



Dear Hairdresser:

The following questionnaire aims to assess and evaluate health protection and sustainability measures in your hairdressing salon. We need your participation to offer you and your colleagues appropriate support to increase your wellbeing and your business sustainability in order to reach human, social and economic profits.

Your answers will be analyzed anonymously.

The questionnaire is separated into four parts (A-D):

A: General questions. Just to create a statistic data base.

B: Questions about Health and Safety in your professional activity. We'll focus on chemicals, the use of gloves and ergonomic risks.

C: Questions about prevention management and evaluation of occupational hazards.

D: Questions about how sustainable is your salon. We'll focus on energy consumption and recycling.

E: Questions about your training demands.

Please read the questions carefully, fill it in and send it.

Thank you very much for your collaboration

A) General Questions

Salon Address (city and country) _____

Female Male Age _____

How long have you worked as a hairdresser (including vocational training)?

What kind of position do you have in your salon?

How many staff members work in your salon (including salon owner, full or part time employees, assistances, trainees)?

Which activities are done by yourself on customers?	Never	Frequently	Some times
RECEPTION			
ADVICE			
SHAMPOOING AND RISING			
CUTTING			
BLOW DRYING			
COLOURING			
STRENGTHENING AND PERMING			
STYLING			
MANICURE AND PEDICURE			

Have you ever suffer from of the following symptoms?	Never	Frequently	Some times
RESPIRATORY ALLERGIES			
CONTACT DERMATITIS , ECZEMA			
ITCH IN EYES AND THROAT			
BACK AND NECK PAIN			
JOINT PROBLEMS (ELBOW, WRIST, KNEE , HIP ...)			
HEADACHES			
DIZZINESS AND NAUSEA			
SWELLING ANKLES AND LEGS			

B) Questions about Health and Safety in your working day.

B.1: CHEMICAL RISKS

LEVEL 1

Which of the following opinions related with chemicals and cosmetics do you agree with?	Agree	Partly Agree	Disagree
Cosmetics are safe. Otherwise, they would be banned.		10	5
Natural cosmetic is a marketing campaign to increase its price.		5	10
Cosmetics can cause problems but only to people who previously have allergies.		10	20
We are overexposed to chemicals and should avoid them as much as possible.	20	10	-10
Usually, the presence of chemicals in the hair salon doesn't affect hairdresser's health.	-10	10	20
Some of the chemical compounds of cosmetics can cause allergies, cancer and other diseases.	20	10	-10

0-30 points. Cosmetic products contain hazardous substances to health according to numerous scientific evidences. In spite of it, cosmetic manufacturers include such ingredients in the amounts legally authorized. However, the high time of exposure and the different routes of entry of such substances within the hairdressers is causing a high number of health problems in the medium to long term. We recommend you to read specialised and scientists articles to obtain a better information.

31 to 70 points. You are quite conscious about chemicals risks but you doubt about if there is some exaggeration in the health effects they cause. We encourage you to keep investigating and forming in this field.

More than 70 points. You are fully aware of the damage to your health that involves working like a hairdresser and the need to eliminate or reduce the use and concentration of hazardous chemicals. Congratulations

LEVEL 2

Which statements apply to your salon?	YES	SOME TIMES	NO
Powder for bleaching are used.	-20		20

There is a separate place to prepare or transfer dyes, tints and perms.	20		
Metal tools (scissors, racers ...) are nickel free.	10		
There are local extraction systems in specific working areas where there is a high risk of chemicals exposure (such as colouring, bleaching, perming, artificial nails...)	20		
There is a general exhaust ventilation system (do not confuse ventilation with air conditioning)	10		-10
Suitable gloves are available for working	10		-20
Natural and hypoallergenic cosmetics are used.	10	5	
Suitable breathing masks and gloves are available for working.	10	5	
All products are properly labelled and workers are urged to read and respect them.	10	5	
Surfaces in the salon are cleaned and disinfected using a PH Neutral solution product	10		

0-30 points. According to numerous scientific evidence, cosmetic products contain substances hazardous to health. Such substances are introduced into the body through the skin and airway, causing a large number of health problems in medium - long term. However, you accept the situation as irremediable and do not take sufficient preventive measures so that greater involvement and training is recommended in the prevention of chemical risks.

31 to 70 points. You are quite sensitized to chemical hazards and you have begun to adopt the most common preventive measures. You may consider that taking more protective measures could scare your customers, or you just have a lack of training or resources to go further, so we encourage you to continue with your information. It will be good for your health and your customer's.

More than 70 points. You are fully aware of the damage to your health that involves working in a hairdressing salon and the need to eliminate or to reduce the use and concentration of hazardous chemicals. You have invested time, knowledge and resources on prevention and protection against chemical risks. Congratulations.

LEVEL 3

Do you know that...?	YES	NO
Research shows that the first symptoms of respiratory allergies appear after 5.3 years of exposure.	10	
Research shows that 51% of hairdressers suffer from occupational asthma.	10	
Persulfate salts included in the bleaches are the cause of 87% of asthma in hairdressers.	10	
Research shows that 36% of hairdressers suffer from contact dermatitis.	10	
There are more than 12 ingredients considered to be toxic and harmful to health, in shampoos and conditioners.	10	
Hairdressing profession is regarded nationally and internationally as dangerous work situation for its high exposure to chemicals.	20	
Most of colouring are compound by colourant bases (eg . P-fenialindamina) , a modifier (resorcinol, hydroquinone) and an oxidizing agent (hydrogen peroxide). All these ingredients	10	

are scientifically classified as sensitizers and potentially carcinogenic and mutagenic .		
Ventilation in a hairdressing salon should ensure an air renewal of 100m ³ per hour, per person.	10	
Parabens , paraffin , phthalates , formaldehyde and polyethylene glycol (PEG) are the major toxic ingredients in cosmetics industry.	10	

0-30 points. Cosmetic products contain substances hazardous to health according to numerous scientific evidence. Through the skin and airway, such substances are introduced into the body causing a large number of health problems in the medium - long term. You need to improve your training to know the composition and effects of the cosmetics you use to avoid damages in your health.

31 to 60 points. The composition and harmful effects of the cosmetics it is something that worries you and on what you have been formed, but not sufficiently. Because of it we encourage you to continue deepening and looking for natural alternatives to the traditional cosmetics.

More than 70 points. You are fully aware of the damage to your health that involves working in a hairdressing salon and the need to eliminate or to reduce the use and concentration of hazardous chemicals. You have invested time, knowledge and resources on prevention and protection against chemical risks. Congratulations.

B.2: The use of gloves.

LEVEL 1

Please evaluate the following statements concerning the use of gloves in your hair salon.	Agree	Partly agree	Disagree
The gloves limit feeling sensitivity so that I avoid them as much as I can.		10	20
Using gloves is a problem for me due to the time I spend in putting them on and taking them off depending on the different works.		5	10
Wearing gloves is well accepted by the customers	10	5	
Ordinary use of gloves causes sweating hands and skin allergies.		10	5
Wearing gloves is well accepted by the salon owner	10	5	
The gloves protect against chemicals in hairdressing products and they are essential for my protection.	20	10	
Single used gloves are expensive and they broke easily. Therefore I use gloves for domestic application (thick, reusable).			20

Comments:

0-40 points. Cosmetics products contain hazardous substances for the skin that only the use of appropriate gloves can avoid. However you are not aware of these risks and therefore you give preference to economic or comfort criteria instead of health protection.

41- 70 points.Wearing gloves is a need for you although you should increase your information and knowledge about the right use of them.

More than 70 points.You are fully conscious ofthe risks for your skin while working like a hairdresser, and you give preference to health protection more than to anything else. Congratulations.

LEVEL 2

For which of the following activities do you use protective gloves ?	Score
Haircut (wet, permed and/or coloured hair)	10
Hair: colouring, tinting, bleaching, extensions, highlights	20
Washing and rinsinghair	20
Hairstraighting and Perms	20
Disinfection of the workplace, tools and equipment (i.e. chairs, tables, brushes, combs)	10
Styling	
Head massage	10
Beard and moustache shaving	5
Manicures and pedicures	5

Comments:

0-40 points.Cosmetics products contain hazardous substances for the skin that only the use of appropriate gloves can avoid. However you are not aware of these risks and therefore you give preference to economic or comfort criteria instead of health protection.

41- 70 points.Wearing gloves is a need for you in some activities such as hair colouring, but you have forgotten that a permanent contact with water and moisture can also damage your skin.

More than 70 points.You are fully conscious of the risks for your skin while working like a hairdresser, and you wear gloves in all the activities where chemicals, water or biological risks can damage your skin.Congratulations.

LEVEL 3

What kind of skin protective measures are implemented in your salon?	YES	SOME TIMES	NO
Protective gloves in different sizes and for different tasks.	20	10	
Latex gloves			
300 mm length Vinyl, Nitrile gloves to protect forearms	20	10	
Training for taking off gloves	10	5	
Forbidding wearing jewelry in hands and wrists while working	20	5	-5
Frequent use of protective creams and lotions	20	10	-5
Wearing gloves for cleansing and disinfection activities (thick, reusable)	10	5	-5

Comments:

0-40 points.Cosmetics products contain hazardous substances for the skin that only the use of appropriate gloves can avoid. You should inform about the appropriate gloves for working in a Hair Salon, and how to use them.

41 - 70 points. You show awareness and information about wearing gloves, but it would be convenient to update and complete your knowledge about its proper use and type.

More than 70 points. You follow most of the skin protective measures and you know which are the proper gloves for a hairdresser. Congratulations.

B.3: ERGONOMIC RISKS

LEVEL 1






Please evaluate the following statements concerning the ergonomics in your hair salon.	Agree	Partially Agree	Disagree
Work Environment (lighting, temperature, noise ...) affects workers' safety and / or health.	20	10	
Standing work can be extended for several hours as long as the weight is distributed evenly between both legs		10	20
Ergonomic furniture in the workplace (adjustable chairs, stools, wash basins...) prevents all the musculoskeletal problems.		10	20
Stress, rush and workload are part of the work in a Hair and Beauty Salon and you should accept it.		5	10
Ergonomic shoes prevent circulatory problems	10	5	
The appearance of discomfort in joints and limbs by repetition of moves is usual and you can't help it.		5	20

0 - 30 points. The high number of labor falls that have their origin in lumbar ailments, problems in the back, neck and wrists, reflects the gravity and the dimension that has this problem in the sector. Nevertheless you have accepted the situation as irremediable for what we recommend you a major formation in the prevention of the ergonomic risks.

31 - 70 points. You know and identify some of the reasons that provoke musculoskeletal disorders but your information is incomplete for what we recommend you to extend your formation in these topics

More than 70 points. You are aware of the complexity of factors that contribute to the physical and mental load of a hairdresser and how prevention must be done integrating different measures that affect not only to the design of the equipment but also to the work planning and to the postural hygiene.

LEVEL 2

<p>Observe carefully the photographs and Indicate in which of the following images the ergonomics are respected.</p>	<p>YES</p>	<p>NO</p>
	<p>-20</p>	
	<p>-10</p>	
	<p>-10</p>	
	<p>-20</p>	
	<p>20</p>	

		-20	
		40	
		20	
		20	

0-30 points. The high number of labor sickleaves that have their origin in lumbar ailments, problems in the back, neck and wrists, reflects the gravity and the dimension that this problem has in the sector. Nevertheless you are not capable of identifying the correct positions or other factors of ergonomic risk by what your update is recommended in these topics.

31 - 70 points. You know and identify the positions that must be adopted in the work, especially the straight back and the arms below the shoulders, but you ignore other important aspects such as the space to work and the correct manipulation of the working tools.

More than 70 points. In the ergonomics it is necessary to analyze not only the factors of risk associated with the positions of work, but also the furniture, working spaces, the design and the manipulation of devices and tools. You have identified all these aspects. Congratulations

LEVEL 3

What of the following preventive measures against physical and mental burden are performed in your salon?	YES	SOME TIMES	NO
The tasks and functions carried out are well defined and planned in time.	10	5	
Working hours and work breaks are suitable for rest.	10	5	
There is enough work space and everything you need to work is accessible and comfortable.	10	5	
Training and information about postural hygiene is promoted.	20	10	
There is rotation in the working places to avoid the repetitive works.	10	5	
Performing the usual breaks are encouraged to do stretching exercises and muscle relaxation.	10	5	
Furniture and tools are ergonomically designed and adapted to the anatomical characteristics of workers.	20	5	
The work environment is quiet, bright, clean, neat and air-conditioned	10	5	

0-30 points. The high number of labor leaves that have his origin in lumbar ailments, problems in the back, neck and wrists, reflects the gravity and the dimension that has this problem in the sector. Nevertheless you are not capable of identifying the correct positions or other factors of ergonomic risk by what your update is recommended in these topics.

31-70 points. Ergonomics must analyze not only the risk factors associated to working postures, but also the furniture, workspaces, design and handling equipment and tools, organization of work and the physical environment. In your working center prevention measures are envisaged only for some of these ergonomic risk factors.

More than 70 points: You have the necessary information to identify and to evaluate the ergonomics risks and you know the most effective preventive measures for its elimination or control. Congratulation.

C) QUESTIONS ABOUT PREVENTION MANAGEMENT AND EVALUATION OF OCCUPATIONAL HAZARDS.

LEVEL 1

Do you agree with the following statements regarding the occupational risk assessment?	Agree	Partially Agree	Disagree
Risk assessment is a legal obligation that only serves to spend money.			20
Working conditions in the profession hardly change and therefore my plan for prevention of occupational hazards is always the same.			20
I know perfectly my profession and its risks and do not need a plan of prevention.	-100	-50	20
The plan of prevention is a very useful and practical instrument that has allowed me to improve the prevention and protection against occupational hazards.	40	10	

0-30 points. The Plan for Prevention of occupational hazards is a legally binding instrument whose aim is to identify risks, assess them and establish the necessary measures to eliminate or reduce them. Its absence or failure causes great human, social and economic prejudices and damages of which you are not aware, so we invite you to incorporate a Plan of Prevention of Occupational Risks into your business as soon as possible

31-60 points. You know what is a risk prevention plan and possibly you have it in your hairdressing salon, however, you neither have assumed it nor have implemented it. We encourage you to study it carefully and ask any questions to your prevention expert to improving your well-being, security and to reduce sick leaves.

More than 60 points. Further more of fulfilling your legal obligations having a Prevention Plan of occupational hazards, you put it into practice and recognize the worth of it because you are aware about your health and your worker's well-being. Congratulation.

LEVEL 2

Which of the following areas or activities are analyzed in the Prevention Plan of your business?	YES	DO NOT KNOW	NO
Furniture, tools, instruments and equipments.	15		
Working hours, breaks and work planning.	10		
Local conditions (flooring, stairs, electrical installation, ventilation, lighting, temperature, noise...)	10		
Chemical products .	15		-15
Working postures or ergonomics.	15		-15
Worker training and information.	10		-10
Tasks or activities (hair washing, cutting, manicures, colouring...)	15		-15
Security and customer's protection			10

0-30 points. The Prevention Plan for occupational hazards is a legally binding instrument whose aim is to identify risks, assess them and establish the necessary measures to eliminate or reduce them. The lack of rigor in the risk assessment or your ignorance about its content makes it completely unusable and useless. Remember that investing in prevention is to invest in health.

31-60 points. You know what is a risk prevention plan and possibly you have it in your hairdressing salon, however, you neither have assumed it nor have implemented it. We encourage you to study it carefully and ask any questions to your prevention expert to improving your well-being, security and to reduce sick leaves.

More than 60 points. Your Prevention Plan has been realized correctly analyzing the principal risks and, the most important thing, you know it and have checked it thoroughly because you are interested in the well-being of all those who are employed at your establishment. Congratulation

LEVEL 3

Which of the following situations happens in your Salon?	YES	SOME TIMES	NO
Active and personal participation in the development and implementation of the Prevention Plan of your salon.	10	5	
Preventive subjects are dealt in the work meetings.	10	5	
Specific researchs are made relative to risk situations that require deepening information (workers with atopic skin, with circulatory problems, pregnants...)	20	10	
The Prevention Plan is reviewed periodically.	20		
Workers receive training and real and continuous information on occupational hazards and prevention measures.	20		
The management promotes preventive culture and shows interest in prevention through concrete and frequent performances (attending courses, I + D + I, periodic medical examinations, promoting healthy lifestyles ...)	20	10	

0-30 points. Your Prevention Plan can be formally correct and contemplate all the legal requirements however there is not a real prevention culture in your salon. We invite you to incorporate safety and health objectives in the strategy of your company and to appoint a person (could be yourself) to promote it.


31 and 60 points. You have begun to take a number of initiatives that go beyond the strict occupational risk assessment and denoting greater involvement and interest from management. They are the first steps towards a real prevention culture where you will need more training and expert's support.

More than 60 points. You are a convinced person on the kindness of the risks prevention and are actively involved in improving the quality of life of your workers because you know the enormous human, economic and social benefits that it implies. Congratulations.

D) QUESTIONS ABOUT THE SUSTAINABILITY OF YOUR BUSINESS

D.1: CONSUMPTION

LEVEL 1

<p>WHICH LIGHTS DO YOU USE IN YOUR SALON?</p>	 <p>ENERGY-SAVING LIGHTS</p>	 <p>LEDS</p>	 <p>LIGHT BULBS</p>
<p>WHAT SYSTEM IS USED TO HEAT THE WATER?</p>	 <p>HEATER TANK</p>	 <p>INSTANT ELECTRIC HEATER</p>	 <p>GAS HEATER</p>
<p>WHAT ARE YOUR TAPS IN WASH STATION?</p>	 <p>ORDINARY TAP</p>	 <p>TAP SHOWER</p>	 <p>TAP AERATOR</p>
<p>WHAT KIND OF TOWELS ARE USED IN YOUR SALON?</p>	 <p>COTTON TOWELS</p>	 <p>DISPOSABLE TOWELS</p>	 <p>BAMBOO TOWELS</p>
<p>HOW DO YOU MAKE YOUR LAUNDRY?</p>	 <p>WASHER AND DRYER</p>	 <p>WASHER AND AIR DRY</p>	 <p>PROFESSIONAL LAUNDRY</p>
<p>HOW ARE THE TOOLS RELATING TO CONSUMPTION?</p>	 <p>CONVENCIONAL CONSUMPTION</p>	 <p>AUTO OFF SYSTEM</p>	 <p>LOW CONSUMPTION AND SILENT</p>

WHICH LIGHTS DO YOU USE IN YOUR SALON?	5	20	0
WHAT SYSTEM IS USED TO HEAT THE WATER?	5	5	20
WHAT ARE YOUR TAPS IN WASH STATION?	5	10	20
WHAT KIND OF TOWELS ARE USED IN YOUR SALON?	5	5	15
HOW DO YOU MAKE YOUR LAUNDRY?	0	10	10
HOW ARE THE TOOLS RELATING TO CONSUMPTION?	0	5	10

Comments:

0-30 points. Water consumption and energy in your salon can decrease significantly with small changes that will mean a good amount of savings on your bills and environmental protection.

31 - 60 points. You make an appropriate use of energy and natural resources, but you can still get a more efficient and sustainable hair salon room with small changes.

More than 60 points. Congratulations. The use of energy and natural resources that are made on your salon allows you to save costs and energy resources contributing to sustainability.

LEVEL 2

Which of the following conditions are presented in your Salon ?	YES	NO	IN SOME AREAS OR OCCASIONS
1.-There are large windows that let in natural light .			
2.- Water flow meters and flow restrictors are installed in wash stations.			
3.-Do you unplug or disconnect devices when they are in standby mode?			
4.-Do you use lukewarm water rather than hot in wash stations?			
5.-Do you use full load and cold wash programs in your laundry ?			
6.-Air conditioning or heating systems are used			

	YES	NO	IN SOME AREAS OR OCCASIONS
1	Natural lighting is for free and it is the best to appreciate hairdressing results	Maximize natural lighting in your salon. Natural lighting is the best to appreciate hairdressing results. In addition, this practice could save 515 kWh of energy	Improve natural lighting in your salon by clearing windows of bulky elements, using bright paints on walls to reflect and maximize sunlight, and positioning artificial lighting carefully.
2	The use of flow meters and flow restrictors are saving yourself money and water consumption.. Remember you can also install them on all faucets in your hair salon in addition to washstation	Install a flow meter to monitor your usage, and save yourself some money, and a flow restrictor to decrease water consumption by up to 110,000 litres of water by year - Saveover 3.500 kWh	Install a water flow meter to control its use will save some money The flow restrictors are economical, if known or used, can know that would pose to 110,000 liters less water per year, and can be installed in all taps of your business -Save water and 3,500 kWh by year
3	Unplugging your electrical devices allows you to save around 5 and 10% of your energy bill.	The devices in standby mode still consume electricity even unused. Disconnect and unplug them all when possible.	The devices in standby mode still consume electricity even unused. Disconnect and unplug them all when possible.
4	Congratulations for chosing mild temperature when washing. Lowering the temperature by only 2°C already results in substancial savings.	Suggesting mild water temperature when washing client's hair would make a difference. Cooling down water temperature just 2°C could save around 640 kWh per year.	Cooling down water temperature just 2°C could save around 640 kWh per year.
5	Washing clothes with full load and cold water is saving your energy bills and CO2 emissions.	Washing clothes with full load and cold water maximizes efficiency. This simple practice could save you up to €270 per year on your energy and water bills. Additionally you could reduce: your energy usage by 1470 kWh	Always try to wash full loads and using the cold cycle, as it is more efficient. You can lower your costs, energy consumption and CO2 emissions with this simple practice.

6	Using air conditioning systems only when necessary makes your salon more efficient. GOOD CHOISE!!!	One degree can make a difference! Reduce your heating temperature by 1°C in the winter and raise your air conditioner's thermostat by 1°C in the summer. This small change will save you 370 kWh of energy per year	When you need to use your HVAC system remember that each degree cooling down or heating up means 8% increase over consumption
----------	--	---	---

LEVEL 3

Which of the following situations apply in your Salon?	YES	NO
1.- The energy supplying is Green Energy		
2.- We use rainwater for toilets and cleaning		
3.-There are solar panels to heat the water.		
4.-There are solar air conditioners.		
5.-We have lighting with motion sensors in toilets and hallways.		
6.-Do you have installed faucets with flow retention until the water reaches the set temperature?		

	YES	NO
1	Congratulations!! You are contributing to environmental protection and you are generating sustainable awareness among customers and employees	Hiring green energy costs the same as conventional, and sometimes it is more economical. On the other hand, it will enhance the perception that customers have of your company
2	Congratulations rainwater in addition to cost savings it is lime free and therefore it protects your washer and sanitary wares.	Collecting rainwater systems save up to 15% of water consumption.. It can be used safely for cleaning, laundry and toilet flushes.
3	Very good choice. Solar thermal systems can be amortized from 4 to 6 years, with a lifespan of 20 years on average.	Solar hot water panels can reduce the amount of energy used in more than 450 kWh. Solar thermal systems can be amortized from 4 to 6 years, with a lifespan of 20 years on average

4	Congratulations!! You are using a very sustainable system to air conditioning you salon with low CO2 emissions. Indeed you are saving up to 70% of electricity.	An air conditioning system of "solar cold" guarantees savings up to 70% of energy by reducing electricity consumption and using clean energy
5	This measure although it may seem small, it is also a saving, well done!!	Turn off lights in empty rooms or install motion sensitive lighting can save 440 kWh per year
6	Congratulations. You are saving 8000 liters per wash unit per year!!.	Installing a system to recirculate water through the pipes until it reaches the right temperature, can generate savings of 8,000 liters per wash unit per year besides saving electricity consumption.

D.2: RECYCLING AND ENVIRONMENT

LEVEL 1

Which of the following actions are made in your Salon	YES	IN SOME AREAS OR OCCASIONS	NO
1.- Do you classify and separate waste to recycle?			
2.- Do you have an ongoing training plan for staff in environmental matters?			
3.- Do you offer digital magazines and digital media to the customers?			
4.-Do you reuse the waste packaging for other uses?			
5.- There are natural plants in the salon			

	YES	NO	IN SOME AREAS OR OCCASIONS
1	Congratulations. Recycling is one of the easiest steps a salon can take toward sustainability	Recycling is one of the easiest steps a salon can take toward sustainability. To make things easier, why not get separate trash bins to collect recyclable materials: plastics, aluminium, cardboard, paper and glass	Recycling is one of the easiest steps a salon can take toward sustainability. To make things easier, why not get separate trash bins to collect recyclable materials: plastics, aluminium, cardboard, paper and glass

2	You know the important points of how to create environmental awareness. Ongoing training is essential for a sustainable hair salon	Staff training in recycling and sustainability allows you to reduce the consumption of resources and waste generation, minimizing the impact of our actions on the environment.	Knowledge and rationalization of the use of resources are essential for the care of the environment. Having a permanent training is the way to sustainability.
3	You are saving a lot of paper and reducing CO2 emissions. Well done	Invest in a tablet for about €350 to replace physical magazine subscriptions could be a solution. Most online magazines are free, and it will reduce your salon's waste.	Most online magazines are free, and it will reduce your salon's waste.
4	You are an ecofriendly person. The use of a container for something new makes us to produce less waste and resources.	After consuming a product, ask yourself if you can give another use to the container before recycling. Reusing containers before disposal is a good way to contribute to sustainability.	Many containers used in hairdressing can be reused prolonging its life and reducing waste.
5	Congratulations Having plants in your salon improves workers and customers health and wellbeing.	Plants are a powerful renovator of air acting as filter feeders purifying the atmosphere of aerosols and other toxics and adding oxygen. Having daily contact with these natural elements improves mood, reduces stress levels and helps to maintain good health	Think about increasing the number of plants in your salon. Having daily contact with these natural elements improves mood, reduces stress levels and helps to maintain good health.

LEVEL 2

Which of the following situations apply in your Salon?	YES	NO	IN SOME AREAS OR OCCASIONS
1.-Use of biodegradable shampoos and masks.			
2.-Use of few cleaning products.			
3.- Do you get rid of chemical residues and packaging in specific containers ?			

4.-Do you buy products with biodegradable packaging?			
5.-Waxed high light or easy meche are used instead of aluminium foils for colouring.			

COMENTARIOS (el color de los comentarios indican el nivel en el que se encuentra)

	YES	NO	IN SOME AREAS OR OCCASIONS
1	Congratulations. You are contributing to reduce water pollution.	Research teams of hairdressing companies are working to increase the biodegradability of formulas. There are many biodegradable products in the market at the same price that ordinary cosmetics.	Biodegradable shampoos and masks are not only good for the environment, but also for the health.
2	You care for the environment by reducing the use of cleaning products. In addition, you avoid the effects of those substances on our health	Ditch the chemical cleaners and go for water-only cleaning cloths. Specially designed to capture 99% of all dirt and bacteria, these cloths simply require water to deliver a high level of cleaning, saving you the cost of buying cleaning products for your salon as well as reducing allergens in your salon.	Moderating the use of cleaning products in quantity and variety will bring savings and environmental care Use cleaning cloths that only require water and are bactericidal
3	Your commitment to recycling is very high and you are highly involved with pollution reduction.	Waste and chemical containers require special recycling system. Toxic materials slowly penetrate into groundwater contaminating it. Use the collecting points in your city or contact companies that perform collection.	Help your team, through images, to identify containers for toxic waste. This will ensure recycling good practice .
4	Using packaged products in biodegradable materials makes your salon more environmentally friendly Bavo !!	Using products with biodegradable packaging simplifies waste sorting processes and reduces CO2 emissions by 10%. They are manufactured with materials from renewable sources such as corn starch and sugar beet and are very safe because they do not contaminate.	Biodegradable packaging are environmentally friendly, but even more, they are very secure since they are harmful substances free that could alter the product containing. Increase the number of products packaged in this way.
5	Using reusable plastic meche is ecofriendly.	Check out plastic foils called meche to use instead of aluminium foils during the colour	Using reusable plastic meche is ecofriendly. It will generate less pollution and waste

	<p>It is easy to use, sustainable and lets you to save money. Well done.</p>	<p>process. The standard plastic meche are easier to recycle than aluminium foils but still single use. The best option is the clip meche, which use metal clips instead of an adhesive, and are therefore reusable – one pack of 60 (costing about €80) can last for up to a year before being recycled.</p>	
--	--	--	--

LEVEL 3

Which of the following situations apply to your Salon?	YES	NO	IN SOME AREAS OR OCCASIONS
1. Do you buy from local manufacturers and providers?			
2. Have you considered using photocatalytic paint in your Salon?			
3. Are your professional tools and accessories made of bioplastic materials?			
4. Do you reuse the water from the washing station for the WC?			
5. Do you use natural cosmetics and certified organic products?			

	YES	NO	IN SOME AREAS OR OCCASIONS
1	<p>Your sustainable business model is excellent. Buying from local suppliers or manufactures helps to reduce fuel consumption and CO2 emissions.</p>	<p>Buying from local suppliers or manufacturers is known as “0 Km products”. It helps to reduce fuel consumption and CO2 emissions in transportation, in addition to saving in packaging, avoiding the extra waste.</p>	<p>Increasing the amount bought from local suppliers or manufacturers, which is known as “0 Km products” is a good way to become more sustainable, it helps to reduce fuel consumption and CO2 emissions in transportation.</p>
2	<p>Congratulations!!! If you have chosen photocatalytic painting must be because you know it's benefits. This</p>	<p>Photocatalytic paints are a powerful air purification system, helping to eliminate odor, smoke, viruses and bacterias. Based on a process similar to photosynthesis, photocatalysis is an oxidation reaction capable of</p>	<p>You could benefit from using photocatalytic paintings anywhere in your Salon with natural or artificial light. This process would purify the air in your Salon makin it become healthier and</p>

	way you reduce pollution helping the environment.	decomposing organic substances and making gases become innocuous.	much more environmentally friendly.
3	Substituting and recycling petroleum based plastics help the environment. Congratulations	Whenever possible, use environmentally friendly bio-plastic accessories. Bio-plastics are made from renewable resources and can reduce 1 kg CO2 per kg of plastic. There are bio-plastic bowls for mixing colour as well as bio-plastic combs and hairbrushes. Some are even made from corn-starch or sugarcane.	Bioplastics are made of starches, sugars or cellulose, which makes them biodegradable. Substituting and recycling petroleum based plastics would help the environment.
4	Well done, every recycled litre of water means respect for the environment. In addition, our employees will become more conscious about safeguarding natural resources.	The water used at washing stations can be recycled and then used at the WC. Filtering it avoids contamination and reusing water would make your Salon more sustainable.	Whenever possible recycle water used at the washing stations, reusing it at the WC. It is an easy and cheap solution that can save money being sustainable and helping the environment at the same time.
5	Congratulations, Using certified organic products guarantees that you are using a great healthy product to work with in your Salon.	Certified organic and natural products are the safest and most sustainable decision for your Salon. You will improve the wellbeing and health of workers and customers.	Nowadays, there are many companies that trade with or manufacture natural and organic products; check that they are certified and give them a try, you won't regret it!.

E) TRAINING DEMANDS

Related with health, safety and sustainability in your Hairdressing Salon.	SI	NO
1-Toxic ingredients in cosmetics and how to identify them.		
2- Selection and use of appropriate protective gloves.		
3- Suppliers of natural cosmetics		
4- Ergonomics: Prevention and equipment		
5- Ventilation systems and localized extraction		
6-Recycling and reuse of products and equipment in hairdressing		
7- Green energy: Advantages, suppliers and installation		
8- Hairdresser diseases: Symptoms, origin and prevention		
9- Opening and Managing a sustainable hairdressing salon		
10- Certification and eco-labeling. Meaning, requirements and procedures.		
11- Others:		