

GREEN BEAUTY COMMUNITY GUIDEBOOK

Sustainability for the Professional
Beauty, Barber and Wellness Industry

**PIVOT
POINT**



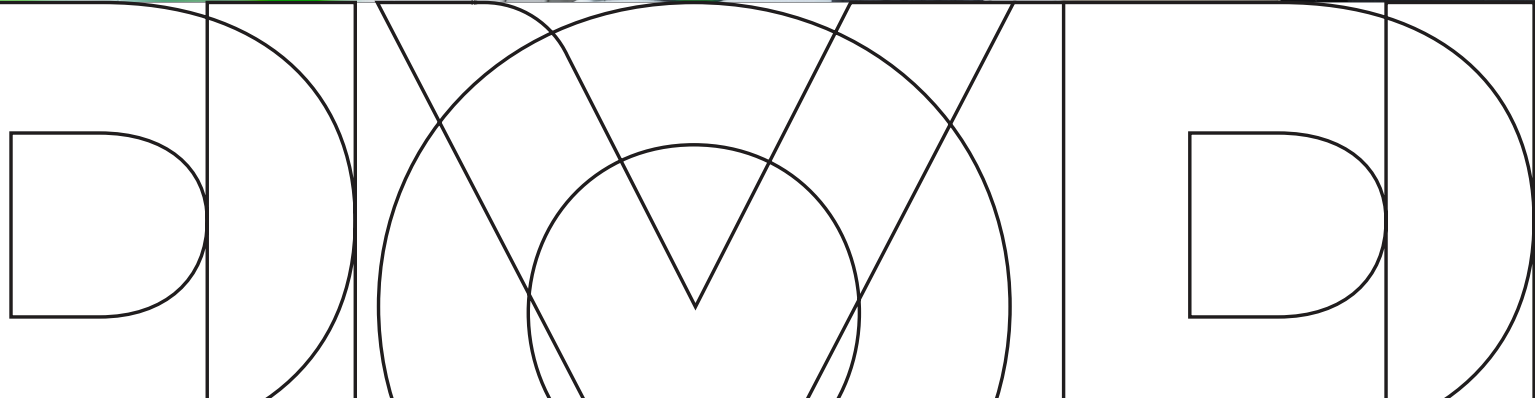
Green Beauty
Community

PBA

Professional
Beauty
Association

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Welcome.

Created by the **Green Beauty Community**, this guide is designed to support beauty, barber and wellness professionals as sustainability becomes an essential part of how the industry operates—not just environmentally, but professionally and economically.

Sustainability in beauty is no longer a niche conversation. It now intersects with **profitability, client expectations, workforce health and long-term business resilience**. From the products we use to how we manage waste, water, energy and equipment—everyday decisions directly impact operating costs, trust and reputation.

While sustainability is often framed as an environmental issue, in practice it is equally about **risk reduction, efficiency and people**. Salons, schools and professionals who integrate sustainable practices are better positioned to:

- Protect margins by reducing waste and inefficiency
- Build trust with increasingly values-driven clients
- Support the health and retention of their teams
- Align with where the professional beauty industry is heading

This guide is intended for professionals at every stage—students just entering the industry, educators shaping the next generation and business owners navigating today’s realities. The principles are shared, even when the motivations differ.

In the summer of 2024, the **Green Beauty Community Foundation** became an official nonprofit organization. This transition has allowed us to expand our educational reach, develop practical resources and collaborate more deeply across the professional beauty ecosystem—helping move sustainability from an ideal to a standard.

This guide is not a static document. It is designed to evolve alongside new research, technologies, regulations and industry practices. You’ll find foundational concepts, practical considerations and tools you can apply immediately—along with pathways to go deeper as your business or career grows.

We invite you to engage with the material, reflect on what’s relevant to your role and take action in ways that make sense for your environment. Sustainability is not about perfection; it’s about progress, consistency and informed decision-making.

Together, we can help ensure that sustainable beauty is not just aspirational—but operational.

Special thanks to Pivot Point International for their collaboration and support in bringing this guide to life, and to the **Professional Beauty Association** for their continued leadership in advancing critical industry initiatives.

Sincerely,

The Green Beauty Community

KEY TOPICS THIS GUIDE WILL EXPLORE IN MORE DETAIL:

- ▶ **Economic Viability & Profitability:** Understand how sustainable practices can support long-term business health by reducing waste, improving efficiency and aligning with evolving consumer expectations—ensuring sustainability contributes to profitability rather than competing with it.
- ▶ **Sustainability and Your Clients:** Explore how transparency, ethical practices and eco-conscious decisions build trust with clients, strengthen loyalty and differentiate your brand in a crowded marketplace.
- ▶ **Sustainability and Your Team:** Learn how health-conscious products, fair labor practices and inclusive workplace values support employee well-being, retention and recruitment—key factors in a resilient business.
- ▶ **Eco-Friendly Products and Practices:** Understand how to select products with minimally harmful ingredients and packaging, and how these choices can reduce environmental impact while supporting safer, healthier work environments.
- ▶ **Waste Reduction and Circular Practices :** Dive into methods for minimizing waste, including choosing recyclable or compostable materials, implementing recycling programs, repairing equipment and reducing waste at the source.
- ▶ **Resource Conservation:** Learn water and energy conservation strategies for daily operations that positively impact both environmental outcomes and operational costs.
- ▶ **Ethical Sourcing and Responsible Manufacturing:** Explore the importance of ethically sourced ingredients, fair trade practices and responsible manufacturing—and the role professionals play in supporting more transparent supply chains.
- ▶ **Social Responsibility and Industry Impact:** See how advocating for fair labor practices, diversity and inclusion can elevate your brand while contributing to a more just, future-focused beauty industry.

Want to get started right away? Please see our [Sustainable Practices Checklist](#) for actionable steps you can apply immediately.



FOUR PILLARS: HOW THIS GUIDEBOOK WORKS FOR YOU

Sustainability in the beauty, barber and wellness industry is not a single initiative—it is a system of decisions that affect risk, profitability, trust and operational performance.

The Sustainability Framework Matrix provides a structured way to understand how environmental responsibility translates into practical business outcomes.

The same four pillars apply to everyone in the industry. What changes is how they show up in day-to-day work.

THE FOUR PILLARS

- ▶ **Risk Reduction:** Minimizing regulatory exposure, liability, reputational harm and long-term operational vulnerability through smarter product choices, sourcing, waste management and compliance awareness.

- ▶ **Profit Protection:** Reducing waste, inefficiencies and resource loss to protect margins while aligning sustainability with long-term financial stability.

- ▶ **Client and Employee Trust & Retention:** Building credibility through transparency, consistency and values alignment—strengthening loyalty among clients, students, staff and professional partners.

- ▶ **Operating Efficiently and Recruitment:** Streamlining workflows, improving systems and creating professional environments that attract and retain high-quality talent.

HOW TO USE THIS GUIDEBOOK

Each section of this guidebook is built around these four pillars.

Depending on your role—student, educator, salon owner, brand leader—certain pillars may feel more immediately relevant. However, long-term success requires alignment across all four.

Use the matrix to quickly identify where to focus first.

- **Students & Emerging Professionals:** focus on career protection and long-term professionalism.
- **Educators & Schools:** focus on compliance, retention and institutional credibility.
- **Salon Professionals & Owners:** focus on operational efficiency, margin protection and client loyalty.
- **Beauty Brands:** focus on brand credibility, scalable education and partner trust.

SUSTAINABILITY AND PROFITABILITY

Sustainable business practices can also mean better business. If co-owners, business partners, investors or bosses need more convincing, here some handy benefits of going green.

- ▶ **Cost Savings Through Efficiency:** One of the most direct benefits of sustainability is cost savings achieved through efficiency improvements such as energy-efficient lighting, water-conserving fixtures, hair color management technologies and energy-smart appliances. Minimal and eco-friendly packaging can decrease waste and lower shipping and storage costs.
- ▶ **Customer Loyalty:** An increasing number of consumers are willing to pay a premium for services and products that align with their environmental and ethical values. Capitalizing on the green market can also differentiate your facility, attracting customers looking for eco-conscious beauty solutions.
- ▶ **Incentives and Subsidies:** Governments and organizations often offer incentives, subsidies or tax breaks for businesses implementing eco-friendly practices. These can include rebates for purchasing energy-efficient appliances, subsidies for renewable energy installations and tax deductions for adopting green practices. Such incentives can offset the initial costs of transitioning to more sustainable operations.
- ▶ **Understand Costs:** Understand upfront costs when transitioning to sustainable practices. Smart planning and utilizing resources can make the journey attainable and financially viable in the long run.



SUSTAINABILITY AND YOUR CLIENTS

Consumer education and awareness are important in driving sustainable practices in the beauty industry. Informed consumers can make choices that align with their values and, in turn, influence industry trends toward greater sustainability. They can also push for systematic change in regulation, policy and corporate responsibility.

- ▶ **Implementing a Green Fee:** A “green fee” is an additional cost to clients (per service) that goes toward sustainable initiatives. This can be (but is not limited to) recycling programs, updating infrastructure or switching product lines. This could also include support for local environmental initiatives or contributing to carbon offset programs to neutralize the ecological footprint.
- ▶ **Packaging and Labeling:** Labeling beauty products helps consumers when they are looking for organic, cruelty-free, sustainably sourced products, etc.



TAKE ACTION: Create informative content about sustainability in beauty, sharing it through social media, in-store displays or workshops. Highlight how individual choices can lead to collective environmental benefits and highlight your role.



SUSTAINABILITY AND YOUR TEAM

Sustainability is not only an environmental strategy—it is a workforce strategy.

The products you choose, the systems you implement and the standards you set directly affect employee health, morale, retention and long-term professional viability.

- ▶ **Health and Safety:** Salon professionals face daily exposure to chemicals, airborne particles, heat tools and water systems. Choosing safer formulations, improving ventilation, maintaining equipment and reducing unnecessary exposure protects your team over time.

Prioritizing health demonstrates leadership and reinforces that professional well-being matters.

- ▶ **Retention and Recruitment:** Today's professionals evaluate workplaces based on values and accountability. Transparent sustainability practices signal long-term thinking and operational maturity.

Salons that embed sustainability into their culture often see:

- Stronger staff loyalty
- Higher morale
- Greater workplace pride
- Improved recruitment of next-generation talent

In a competitive hiring market, sustainability can be a differentiator.

- ▶ **Culture and Leadership:** Sustainability does not require perfection—it requires consistency.

Clear protocols around waste, product selection, energy use and operational efficiency create shared standards across the team. When leaders communicate goals, track progress and involve staff in implementation, sustainability becomes part of the culture—not a campaign.

When embedded into daily operations, sustainability strengthens both team stability and business resilience.



Everything that goes into your sink has to flow out somewhere; every package you empty has to end up somewhere else. Be vigilant and mindful of the beauty products you choose and use.

INGREDIENTS

Sustainable ingredients are sourced and produced in ways that are mindful of the environment, human health and the welfare of animals. Sustainable ingredients in beauty products are derived from sources that prioritize ecological balance, minimize environmental impact and ensure resources are replenished at a rate that does not deplete the earth. These include plant-based materials, minerals and even some synthetic ingredients produced with green chemistry principles.

KEY CHARACTERISTICS OF SUSTAINABLE INGREDIENTS

Sustainable ingredients are:

- ▶ **Biodegradable** – Break down naturally in the environment without causing harm to ecosystems
- ▶ **Renewable** – Derived from sources that can be replenished quickly, such as certain plants or algae
- ▶ **Non-Toxic** – Free from harmful chemicals that can risk human health and the environment
- ▶ **Ethically Sourced** – Produced in ways that respect human rights and animal welfare
- ▶ **Minimally Processed** – Free from harsh chemicals or other harmful additives

IMPACT ON HEALTH

Avoiding harmful chemicals and toxins offers a safer option for your clients, making it less likely they will have skin irritation, allergies or long-term health issues. These issues can also be minimized by carefully following manufacturer's instructions.

DEFINING “ORGANIC” AND “NATURAL”

- ▶ **Organic Products:** These are products made from ingredients grown without synthetic pesticides, fertilizers or genetically modified organisms (GMOs). Organic certification, such as USDA Organic or ECOCERT, ensures the production process adheres to strict organic farming standards.
- ▶ **Natural Products:** While not legally defined, “natural” generally refers to products made from ingredients found in nature, with minimal processing and no synthetic chemicals. The term can be subjective, and there is a growing call for more precise definitions and standards.

BENEFITS OF ORGANIC AND NATURAL PRODUCTS

- ▶ **Health and Safety:** Organic and natural products often contain fewer irritants and toxic chemicals, making them safer for consumers, especially those with sensitive skin or allergies.
- ▶ **Environmental Impact:** Organic farming practices promote biodiversity and soil health and reduce contamination of water sources, making these products more sustainable.
- ▶ **Efficacy:** Many consumers believe that organic and natural products are more effective, relying on the inherent properties of natural ingredients.

CHALLENGES AND CONSIDERATIONS

- ▶ **Certification and Labeling:** Understanding the various certifications and labels can be challenging for consumers.
- ▶ **Misconceptions and “Greenwashing”:** Accurate consumer knowledge and awareness requires addressing common misconceptions and the issue of “greenwashing,” where products are marketed as “natural” or “organic” without official certification or substantial basis.

ECO-FRIENDLY PACKAGING



TAKE ACTION: By choosing products made with sustainable ingredients, you can help protect the environment and promote a more ethical beauty, barber and wellness industry.

Traditional beauty packaging, often made from plastics and non-recyclable materials, contributes significantly to environmental pollution, waste and landfill use.

ECO-FRIENDLY PACKAGING UTILIZES MATERIALS THAT ARE EITHER BIODEGRADABLE, RECYCLABLE, MADE FROM RECYCLED CONTENT OR THAT TAKE UP AS LITTLE LANDFILL SPACE AS POSSIBLE. THERE ARE MANY OPTIONS; SOME OF THE MOST POPULAR INCLUDE:

- ▶ **Refillable Products** – Consider durable and easy-to-refill containers—brands may offer bulk options or thinner plastic pouches that you can easily put into the container as an alternative to single-use packaging.
- ▶ **Thinner Packaging** – Products packed in bags and pouches take up far less landfill space when you do have to throw the packaging away.
- ▶ **Bioplastics** – Derived from renewable resources like corn starch, these plastics decompose faster than traditional plastics.
- ▶ **Glass** – A recyclable and reusable option that can be infinitely recycled without losing quality.
- ▶ **Aluminum** – Recycling aluminum requires 95% less energy than making aluminum from raw material.
- ▶ **Recycled Plastics** – Post-consumer recycled plastics reduce the demand for new plastic production.
- ▶ **Bamboo and Wood** – Sourced from sustainable forests, these materials offer a durable and biodegradable alternative.
- ▶ **Paper and Cardboard** – Easily recyclable and biodegradable, these materials are ideal for secondary (outer) packaging.



TAKE ACTION: Look for brands committed to sustainability and support their efforts to reduce environmental impact.

ETHICAL SOURCING AND FAIR TRADE

Ethical sourcing, a cornerstone of fair trade, involves procuring ingredients and materials responsibly, considering both social and environmental factors.

- ▶ **Respecting Human Rights:** Ensuring fair treatment, living wages and safe working conditions for everyone involved in the industry supply chain.
- ▶ **Supporting Local Communities:** Partnering with local suppliers and communities to promote economic development and avoid exploitation.
- ▶ **Preserving the Environment:** Sourcing materials in a way that minimizes environmental impact and protects biodiversity.
- ▶ **Promoting Environmental Justice:** Ensuring marginalized communities are not singled out to be targets for hazardous land use.



TAKE ACTION: Evaluate your partners and the brands you support. Choose products made with ethically sourced ingredients and partner with brands committed to transparency and sustainability. Certifications like B-Corp and SA8000® can help companies stay transparent and accountable for their practices.

SUSTAINABLE MANUFACTURING

BELOW ARE SOME OF THE FUNDAMENTAL PRINCIPLES OF SUSTAINABLE MANUFACTURING:

- ▶ **Energy Efficiency:** Implementing practices and technologies that reduce energy consumption in production facilities.
- ▶ **Waste Reduction:** Minimizing waste generated during production, including efforts to reuse and recycle materials.
- ▶ **Water Conservation:** Reducing water usage in manufacturing processes and implementing water recycling systems.
- ▶ **Reducing Carbon Footprint:** Using renewable energy sources and optimizing production processes to lower greenhouse gas emissions.
- ▶ **Local Manufacturing:** Brands that have their products made locally automatically reduce emissions compared to products produced and shipped overseas. Global trade emissions account for 20%-30% of global CO₂ emissions.

EXAMPLES OF SUSTAINABLE PRACTICES INCLUDE:

- ▶ **Cold Processing:** Reducing energy consumption by formulating products at room temperature.
- ▶ **Green Chemistry:** Using chemical processes and ingredients that reduce or eliminate the use and generation of hazardous substances.
- ▶ **Zero-Waste Manufacturing:** Aims to produce fully used materials, minimizing waste.



TAKE ACTION: Ask your product suppliers about their manufacturing processes. Choose to partner with suppliers who prioritize reducing environmental impact in their production.



“Reduce, Reuse, Recycle” has been the sustainability mantra for decades now, but these simple principles remain true. The less waste we put into the environment, the better off the Earth—and we—will be.

WASTE MANAGEMENT AND REDUCTION PRACTICES

ESSENTIALS OF REDUCTION

- ▶ **Respecting Human Rights:** Ensuring fair treatment, living wages and safe working conditions for everyone involved in the industry supply chain.
- ▶ **Reduced Packaging:** Minimizing packaging materials for beauty products, particularly non-recyclable or non-biodegradable ones. Examples include refillable containers and avoiding single-use packaging.
- ▶ **Bulk Buying Options:** Offering products in larger sizes or in bulk can reduce the overall amount of packaging required per product unit.
- ▶ **Conscious Use:** Being mindful of your product and resource use is a first step—not letting your sink run too long, mixing less product, unplugging tools when not in use, etc.
- ▶ **Digital Solutions:** There are many scheduling and point-of-sale (POS) systems to minimize paper usage. Online retail can reduce expired product waste and save money. There are even electronic tools to help you track your product waste.

IMPACT OF REDUCTION

- ▶ **Environmental Preservation:** Less resource usage and waste production, contributing to a lower environmental footprint.
- ▶ **Cost Efficiency:** Potential savings in production and consumer expenses, leading to a more economical product lifecycle.
- ▶ **Public Awareness:** Promotes consumer awareness and responsibility toward overconsumption.

CHALLENGES AND OPPORTUNITIES

- ▶ **Innovation in Product Development:** Experimenting with products that could be packaged in reusable or reduced packaging.
- ▶ **Market Adaptation:** Having varying packaging options available to consumers and professionals that fit personal preferences.
- ▶ **Regulatory Compliance:** Navigating and complying with changing national and international regulations that support innovative packaging options and environmental conservation.

PARTICIPATORY ACTIONS

- ▶ **Conscious Actions:** Staying aware of your actions will create more sustainable habits. What helps is having the people around you support your actions, leaving reminders for yourself and finding brands and tools that make it simpler to reduce.
- ▶ **Shaping Market Trends With Your Purchases:** Individuals can influence changes in market trends when they choose products and services that align with their values. Companies tend to embrace practices that gain popularity among consumers.
- ▶ **Educate and Advocate:** It's essential to share the importance of reduction practices. Discussing it with the people around you can create a ripple effect of knowledge through your clients, friends and industry networks. For example, contact the companies and brands you work with to advocate different packaging options or reducing their energy consumption through renewable resources.



TAKE ACTION: Prioritize minimal, sustainable packaging like refillable or recycled materials. Conserve resources—turn off lights/tools, minimize product waste and use water-saving techniques.

RECYCLING AND UPCYCLING

THE BASICS OF RECYCLING AND UPCYCLING

- ▶ **Recycling:** Involves converting waste materials into new materials and objects. This can include recycling packaging materials like plastic, glass and metal in the beauty industry.
- ▶ **Upcycling:** Goes a step further by transforming waste materials or unwanted products into new materials or products of higher quality or environmental value. An example in the beauty industry could be using discarded cosmetic containers to create planters or leftover coffee grounds to make body scrubs.

THE IMPACT OF RECYCLING AND UPCYCLING

- ▶ **Environmental Benefits:** Reduces the amount of waste sent to landfills and incinerators, conserves natural resources and reduces pollution.
- ▶ **Economic Advantages:** Create new job opportunities and boost local economies.
- ▶ **Innovation and Brand Image:** Offers opportunities for innovation in product design and can enhance a brand's image as environmentally responsible.

CHALLENGES AND OPPORTUNITIES

- ▶ **Collection and Processing:** Efficient systems for collecting and processing recyclable materials are essential but can be challenging to implement due to financial investment, time constraints and lack of local support.
- ▶ **Consumer Participation:** Educating consumers about recycling programs and encouraging their participation is crucial for success.
- ▶ **Design for Recyclability:** Encouraging beauty brands to design products and packaging with end-of-life recyclability in mind. However, waste disposal options have to be easy and accessible to consumers.
- ▶ **Deceptive Communications and Labeling:** Many companies mislead consumers by claiming products are recyclable when they're not ("greenwashing").
- ▶ **Lack of Regulation:** Different rules in every city and state make it hard for people to make decisions. Standardized rules and resources across the board would make recycling much easier and more effective.

WHAT YOU CAN DO

- ▶ Look for brands that are committed to recycling and upcycling. This could mean they support recycling initiatives, partner with manufacturers or create their own recycling program.
- ▶ Choose products with minimal packaging or with packaging made from easily recyclable materials.
- ▶ Recycle your waste locally or with brands and companies who recycle. You could also upcycle your beauty waste into something functional.
- ▶ Be educated on how to recycle your waste. Not every recycling program is the same, and not all beauty waste is recycled in the same way.



TAKE ACTION: Start a program to take back packaging for recycling or upcycling—there are companies that can help. Offer incentives for customers to participate, and find creative ways to reuse materials in your business.



SERVICE AND REPAIR OF BEAUTY, BARBER AND WELLNESS EQUIPMENT

Equipment like salon/barber chairs, massage tables, hair dryers and towel cabinets are essential purchases used regularly, so it's important that they work for an extended amount of time.

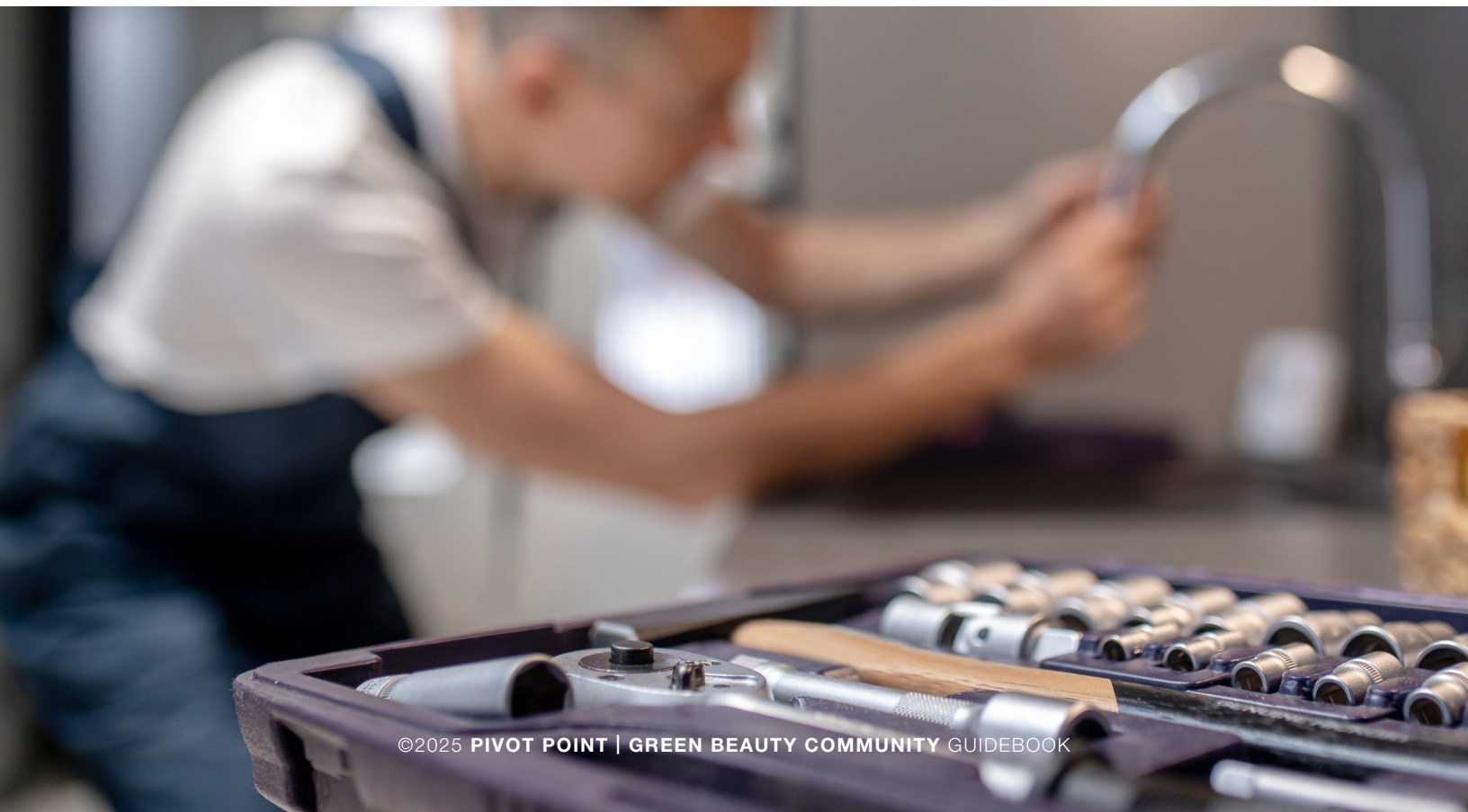
- ▶ **Reduced Environmental Impact:** Extending the lifespan of your equipment will minimize waste, prevent premature failure and keep hazardous materials out of the environment.
- ▶ **Cost Savings:** Maintenance is often more affordable than frequent replacements, saving you money in the long term.
- ▶ **Safety and Efficiency:** Properly maintained equipment provides consistent service and lowers hazardous risks such as pipe bursts, fires and broken equipment.

BEST PRACTICES

- ▶ **Schedule Regular Maintenance:** Create a preventive maintenance plan to identify and address issues early. Scheduling regular building inspectors, shear sharpeners and salon cleaning days are examples.
- ▶ **Seek Professional Repairs:** Ensure quality repairs by utilizing qualified professionals if something is broken or needs maintenance. See who can repair locally or opt into brands' warranty plans.
- ▶ **Replacement Parts:** Ask professional providers if replacing a part is an option instead of replacing the whole item and where they would suggest finding the necessary parts.



TAKE ACTION: Establish a maintenance routine for all equipment. Seek repair services for products, extending their life and fostering a culture of durability among consumers.



WATER USAGE AND CONSERVATION

Water is the lifeblood of our industry, used in everything from cleaning, rinsing and coloring hair to product formulations, experiential showers, soaking tubs and manufacturing processes. It's also a limited resource in some communities. As the global climate changes, fresh water is becoming more and more of a precious commodity.

THE SIGNIFICANCE OF WATER USAGE

- ▶ **Water Consumption:** Be cognizant of our extensive use water for various treatments and services, including hair washing, coloring and other beauty treatments.
- ▶ **Water Footprint in Operations:** The water footprint is not just about direct usage; it also includes the indirect use associated with products and services offered. A comprehensive understanding of this footprint is crucial for implementing conservation measures.
- ▶ **Quantifying Use:** For instance, a typical beauty salon can consume up to 270 gallons of water per day, per chair, while a laundry load may use around 19 gallons of water.
- ▶ Minimize the disposal of product and color waste into our water systems.

STRATEGIES FOR WATER CONSERVATION

- ▶ **Low-Water and Waterless Beauty Treatments:** Introduce minimal or no-water treatments, such as dry haircuts or waterless pedicures. These innovative approaches can significantly reduce water usage while maintaining service quality.
- ▶ **Efficient Equipment:** Invest in water-efficient equipment like low-flow faucets, modern hair-wash sinks and systems that consume less water.
- ▶ **Sustainable Product Selection:** Opt for products that require less water in their application and rinsing, contributing to overall water savings.
- ▶ **Single-Use Biodegradable Products:** These products, such as towels, can reduce the need for laundering, saving significant amounts of water and offering an environmentally friendly disposal option.
- ▶ **Water Recycling Systems:** Consider installing water recycling systems that purify and reuse water for non-critical tasks, reducing the salon's demand for fresh water.
- ▶ **Educating Coworkers and Clients:** Staff could be trained in water conservation techniques. Inform clients about these efforts, promoting a culture of sustainability. Being conscious of water usage (time at the sink, how you wash your tools, etc.) is an excellent place to start.



CHALLENGES IN WATER CONSERVATION

- ▶ **Maintaining Service Quality:** Innovating in water-saving equipment without compromising the quality of salon services.
- ▶ **Raising Awareness:** Increasing staff and client awareness about the importance of water conservation in salon settings.
- ▶ **Lack of Education:** Professionals and salon, barbershop and spa owners may not be familiar with building maintenance. If the plumbing is not working efficiently, it may lead to excessive water usage and higher utility bills.



TAKE ACTION: Think about how you can reduce your water use and your liquid waste. Implement water-saving measures in your operations, such as using water-efficient fixtures, adopting waterless beauty products or systems that reduce liquid waste—for example hair color or pedicures. Look into federal and state grants that could support your actions.

ENERGY USE

Salons (and barbershops and spas) consume energy in various forms, including electricity for lighting, heating, air conditioning and powering equipment like hair dryers, styling tools, curing lamps and water heaters. Understanding where and how energy is used is the first step in identifying opportunities for efficiency.

ENERGY EFFICIENCY TIPS

- ▶ **LED Lighting:** Replace traditional incandescent or fluorescent lights with LED bulbs. LEDs are more energy-efficient, last longer and can significantly reduce electricity usage.
- ▶ **Energy-Efficient Appliances:** Opt for ENERGY STAR-rated appliances that use less energy without sacrificing performance, including hair dryers, washing machines and air conditioners.
- ▶ **Smart Thermostats:** Install smart thermostats to control heating and cooling systems more efficiently. These devices can learn your preferences and adjust temperatures based on salon occupancy and hours of operation.
- ▶ **Timers and Sensors:** Use timers and motion sensors for lighting and equipment to ensure they are only on when needed.
- ▶ **Regular Maintenance:** Keep all equipment well-maintained. For example, regular servicing of HVAC systems can ensure they operate efficiently.
- ▶ **Energy Audit:** Consider conducting an energy audit to identify areas of high energy usage and potential improvements.
- ▶ **Electrical Strips (Power Strips):** These strips help block draining energy from tools that are not used but still plugged in.

RENEWABLE ENERGY SOURCES

- ▶ **Solar Panels:** Installing solar panels can be a cost-effective way to generate renewable energy. Although the initial investment may be high, it can lead to significant savings in the long term.
- ▶ **Green Energy Suppliers:** Choose energy suppliers that provide electricity from renewable sources like wind, solar or hydroelectric power.
- ▶ **Energy Credits:** Participate in renewable energy credit programs to offset energy use.

EDUCATING STAFF AND CLIENTS

- ▶ **Energy Conservation Training:** Educate the staff about the importance of energy conservation and how they can reduce energy use in their daily tasks.
- ▶ **Client Awareness:** Share your energy conservation efforts with clients. This transparency can enhance your reputation and encourage clients to support sustainable businesses.



TAKE ACTION: Energy Resources – Begin by assessing your business's energy consumption. Consider transitioning to renewable energy sources, like solar panels, and invest in energy-efficient appliances. Encourage energy conservation practices among staff and clients, such as turning off equipment when not in use. Engage in community or industry initiatives focused on energy conservation to amplify your impact.

DESIGN CONSIDERATIONS

Your physical space significantly influences its overall environmental impact and operational costs. Building efficiency encompasses the design, construction and maintenance contributing to reduced energy consumption, less waste generation and overall sustainability.

KEY ASPECTS OF BUILDING EFFICIENCY

- ▶ **Insulation and Ventilation:** Proper insulation in walls, ceilings and floors helps maintain temperature, reducing heating and cooling needs. Adequate ventilation ensures healthy indoor air quality, which is essential for dealing with various chemical products.
- ▶ **Energy-Efficient Windows and Doors:** Double-glazed windows and well-sealed doors can prevent heat loss, maintaining the temperature more efficiently. Solar window films can also be used to reduce solar heat gain.
- ▶ **Eco-Friendly Flooring:** Choose sustainable options like bamboo, cork or recycled materials. These materials are not only environmentally friendly but also durable and stylish.
- ▶ **Water Conservation Fixtures:** To reduce water usage, install low-flow faucets, toilets and showerheads. Specific water conservation systems can recycle and purify water for reuse throughout your facility.
- ▶ **Sustainable Materials:** Use materials with low environmental impact for interior décor and furnishings. This includes recycled, reclaimed or sustainably sourced wood, eco-friendly paints and non-toxic finishes.
- ▶ **High-Quality Furniture and Fixtures:** When selecting salon furniture, especially massage tables and salon chairs, investing in high-quality equipment is a consideration. Low-quality options often have a brief lifespan so, to ensure durability and sustainability, focus on purchasing from reputable companies. Additionally, don't forget to ask about repair options to further extend the life of your investments.
- ▶ **Cosmetic Building Alterations:** You can make some simple cosmetic changes to your building that save energy. Painting the roof a light color will help reduce your AC bill when it's hot outside, sheer window curtains can help reduce the amount of heat that the building holds and planting native plants where there is grass will create its own ecosystem and water won't be an issue (plus you'll be supporting native biodiversity).

ENERGY MANAGEMENT SYSTEMS

- ▶ **Automated Systems:** Implement automated systems for lighting, heating and cooling. These systems can adjust based on occupancy, time of day and season, optimizing energy Use.
- ▶ **Green Building Certifications:** Aim for green building certifications like LEED (Leadership in Energy and Environmental Design) or BREEAM (Building Research Establishment Environmental Assessment Method) to ensure you meet high sustainability standards.

MAINTENANCE AND UPKEEP

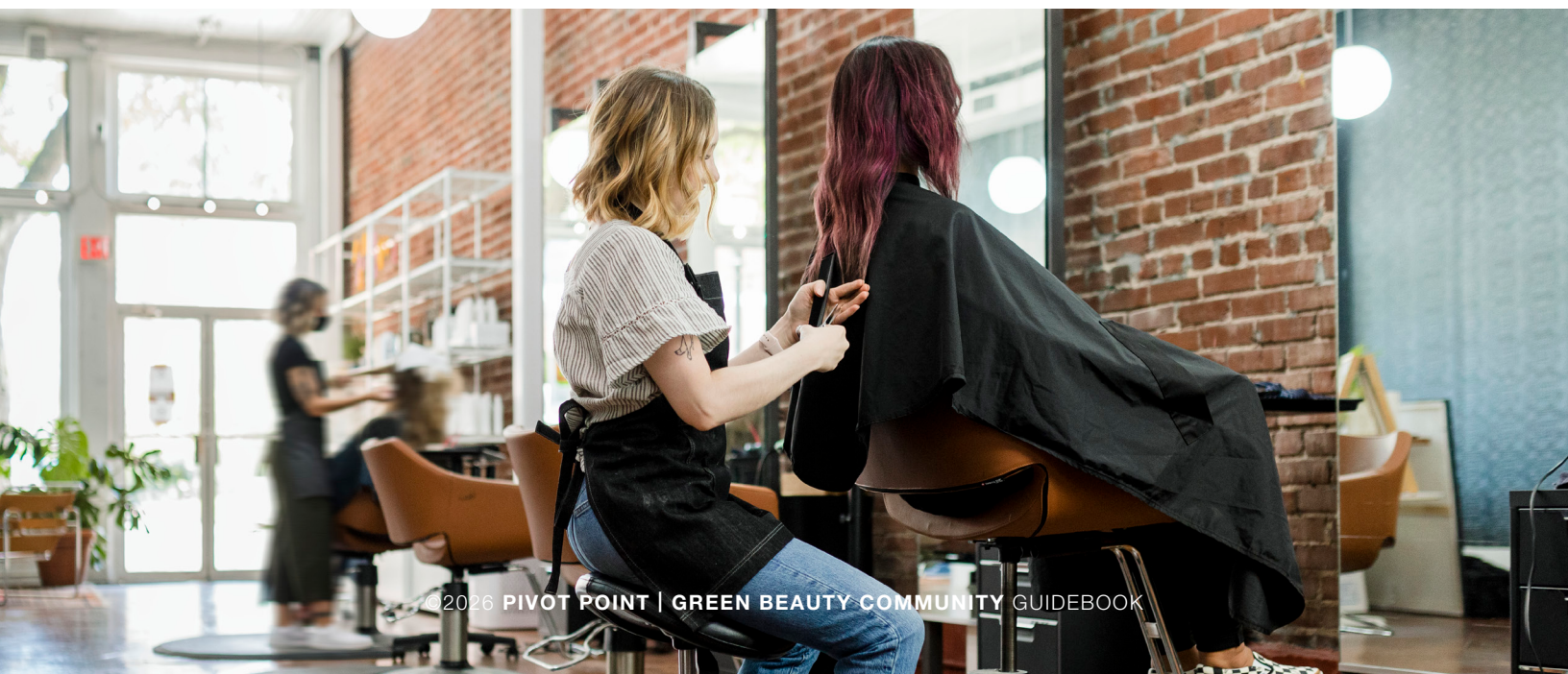
Regular maintenance ensures that all aspects of the building are functioning efficiently. This includes checking insulation, sealing leaks, servicing HVAC systems and ensuring all electrical and plumbing systems are in optimal condition.

BENEFITS OF BUILDING EFFICIENCY

- ▶ **Cost Savings:** Efficient buildings typically incur lower utility costs due to reduced energy and water usage.
- ▶ **Enhanced Client Experience:** A well-designed and maintained facility can provide clients with a more comfortable and healthier environment.
- ▶ **Environmental Impact:** Efficient buildings contribute to reduced greenhouse gas emissions and a lower ecological footprint.



TAKE ACTION: Optimize the energy efficiency of your physical space. Start with an energy audit to identify areas for improvement. Implement insulation, use energy-efficient lighting and install smart thermostats to regulate temperature efficiently.



REGULATIONS AND CERTIFICATIONS FOR BRANDS

Regulations and certifications exist to protect the public and to empower consumer trust with knowledge and assurances.

KEY REGULATIONS IMPACTING SUSTAINABILITY

- ▶ **Global and Regional Regulations:** From the EU's cosmetics regulations to the U.S. FDA's guidelines, these regulations set minimum standards for the environmental impact of beauty products.
- ▶ **Ingredient and Production Restrictions:** Specific regulations restrict the use of certain chemicals and promote sustainable sourcing practices throughout the beauty supply chain.

CERTIFICATIONS

Certifications build consumer trust by providing third-party verification and an independent assessment of a product's sustainability or ethical claims, reducing the risk of greenwashing and making it easier for consumers to identify products that align with their values. However, obtaining certifications can be complex and expensive, especially for smaller brands. Categories include Organic and Natural, Cruelty-Free, Fair Trade and Ethical Sourcing Certifications.

BETTER-KNOWN CERTIFICATIONS:

- ▶ **Leaping Bunny:** <https://www.leapingbunny.org>
- ▶ **PETA (People for the Ethical Treatment of Animals):** <https://www.peta.org>
- ▶ **Carbon Neutral:** This might refer to a certification by various bodies; one such example is Carbon Trust: <https://www.carbontrust.com>
- ▶ **B-Corp:** B Lab's Corporation Certification: <https://bcorporation.net>
- ▶ **Fair for Life:** <https://www.fairforlife.org>
- ▶ **Fair Trade USA:** <https://www.fairtradecertified.org>
- ▶ **USDA Organic:** U.S. Department of Agriculture Organic Certification: <https://www.usda.gov/topics/organic>
- ▶ **COSMOS (Cosmetic Organic and Natural Standard):** <https://www.cosmos-standard.org>
- ▶ **RSPO (Roundtable on Sustainable Palm Oil):** <https://www.rspo.org>
- ▶ **FSC (Forest Stewardship Certification):** <https://www.fsc.org>
- ▶ **Rainforest Alliance:** <https://www.rainforest-alliance.org>



TAKE ACTION: Identify certifications that align with your brand's sustainability goals and resonate with your target audience. Work toward implementing the necessary changes in your practices to meet the requirements of these certifications. Communicate your commitment to these standards in your messaging.

EMERGING TECHNOLOGIES AND INNOVATION

Technology continually evolves, and the beauty industry embraces cutting-edge technology to support sustainable initiatives. Below are a few examples.

INGREDIENTS AND FORMULAS

- ▶ **Lab-Grown Naturals:** Scientists are growing ingredients like vanilla and rose in labs, saving water and land.
- ▶ **Green Chemistry:** Safer formulas that use fewer harsh chemicals and protect the environment are emerging.

MANUFACTURING

- ▶ **Energy Efficiency:** Factories use less energy to produce beauty products, reducing their carbon footprints. This is from opting for renewable energy sources like solar or wind power, EV transportation, etc.
- ▶ **Water Savers:** Innovative systems recycle and reuse water in manufacturing, cutting water waste.
- ▶ **Recycling:** Using AI for sorting recyclables after collection or creating composite materials made from reclaimed plastics and biomaterials like hair.

PACKAGING

- ▶ **Smart Packaging:** Intelligent packaging keeps products fresh longer, reduces waste and educates shoppers about proper disposal.
- ▶ **Eco-Friendly Materials:** Compostable and biodegradable packaging materials offer alternatives to plastic.

INNOVATIONS

- ▶ Reusable mannequin head forms, more sustainable practice mannequins.
- ▶ Waste-reducing color management hardware and software.
- ▶ **AI-Powered Personalization:** AI creates custom beauty products, cutting back on mass production waste.
- ▶ **Digital Tools:** Apps and platforms boost supply chain transparency and sustainability tracking.



TAKE ACTION: Stay informed about new sustainable technologies relevant to your business. Consider one new technology this year that will improve your sustainability metrics.



The Green Pledge is a simple, practical introduction to sustainability in professional beauty. It is designed to remove barriers to entry and give beauty professionals, students, educators and salon teams an easy way to begin.

Sustainability does not start with perfection. It starts with practical choices made every day in salons, spas, barbershops, schools and studios across the industry. The Green Pledge is a free, quick commitment designed to help beauty professionals take meaningful steps toward a more responsible industry.

Rather than asking people to master a complex topic all at once, the Green Pledge creates a low-barrier first step. It invites participants to make a clear commitment, learn the basics and start thinking differently about how beauty, wellness, business practices and environmental responsibility connect.

This matters because sustainability can often feel overwhelming, abstract or out of reach. The Green Pledge is designed to do the opposite. It makes the subject approachable. It gives people a place to start. And it helps move the conversation from good intentions to practical awareness.

ITS PURPOSE

The purpose of the Green Pledge is not to declare that someone has “arrived” or that they have become fully sustainable. It is not a certification of expertise, perfection or compliance. Its purpose is to mark the beginning of a journey.

By taking the pledge, participants are committing to reduce waste, make better choices around products and operations, support healthier environments and encourage progress within the beauty community.

The Green Pledge exists to:

- Create an accessible entry point into sustainability
- Encourage awareness without overwhelming the participant
- Help people take a first step before moving into deeper education
- Build shared language around responsible beauty practices
- Connect participants to the broader ecosystem of sustainability education, tools and community

In that sense, the Green Pledge is both an introduction and an invitation. It helps usher people into the larger conversation and prepares them for deeper learning over time.

HOW IT WORKS

The Green Pledge is intentionally simple. Participants begin with a short introductory video and then respond to five affirmations. These affirmations are not meant to test expertise. They are meant to signal openness, awareness and a willingness to begin. After taking the pledge, participants receive a certificate and digital share assets that communicate one thing clearly: they have taken the first step and have committed to learning more.

THE FIVE AFFIRMATIONS

By taking the Green Pledge, participants affirm that they will:

1. Reduce waste in their practice or business

Take steps to cut unnecessary waste by reducing single-use items where possible, improving recycling and recovery efforts and choosing reusable, refillable or lower-waste alternatives when available.

2. Choose better products and materials

Prioritize products, tools and materials that support healthier people, responsible sourcing, lower toxicity and reduced environmental impact whenever possible.

3. Use water, energy and resources more responsibly

Look for practical ways to operate more efficiently by reducing water and energy use, avoiding unnecessary consumption and making more mindful day-to-day decisions.

4. Educate, influence and lead by example

Share what they learn with clients, coworkers, students and peers so sustainability becomes more visible, more approachable and easier to act on.

5. Keep learning and improving over time

Stay open to new information, better practices and more responsible ways of working, understanding that sustainability is an ongoing commitment, not a one-time action.

AN ENTRYWAY TO SUSTAINABILITY

The Green Pledge is best understood as a front door.

It is the on-ramp that helps people enter the sustainability conversation without shame, fear or the pressure of having to know everything already. It acknowledges that many people care, but do not know where to begin. It also recognizes that real change often starts with awareness before it turns into action.

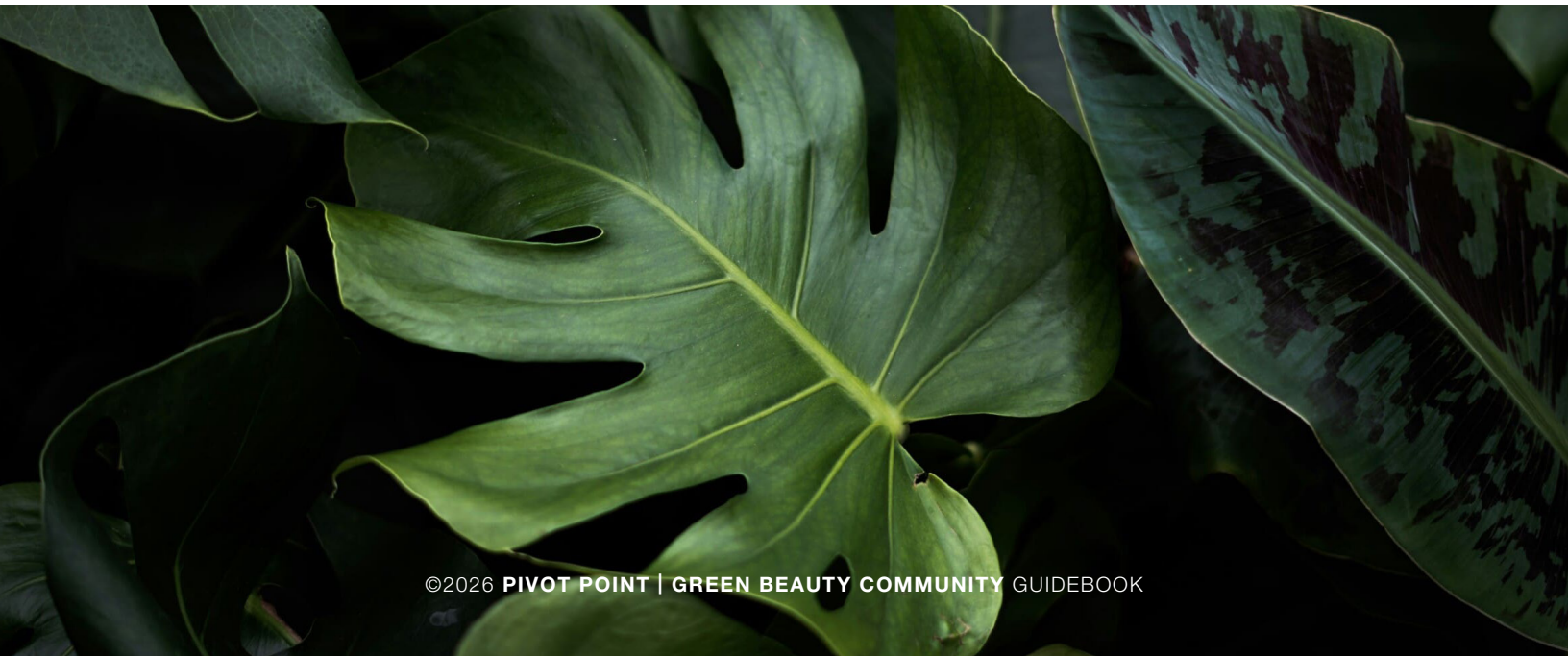
The Green Pledge is not about getting everything right at once. It is about progress, awareness and building better habits over time. By lowering the barrier to entry, it makes space for the curious, the cautious and the committed alike.

From there, participants can move into deeper areas of learning, including waste reduction, product choices, water and energy use, team culture, client communication and operational improvement.

In other words, the Green Pledge is not the finish line. It is the doorway that helps usher people onto the path.

SUGGESTED CLOSING LINE

The Green Pledge is a simple promise to begin—an entry point that helps beauty professionals move from awareness to action, and from intention to a more responsible way of working.



There is absolutely nothing stopping you from taking steps right now toward a greener and more sustainable industry. Use the resources and tips below to implement Green Beauty wherever you can!

GETTING STARTED: BUSINESS CONSIDERATIONS

- ▶ **Start Small and Scale Gradually:** For small businesses and solo practitioners, starting with small, manageable changes that don't require significant upfront investment is important. Begin by evaluating your most-used products and practices and identify areas where simple swaps can make a big difference. For example, switching to LED lighting, using eco-friendly cleaning products or adopting a recycling program can be excellent first steps.
- ▶ **Leverage Local and Community Resources:** Small businesses have the advantage of being deeply rooted in their communities, which can serve as a rich resource for sustainable practices. Consider sourcing products locally to reduce transportation emissions and support the local economy. Engage with community recycling programs or local environmental groups to learn about available resources and initiatives you can participate in.
- ▶ **Build Partnerships and Collaborations:** Partnerships with other small businesses or independent professionals can amplify your sustainability efforts. Collaborate on bulk purchasing to reduce costs and packaging or create a local network to share resources like eco-friendly supplies or renewable energy solutions. These partnerships can also extend to shared marketing campaigns to raise awareness about sustainability efforts within your community.
- ▶ **Educate and Involve Your Clients:** Clients of small businesses often appreciate a more personalized approach and are likely to support sustainability initiatives. Use this to your advantage by educating your clients on the benefits of your sustainable practices. Offer incentives for clients participating in sustainability programs, such as discounts for bringing in their reusable containers or opting into digital receipts.
- ▶ **Maximize Digital Tools for Efficiency:** Digital tools can help small businesses operate more efficiently and sustainably. Use online booking systems to reduce paper waste, embrace digital marketing to reach out to your clients and consider using cloud-based software to manage your business operations to minimize the need for physical storage and paper records.
- ▶ **Continuous Learning and Adaptation:** The sustainability landscape constantly evolves, with new technologies, materials and practices emerging regularly. Small businesses should adopt a continuous learning mindset and be open to adapting their practices as more sustainable options become available. Engage in online forums, industry groups or local workshops focused on sustainability to stay informed about the latest trends and innovations.
- ▶ **Seek Certification and Recognition:** Obtaining certification from recognized green beauty or environmental organizations can offer credibility and visibility for small businesses committed to sustainability. While certification processes can sometimes be resource-intensive, many programs provide tailored options for small entities. Displaying your certification can attract eco-conscious consumers and set you apart in a competitive market.



CHECKLIST: SUSTAINABLE PRACTICES

WASTE MANAGEMENT:

- ▶ Establish protocols for properly separating and disposing of waste.
- ▶ Partner with waste management services specializing in handling beauty product packaging and chemicals.
- ▶ Use digital scheduling and point-of-sale software to reduce paper waste.

REDUCTION PRACTICES:

- ▶ Implement monitoring and reducing product waste systems, such as precise measuring tools.
- ▶ Encourage clients to participate in reduction practices like returning containers for refills.

RECYCLING AND UPCYCLING:

- ▶ Set up detailed recycling guidelines for clients and staff to follow.
- ▶ Find creative ways to repurpose old equipment and materials.

SERVICE AND REPAIR EQUIPMENT:

- ▶ Establish a routine maintenance schedule for all equipment.
- ▶ Invest in training staff to properly handle and care for tools and equipment to prevent frequent breakdowns.

PRODUCT KNOWLEDGE:

- ▶ Assess and understand the sustainability profile of each product line.
- ▶ Train staff to communicate the benefits of sustainable products to clients effectively.

INGREDIENTS:

- ▶ Identify and use products formulated with sustainably sourced, organic ingredients.
- ▶ Eliminate products containing harmful chemicals and allergens.

ECO-FRIENDLY PACKAGING:

- ▶ Select products with packaging designed for recyclability or compostability.
 - ▶ Encourage suppliers to reduce packaging and use eco-conscious materials.
-

ETHICAL SOURCING AND FAIR TRADE:

- ▶ Source ingredients and products from suppliers that adhere to fair trade principles.
 - ▶ Ensure that the manufacturing processes respect workers' rights and the environment.
-

SUSTAINABLE MANUFACTURING PROCESSES:

- ▶ Partner with brands that utilize sustainable manufacturing technologies.
 - ▶ Inquire about the manufacturing processes of product suppliers regarding sustainability.
-

CRUELTY-FREE PRODUCTS:

- ▶ Stock and promote cruelty-free products with verifiable certifications.
-

ORGANIC AND NATURAL PRODUCTS:

- ▶ Favor products that have credible organic certifications and natural ingredients.
 - ▶ Educate clients on the benefits of organic and natural products for personal health and the environment.
-

CARBON FOOTPRINT:

- ▶ Encourage customers and employees to use alternate forms of travel including ride-share to work.
 - ▶ Engage in carbon offset programs to mitigate the environmental impact.
-

WATER USAGE AND CONSERVATION:

- ▶ Install water-saving devices and regularly check for leaks.
 - ▶ Train staff on water conservation techniques and best practices.
 - ▶ Minimize the disposal of product and color waste using color calculation technologies.
-

ENERGY RESOURCES:

- ▶ Use ENERGY STAR-rated appliances and encourage maintenance for energy efficiency.
 - ▶ Opt for renewable energy sources when possible, such as solar panels.
-

BUILDING EFFICIENCY:

- ▶ Evaluate and upgrade insulation and windows for better energy conservation.
 - ▶ Automate lighting and climate control systems for optimal energy use.
-

CONSUMER EDUCATION:

- ▶ Create educational materials on sustainable practices for clients.
 - ▶ Offer consultations that include guidance on sustainable product choices and applications.
-

EMERGING TECHNOLOGIES AND INNOVATION:

- ▶ Stay up to date on new sustainable technologies in the industry and assess their applicability to operations.
 - ▶ Incorporate innovative solutions that offer environmental benefits.
-

REGULATIONS AND CERTIFICATION:

- ▶ Continuously update practices to adhere to the latest sustainability regulations.
 - ▶ Aim for certifications that distinguish the salon as a leader in sustainable practices.
-

INDUSTRY PARTNERS

The Green Beauty Community appreciates the companies who support our mission and provide the products, resources and services leading to a more sustainable professional beauty industry.

amika:

amika

www.loveamika.com

Contact: Chandler Frenken
email: chandler.frenken@loveamika.com

We're amika—a crew of creatives, stylists and product lovers who play by our own rules. Friends to all, including the planet. Our cruelty-free products are loaded with super ingredients and free of sulfates, parabens and more. Need volume, curl or hold? We got you.


John Paul Mitchell Systems

www.paulmitchell.com

Contact: Sean Ansett
email: Sean.Ansett@jpms.com

JPMS advocates against animal testing, because we keep our promises. Positively impacting people and the planet, our greatest resources of all. As the largest family-owned pro hair care brand, 45 years and counting, we're building a legacy with our passion for hair and a whole lot of heart.



THE ULTIMATE SPA & WELLNESS RESOURCE

Universal Companies

www.universalcompanies.com

Contact: Karen Short
email: kshort@universalcompanies.com

For 40 years, Universal Companies has been a trusted provider of spa and salon supplies, products and equipment, serving estheticians, massage therapists, stylists, nail technicians, medi spas, salons, resorts and more.


Green Circle Salons

www.greencirclesalons.com

Contact: Larry Kane
email: lkane@greencirclesalons.com

Green Circle Salons is a certified B Corporation that helps businesses keep up to 95% of their beauty waste out of landfills with their Zero Waste to Landfill certified services.


Pivot Point International

www.pivot-point.com

Contact: Steve Reiss
email: sreiss@pivot-point.com

Pivot Point International is the driving force behind digital learning and development for hair and beauty education. From education to hair and tools, our products support sustainable careers to push the industry forward.

INNERSENSE

Innersense Organic Beauty

www.innersensebeauty.com

Contact: Tessa Watne
email: tessa@innersensebeauty.com

Innersense Organic Beauty utilizes organic chemistry to raise the bar on clean, luxurious formulas with professional performance to care for your hair, health and planet.


Sustain Beauty Co

<https://sustainbeauty.co/>

Contact: Valorie Tate
email: valorie@linkupmarketing.com

Sustain Beauty Co represents some of the professional beauty industry's top eco-responsible brands and have a reputation for finding and sourcing innovative products that artists love, like ECOHEADS, Scrummi, Paper Not Foil and more!


We welcome new partners!

Please reach out to discuss how we can best work together.

hello@greenbeautycommunity.com

MEDIA PARTNERS

AMERICAN SALON

American Salon

www.americansalon.com

Contact: Elizabeth Trevorrow
email: etrevorrow@questex.com

American Salon shares industry news, education, trends and business insights for salon professionals, educators and beauty leaders.



Beauty Industry Report (BIR)

www.bironline.com

Contact: Jayne Morehouse
email: jayne@bironline.com

Beauty Industry Report focuses on executive-level news, business updates and market insights within the professional beauty industry.



Modern Salon Media

www.modernsalon.com

Contact: Anne Moratto
email: anne.moratto@bobit.com

For 100 years, MODERN SALON has been supporting salon professionals and leaders at every stage of their career through education, inspiration and elevation. Our vision is to foster inclusivity, creative evolution and authentic connection while remaining grounded in the core values of artistry and innovation.



SalonEVO

www.salon-evo.com

Contact: Angelina Lutsenko
email: angelina@theevomediagroup.com

SalonEVO covers hair, beauty, nails, culture and industry news for salon professionals and brands.



The Tease Media

www.thetease.com

Contact: Erin Kiely
email: ekiely@thetease.com

The Tease is a media site covering all things hair, beauty and pop culture for those who want to stay in the know.

SOURCES/REFERENCES

**OUR ASK:**

Please let us know of any additional resources that may be of value to our community.
hello@greenbeautycommunity.com

SUSTAINABLE BEAUTY

- Consumer Education and Awareness
 - [Education Resources from The Green Beauty Community](#)
- Emerging Salon Technologies and Innovations
 - [Salon Today Technology Guide](#)
- Service and Repair of Beauty Equipment
 - [A Comprehensive Guide to Maintaining Your Hair Salon Equipment: Salon Chairs Checklist](#)
- GCS Report
 - <https://greencirclesalons.com/>
- GSN Planet
 - <https://gsnplanet.org/>
- Ethical Brand Directory
 - <https://sustainbeauty.co/pages/ethical-beauty-brands>
- Green Fee Research
 - <https://sustainbeauty.co/pages/salon-green-fee-study>
- JPMS Sustainability Report
 - <https://www.paulmitchell.com/pages/sustainability>

PRODUCT KNOWLEDGE

- Cruelty-Free and Vegan Products
 - [What Does Vegan & Cruelty-Free Mean & Why Does It Matter? – Sustainable Jungle defines and discusses the importance of vegan and cruelty-free products.](#)
- Sustainable Beauty Brand Trends
 - [Growing Sustainable Beauty Trends for Emerging Brands in 2023 – NIQ sustainable beauty packaging trends.](#)
- Ethical Sourcing and Fair Trade
 - [Beauty and Fair Trade USA™ Case Study – Fair Trade Certified explores a case study on ethical sourcing and fair trade in the beauty industry.](#)
- Organic and Natural Products
 - [Organic Skin Care Market – Mordor Intelligence](#)
- About Clean Beauty
 - [The Credo Clean Standard](#)

- Emerging Salon Technologies and Innovations

- [How does trade contribute to climate change, and how can it advance climate action? – Grantham Research Institute on climate change and the environment.](#)

WASTE MANAGEMENT

- Glass Recycling
 - <https://glasshalffull.co/>
- Recycling, Upcycling and Reclamation
 - [Report Extended Producer Responsibility](#)
 - [U.S. Plastics Pact](#)
 - [The Recycling Partnership](#)
 - [Beauty Industry Packaging Waste](#)
- Water Usage and Conservation
 - <https://socialwatersmart.com/en/commercial/water-savings-incentive-program/>
- Plastic Waste
 - <https://repurpose.global/>

CARBON FOOTPRINT

- Carbon Footprint and Climate Impact
 - [Help Your Hair Salon Go Net Zero](#)
- One Tree Planted
 - <https://onetreeplanted.org/>

GOVERNMENT RESOURCES

- Code of Federal Regulations (eCFR); Title 16, Commercial Practices: <https://www.ecfr.gov/current/title-16>
- Code of Federal Regulations (eCFR); Title 42, Public Health: <https://www.ecfr.gov/current/title-42>
- Federal Register, December 2023, Environmental Protection Agency Index: <https://www.federalregister.gov/index/2023/environmental-protection-agency>
- Federal Register, Vol. 88, No. 221; November 2023, Rules and Regulations: <https://www.govinfo.gov/content/pkg/FR-2023-11-17/pdf/2023-25269.pdf>
- EPA and Sustainability: <https://www.epa.gov/sustainability>

GLOSSARY OF TERMS

**OUR ASK:**

Please share with us any additional terms that may be of value to our community.
hello@greenbeautycommunity.com

Biodegradable

Refers to materials that can break down into natural elements, carbon dioxide and water vapor by the action of microorganisms without causing harm to the environment.

Biodynamic

Refers to products and practices rooted in biodynamic farming principles. These products are formulated with farm ingredients that follow holistic and sustainable agricultural approaches. Characteristics include holistic farming practices, consideration of cosmic rhythms, biodiversity promotion, composting techniques and a commitment to sustainability. Biodynamic beauty products often emphasize using natural and organic ingredients while avoiding synthetic chemicals, aligning with consumer preferences for ethical and environmentally conscious beauty choices.

Bioplastics

Plastics derived from renewable biomass sources, like vegetable fats and oils, corn starch or microbiota.

Biotechnology

The use of living systems and organisms to develop or make products, often applied in the beauty industry to create more sustainable and innovative ingredients.

Carbon Footprint

The total amount of greenhouse gasses (including carbon dioxide and methane) generated by our actions, typically measured in units of carbon dioxide equivalents.

Carbon Neutral

Refers to achieving net-zero carbon dioxide emissions by balancing emitted carbon with offsetting or eliminating carbon emissions.

Carbon Offsets

Reductions in carbon dioxide emissions or other greenhouse gasses made to compensate for emissions produced elsewhere.

Circular Economy

An economic system aimed at eliminating waste and the continual use of resources. Circular systems employ reuse, sharing, repair, refurbishment, remanufacturing and recycling to create a closed-loop system, minimizing the use of resource inputs and the creation of waste.

Clean Beauty

A term used to describe non-toxic beauty products, not only safe for people to use but also produced in ethical and environmentally friendly ways.

Cold Processing

A method of producing beauty products at room temperature, reducing energy consumption.

Compost

Decayed organic material used as a fertilizer for growing plants.

Cruelty-Free

Indicates that a product and its ingredients have not been tested on animals, often symbolized by a bunny logo on the packaging.

Eco-Friendly

A broad term that implies a product or practice that minimizes environmental harm.

Energy Efficiency

Using less energy to perform the same task or produce the same result, reducing energy waste.

Environmental Justice

No person or group should bear a disproportionate share of the negative environmental consequences of industrial, governmental and commercial operations or policies.

Ethical Sourcing

The process of ensuring the materials and services procured are obtained responsibly and sustainably, respecting the workers and the environment.

Fair Trade

A trading partnership based on dialogue, transparency and respect that seeks more significant equity in international trade. It contributes to sustainable development by offering better trading conditions and securing the rights of marginalized producers and workers.

Fair Trade Certified™

A certification that ensures that products are produced according to specific ethical standards, including fair labor practices and sustainable sourcing.

Green Beauty

Extends the principles of Clean Beauty to include environmental considerations and mostly formulations with natural, non-toxic ingredients. Note: Natural does not automatically translate to safer.

Green Chemistry

The design of chemical products and processes that reduce or eliminate the generation of hazardous substances, focusing on making beauty products more sustainable and safer for the environment.

Greenhouse Gas Emissions

Gasses in Earth's atmosphere that trap heat, contributing to global warming. Common examples include carbon dioxide and methane.

Green Manufacturing

Manufacturing processes that minimize waste and pollution, conserve energy and natural resources and are safe for people and the environment.

Greenwashing

Misleading consumers into believing that a company's products are environmentally friendly or have a more significant positive environmental impact than they do.

Life Cycle Assessment (LCA)

A technique to assess environmental impacts associated with all the stages of a product's life, from raw material extraction through materials processing, manufacture, distribution, use, repair and maintenance, and disposal or recycling.

Microplastics

Very small pieces of plastic debris in the environment resulting from the disposal and breakdown of consumer products and industrial waste, often found in beauty products as exfoliants, that harm aquatic life.

Natural Products

Products formulated from ingredients sourced from nature, such as plants, minerals or animal byproducts, typically with minimal processing.

Net-Zero Emissions

A state achieving an overall balance between greenhouse gas emissions produced and emissions taken out of the atmosphere.

Non-Toxic

Refers to products that do not contain ingredients linked to toxic responses in humans, such as skin irritations, hormone disruption or cancer.

Organic

Refers to products made from ingredients grown without synthetic pesticides, fertilizers, genetically modified organisms (GMOs) or ionizing radiation. For a product to be labeled organic, it must be certified by an accredited organic certifying agent.

Parabens

A group of widely used preservatives in cosmetics and pharmaceutical products, often avoided in sustainable and organic products due to health and environmental concerns.

Recycling

The process of collecting and processing materials that would otherwise be thrown away as trash and turning them into new products.

Reduce

To decrease the volume.

Regenerative

To bring into renewed existence; generate again.

Renewable Energy

Energy from a source that is not depleted when used, such as wind or solar power.

Repurpose

Adapt for use in a different purpose.

Repair

To restore (something damaged, faulty or worn) to a good condition.

Reuse

The action of using something again.

SA8000®

Social certification program for organizations in any industry, and in any country to conduct business in a way that is fair and decent for workers and to demonstrate their adherence to the highest social standards.

Supply Chain Transparency

The extent to which all stakeholders have a clear and comprehensive understanding of who participates in the supply chain and how goods are produced, from raw materials to finished products.

Sustainable Beauty

Considers the entire lifecycle of a product, from sourcing to disposal. It aims to meet current beauty needs without compromising the ability of future generations to meet theirs, promoting long-term environmental stewardship.

Sustainable Development

Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Sustainable Ingredients

Ingredients sourced and produced in ways that do not deplete resources and have minimal impact on the environment and human health.

Sustainable Sourcing

Obtaining materials and products in a way that does not deplete natural resources and has minimal negative impact on the environment and society.

Toxin-Free

Similar to non-toxic, this term indicates that a product does not contain traceable amounts of toxic substances known to harm human health.

Upcycling

Transforming by-products, waste materials and useless, or unwanted products into new materials or products of better quality and environmental value.

Vegan

Products that do not contain any animal-derived ingredients, including meat, fish, shellfish, dairy, eggs, honey and gelatin, among others.

Volatile Organic Compounds (VOCs)

Organic chemicals with high vapor pressure at room temperature. They can be found in beauty products, such as fragrances and aerosol sprays, and are harmful to health and the environment.

Water Conservation

Using water efficiently to reduce unnecessary water usage. In beauty, this might refer to reducing product water content or using water sustainably in manufacturing processes.

Water Footprint

The total volume of freshwater used to produce the goods and services consumed by an individual, community or business.

Waste Minimization

The process and the policy of reducing waste produced by a person or a society. In the context of beauty, this can mean reducing packaging, encouraging product refills and supporting recycling programs.

Zero-Waste

A philosophy that encourages redesigning resource life cycles so that all products are reused and trash is not sent to landfills or incinerators.



ABOUT THE GREEN BEAUTY COMMUNITY



Green Beauty
Community

The Green Beauty Community is guided by a passionate and diverse group of industry leaders, sustainability experts and beauty professionals. Our board members bring a wealth of experience and a shared commitment to revolutionizing the beauty industry through sustainable practices.

Our board members volunteer their time and expertise to guide the strategic direction of the Green Beauty Community. They ensure that our programs, partnerships and initiatives align with our mission to make sustainable beauty the new industry standard.

Together, this dedicated team oversees our organization's growth, fiscal responsibility and impact. Their diverse perspectives and shared passion drive us forward in our quest to transform the beauty industry for the better.

Board Of Directors



Daniel Johnson
Salon Chair Guys



Hannah Craik
Salonvironment



Shane Price
Green Circle Salons



Greg Starkman
Innersense Organic
Beauty



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Executive Director
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Larry Kane
Director of Beauty Sales
Green Circle Salons

Kate Harrison
Founder/CEO
Bloom Collaborative

Chandler Frenken
Associate Manager of
Sustainability amika



TAKE ACTION:

- Visit our website – <https://greenbeautycommunity.com/>
- Join the Green Beauty Community – <https://greenbeautycommunity.com/signup>
- Share your thoughts and ideas – hello@greenbeautycommunity.com

ABOUT THE PROFESSIONAL BEAUTY ASSOCIATION



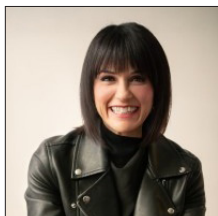
NONPROFIT • ADVOCACY • COMMUNITY

The Professional Beauty Association (PBA) is the leading membership organization uniting beauty professionals to shape the future of the industry. We keep professional beauty professional—championing policies that protect the industry, providing trusted resources and fostering a powerful community built on connection, creativity, and growth. We serve licensed professionals, salon, spa and barbershop owners, independent stylists, students, distributors and manufacturers—providing the education, resources and advocacy they need to succeed today and thrive tomorrow.

We are the platform for excellence—home to North American Hairstyling Awards, Beacon Student Program and Executive Summit—and the catalyst for change, strengthening businesses and supporting beauty professionals in times of crisis through the PBA Disaster Relief Fund and other charitable programs. When beauty thrives, we all do.

Learn more and be part of the movement defining what's next in beauty. [probeauty.org](https://www.probeauty.org).

- **NAHA:** <https://www.probeauty.org/north-american-hairstyling-awards/>
- **Beacon:** <https://www.probeauty.org/beacon-student-program/>
- **Executive Summit:** <https://www.probeauty.org/executive-summit/>
- **PBA Charities:** <https://www.probeauty.org/pba-charities/>

Contact:info@probeauty.org

Leslie Perry
CEO



Alex Cohn
President, Premier
Beauty Supply,
Chairman, PBA
Board of Directors

ABOUT PIVOT POINT INTERNATIONAL



Pivot Point International is a third-generation family business dedicated exclusively to the professional beauty, barber and wellness industry. Our team includes over 30 professionals with industry-specific licenses, and we have extensive experience with beauty schools, salons, spas, barbershops, chains, brands and distributors.

Pivot Point offers original and third-party cosmetology, barbering, nails and esthetics education and content through a learning platform designed specifically for beauty professionals.

Pivot Point manufactures the industry's most diverse range of high-quality mannequins, all produced in our company-owned SA8000®-certified factory to meet stringent ethical and production standards. This includes a full range of texture mannequins and our versatile and eco-friendly CAP SERIES mannequins—designed for increased portability, reduced storage space and minimized landfill waste—and offering customizable hair and skin tone options.

Pivot Point is committed to supporting the industry and its professionals through a wide variety of research and data projects, and through charitable, cause-driven and educational activities and recognition programs—with a strong focus on ethical manufacturing, diversity and inclusion, wellness and sustainability.

We are a proud founding member of Beauty Changes Lives, and collaborate on the Honor Your Teacher recognition program, the Intercoiffure Student Contest and the Leo Passage Educator of the Year award.

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THANK YOU!

