work with ensures that you source the best products which help you achieve your sustainability goals. Ask your suppliers these simple questions to find out how sustainable they are and if they are aligned with your sustainability goals and values:

1. Do you have a formal sustainability policy in place? (If yes, please share a copy of the policy)

**Note:** A sustainability policy outlines your commitment to practices and standards designed to promote environmentally and socially responsible operations. It can serve as an overarching organizational guide, and/or be specific to individual events.

2. Do you have targets for reducing your use of energy, water and waste?
3. Do you have any social sustainability targets/ or commitments to your community?
4. What raw materials / ingredients do you use? From where do you source them? From where do you source them?
5. Do you use any hazardous chemicals or materials in your production? (If yes, how do you manage them to ensure they don't enter waste streams or water?)
6. How do you package your final products? Do you use any recycled or recyclable materials?
7. Are you actively making efforts to reduce your packaging volume?
8. Do you give customers an option on packaging? Do you have buy-back offers on packaging?





# Product Labels

Check out these definitions and labels to understand the story behind the products you use!

## Cruelty Free

Beauty products which are developed without animal testing. You can also look for The Leaping Bunny Logo, which is an internationally recognized symbol for cruelty-free cosmetics and household products.

## Eco-friendly

Living, producing products or practicing business in a way that is not harmful to the environment.

## All natural

Products which do not include any artificial or synthetic ingredients / parts, e.g., natural seaweed for spa treatments.

## Organic

Organic beauty products are produced without toxic persistent pesticides, ionizing radiation, synthetic fertilizers, sewage sludge or genetic engineering.

### Unofficial 'Cruelty-Free Bunny Logos



### Certified 'Cruelty-Free Bunny Logos










# Additional RESOURCES





Extra Guides & Documents	Podcasts, Articles and Tools
Introducing Solar Energy to your Business	Podcast: <b>Conscious Consumerism</b> Episode: David Alpert, CEO of IIAA
Installing LED Lighting	Podcast: <b>National Hair &amp; Beauty Federation</b> Episode: Running a sustainable salon - Anne Veck
Understanding a Salon's Water, Waste and Carbon Footprint	<b>ACCESS Hairstylists</b> for the Future e-learning modules.
International Sustainability Days	Creative Head Magazine – <b>Sustainability Section</b>
Top Ten Tips for Communicating Sustainability	British Beauty Council - <b>ESG</b>
Jargon Buster	HABIC – <b>Climate Toolkit</b>
Reward and Recognise	<b>Sustainability Uncovered</b>

## SEAI Business Grants and Financial Supports

Grant or support name	Summary	Suitability
 <b>Accelerated Capital Allowance</b>	Tax incentives to promote purchase of energy efficient products on the Triple E register.	Businesses investing in energy efficient products.
 <b>Communities Grant</b>	Supports for energy efficiency community projects through capital funding, partnerships, and technical support. Open for applications December to February every year.	Businesses, communities and residents who want to participate in a cross-sectoral partnership approach to saving energy.
 <b>Electric Vehicles Grant - Commercial</b>	Financial support for electric N1 category commercial vehicles.	Organisations interested in purchasing electric N1 category vehicles (small goods vans).
 <b>Energy Efficiency Obligation Scheme</b>	Various energy saving measures.	Businesses looking for support (including financial) for energy saving measures.
 <b>Excellence in Energy Efficient Design (EXEED)</b>	Grant support for projects which are following the EXEED Certified standard for Excellence in Energy Efficient Design.	Businesses designing a large, ambitious energy investment project.
 <b>Support Scheme for Energy Audits</b>	Financial support (in the form of a voucher) for a high-quality energy audit.	SMEs who are interested in getting an energy audit.
 <b>Support Scheme for Renewable Heat</b>	Financial supports (either a grant or an operational tariff) for the installation of heat pumps or biomass/biogas boilers and CHP units.	Businesses, especially those with high heating costs, who are interested in switching to renewable heating options.

### Co-Creation partners





Engaging with the brands and suppliers that you work with ensures that you source the best products which help you achieve your sustainability goals.

## Notes

# Notes





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