



BUILDING & OPERATIONS

1. Windows are double paned or draft-proofed and outdoor entrances and exits have been draft-sealed
2. All thermostats set to 16°C when space is typically unoccupied (manual or automated)
3. Motion sensors installed in less busy areas and/or "Lights Off" signage posted at light switches
4. All non-emergency lights are turned off at night AND window lights put on a timer and shut off 11pm to 7am
5. ≥ 90% of bulb lighting is LED and 100% of tube lighting is T5/T8 fluorescent or LED
6. ≥ 75% of large appliances/equipment are ENERGY STAR® Certified (washer/dryer, fridges, computers)
7. ≥ 75% of Hair Dryers use 1600 Watts or less OR have eco-settings to reduce temperature, and all stylists have been trained to use settings to reduce energy use
8. All sink stations have hand towels or efficient hand dryers in place of conventional dryers or paper towel
9. All hot water pipes are insulated
10. High efficiency hot water tank or on-demand water heating system installed
11. **Renewable energy credits are purchased for 100% of energy consumption**
12. Building generates solar, wind, geothermal or solar hot water
13. Renovations or upgrades use ≥25% recycled, repurposed or used materials

WASTE

14. Works with Green Circle Salons or a comparable provider to repurpose and recover waste materials or independently recycles chemicals, hair, and foils
15. Reusable foils or other waste-reducing techniques are used in place of disposable options for treatments
16. All food waste and soiled paper are composted
17. All electronics, batteries and lightbulbs are recycled
18. **Efforts made to reduce soft plastics AND all soft plastics (shrink wrap, plastic bags, etc.) are recycled** 
19. ≥ 1 other hard-to-recycle item is being recycled (broken appliances, clippers, aerosol spray bottles, etc.)
20. Conducted a waste audit in the past 12 months




WATER

21. **Tap water consumed rather than bottled water** 
22. All faucets employ ≤ 6.0 LpM aerators
23. All toilets and urinals are ≤ 6.0 LpF
24. Low-flow hair washing wands are installed ≤ 6.0 LpM AND/OR low-flow shower heads ≤ 7.6 LpM
25. ENERGY STAR® Certified rated washing machines used OR commercial washing machines are rated energy efficient

TRANSPORTATION

26. Designated bicycle parking is provided for staff and customers
27. ≥ 50% of staff commute to work by bike, transit, carpooling, EV or walking
28. Deliveries/courier services from ≥ 1 supplier have been reduced by ≥ 50% in the last 12 months OR ≥ 50% of local couriering/deliveries made by low or zero emission transport
29. ≥ 50% of company-owned vehicles are low or zero-emission models (e.g. bicycle, EV, hybrid, smart car) OR company uses a car share service (Evo, Modo, etc.)

PURCHASING & PRODUCTS

30. All major paper product have ≥ 50% post consumer recycled content or 100% recycled
31. ≥ 75% of cleaning supplies are eco-friendly (including products used by commercial cleaners)
32. **Business does not stock single-use plastic bags for staff or customers use** 
33. **No single use food and beverage products purchased for staff and client use (e.g. coffee cartridges, stir sticks)** 
34. Actively works with suppliers to reduce packaging and encourage more sustainable practices
35. Reusable gloves are used in ≥ 50% of colour sessions
36. Products sold can be refilled within the spa or salon
37. **Sustainable Spa/Salon Product Purchasing Policy in place for selecting hair and body products.**
38. Carry ≥ 1 local (island-made) product line (cosmetic, hair, spa products, etc.)
39. **All linens used in offered services are made from natural fibre to avoid releasing micro plastics when washing** 

CLIMATE ACTION

40. No aerosol products containing Freon152A used
41. **Emissions are measured and reduction plans and targets are set, all are communicated to staff and public**
42. **All emissions are offset (including air travel) by verified carbon credits**

SOCIAL

43. ≥ 50% of employees volunteer in a community event or charitable activity on company time (≥ 1 day per year)
44. Annual donations made to local environmental or community-related charities and non-profits, at an amount of ≥ \$50 per full-time employee
45. **Environmental sustainability is incorporated into the hiring process, employee orientations and training programs**
46. Environmental values and actions are posted publicly online and on the premises
47. Company has taken meaningful action in alignment with Action #92 of the Truth & Reconciliation Commission Report OR is Indigenous-owned

SPA & SALON CHECKLIST

- 48. Staff actively educate customers on relevant environmental and sustainability initiatives
- 49. Employee Health and Wellness Program in place
- 50. Employee traditional benefits package in place

ADDITIONAL ACTION

- 51. Additional action- based on comparability to the actions listed above

LED = Light Emitting Diode, high-efficiency lighting
T5/T8 = High-efficiency models of fluorescent lighting
EV = Electric Vehicle
LpM = Litres per Minute
LpF = Litres per Flush

(Bold text) = Point requires documentation
= "**Ocean Friendly Business**" points for plastic reduction. Points 17, 20, 31, 32 and 38 MUST be completed to become certified as an Ocean Friendly Business by Surfrider Foundation Canada
Note: this is only applicable in regions with active Surfrider Chapters



PROGRAM ELIGIBILITY

Spa/Salon: Salons or Spas are businesses that deal primarily in hair, body or aesthetic treatments on humans or pets. This sector does not include or certify medical clinics or dentist offices.

Eligible businesses must:

1. Be a registered not-for-profit, charity or business. If you are a franchise, brand, division or subsidiary, the local manager must submit the application
2. Have a commercial location, or a home-based business space with >500 square feet of dedicated space
3. Be located in BC

Reasons for ineligibility may include:

1. If a business operates in any of the following industries: weapons, gas/oil/coal, or manufacturing of pesticides, synthetic fertilizers or plastics
2. If your business is known to have a poor record in any of the following areas: product integrity, worker/labour abuse, environmental responsibility
3. Home based business without significant separate business operations (mixed used facility with residential)

REQUIRED DOCUMENTATION

- 11. Proof of purchase for renewable energy credits
- 36. Provide documentation of Sustainable Spa/Salon Product Purchasing Policy in place when it comes to selecting hair and body products and where they are made and what ingredients are used
- 40. Provide documentation of publicly available emissions measurement, reduction plans, and actions
- 41. Provide receipts for purchase of verified carbon credits
- 44. Provide relevant materials from employee manual

Additional Action Verifiers may award an extra point for an additional action your business has taken to reduce its environmental impact and/or positively impact the community.

DEFINITIONS

Eco-friendly Cleaners cause less harm to human health and the environment when compared to other competing products and services. Look for products that are biodegradable, pH balanced, EcoLogo™ Certified, Green Seal™ Certified, etc.

EcoLogo™ is an environmental standard and certification for products and services based in North America. EcoLogo™ provides assurance that products and services bearing meet stringent environmental standards and are verified by a third party auditor.

ENERGY STAR® is an international symbol that identifies products as the top efficiency performer in their category. ENERGY STAR® is a government/industry partnership that makes it easy for businesses and consumers to save money and protect the environment.

Green Seal™ is an independent non-profit organization dedicated to safeguarding the environment by promoting the manufacture, purchase, and use of environmentally responsible products and services. Green Seal™ ensures that products meet rigorous, science-based standards for human health and the environment.

Health and Wellness Programs recognize the importance of protecting and promoting employee health and wellness. Examples include point programs, yoga/meditation classes, physical activities, corporate lunch and learns, and wellness challenges.

High Efficiency Hand Dryers use less energy than conventional dryers. Green Seal™ Certified, ENERGY STAR® Certified or equivalent are considered as a high efficiency hand dryer.

Kitchen Equipment includes fridges, freezers, ovens and dishwashers. It will not include toasters, kettles, microwaves or toaster ovens as they do not have an ENERGY STAR® rating.

Low Emission Vehicle is a vehicle that has an average (city/highway) fuel efficiency rating of 35 miles per gallon (15 km per litre) or more

Office Equipment includes fax machines, printers, multi-functional devices, televisions, and air purifiers or dehumidifiers.

Renewable Energy Credits recognizes power companies that utilize environmentally friendly electricity generation (solar, wind, or bio-energy). Businesses can purchase these credits to reduce their environmental footprint and support green energy generation.

Verified Carbon Credits result from projects that have been verified for their role in reducing, avoiding or sequestering carbon dioxide emissions or equivalent emissions such as methane gas. All carbon offset projects must meet certain standards and criteria and receive verification from a recognized independent third party.