



SUSTAINABLE ACTION IN THE BEAUTY CARE INDUSTRY

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BEAUTY CARE"

EXPERTISE PARTNER IN IKW

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Expertise Partner Beauty Care within the German Cosmetic, Toiletry,
Perfumery and Detergent Association (IKW)

Mainzer Landstraße 55
60329 Frankfurt am Main

Telephone: ++ 49 (0)69 2556-1330

Internet: www.ikw.org

E-Mail: info@ikw.org

Twitter: www.twitter.com/ikw_org

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1. INTRODUCTION

Sustainability or sustainable development is essential and has permeated all areas of our life – the topic marks the political, scientific and social debate on a global level. Its significance results from the huge challenge as to how current needs can be fulfilled and the natural resources can be preserved at the same time for the benefit of future generations.

In 2015 the member states of the United Nations adopted with “Agenda 2030” 17 sustainable development goals ([Sustainable Development Goals – SDGs](#)), which set a generally valid orientation framework for sustainable action. These goals for an economic, ecological and social intergenerationally equitable development apply equally to development countries, emerging countries and industrial nations, as well as to governments, the civil society and companies.

The manufacturers of cosmetic products take up this challenge and want to make an active contribution to the achievement of these sustainability goals. The companies are supported by the Beauty Care Department ([SP](#)) within the Cosmetic, Toiletry, Perfumery and Detergent Association ([IKW](#)).

This report covers the scope and weighting of sustainability activities of cosmetics manufacturers and describes exemplary measures of the competence partner Beauty Care within IKW (IKW / SP) in 2019/2020 which supports and promotes sustainable management by the companies.

With a view to the identification of the aspects of sustainability or sustainable development taken into account by the manufacturers of cosmetic products, the Beauty Care Department within IKW conducted a comprehensive stocktaking amongst members in autumn 2020. The results show the diversity of sustainable action in the practice of the cosmetics industry. Nevertheless the cosmetics industry will continue to work on the achievement of further improvements and the implementation of new findings.

2. IKW AND ITS BEAUTY CARE AND HOME CARE DEPARTMENTS

A competent contact for all questions concerning cosmetics, an expert in important working groups or a provider of knowledge on the highest level – the tasks of the competence partner Beauty Care within IKW are diverse and are guided by the challenges facing the member companies of the Association on a daily basis.

For more than 50 years the German Cosmetic, Toiletry, Perfumery and Detergent Association has defended the interests of the manufacturers of cosmetic products (SP) as well as detergents and cleaning products (WPR), which are used every day in each private household throughout Germany. In this connection the Association has a close exchange with different stakeholders such as public authorities, science, policy makers, NGOs, media or consumers.

Since its foundation, the number of member companies has increased from initially 106 companies to currently 440 companies from the two areas. In the area of Beauty Care about 350 companies are operating at present. 24 member companies manufacture products from the fields of Beauty and Home Care. With annual sales revenues of currently around EUR 19.3 billion, the member companies cover approximately 95% of the market for cosmetic products as well as detergents and cleaning products in Germany and employ approximately 50,000 people, including around 24,000 in the cosmetics industry.



19.3

billion EUR
sales revenue



50,000

employees



95%

market share

The member companies in the area of Beauty Care produce and distribute a very diverse offering. Cosmetic products are defined in the EC Cosmetics Regulation as *“Any substance or mixture intended to be placed in contact with the external parts of the human body (epidermis, hair system, nails, lips and external genital organs) or with the teeth and the mucus membranes of the oral cavity with a view exclusively or mainly to cleaning them, perfuming them, changing their appearance, protecting them, keeping them in good condition or correcting body odours.”*

Cosmetic products reach from shower gel and toothpaste via face cream and lipstick to sunscreens and include products from the fields of conventional cosmetics and natural cosmetics. Many of these products are intended for private application. But also hairdressers, beauty parlours or nail studios have a high demand, which is satisfied with many professional products by the manufacturers. In the occupational environment specific products for skin protection, skin cleansing and skincare can be found. The entire range of these products is represented by Beauty Care within IKW. Independently from the different products, Beauty Care within IKW represents a highly innovative and diverse industry whose products contribute not only to wellbeing, but stand also for hygiene and health preservation.

3. SUSTAINABILITY IN THE COMPANIES – A SURVEY

In autumn 2020 the competence partner Beauty Care within IKW organised for the first time a survey amongst the member companies on their engagement in the field of sustainability. 51 companies participated and informed about the areas of sustainability in which they are active. Amongst the participating companies eight have more than 1,000 employees, eight employ between 500 and 1,000 people and 35 have between two and 500 employees in Germany.



8 companies
>1,000
employees



8 companies
500-1,000
employees



35 companies
2-500
employees

The survey has a high informative value – it gives a first impression of the manifold activities of the participating companies, which have already been implemented for a longer period of time by some of them. Since this is the first survey of this kind, it is, however, not yet possible to present any developments over the past years. The survey covers questions relating to ecological, social and economic responsibility of the companies concerning sustainability. It is not possible to refer to the details of the different activities – a good overview is provided on those by the websites of the manufacturers.

3.1 SUSTAINABILITY – AT THE VERY TOP OF THE AGENDA

The topic of sustainability enjoys a high priority on the level of the companies. Almost 70% (68.6%) of the surveyed companies have at least one person in charge of sustainability in their company.

In order to firmly establish sustainability within the companies, they rely in most cases on a concretely outlined orientation framework.



Around 60% (60.8%) of the companies state that they have a written corporate code or a guiding principle on corporate social responsibility. Almost 40% (39.2%) publish, moreover, a sustainability report, with more than one quarter (27.5%) guided by an official standard such as the German Sustainability Code (DNK) – a cross-industry transparency standard for reporting on corporate sustainability achievement – or according to the [Global Reporting Initiative](#) (GRI).

As far as the quantification of goals is concerned, the companies are likewise on the right track: almost half of the manufacturers (49.0%) have set sustainability goals in the ecological area, 45% (45.1%) in the economic and almost 30% (29.4%) in the social area.

More than half of the participants in the survey (56.9%) are, moreover, involved in global sustainability initiatives – such as the [RSPO](#) (Roundtable on Sustainable Palm Oil) – or follow global guidelines.



Nor do companies shy away from a comparison with others: more than 40% of the companies (41.2%) applied during the past five years on the basis of their sustainable engagement for a sustainability award such as the German Packaging Award or the German Sustainability Award ([DNP](#)). More than a third of these companies were already successful and received one of the awards.

Several companies use standards such as the global environmental management standard [ISO 14001](#), the ISO standard 9001 for quality management or ISO 50001 as a standard for energy management.

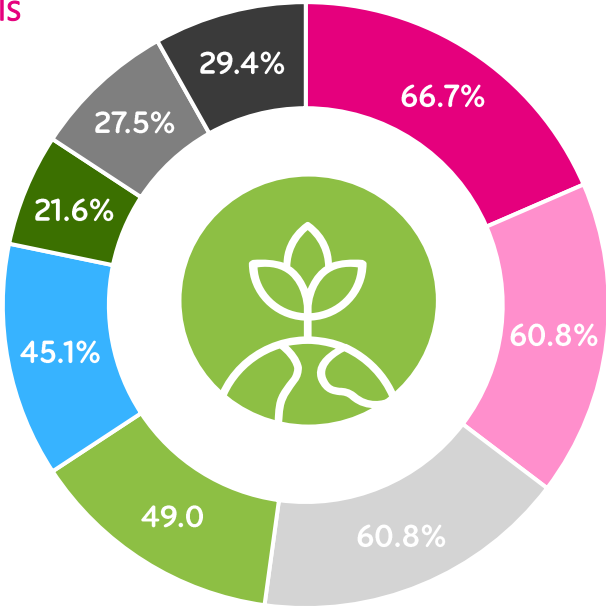
3.2 REDUCE THE ECOLOGICAL FOOTPRINT

Act economically successfully and reduce at the same time the impact on the environment and climate – many companies set themselves goals and analyse their own activities to preserve resources, reduce emissions and produce more sustainably. Slightly more than half of the participating companies (52.9%) have, for instance, systematically recorded the climate impact of their company, e.g. in the form of a climate footprint during the past three years.

A large number of member companies participating in the survey has defined qualitative sustainability goals for individual areas:

Two-thirds have such goals in the field of raw materials (66.7%), 60% in the fields of energy (60.8%) and waste (60.8%), almost half in the field of climate (49.0%), 45% in the field of water (45.1%), around 20% in the field of soil (21.6%) and slightly more than a quarter in the field of air (27.5%) and almost 30% in the field of biodiversity (29.4%). This concerns, more concretely, for instance, the reduction of CO₂ emissions, the sourcing of certified palm (kernel) oil, the use of [FSC®](#)-certified paper / cardboard or the use of raw materials from renewable sources.

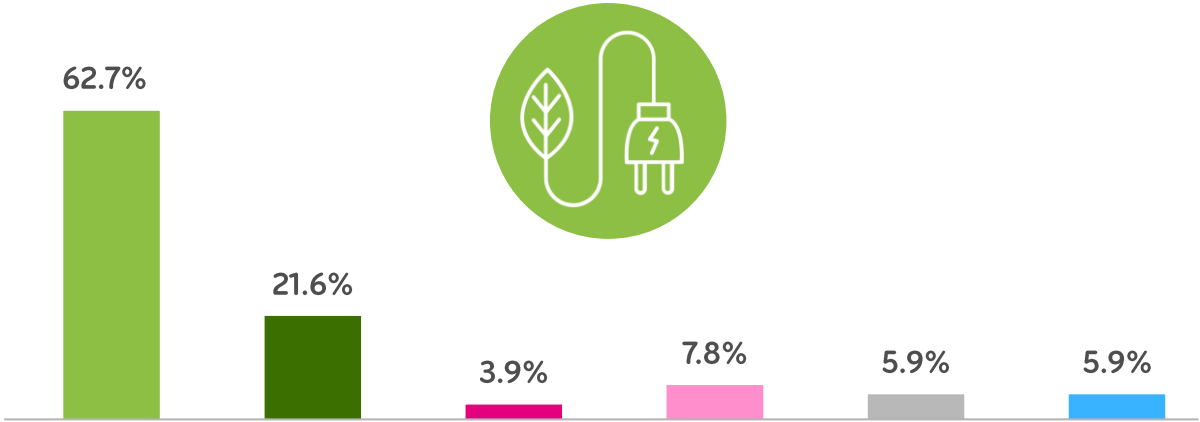
Sustainability goals by areas



■ Raw materials ■ Energy ■ Waste ■ Climate ■ Water ■ Soil ■ Air ■ Biodiversity

Multiple responses

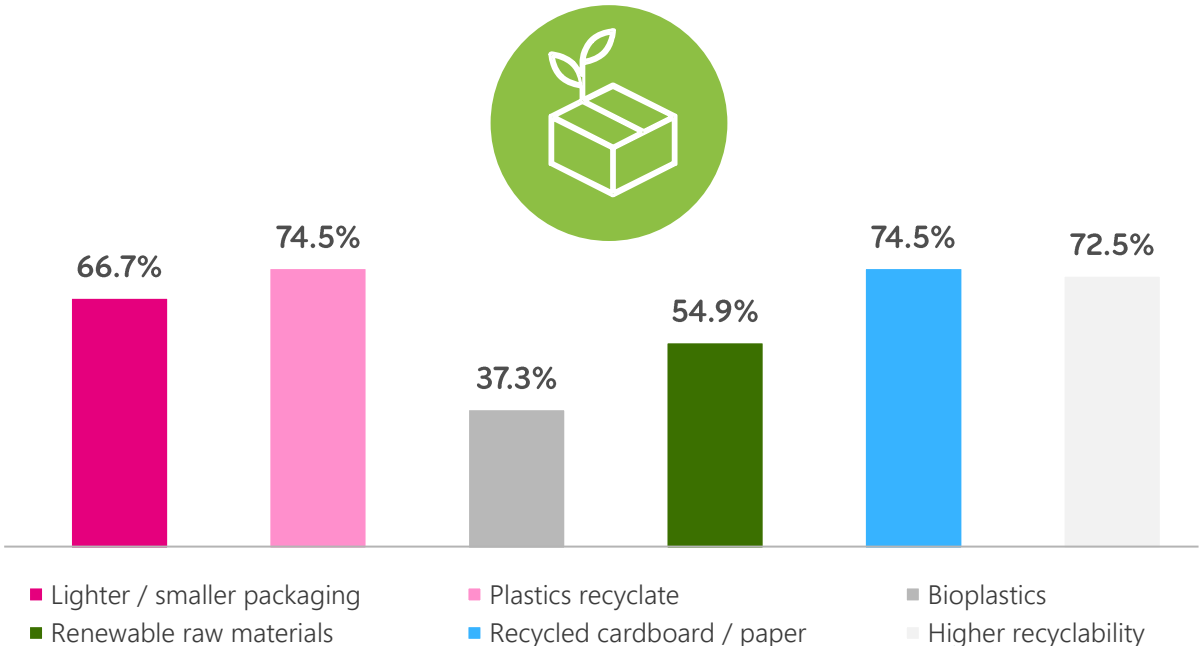
Almost two-thirds of the companies rely on green electricity (62.7%) and for more than 20% (21.6%) the green electricity is produced from own solar panels. Other renewable energy sources are hardly used so far: 4% (3.9%) rely on wind power, 8% (7.8%) use geothermal energy and 6% (5.9%) use biogas or hydropower.



■ Green electricity ■ Own solar panels ■ Wind Power ■ Geothermal energy ■ Biogas ■ Hydropower

Multiple responses

The topic of packaging is increasingly coming to the fore. Two-thirds of the companies (68.6%) have defined qualitative goals concerning the use of packaging. Of these, two-thirds (66.7%) want lighter or smaller packaging and almost three-quarters (74.5%) intend to increasingly use plastics recycle. Almost 40% (37.3%) want to increasingly use bioplastics. Moreover, more than half (54.9%) want to replace plastics by renewable materials, almost 75% (74.5%) want to use recycled cardboard or paper and more than 70% (72.5%) want to reach a higher recyclability.



Multiple responses

The companies have already launched several initiatives, more particularly, in the fields of reduction and substitution of plastics as well as lighter and smaller packaging.

Things are also changing for business trips: for more than half of the companies (54.9%) business trips by rail are preferred or imposed versus plane or car.

3.3 PROACTIVE SOCIAL RESPONSIBILITY

Promotion of personal development, investments in continuing education, strengthening of individual engagement – these are only a few areas in which the companies support their employees and take over social responsibility. 70% of the companies (70.6%) are regularly training all employees on topics such as quality, anti-corruption / price fixing, healthcare compliance or the reporting of adverse events. And more than half of the companies offer initial and further training on sustainability to their employees (52.9%).

80% of the companies (80.4%) also consider the distant future and offer their employees a corporate pension scheme. The same percentage of companies grants special allowances (80.4%), such as bonuses or grants and almost 70% (68.6%) have a staff store for purchasing cosmetics at reduced prices.

As far as flexible working time models are concerned, the companies have likewise offers to make: three-quarters of the companies keep working time accounts (74.5%), 80% (80.4%) have possibilities to enter part-time employment, such as old-age part-time schemes and almost half offer unpaid release from work in the form of a sabbatical. Almost all companies, namely more than 90% (92.2%), allow family-friendly working time schemes such as flexitime or the support of employees with children. Already before the Covid-19 crisis, home office or telework was possible in more than three-quarters of the companies (80.4%).



In the field of healthcare the companies have likewise good ideas: 60% (60.8%) have a gym, support the employees financially for a membership of an external fitness club, or offer health courses. With 90% almost all focus on ergonomic designs for the workplaces of their staff.

As far as the age structure is concerned, more than half of the companies (56.9%) ensure a balanced proportion. In the fields of diversity and inclusion, by contrast, only a few companies have firmly established goals. The share of women in leadership positions is very different: information is widely going apart, whereby the average share of women in leadership positions has increased in the participating companies from around 39% in 2019 to around 43% in 2020.

3.4 RESPONSIBILITY STARTS AT HOME

Social commitment is for many companies an obvious component of their responsible action – more particularly in regions with which the companies feel connected. In local CSR (Corporate Social Responsibility), 80% of the companies (80.4%) commit themselves with annual monetary, material or service donations. These donations are used for the benefit of ecological, social, charity, regional or educational and development policy purposes. More than half of the companies (58.8%) promote culture and sports financially and 40% (41.2%) release their employees regularly from work for the purpose of charitable or social activities.

3.5 RESPONSIBLE ACTION ALONG THE SUPPLY CHAIN

In the processes of added value the supply chain plays an important role – starting from raw material sourcing to the delivery of the finished product. The companies were asked in how far they had formulated goals and established systems to secure social and ecological quality standards within their supply chain.

Almost half of the companies participating in the survey (49.0%) stated that they have a long-term sustainable sourcing strategy. More than 60% (62.7%) have clear decision criteria for the selection of suppliers. More than 40% of the companies (43.1%) have criteria and demands on suppliers concerning their social and ecological responsibility in production as well as the sourcing of raw materials. For half of the companies (51%) the majority of the direct suppliers is regularly audited.



More than half (45.9%) of the companies confirm, moreover, that all suppliers acknowledge that they comply with minimum social standards such as no child labour, no forced labour and compliance with human rights.

The situation is more difficult along the further supply chain: only almost 12% of the companies (11.8%) confirm that compliance with social standards is audited by the suppliers in respect of their sub-suppliers. The majority can only partly confirm this or must even negate it. More than a third of the companies (35.3%) uses other systems to secure the social quality standards of suppliers such as those of the International Labour Organisation ([ILO](#)) – a special organisation of the United Nations with the mission to promote social justice as well as human and labour rights – or fair trade.

A quarter of the companies (25.5%) can fully confirm that ecological minimum standards are complied with by all suppliers, whilst another quarter (25.5%) can only partly confirm this.

Only for 4% (3.9%) compliance with the ecological standards is audited by the suppliers in respect of their sub-suppliers. A third of the companies (33.3%) have social or ecological initiatives together with their partners along the value chain to increase sustainability.

To refer to their responsible action, almost 50% of the companies (49.0%) use supply chain-related sustainability labels or seals on their products. Almost 60% (58.8%) use a certification system for palm (kernel) oil, mostly [RSPO](#).

In the same way, 41.2% or 33.3% confirm that they reduce the socially or ecologically negative impact of logistics activities – such as the transport of raw materials. Compliance with labour standards or minimum wages as well as environmental standards is increasingly observed for logistics activities in the supply chain as well.

3.6 GOOD CORPORATE GOVERNANCE

The combination of business activities with responsible action is on the agenda for the majority of the companies. More than 60% (62.7%) state that they pursue initiatives to improve the product and process quality which go beyond the statutory requirements. Almost half of the companies (49.0%) confirm that they have co-operations with external institutions – such as the different institutes of the [Fraunhofer](#) Society or the environmental research institute “[Öko-Institut](#)” – with the goal of developing sustainable products.

45% of the companies (45.1%) mention that they have taken precautionary measures to avoid corruption – including in the supply chain: the same number of companies has set up an anonymous reporting system for the violation of human rights, laws or internal rules and regulations. Half of the companies (52.9%) confirm that goals and measures to improve occupational safety exist beyond the statutory requirements.

Almost half of the companies (45.1%) state, moreover, that they are active in technical or scientific bodies or working groups such as the Forum for Sustainable Palm Oil ([FONAP](#)), the [Recyclate Forum](#) or the German Standardisation Institute ([DIN](#)) to make processes more ecological, socially equitable or efficient.



Against the backdrop of the demographic development of the society it was asked whether products are explicitly developed for the older population such as skincare products for mature skin: 37.3% said yes, 41.2% no, 17.6% said only partly.

Transparent and open communication about products and substances – two-thirds of the companies (68.6%) confirm this and state that they offer, for instance, a free of charge or low cost customer telephone number, make available information about the INCI list for allergy sufferers or participate in the [COSMILE](#) app – an app which informs about the ingredients contained in a product and the function they have. Furthermore, there are other initiatives relating to the electronic transmission of product information, such as QR codes, websites or links to the products.

3.7 SUMMARY & OUTLOOK

The first sustainability survey of its kind amongst the members of IKW in the field of Beauty Care in 2020 shows: sustainability has already a marked influence on the executive level of the companies. This applies to the establishment of guiding principles, the formulation of goals in the field of ecology, measures for the employees or the social commitment in the nearby community.

The survey revealed a very broad range of initiatives and activities, which document sustainable management in the cosmetics industry and serve as a role model in the sector.

The goal for the coming years will be to outline and deepen the developments in individual fields based on the results, in order to enhance the informative value of the collected data. At the same time it is necessary to close gaps in areas in which the data situation is not yet sufficient.

The overwhelming number of companies involved has already at this stage a written guiding principle on corporate social responsibility and is engaged in global sustainability initiatives or scientific organisations. A lot is done for employees – for instance in the form of corporate pension schemes, working time accounts as well as regular training on important topics. The activities for the regional promotion of charitable, cultural, scientific or sports activities are comprehensive and diverse.

In the ecological area the use of green electricity increases, business trips are increasingly made by train and there are several projects to improve packaging by using recycle, less material or a higher recyclability.

The survey showed in the ecological area a heterogeneous picture concerning the formulation of qualitative and quantitative goals, the elaboration of climate footprints as well as the imposing and auditing of ecological and social standards in the supply chain. The German Supply Chain Act will probably lead to an enhanced commitment in this field.

The Beauty Care Department within IKW will repeat the survey on a regular basis to be able to identify further developments on sustainability activities of the cosmetics industry in Germany.

4. SUSTAINABILITY AT IKW – PARTNER OF THE COMPANIES

The manufacturers of cosmetic products have a high responsibility: since the products are applied to the body, they must meet high standards in terms of safety and tolerance. At the same time the ecological safety must be secured. The competence partner Beauty Care within IKW supports the member companies in order to meet the high demands, for instance by consulting in co-ordinating bodies, assessing environment properties of particularly relevant cosmetic ingredients, conducting scientific studies or providing detailed information for the members on new legislation. This includes information for consumers, for instance on the application of cosmetic products or the safety of ingredients.

Several guidelines and recommendations for manufacturers have been developed on the basis of the comprehensive expert knowledge of the Association. Some of the activities deployed during the reporting period are presented by way of example.

4.1 COSMETIC INGREDIENTS

Cosmetic ingredients are subjected to many scientific studies and safety assessments by dedicated experts so that consumers can apply the products safely. Since many products are rinsed off with water, eg during showering or hair washing, the demands concerning environmental compatibility are accordingly high on the ingredients.

The protection of the aquatic environment

The Beauty Care Department within IKW has already been involved for some time in a series of measures to reduce the discharge of substances such as trace substances or solid microplastic particles into waters.



Since 2016 IKW has regularly participated together with manufacturers and other stakeholders in the stakeholder dialogue "[Trace substances in the aquatic environment](#)" organised by the [Federal German Ministry for the Environment](#) and the [German Environmental Agency](#), whose objective it is to reduce the discharge of relevant trace substances into waters. Trace substances are substances which cannot be sufficiently retained in waste water treatment plants and, therefore, reach the environment where they can impair the production of drinking water.

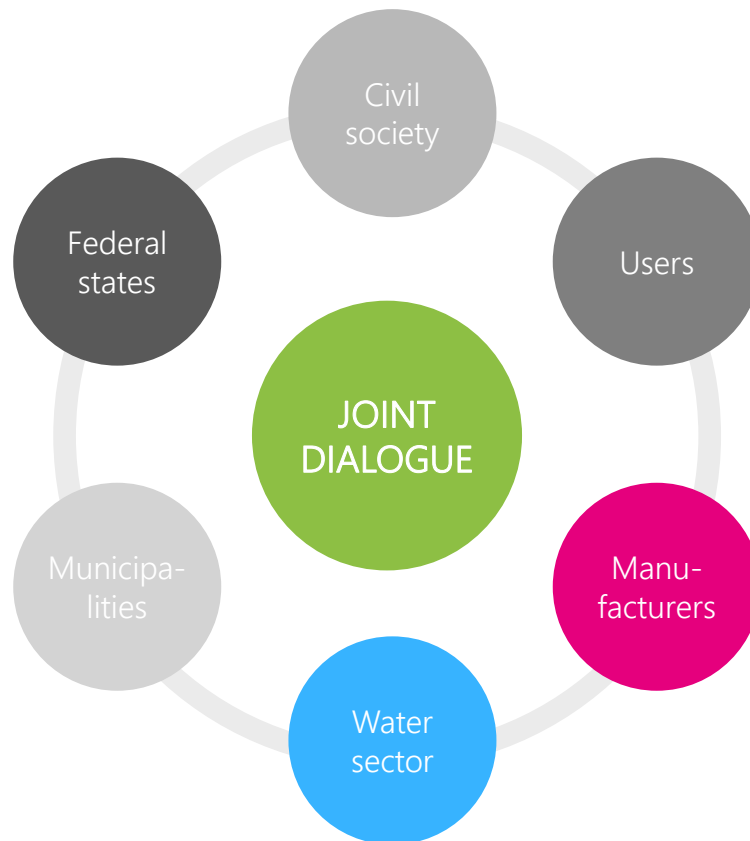


Fig 1: Participants in the dialogue "Trace substances in the aquatic environment" 2019

The competence partner Beauty Care within IKW also participates regularly in the "[Marine Litter Roundtable](#)", which was set up in 2016 under the leadership of the Federal Environmental Ministry with the support of the Lower Saxony Environmental Ministry and the Federal Environmental Agency. The Marine Litter Roundtable discusses about national proposals for measures against marine litter with a broad range of around 130 experts and concrete approaches for their implementation are elaborated.

The discussions within the framework of the Marine Litter Roundtable provided IKW also with essential impulses for the ensuing renunciation of microplastics in cosmetic cleansing and peeling products as well as a study on the environmental contact of water soluble synthetic polymers in cosmetic products (cf. pages 17 and 18).

Within the framework of the [Cosmetics Dialogue](#), co-initiated by the Federal Ministry for the Environment, the cosmetics manufacturers agreed already at an early stage to replace microplastic particles in rinse-off cosmetic products by the end of 2020 by alternative substances. As a result of this self-undertaking, the amount of solid non-degradable plastic particles, which were used in rinse-off cosmetic products because of their cleansing and peeling effects, decreased by 2018 already by 97% according to a [survey by Cosmetics Europe](#), the European umbrella association of cosmetics manufacturers.

Amount (t) of microplastics with the functions cleansing and peeling in rinse-off products between 2012 and 2017

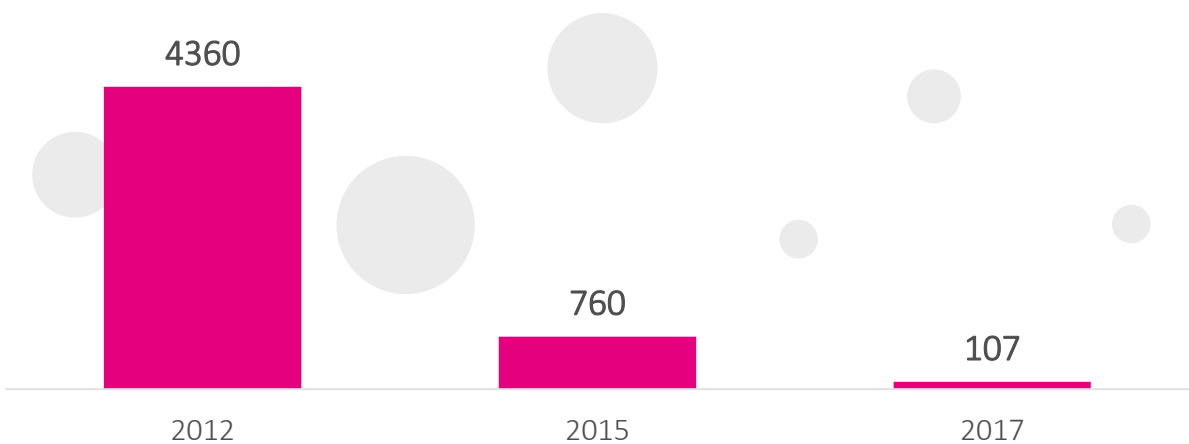


Fig 2: Survey by Cosmetics Europe (2017)

Synthetic dissolved polymers are, by contrast, no microplastics. The dissolved substances are different in terms of size and shape and their physical-chemical properties from solid microplastic particles. For many cosmetic products the dissolved polymers are of major relevance – in hairstyling and makeup products they take over, for instance, important functions. An effective heat protection in hairstyling or a good concealing effect in makeup would not be possible without these polymer compounds.

To obtain more detailed information – in particular on the environmental behaviour as well as the advantages of using water-soluble synthetic polymers - and make it available to its member companies, IKW contracted together with some member companies and raw material suppliers a scientific study out to the consulting institute [ECT Ökotoxikologie](#) and organised in spring 2020 a joint event with the European Federation for Cosmetic Ingredients ([EFFCI](#)) with an exchange of information on “Polymers in cosmetic formulations”.

The focus of the scientific study is the environmental performance of water-soluble synthetic polymers which are used in cosmetic products and can reach water as a result of rinse-off. The essential results were published in early 2021 in the magazine "[Environmental Sciences Europe](#)". The authors reach the conclusion that for the polymers considered it is likely that a low environmental impact can be assumed. Some of the polymers considered are biodegradable, others are high-molecular, more difficultly degradable polymers which are removed effectively from the waste water in the waste water treatment plant by sorption, and most of them do not get into the waters (see Fig 3).

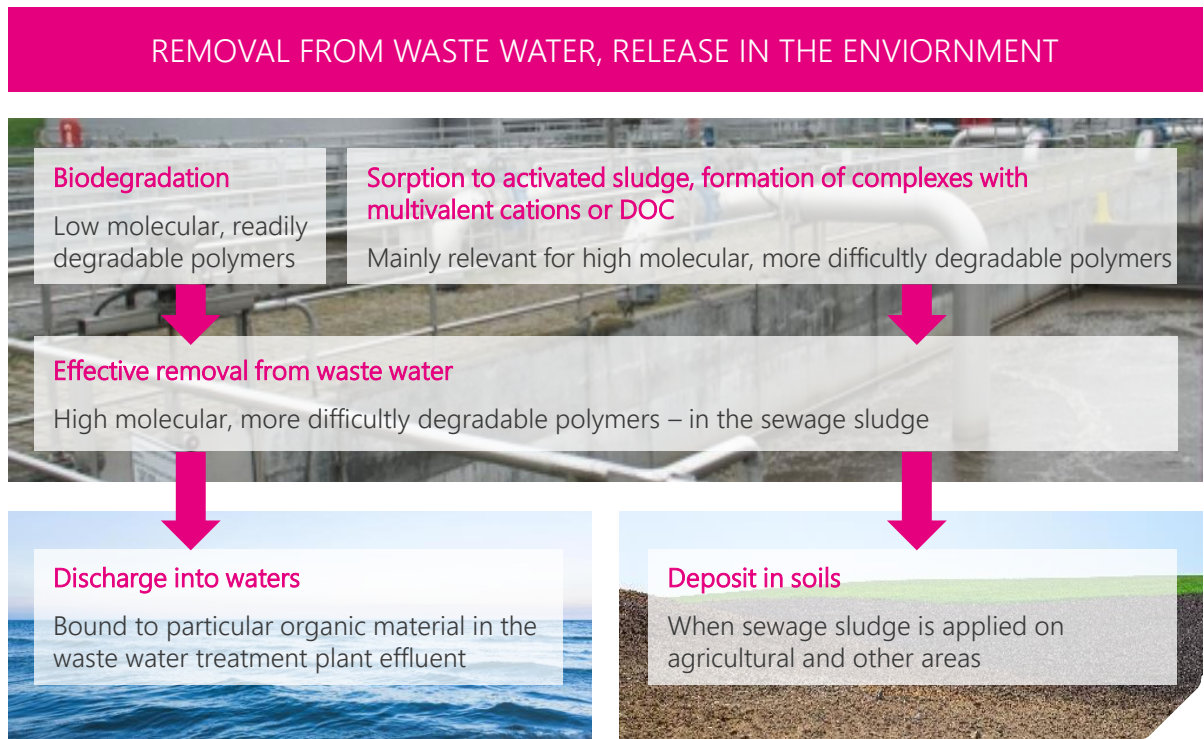


Fig 3: Polymers in the waste water treatment (from Duis et al 2021) DOC: dissolved organic carbon

Preservation and environmentally compatible use of biodiversity

Manufacturers of cosmetic products increasingly use ingredients of plant, animal or other biological origin. They are, therefore, frequently concerned by the [Nagoya-Protokol](#), an international environmental agreement for the implementation of the goals of the UN Convention on Biodiversity. The preservation and environmentally compatible use of biodiversity is important for IKW and its member companies. The competence partner Beauty Care within IKW, therefore, organised in May 2019 together with the German Federal Agency for Nature Conservation ([BfN](#)) a practice seminar on the implementation of the Nagoya Protocol (EU Regulation No. 511/2014) in the cosmetics sector. On this basis [UEBT](#) (Union for Ethical BioTrade) informed in a digital membership briefing in November 2020 about the importance and the sustainable protection of biodiversity.

4.2 COSMETIC PACKAGING

Packages of cosmetic products must satisfy a large number of functions. They not only ensure that the products are transported and stored safely, they also preserve the quality of the products and secure, for instance, the right dosage and application of creams, toothpaste or shower gel.

Packaging has been a subject matter of debates during the past years. Many tubes, bottles and jars are made of plastics – a group of substances which certainly has many advantages given its material condition, but whose longevity can cause problems in the environment if packages are not subjected to proper waste management. The manufacturers of the cosmetics industry undertake already a lot to reduce packaging consumption as far as possible.

The use of thin-walled packages, refill systems and concentrates which require smaller recipients and have hence less packaging material, are only a few of the measures with which the manufacturers reduce the use of packaging material.



Furthermore, companies from the cosmetics industry commit themselves, both individually and in different forums, to further improve the recyclability of their packages. Some companies have already made concrete promises in connection with the plastics strategy published by the European Commission.

At the same time the increasing use of recyclate secures additional savings in virgin plastics. In this connection the availability of proper grades and amounts of recyclate are still a special challenge, since packages for cosmetic products place very strict demands on material quality with a view to product safety.

The competence partner Beauty Care welcomes the diverse activities of the member companies and supports them on their way to a further optimisation of sustainability in the field of packaging.

Support of the European Plastics Strategy

IKW has been a signatory of the position paper of the „Packaging Chain Forum“ ([“Packaging Supply Chain Guiding Principles on Options to reinforce the Essential Requirements for Packaging”](#))

In this connection IKW pleaded in favour of all packages placed on the market within the EU being designed by 2030 in view of re-use or recycling.

This means that IKW supports expressly the corresponding goal of the Plastics Strategy of the European Union published in early 2018.

Orientation aid for refill stations for cosmetics in the retail trade

IKW offers support in establishing refill stations for cosmetics in the retail trade. Since the filling of the cosmetic product, which otherwise takes place under high hygienic conditions during industrial production, is transferred to the retail trade, well thought through and comprehensive hygiene concepts at the point of sale are necessary. Furthermore, a series of aspects need to be considered by the manufacturers and retailers which include, for instance, the selection of the respective refill system, the organisation of the filling process up to the labelling of the filled products and the right choice and checking of the filling recipients.

In the publication [“Essential Aspects of Filling Stations for Cosmetic Products in the Retail Trade”](#) employees of IKW have put together with employees of [CVUA Rheinland](#) (Chemical and Veterinary Investigation Office Rheinland), [CVUA Karlsruhe](#) (Chemical and Veterinary Investigation Office Karlsruhe), [AGES](#) Vienna (Austrian Agency for Health and Food Safety) and [LAVES](#) Lower Saxony (Agency for Consumer Protection and Food Safety of Lower Saxony) detailed recommendations for manufacturers and retailers so that the self service by the customer or the use by the staff can be successful and take into account all legal and hygiene provisions.

Consumer tips for the disposal of packaging

IKW offers consumers online tips to deal with packaging after its use. These include [information](#) on the emptying of packages, the proper sorting of empty packages and the right dosage.

4.3 COSMETIC PRODUCTS

Early waiver of animal tests by the cosmetics industry

Cosmetic products from Germany enjoy a high acceptance amongst consumers throughout the world. "Made in Germany" stands for a high quality and safety standard in cosmetics amongst others. This applies, more particularly, in respect of the ban on [animal tests](#) applying throughout the EU for cosmetic products and their ingredients. [IKW has supported the ban on animal tests](#) for cosmetic products already for many years.

Since 1989, long before the European legislation on animal tests for cosmetics, which was implemented during the past 20 years in various stages, the cosmetics industry in Germany waived animal tests with finished products.

Since September 2004 these tests have been banned throughout the EU. Animal tests for ingredients of cosmetic products have been banned in the EU since 2009. Since then the marketing of cosmetic products has been banned if the ingredients were tested in animals to be on the safe side under EU cosmetics law. For three safety aspects, so-called end points, there was still an exemption until 11 March 2013. Since that date the marketing of cosmetic products in the EU has been banned if the finished product or the ingredients were tested outside the EU for the purpose of safety under EU cosmetics legislation.

The approach to secure safety of the products without animal tests is, however, no matter of course. In several countries throughout the world there are still laws concerning the safety of cosmetic finished products and their ingredients which require animal test data. In China, for instance, binding product registration procedures are prescribed for certain product categories including cosmetic products. They provided until recently for a compulsory conduct of experimental studies including animal tests.

IKW and the cosmetics industry take a stand in these countries for alternative test methods to be recognised and the long process to recognition being accelerated. First successes of these efforts have, for instance, been seen in China.

For cosmetic products a simplified registration procedure without animal tests has recently been introduced. The competence partner Beauty Care within IKW highly welcomes this development and will continue to work together with the manufacturers for these [alternative methods](#) to be accepted as a substitute for animal tests.

Study on the life cycle assessment taking the example of shampoo

In co-operation with the European trade association Cosmetics Europe, a [pilot study](#) for the determination of a life cycle assessment taking the example of a shampoo was conducted in 2016. The study results were used to reduce the environmental footprint of shampoo and other rinse-off products. The determination of the environmental footprint is very complex and challenging, particularly for cosmetic products which have many different ingredients. Life cycle assessments according to the current state of the art cover a broad range of environmental impacts for which information is available in life cycle databases. The manufacturing and transport of the raw materials, the production of the shampoo and the packaging, the distribution to the retailer as well as the shopping trips of the consumers, the average application for hair washing under the shower and the treatment of the domestic waste water and incineration of the packaging materials were taken into account, amongst others. A central result of the pilot study was: the use phase of the shampoo, i.e. the product application by the consumers, constitutes an essential contribution for all environmental indicators, such as climate change or water shortage.

Life cycle profile of shampoo

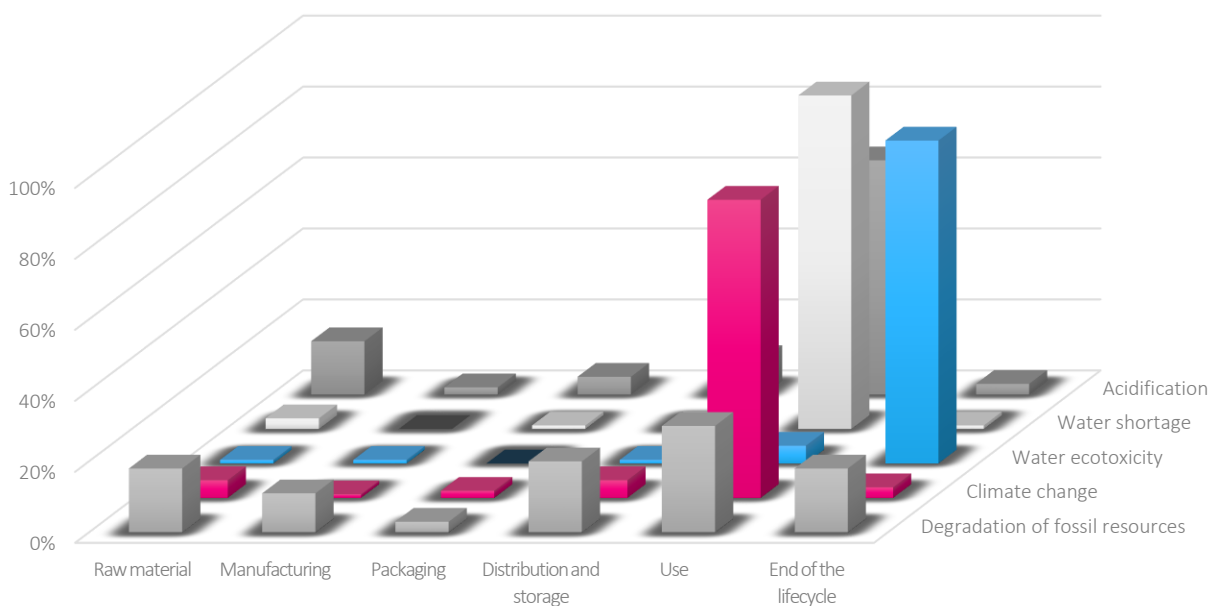


Fig 4: Life cycle assessment of a shampoo for five spheres (pilot study 2016)

The results of this study can be used to support internal decision processes. Based on the life cycle profile there are different possibilities to reduce environmental impacts of the shampoos. The possibilities for optimisation lie both within and outside the sphere of influence of a shampoo manufacturer.

The reduction of the contribution of the use stage depends essentially on consumer behaviour. A reduction of the contribution could, for instance, be achieved by shorter showering times and the use of eco shower heads and could be influenced by consumer education. Another topical survey of IKW on [shower behaviour](#) shows that only one-third of the participants in the survey reduce the temperature of the water during showering to save energy. And not even half of those interviewed hurries up during showering to reduce water consumption. As a follow-up measure of the life cycle assessment study, the cosmetics industry has, therefore, produced a [film](#) which presents the results of the study in a descriptive manner and informs the consumers about how the own showering behaviour can contribute to more sustainability.

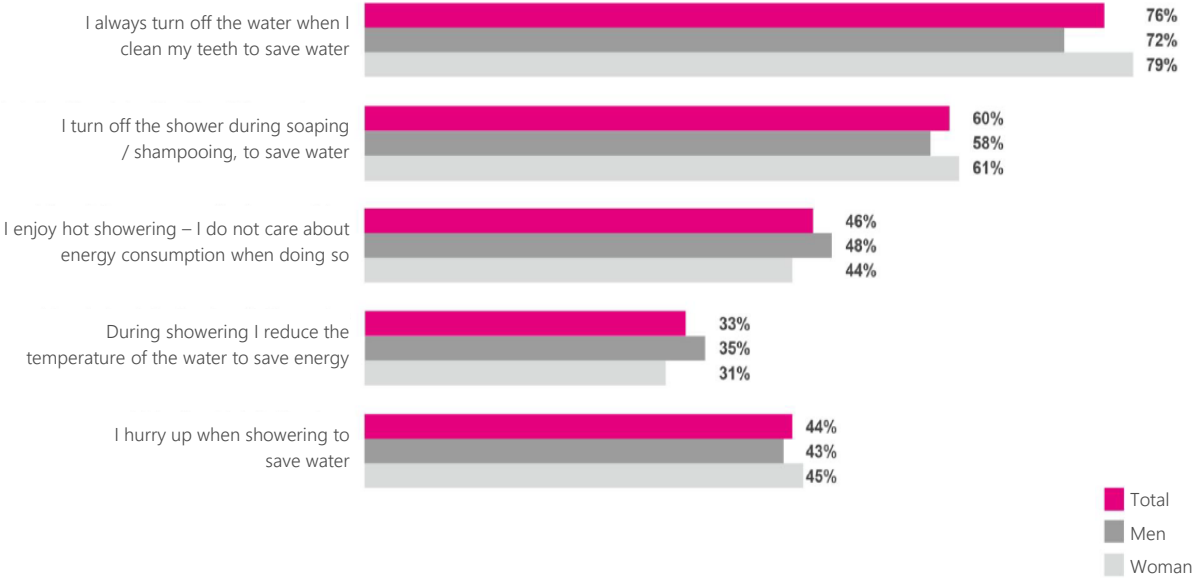


Fig 5: Sustainable conduct of consumers in the bathroom (2021)

4.4 SUMMARY & OUTLOOK

The competence partner Beauty Care within IKW and its members are aware of their responsibility vis a vis the environment, nature and the society. With the participation of representatives of IKW, the cosmetics industry as well as the manufacturers of cosmetic ingredients in scientific expert bodies or studies an ongoing and constructive exchange is safeguarded and new technical findings are perceived and evaluated promptly. They constitute the basis for future measures – such as voluntary self-commitments of the cosmetics industry on sustainability – with the objective of a more effective environmental protection. In this way several guidelines and recommendations have been elaborated for the manufacturers which partly preceded the statutory measures, exceeded them or even made them superfluous.

With a view to the forthcoming Chemicals Strategy for Sustainability as a major component of the European Green Deal, the competence partner Beauty Care within IKW will continue to make intense expert and political contributions together with its members and the European trade association Cosmetics Europe – amongst others, to discuss the currently planned approach of hazard-based assessment of cosmetics ingredients and / or the assessment of the relevance of products for consumers as well as to underline the significance of functional ingredients for health protection.

5. IKW AS A PARTNER FOR SCIENCE, THE PROFESSIONAL PUBLIC AND SOCIETY

Regardless of whether ingredients and their functions, safety and labelling of cosmetic products or allergies are concerned – the experts of the Beauty Care Department within IKW provide competent and sound information and are reliable partners of many co-operations and initiatives. Hence they make a major contribution to a higher transparency and fact-based dialogue.

Cosmetics Dialogue: exchange with stakeholders



The [COSMETICS DIALOGUE](#) was initiated in 2005 as an open-topic platform for a critical dialogue about topics worthy of discussion between various social groups. The goal is a regular open exchange about positions and opinions on socially relevant aspects from the fields of action of cosmetics and toiletries. The COSMETICS DIALOGUE meetings have – depending on the focal topic – between 20 and 50 stakeholders involved from various sectors such as public authorities, universities, trade unions, industry, churches, ministries, environmental organisations and consumer associations. The group of institutions and persons participating is not defined and closed. The work of the COSMETICS DIALOGUE has also co-initiated the development of the three platforms COSMILE, [haut.de](#) and Tag des Sonnenschutzes (day of sun protection), which are very helpful for the consumer understanding of cosmetics.

COSMILE app: consumer app for more transparency



The [COSMILE](#) app launched in 2018 provides transparent information on ingredients, such as their function and significance, in formulations of cosmetic products and hence also provides comprehensive support for allergy sufferers. Substances such as silicones, parabens, mineral oils or fragrances are covered in detail. At present more than 100 brands are represented at COSMILE.

Haut.de: consumer information platform



Together with nine other co-operation partners, the knowledge portal [haut.de](#) was developed in 2010 with comprehensive information about cosmetics. Those interested learn a lot about the composition and effect of toiletries and find insights on subjects such as skin ageing, nutrition, anti-ageing, sun protection or the causes underlying allergies and intolerances. Moreover, [haut.de](#) offers access to the [INCI database](#) in which approximately 30,000 cosmetic ingredients are listed. Through the search for the INCI designation, substance group or application, the user learns more about the functions and occurrences of the substances in cosmetics.

The information day on sun protection motto: "[Sun protection? – As clear as daylight!](#)" is an annual recurring joint activity around 21 June with a large number of interdisciplinary stakeholders and organisations amongst others from the fields of healthcare and prevention, medicine, sports, consumer protection as well as retailers in Germany.

German Society for Scientific and Applied Cosmetics (DGK)



Since 1998 the competence partner Beauty Care within IKW has organised together with the German Society for Scientific and Applied Cosmetics ([DGK](#)) advanced training courses for safety assessors. They are the experts who are responsible for cosmetic products to meet all requirements of legislation. A demanding task which requires regular continuing education so that the safety assessors are always aware of the most recent state of science and legislation. Since 2019 the courses have all been offered in addition as web training in English. Together with DGK regular seminars are organised on different topics around the safety of cosmetic products (nationally and internationally). The programme has in the meantime resulted in worldwide co-operations. Joint seminars with the corresponding local industry associations exist in India, South Africa, Poland, the USA and South America.

NATRUE



The NATRUE label stands for genuine natural cosmetics. It is the result of an alliance between the competence partner Beauty Care within IKW and the International Natural and Organic Cosmetics Association in Europe ([NATRUE](#)) which has now more than 70 members. The NATRUE label is used exclusively to mark cosmetic products which contain primarily natural or at least derived natural raw materials. The label for natural cosmetics was established in 2008 and is internationally recognised. The seal certifies two quality grades – natural cosmetics and organic cosmetics.

DKMS LIFE



The non-profitable organisation [DKMS](#) LIFE helps with its programme "[look good, feel better](#)" women and girls undergoing a cancer therapy to increase their self-esteem and gain new joy of life. The Beauty Care Department within IKW and, in particular, many of its member companies, support this initiative with a high commitment, for instance by making available products.

The competence partner Beauty Care within IKW has been a partner of hairdressers for many years and supports them, for instance, in their striving to present the [hairdresser profession](#) positively in the general public and to firmly establish occupational safety in the hairdresser profession. As a further support measure, several videos were produced during the pandemic to explain the new rules governing occupational safety standards quickly and intelligibly with the objective of ensuring safety for employees and customers.

Information Network Dermatological Clinics (IVDK)



IKW is a co-operation partner and supporting member of the integrated Information Network Dermatological Clinics ([IVDK](#)) and represented on the board of this organisation. IVDK collects data on allergies from approximately 50 dermatology clinics in Germany, Austria and Switzerland. This serves, more particularly, preventive goals: if certain risk factors are identified, this can already be taken into account at the development of products so that new sensitisations can be reduced or avoided.

Co-operations with the retail trade

In regular information events and workshops in co-operation with the German Retail Federation ([HDE](#)) the activities of IKW as well as new legal developments are explained. This partly results in joint measures for consumer education such as in respect of precursors to explosives.

With the Confederation of Perfumeries ([bvpkw](#)) and HDE, joint consumer guidelines for the use of testers at the point of sale were developed during the pandemic.



Kosmetik-Tester auch während der Pandemie sicher & hygienisch nutzen.
So geht's:

- Produkt nicht auf Gesicht, Augen oder Lippen auftragen
- Waschen oder desinfizieren der Hände vor und nach der Verwendung
- Nur auf Handrücken oder Papierstreifen testen
- Hygieneregeln beachten & Mund-Nasen-Bedeckung tragen
- Vermeiden Sie die Berührung und Kontakt des aufgetragenen Produktes mit den Schleimhäuten

Die Benützung erfolgt auf eigenes Risiko

bvpkw Handelsverband Kosmetik | **SCHÖNHETSPFLEGE*** | **bvpkw** Bundesverband Parfümerien Schönheitspflege

Co-operations with other associations

Apart from a regular exchange with the European trade association of the cosmetics industry and its members, the competence partner Beauty Care within IKW is in an intense dialogue with the associations of the raw material manufacturers such as [VCI](#) (Association of the Chemical Industry), [EFCI](#) (The European Federation for Cosmetic Ingredients), [TEGEWA](#) (Association of the Manufacturers of Process and Performance Chemicals), the Association of the [Mineral Dyestuffs Industry](#), Plastics Europe, the German Association of Fragrance Producers ([DVRH](#)) and other associations such as [A.I.S.E.](#) (International Association for Soaps, Detergents and Maintenance Products). In this way topics at the interface between the different associations – such as the new labelling obligation of wipes for beauty and home care - can be covered through joint position papers and Q&A documents of the associations concerned, in this case [EDANA](#) (European Disposables and Nonwovens Association), AISE and Cosmetics Europe in an optimum manner for the member companies.

Information and continuing education

The need for information on topics around cosmetic products, ingredients, labelling or packaging has constantly increased during the past years. The experts from the Beauty Care Department of IKW are available as contact persons for those interested and regularly inform as follows:

- On many [topics](#) there is information in the form of brochures which can be downloaded on the internet or ordered for consumers, manufacturers, hairdressers and teachers.
- [Videos](#) which are produced by the competence partner Beauty Care within IKW which make even complicated facts understandable. Parabens in cosmetics or nanoparticles in sunscreens? The videos provide illustratively background knowledge and explain the scientific facts.
- [„Essentials for Daily Life: The people keeping cosmetics safe“](#) – in co-operation with the BBC, the video explains the established procedures of safety assessment of cosmetic products step by step.

5.1 SUMMARY & OUTLOOK

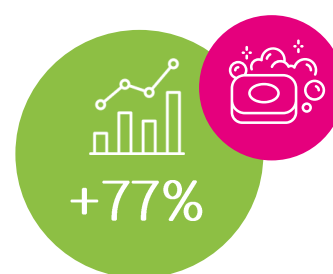
The competence partner Beauty Care within IKW has been engaged for decades through many different co-operations with scientific and professional partners in Germany and abroad. The Association is very active through events for its members and external stakeholders such as public authorities, NGOs and media, and makes an important contribution through scientific and socially relevant studies and publications. Consumers find aids for a better understanding of the cosmetics used by them in flyers and brochures and increasingly also online and digitally in databases and apps.

As a result, the Beauty Care Department within IKW has secured since its setting up a strong role in the field of cosmetics understanding in Germany and abroad, is a recognised interlocutor for externals and contact for its members. The Beauty Care Department within IKW will continue to competently play and extend this role, for instance through additional studies and surveys with relevance for the industry. During the Covid-19 crisis, it has been shown explicitly how important the accompanying function of the competence partner Beauty Care within IKW has been for the retail trade, the crafts and the members.

6. ECONOMIC ASPECTS OF THE COSMETICS INDUSTRY

Cosmetic products have become indispensable in our everyday life. Soaps for hand washing, toothpaste for healthy teeth and sunscreens against damaging sun rays are only a few examples. The significance of the products was illustrated during the past years by an ongoing growth in sales revenues of the entire cosmetics market. The growth of the past years was, however, curbed due to Covid-19. According to extrapolations by the German Cosmetic, Toiletry, Perfumery and Detergent Association, total sales revenues with beauty care products amounted in Germany to EUR 14.0 billion in 2020 and were hence 0.1% lower than during the prior year period. Closed stores, contact restrictions, home office and short-time work resulted in a stagnation or partial reduction of demand for some of the cosmetic products.

Hand washing as one of the central hygiene measures for infection protection secured, however, in 2020 sales growth by 77% for soaps and syndets. There was also a slightly higher demand for haircare products than in 2019 (+ 2.5%), mouth and teeth care products (+2.2%) as well as products for bathing and showering (+1.4%). By contrast, the development of sales revenues for decorative cosmetics (-12.7%) and fragrances (-7.3%) was declining.



Market data 2019 and 2020

	2019* EUR million	2020* EUR million	Variation 2019/2020
BEAUTY CARE PRODUCTS	14,046	14,036	-0.1%
including			
Haircare products	3,220	3,300	2.5%
Skin and face care products (m/f)	3,300	3,250	-1.5%
Mouth and toothcare products	1,595	1,630	2.2%
Decorative cosmetics	1,810	1,580	-12.7%
Women's fragrances	960	890	-7.3%
Bathing / showering additives	882	894	1.4%
Deodorants	780	756	-3.1%
Men's fragrances	500	464	-7.2%
Soaps / syndets	357	632	77.0%
Shaving care, pre and aftershaves (m/f)	200	191	-4.5%
Other beauty care products	442	449	1.6%

*IKW extrapolation overall market based on GfK, IRI and own surveys. Status 08.12.2020

German cosmetic products enjoy a good worldwide reputation as high-quality, effective and safe products. For that reason the export of cosmetic products is a growth driver for the German cosmetics industry. In 2019 export revenues amounted to EUR 7.8 billion. This means that export revenues rose significantly by 9.1% versus prior year. Already in 2018 an increase in sales revenues was recorded in exports in the amount of 2.9%. By contrast, export revenues declined significantly in 2020 as a result of the Covid-19 pandemic and amounted to EUR 6.2 billion.

The field of natural cosmetics has continuously grown in Germany – the largest market for natural cosmetics in Europe. The growth in sales revenues between October 2018 and September 2019 amounted to 8.1% for certified natural cosmetics. With derived natural cosmetics a rise in sales revenues of 9.5% was achieved in Germany during the same period. The growth during the prior year period (October 2017 to September 2018) amounted to 5.2% for natural cosmetics and 3.7% for derived natural cosmetics (Source: [Beauty and Home Care – IRI](#)). In 2019 sales revenues with natural cosmetics amounted to approximately EUR 1.4 billion.

7.1 LIST OF TERMS AND ABBREVIATIONS

AGES Austrian Agency for Health and Food Safety GmbH, <https://www.ages.at/ages/allgemeines/>

B Corp Sustainability management for corporates, <https://bccorporation.eu/about-b-lab/country-partner/germany>

BfN Federal Agency for Nature Preservation, <https://www.bfn.de/>

BSCI Social sustainability assessment in the supply chain, <https://www.amfori.org/content/amfori-bsci>

BOOK & CLAIM Sourcing Model for palm (kernel) oil, <https://www.forumpalmoel.org/zertifizierung/handelsmodelle>

CDP Carbon disclosure project, <https://www.cdp.net/en>

CE Cosmetics Europe, <https://cosmeticseurope.eu/>

CITES Convention on International Trade in Endangered Species of Wild Fauna and Flora, <https://www.cites.org/eng/disc/what.php>

COSMETICS EUROPE European trade association for the cosmetics and personal care industry, <https://cosmeticseurope.eu/>

COSMILE App about ingredients of cosmetic products, <https://cosmile.app/>

CSR Corporate Social Responsibility

CVUA Chemical and Veterinary Investigation Office

Cosmetics Dialogue <https://dialog-kosmetik.de/>

DIN German institute for standardisation, <https://www.din.de/de>

DGK German Society for Cosmetics, <https://dgk-ev.de/>

DKMS German Bone Marrow Donor Database, <https://www.dkms.de/>

DNK German Sustainability Code, <https://www.deutscher-nachhaltigkeitskodex.de/de-DE/>

DNP German Sustainability Award, <https://www.nachhaltigkeitspreis.de/>

ECOCARE Sustainability award of the magazine LEBENSMITTELPRAXIS, <https://lebensmittelpraxis.de/>

ECOVADIS Tool for sustainability assessment of companies, <https://ecovadis.com/de/>

EDANA European Disposables and Nonwovens Association, <https://www.edana.org/>

EMAS Eco Management and Audit Scheme, <https://www.emas.de/>

EFFCI European Federation for Cosmetic Ingredients, <https://effci.com/>

FAIR TRADE Initiative for the promotion of Fair Trade, <https://www.fairtrade-deutschland.de/service/ueber-transfair-ev.html>

FSC Forest Stewardship Council, <https://www.fsc-deutschland.de/de-de>

FONAP Forum Sustainable Palm Oil, <https://www.forumpalmoel.org/>

Fraunhofer ISI Fraunhofer Institute for System and Innovation Research, <https://www.isi.fraunhofer.de/>

GD Society for Dermopharmacy, <http://www.gd-online.de/>

GDCh Society of German Chemists, <https://www.gdch.de/>

GREEN DEAL Concept with the goal to reduce the net emissions of greenhouse gases to zero by 2050 in the European Union

GRI Global Reporting Initiative, <https://www.globalreporting.org/>

HDE German Confederation of Retailers, <https://einzelhandel.de/>

IDENTITY PRESERVED Sourcing model for palm (kernel) oil, <https://www.forumpalmoel.org/zertifizierung/handelsmodelle>

IKW German Cosmetic, Toiletry, Perfumery and Detergent Association, <https://www.ikw.org/ikw/>

IKW/SP Beauty Care Department within IKW, <https://www.ikw.org/schoenheitspflege/>

IKW/WPR Detergent and Cleaning Products Department within IKW, <https://www.ikw.org/haushaltspflege/>

ILO International Labour Organisation of the UN, <https://www.ilo.org/global/lang--en/index.htm>

INCI International Nomenclature of Cosmetic Ingredients

ISCC International Sustainability and Carbon Certification, <https://www.iscc-system.org/>

ISO International Organisation for Standardisation, <https://www.iso.org/home.html>

ISO 9001 Standard for quality management

ISO 14001 Standard for environmental management

ISO 22716 Cosmetics – Good Manufacturing Practices (GMP) – Guidelines on good manufacturing practices

ISO 45001 Standard for occupational health and safety management

ISO 50001 Standard for energy management

IVDK Integrated Information Network of Dermatological Clinics, <https://www.ivdk.org/de/>

LAVES Agency for Consumer Protection and Food Safety of Lower Saxony, <https://www.laves.niedersachsen.de/startseite/>

MASS BALANCE Sourcing model for palm (kernel) oil, <https://www.forumpalmoel.org/zertifizierung/handelsmodelle>

NAGOYA Protocol, <https://www.bmu.de/themen/natur-biologische-vielfalt-arten/naturschutz-biologische-vielfalt/biologische-vielfalt-international/nagoya-protokoll/>

NAP National Action Plan Economy and Human Rights, <https://www.auswaertiges-amt.de/de/aussenpolitik/themen/aussenwirtschaft/wirtschaft-und-menschenrechte>

NGO Non-governmental organisation

Packaging Chain Forum, <https://europen-packaging.eu/>

QR code, quick response code

RA Rainforest Alliance, <https://www.rainforest-alliance.org/lang/de>

RSB Roundtable on Sustainable Biomaterials, <https://rsb.org/about/>

Responsible Care, <https://www.vci.de/themen/nachhaltigkeit/responsible-care/uebersicht.jsp>

Recyclate Forum, <https://newsroom.dm.de/tag/rezyklat-forum>

RINSE-OFF, Rinse-off body care products such as shower gel and shampoo

RSPO: Roundtable on Sustainable Palm Oil, <https://rspo.org/>

SA 8000 Social Accountability Standard, <https://sa-intl.org/programs/sa8000/>

SASB Sustainability Accounting Standards Board, <https://www.sasb.org/>

SDG Sustainable Development Goals, <https://17ziele.de/>

SEGREGATION, Sourcing model for palm (kernel) oil, <https://www.forumpalmoel.org/zertifizierung/handelsmodelle>

SOFW Seifen, Öle, Fette, Wachse, <https://www.sofw.com/de/>

TEGEWA Association of the Manufacturers of Textile, Paper, Surfactant, Cosmetic Raw Materials etc, <https://www.tegewa.de/>

UEBT Union for Ethical BioTrade, <https://www.ethicalbiotrade.org/>

UNGC United Nations Global Compact, <https://www.unglobalcompact.org/>

VCI Association of the German Chemical Industry, <https://www.vci.de/startseite.jsp>

WPR Detergents and Cleaning Products

ZV Central Association of German Hairdressers, <https://www.friseurhandwerk.de/>

7.2 LIST OF PICTURES

Figure 1: Participants in the dialogue “Trace substances in the aquatic environment”, 2019

Figure 2: Amount (t) of microplastics with cleansing and peeling functions in rinse-off products 2012 – 2017, Survey by Cosmetics Europe (2017)

Figure 3: Polymers in waste water treatment (from Duis et al, 2021)

Figure 4: Life cycle assessment of a shampoo for five areas of influence (Pilot study, 2016)

Figure 5: Sustainable conduct of consumers in the bathroom

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SURVEY

7.4. SURVEY ON SUSTAINABILITY AMONGST MEMBER COMPANIES 2020 (CF. CHAPTER 3)

1. Information about the company

- 1.1 Number of employees (for mixed groups, only cosmetics division)
- 1.2 Number of apprentices / trainees in the cosmetics division
- 1.3 Is there at least one appointed person for sustainability in the company?
- 1.4 Number of sites in Germany

- 1.5 Diversity
 - 1.5.1 Number of nationalities in the company (optional)
 - 1.5.2 Is attention being attached to a mixed age structure of the staff?
 - 1.5.3 For companies with more than 20 employees: how high is the share of severely disabled persons in %?
 - 1.5.4 Are there any special programmes for the inclusion of disabled persons?
 - 1.5.5 Do you have concrete goals on diversity and demography in the company?
 - 1.5.6 Percent of women in management positions (%)

2. General information on sustainability

2.1 Reporting

- 2.1.1 Is there a written corporate code / mission statement on corporate social responsibility (CSR)?
- 2.1.2 Is a sustainability report published?
- 2.1.3 In the affirmative, since when?
- 2.1.4 In the affirmative, at what intervals do you report?
- 2.1.5 In the affirmative, is reporting based on e.g. GRI, DNK, UNGC, GWÖ, Chemie3 etc (multiple responses possible)
- 2.1.6 Are quantitative goals defined for the three areas of sustainability?
 - Social
 - Ecological
 - Economic

- 2.1.7 Have there been any applications for sustainability awards during the past five years, such as DNP, Ecocare, Responsible Care, German Packaging Award, Green Packaging Award, etc?
- 2.1.8 In the affirmative, has your company / product been awarded a prize?
- 2.2. **Standards / Frameworks / Memberships**
 - 2.2. Which standards (quality, social, occupational health, environment, energy) do you use along the value chain? (eg ISO 9001, 14001, 22716, 45001, 50001, SA 8000, IFS HPC, EMAS, etc)
 - 2.2.2 Are global sustainability initiatives / guidelines complied with on top or is the company a member of such initiatives? (eg CDP, UNGC, SDG, EMF, SASB, RSPO, etc)
 - 2.2.3 Does the company or do the employees have memberships in scientific organisations such as DFK, SEPAWA, GDCh, SETAC, GD, etc?
- 2.3. **Education and training**
 - 2.3.1 Are there goals and offers for the education and training of employees in sustainability? (eg external as well as internal training)
 - 2.3.2 Are all employees regularly trained on subjects such as quality, anti-corruption / price fixing, healthcare compliance, notification of adverse events, data privacy, etc?
- 3. **Social Responsibility vis a vis employees**
 - 3.1 Benefits in kind beyond the collectively bargained wage
 - 3.1.1 Corporate pension scheme
 - 3.1.2 Possibilities to participate in the company (eg in the equity)
 - 3.1.3 Other allowances (eg bonuses, grants)
 - 3.1.4 Personnel store
 - 3.1.5 Others
 - 3.2. **Flexible working time models**
 - 3.2.1 Working time accounts
 - 3.2.2 Entry possibilities for part-time employment (eg old-age part-time)
 - 3.2.3 Unpaid release from work (eg sabbatical)
 - 3.2.4 Family-friendly working time rules (eg support of employees with children, flexitime)

3.2.5 Home office or telework (this applies to the offer prior to the Covid-19 crisis)

3.2.6 Employee representatives or institutionalised form of exchange between the executive management and employees

3.3. Other support for employees

3.3.1 Corporate kindergarten

3.3. Gym or financial support for external fitness club, health courses

3.3.3 Ergonomic design of the workplaces

4. Ecological Aspects of Sustainability

4.1. Climate and energy

4.1.1 Have you prepared a climate footprint during the past three years or do you systematically record the climate impact of your company?

4.1.2 In the affirmative, (a) only for the production sites, (b) for the entire company (including logistics / administration)

4.1.3 Do you use green power? In the affirmative, ...

- From pure green power suppliers
- From conventional power suppliers
- From own solar panels
- From own wind power

4.1. If you use green electricity, what is the percentage compared to total consumption?

4.1.5 Do you use renewable energies?

- Geothermal heat
- Biogas
- Water power
- Other form, please specify:

4.1.6 Are business trips by train preferred / requested versus those by plane or car?

4.2 Concrete Sustainability Goals

4.2.1 Do you have qualitative sustainability goals in the fields of ...?

- Climate
- Soil

- Air
- Water
- Energy
- Raw materials
- Waste
- Biodiversity

4.2.2 In the affirmative, can you specify those and if possible, state concrete quantitative values (eg reduction by XX in %)?

4.2.3 Other ecological sustainability activities?

4.3 Packaging

4.3.1 Do you have qualitative goals on the use of packaging? In the affirmative, which ones:

- Lighter / smaller packages
- Use of plastics recycle
- Use of bioplastics
- Replacement of plastics by renewable raw materials
- Use of recycled cardboard / paper
- Higher recyclability

4.3.2 In the affirmative, can you specify them and, if possible, state concrete quantitative values?

5. Social and Ecological Responsibility in the Local Environment

5.1. Promotion of non-profit making, cultural, scientific or sports activities in the region

5.1.1 Annual financial, material or service donations for ecological, social, charity, regional or educational and development policy purposes

5.1.2 Culture or sports sponsoring

5.1.3 Regular release of employees from work for charitable / social purposes

Other sustainability activities in the environment?

6. Social and Ecological Responsibility in the Supply Chain

6.1. Goals and systems to secure social and ecological quality standards of essential suppliers

- 6.1.1 Does the company have a long-term sustainable sourcing strategy?
- 6.1.2 In the affirmative, are all suppliers or is the entire supply chain integrated herein?
- 6.1.3 Are there clear decision criteria for the selection of suppliers?
- 6.1.4 Are the criteria and requirements for suppliers laid down in terms of social and ecological responsibility at the production / sourcing of the raw materials?
- 6.1.5 In the affirmative, are these publicly available?
- 6.1.6 Is the majority of direct suppliers regularly audited?
- 6.1.7 In the affirmative, how often do audits take place at most or essential suppliers?
- 6.1.8 Are social and / or ecological sustainability criteria taken into account in product development?
- 6.1.9 Is there an assurance concerning compliance with minimum social standards by all suppliers? (eg no child labour, no forced labour, human rights)
- 6.1.10 Is compliance with the social standards by the suppliers audited at the level of their sub-suppliers?
- 6.1.11 Do you use other systems to secure social quality standards of suppliers eg NAP, ILO, BSCI, Ecovadis, Fair Trade, B Corp, etc?
- 6.1.12 Is there an assurance concerning compliance with ecological minimum standards by all suppliers?
- 6.1.13 Is compliance with ecological standards audited by the suppliers on the level of their sub-suppliers?
- 6.1.14 Are there any social or ecological initiatives together with your partners along the value chain to increase sustainability?
- 6.1.15 Are sustainability labels or seals used on products?

6.1.16 If you use palm (kernel) oil or its derivatives, according to which trade model is this sourced and with which share in the total needs? Identity preserved (IP) in %:

- Segregation, (SG) in %:
- Mass balance (MB) in %:
- Book & Claim (B&C) in %:

6.1.17 Do you use a certification system for palm (kernel) oil? Wenn ja, welches? (RSPO, RA, RSB, ISCC etc.)

6.1.18 In the affirmative,, which one? (RSPO, RA, RSB, ISCC, etc)

6.2 Social and Ecological Impact of the Raw Materials

6.2.1 Is your company increasingly faced with customer demands and / or consumer expectations concerning the social impact of your products?

6.2.2 Is your company increasingly faced with customer demands and / or consumer expectations concerning the ecological impact of your products?

6.2.3 Does your company reduce the socially adverse effects of its logistics activities when sourcing raw materials? (eg minimum wage, employment protection)

6.2.4 Does your company reduce the ecologically negative impact of its logistics activities when sourcing raw materials?

6.2.5 Would you like to mention other sustainability activities which have not been covered by one of the questions?

7. Economic Responsibility

7.1. Activities of the Company

- 7.1.1 Are there any goals and measures to improve the product and process quality? Please note: initiatives going beyond the statutory requirements
- 7.1.2 Does the company have a sustainable innovation management?
- 7.1.3 Are there any co-operations with external institutions which have the objective of more sustainable products?
- 7.1.4 Are there any precautionary measures which can prevent and / or reveal corruption, also in the supply chain?
- 7.1.5 Are there any precautionary measures which can sufficiently protect intellectual property also in the supply chain or would disclose any infringement?
- 7.1.6 Is there an anonymous reporting system for the violation of human rights, laws or internal rules?
- 7.1.7 Is the company active in technical / scientific bodies or working groups, eg FONAP, Recyclate Forum, Brand Association, DIN, etc?
- 7.1.8 Are products developed explicitly for senior citizens?
- 7.1.9 Are there any goals and measures to improve occupational safety? Please note: going beyond the statutory requirements

7.2. Information Policy, in which form vis a vis ...

- 7.2.1 Consumers (eg free of charge / affordable customer telephone number, information on INCI / for allergy sufferers, INCI labelling of the products on the internet, participation in the COSMILE app, other voluntary initiatives for the electronic transmission of product information (eg QR codes, websites, links to products))
- 7.2.2 Industry associations (eg co-operation in working groups, drafting of position papers, provision of data, participation in surveys)
- 7.2.3 Non-governmental organisations (eg participation in advisory boards of Stiftung Warentest, Cosmetics Dialogue, direct communication)
- 7.2.4 Other institutions / organisations (eg universities, test institutes, public authorities)

8. Covid-19 Crisis

- 8.1 Which significance does sustainability have in your company since the Covid-19 crisis?
- As important as before Covid-19
 - More important than before Covid-19
 - Less important than before Covid-19
- 8.2 What has changed as a result of the Covid-19 crisis in your company?
- 8.3 What is currently the biggest challenge?
- 8.4 Has the Covid-19 crisis stepped up the digital transformation in your company?
- 8.5 Will employees continue to work increasingly in the home office?
- 8.6 Does the increased working in the home office have an impact on resource utilisation at the locations?

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Mainzer Landstraße 55
60329 Frankfurt am Main

Telephone: ++ 49 (0)69 2556-1330

Internet: www.ikw.org

E-Mail: info@ikw.org

Twitter: www.twitter.com/ikw_org