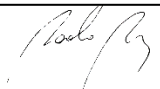




Friend of the Sea / Friend of the Earth

Sustainable Cosmetics Standard V1

REV	DATE	REASON	VALIDATION	APPROVAL
1	17/03/2025	Major corrections, Grouping of requirements	Paolo Bray	

Applicable to the following Products Type: Shampoos, Body Creams, Lipsticks, Nail Enamels, etc.

Introduction Questionnaire

1. *Company Information:*

- *Name, address, registration number, website.*
- *Description of company sustainability policies.*

2. *Product Details:*

- *Product name, description, intended use.*
- *Full list of ingredients (INCI names) with weight percentages or volume.*

3. *Ingredients & Suppliers:*

- *List of all suppliers (name, location, certifications).*
- *Evidence of sustainable sourcing for each ingredient (e.g., organic, RSPO, Fair Trade).*

4. *Contact Person for Audit:*

- *Name, role, email, phone.*

5. *Existing Certifications:*

- *List certifications held (e.g., COSMOS Organic, Vegan Society, Leaping Bunny).*
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Certification Requirements

(Auditor fills "Comments," "Conclusion": Yes/No/NA)

Requirement	Criteria	Auditor's Comments	Conclusion
1. Raw Materials/Ingredients			
1.1	≥95% of ingredients by weight are certified organic, natural (ISO 16128), or sustainably sourced (e.g., RSPO, FSC, Friend of the Earth, Friend of the Sea).		
1.2	No IUCN Red List species or endangered plant/animal derivatives.		
1.3	Suppliers provide evidence of social accountability in the production of the Ingredients (e.g., SA8000, SMETA audit reports).		
1.4	No microplastics, parabens, sulfates (SLS/SLES), or phthalates.		
1.5	<p>Exclusion of Toxic Ingredients</p> <ul style="list-style-type: none"> • The product must exclude ingredients listed in the following: <ul style="list-style-type: none"> ○ EU REACH Annex XVII (Substances of Very High Concern, e.g., phthalates, formaldehyde). ○ SIN List (Substitute It Now) by ChemSec (e.g., PFAS, triclosan). ○ California Proposition 65 (known carcinogens, reproductive toxins). ○ MSC's List of Chemicals of Concern (for aquatic toxicity, e.g., oxybenzone, octinoxate in UV filters). ○ ISO 16128 prohibited substances for natural/organic cosmetics. • Documentation: Suppliers must provide Safety Data Sheets (SDS) and certificates confirming absence of restricted substances. 		

Requirement	Criteria	Auditor's Comments	Conclusion
2. Production & Processing			
2.1	<i>Production facility uses renewable energy ≥50% (e.g., solar, wind).</i>		
2.2	<i>Water management: Closed-loop systems or wastewater treatment in place.</i>		
2.3	<i>Fuel Efficiency targets set by the Company on a yearly basis.</i>		
2.4	<i>No animal testing at any production stage (Eg: Leaping Bunny compliance).</i>		
2.5	<i>Waste reduction: ≥80% production waste recycled/upcycled.</i>		
3. Packaging			
3.1	<i>≥90% packaging is recyclable, biodegradable, or compostable (TÜV OK compost HOME).</i>		
3.2	<i>Plastic offsetting via Friend of the Sea Plastic Offset Program or equivalent if plastic is used in the packaging</i>		
3.3	<i>Minimalist design: No secondary packaging unless essential.</i>		
3.4	<i>Printed materials use vegetable-based inks and PEFC or FSC or Friend of the Earth-certified paper.</i>		
4. Erogation & Pollution			
4.1	<i>No aerosol sprays with VOC-propellants (e.g., butane, propane).</i>		
4.2	<i>Product is biodegradable (OECD 301 standards) if dispersed in water.</i>		
4.3	<i>No microbeads or non-biodegradable glitter.</i>		
4.4	No ozone-depleting or high-GWP propellants: - CFCs, HCFCs, halons, or methyl bromide are strictly prohibited (per Montreal Protocol). - Hydrocarbons (e.g., propane, butane) must		

Requirement	Criteria	Auditor's Comments	Conclusion
	<p>comply with VOC limits under EU Directive 2004/42/EC.</p> <ul style="list-style-type: none"> - Nitrous oxide (N₂O) and HFCs (e.g., HFC-134a) banned due to high global warming potential (GWP). - Alternatives: Use compressed air, nitrogen, or pump sprays instead of propellants. 		
5. Social Accountability			
5.1	<p>Fair Labor Practices: Company adheres to ILO Core Conventions (C87, C98, C29, C105):</p> <ul style="list-style-type: none"> - No forced/child labor. - Guarantee employees' right to form/join trade unions and bargain collectively. - Equal pay for equal work, non-discrimination (gender, race, religion). 		
5.2	<p>Health & Safety:</p> <ul style="list-style-type: none"> - Safe working conditions compliant with OSHA/ILO C155 standards. - Regular safety training, PPE provided. - Health insurance or equivalent healthcare access for all employees (full-time, part-time, temporary). 		
5.3	<p>Worker Welfare:</p> <ul style="list-style-type: none"> - Wages meet or exceed legal minimums or industry benchmarks (e.g., Global Living Wage Coalition). - Working hours ≤ 48 hrs/week, overtime voluntary and compensated. - Paid parental leave, sick leave, and annual leave as per national law. 		
5.4	<p>Freedom of Association & Grievance Mechanisms:</p> <ul style="list-style-type: none"> - No retaliation against workers for union activities. - Transparent grievance redressal system (e.g., anonymous complaints, third-party audits). - Supplier contracts include clauses upholding these rights. 		

Audit Documentation

Auditor's Name: _____

Audit Date: _____

Signature: _____

Attachments:

1. *Ingredient list with percentages*
 2. *Supplier certifications*
 3. *Energy/water usage reports*
 4. *Packaging material certificates*
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Auditor's Conclusions

- *Compliance Status:* *Approved* *Conditional Approval* *Rejected*
- *Non-Conformities:*
 - *Requirement _____: [Description].*
 - *Requirement _____: [Description].*
- *Corrective Actions (To be completed by the Company):*
 - *Non-Conformity _____: [Action + Deadline].*
 - *Non-Conformity _____: [Action + Deadline].*