

USE LESS ENERGY

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

SAVE WATER

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

MAKE RESPONSIBLE PURCHASES

- → Adopt a responsible purchasing policy.
- → Educate your suppliers about reducing packaging.
- → Look into making group purchases with colleagues or other companies in your sector to reduce your costs and GHG emissions.
- → Shop local, sustainable products, like recycled fibre paper, fair trade coffee, and organic textiles and cleaning products.
- $\,
 ightarrow \,$ Choose green suppliers.

MANAGE YOUR WASTE EFFICIENTLY

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



REDUCE YOUR GREENHOUSE **GAS EMISSIONS (GHG)**

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

IMPROVE WORKPLACE WELLNESS, **HEALTH AND SAFETY**

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

INCREASE CUSTOMER SATISFACTION AND COMMUNITY INVOLVEMENT

- → Share your sustainable development successes.
- → Ensure that physical access and services are tailored to customers with reduced mobility.
- → Plan and promote environmentally friendly events.
- > Sponsor sports and cultural events.
- Get involved in causes (e.g., donating hair to organizations that make hairpieces, volunteering in shelters for people in need).
- Offer door-to-door services for seniors' homes or palliative care.
- Donate your used hairdressing appliances that still work to organizations that help people in need.
- Set up partnerships with local businesses, artists and artisans (e.g., consignment products, local artists' works).
- > Create a digital experience for appointments, reminders and records of services provided.

NUTES	
For more information, reach out to your local's	
SADC or CAE	
sadc-cae.ca	

NOTEC

Canada Conomic Development offer a financial support to the SADCs and CAEs.