

The national voice
of the hygiene, personal care
and specialty products industry

Annual Report 2021-22

About Accord

Accord is the peak national industry association representing manufacturers and marketers of hygiene, personal care and specialty products, their raw materials suppliers and service providers.

We are an inclusive, consensus-driven organisation.

We represent the interests of the entire industry and pursue common, uniting objectives that have maximum benefits for our industry.

We strive tirelessly to enhance and improve our Members' business operating environment and for recognition of our industry's positive role in society.

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Vision

The national voice of the hygiene, personal care and specialty products industry

Mission

Providing indispensable membership services to facilitate sustainable growth and productivity for a globally competitive industry

Values

Respected, credible, trusted, influential, science and evidence-based

About our industry

Our Members

Accord's Member companies are leading businesses ranging from large multinational firms to smaller Australian-owned enterprises; local manufacturers to product importers.

Our **Consumer, Cosmetic and Personal Care** Member companies supply products for personal and household use. These include:

- cleaning and hygiene products e.g. soaps and detergents for personal hygiene, laundry, hard surfaces, dishwashing, upholstery and automobiles; disinfectants and sanitisers
- personal care/cosmetic products e.g. sun protection and sun care, oral care, hair care, skin care, nail care, deodorants, tampons, wet wipes, colour cosmetics, perfumes & colognes and depilatories
- other specialty products such as polishes, adhesives and pest control.

Our **Commercial, Hygiene and Specialty Products** Member companies supply and manufacture products for a broad range of healthcare, janitorial, educational, hospitality, manufacturing and agricultural applications. These include:

- cleaning products, disinfectants and sanitisers
- specialty products such as industrial lubricants, water treatment chemicals, food processing aids, building maintenance products, deodorisers, enzymes and dust control sprays
- raw materials/ingredients for the cleaning, hygiene and specialty products industry

Our valued **Associate Members** are companies that provide specific services and expertise for our industry.

In 2019 EY measured our industry as the 17th largest in the country. An updated version of the Accord/EY State of the Industry Economic Report is scheduled for release in the latter half of 2022. Pleasingly—despite the disruption of the pandemic since 2019—EY has revealed that our industry retains its 17th place, highlighting that the hygiene, personal care and specialty products sectors continue to be a driver of national economic activity, jobs, and exports.

Our Products

Our industry's products are essential for everyday living. These products play integral roles in:

Safeguarding public health – Maintaining essential standards of hygiene and sanitation in institutions, hospitality, manufacturing, agriculture and everyday households

Promoting personal wellbeing – Helping keep us clean and healthy, and helping shield us from harmful effects of the environment

Maintaining comfortable homes – Enabling us to keep our everyday surroundings clean and comfortable, making the home a relaxing place to unwind or to welcome and entertain guests

Enhancing quality of life – Giving us greater personal freedom through innovative time- and effort-saving technologies

Boosting confidence and emotional wellbeing – Assisting us to look and feel our best, as well as providing opportunities for self-expression, individuality and pampering

Keeping the wheels of commerce and industry turning – Fulfilling specialised applications in institutions, industry, manufacturing and agriculture

Each day across the nation our industry delivers effective solutions that promote health protection, and add value, convenience and comfort to daily life.



Member Value

the heart of what we do



Member Value

the heart of what we do

A responsive and respected team, delivering indispensable services and knowledge across the breadth of membership

A look back on our Member Value achievements for 2021-2022

- The Accord Secretariat continued working remotely as necessary while enhancing responsiveness to meet Members' needs arising from pandemic impacts. This included maintaining more frequent and critical information dissemination – we distributed over 150 Member Communications, including Weekly Updates, Regulatory Bulletin, Policy alerts and more.
- Our COVID response continued, focusing on our industry's profile, advocacy, pandemic capability, supply chain issues, best possible advice to the public and industry including HR and mental health guidance, shared expertise and experience regarding State/Territory restrictions, new requirements, vaccinations and rapid antigen testing.
- We expanded member-exclusive webinars and trainings with over 900 registrants across 27 events – read more about some of our events on page 7.
- We maintained direct Member company outreach despite the ongoing lockdowns and pandemic-related disruptions of 2021, hosting engagement sessions with 45 Member companies.

- We conducted several Member bench-marking surveys, including on COVID-19 business impacts, rapid antigen testing, supply chain issues, plastics & packaging, as well as support for B2B sector insights.
- During this reporting period, we also conducted our Performance & Priorities Survey of Members. The feedback was overwhelmingly positive and we have used the results and suggestions to further target and refine our Member services and value-add.
- We developed new Member-only tools, including updated FAQs, regulatory checklists, and safety data sheet templates for salon products.
- Maintained our relevant media monitoring and issues management, providing useful alerts, insights and guidance to Members on areas such as modern slavery requirements, export opportunities and advances in manufacturing.
- During the reporting period, we gained seven new Member companies:
 - > CPR Hair,
 - > Challenge Chemicals,
 - > Jurlique,
 - > Mera Chemicals,
 - > pH Factor,
 - > RATIONALE, and
 - > Scentral Flavours & Fragrances.

Member Value

the heart of what we do

Event Highlights

The reporting period saw a record number of Accord events, including exclusive Member-only online webinars and training, and the long-awaited return of face-to-face events in 2022!

Insight Hours

First introduced in 2020, we hosted a recorded number of our online Insight Hours through 2021-2022. Some of the most popular sessions included:

- 12 April 2022 | 'Industrial Chemicals Environmental Management Scheme (IChEMS)' with the Environmental Protection Division of the Department of Agriculture, Water and the Environment
- 8 June 2021 | 'Voluntary Industry Animal Test Code' with Accord and HWL Ebsworth
- 31 August 2021 | 'Looking After Yourself, People and Productivity in Unpredictable Times' with Rebecca Rynehart, General Manager of Consulting at Beaumont People
- 15 September 2022 | 'Opening up: a discussion of considerations and issues post-lockdown' with Andrew McKellar, CEO of the Australian Chamber of Commerce and Industry (ACCI), and Mark Volling, Managing Director of Abbott Rapid Diagnostics
- 15 December 2021 | 'End of Year Economic Wrap and Outlook for 2022' with Paul Bloxham, Chief Economist at HSBC

Industry Briefing & AGM 2021

On 27 May 2021 we hosted our virtual Industry Briefing & Annual General Meeting. The Industry Briefing featured presentations

from Danny Cowan, Director at Edelman Australia on the 2021 Edelman Trust Barometer, and an 'Economic Outlook & Post-Budget Update' with Dr Ross Lambie, Chief Economist at ACCI.

Canberra Day Online

Given the ongoing lockdown situation at the time, on 2 September 2021 we took our annual Canberra Day event online. Canberra Day is a chance for government and industry to come together for updates and discussions on the industry's economic, advocacy and regulatory reform landscapes—a highlight of the Accord calendar! The 2021 event included presentations from Graeme Barden, Executive Director of AICIS, and Lisa Croft, CEO of the APVMA.

Congratulations Terry Little on Life Membership of Accord

An event two years in the making, thanks to COVID-19! On 31 March 2022, industry leaders past and present gathered to celebrate the career of Terry Little, former Managing Director of Estée Lauder, and his award of Life Membership of Accord.

Terry joined the Accord Board in June 2009 and was elected as Vice-Chairman by the membership in 2010. Upon his retirement from Estée Lauder and the industry in 2019, the Accord Board of Directors unanimously voted for Terry to become a Life Member and this was confirmed by his industry peers at the 2020 AGM.

Celebrating over dinner and drinks at the Sydney Harbour Marriott, Terry and the Accord secretariat were joined by current Accord Directors and industry leaders.



Accord Life Members from L-R: Chris Pedersen (former Colgate-Palmolive), Terry Little (former Estée Lauder), Peter Keech (former Tasman Chemicals), and Gavin Blackburn (Former Coty)



From L-R: Peter Playford (Puig Oceania), Tracey Raso (Accord Chair and Revlon & Elizabeth Arden), Rajiv Chinniah (Coty), Brad Macdougall (True Blue Chemicals), and Clynton Bartholomeusz (Beiersdorf)



From L-R: Emmerentia Wilding (Estée Lauder), Terry Little, and John Koppl (Estée Lauder)



From L-R: Tracey Raso, Terry Little, and Bronwyn Capanna (Accord)

Member Value

the heart of what we do

Dream Ball 2022

On Friday 13 May 2022, after a two-year hiatus, we were thrilled to finally come together to celebrate Dream Ball, raising vital funds for the industry's charity, Look Good Feel Better.

Thanks to the generosity of the cosmetic and fragrance industries, and important partners in retailing, media, publishing, and supply, a phenomenal \$355,500 was raised on the night. These funds mean 3,555 Australians can now benefit from the Look Good Feel Better program over the next year.



Look Good Feel Better patron and MC of Dream Ball, Kerri-Anne Kennerley



From L-R: Terry Little (former Estée Lauder), Bronwyn Capanna (Accord), Uri Ferster (Frostbland) and Eryl Mifsud (Accord)



Members of the Accord Secretariat at Dream Ball, from L-R: Rianna Goodwin, Eryl Mifsud, Catherine Oh, and Jen Semple

Industry Briefing & AGM 2022

On 2 June 2022, we hosted our first face-to-face Industry Briefing & AGM in two years. The Industry Briefing featured presentations from Paul Frasca, Co-Founder & Director of Sustainable Salons, who provided an update on his organisation's work, and Jo Masters, Chief Economist for Barrenjoey, who presented a post-election economic update and financial year outlook. At the AGM, former Board Directors Gillian Franklin and Peter Keech were confirmed as Life Members of Accord by the membership.



Jo Masters, Barrenjoey



Paul Frasca, Sustainable Salons

Member Value

the heart of what we do

Our Members are at the heart of what we do...

After two years of Zoom meetings and cancelled events, it's been great to reconnect with our Members face-to-face:



From L-R: Bronwyn Capanna (Accord), David Blakeley (former Chanel) and Carol Kavurma (Look Good Feel Better) at David's farewell dinner, February 2022



From L-R: Doug Boulzon (Dominant), Damien Rankine (Dominant), Rianna Goodwin (Accord), and Chris Short (Dominant) at the Dominant head office in Brompton SA, April 2022



From L-R: Rosi Fernandez (La Prairie), Bronwyn Capanna, Emmerentia Wilding (Estée Lauder), Lucie Juhel (Chanel), Anna Quinn (Nine), and Uri Ferster (Frostbland) at David Blakeley's farewell dinner, February 2022



From L-R: Bronwyn Capanna and Cherie Hutchinson (Jurlique) at the Jurlique Farm in Biggs Flat SA, April 2022



From L-R: Dusanka Sabic (Accord) and Rod Brookes (SC Johnson Professional) at the Industry Briefing & AGM, June 2022



From L-R: David Brown (Panamex) and David Boxall (Recochem), at the Industry Briefing & AGM, June 2022



From L-R: Rianna Goodwin and Samantha Hass (L'Oréal), at the Industry Briefing & AGM, June 2022



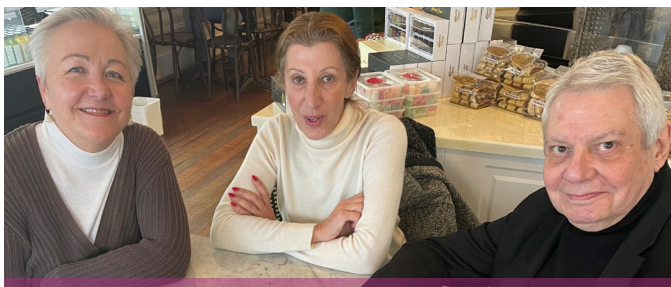
From L-R: John Lamont (Nowchem) and Greg Whiteley (Whiteley Corporation) at the Industry Briefing & AGM, June 2022



From L-R: Tracey Raso (Revlon & Elizabeth Arden), Bronwyn Capanna and Graeme Barden (AICIS)

Member Value

the heart of what we do



From L-R: Bronwyn Capanna, Margaret Khoury (Fragrances of the World) and Michael Edwards (Fragrances of the World), June 2022



From L-R: Rianna Goodwin (Accord), Laurent Saffre (Pierre Fabre), Pierre-Emmanuel Joffre (L'Occitane), Peter Playford (Puig Oceania), Rosi Fernandez (La Prairie), Ben Brander (Helios Health & Beauty), and Steph Hollands (Accord) at Terry Little's Life Membership Dinner, March 2022



From L-R: Jen Semple (Accord), Craig Brock (Accord), Peter Keech (former Tasman Chemicals), Claire Smith (SC Johnson & Son), David Brown (Panamex), Brad Macdougall (True Blue Chemicals) and Denise van Gessel (Albright & Wilson) at Terry Little's Life Membership Dinner, March 2022



From L-R: Ely Mifsud (Accord), John Koppl (Estée Lauder), Chris Short (Dominant), Bronwyn Capanna, Chris Pedersen (Accord Life Member and former Colgate-Palmolive) and David Boxall (Recochem) at Terry Little's Life Membership Dinner, March 2022



Advocacy
profiling and tools:



Advocacy

profiling and tools:

A trusted and influential partner, visibly communicating in all relevant fora and engaged with all relevant stakeholders, reinforcing the essential role industry's products play in public health, personal wellbeing and quality of life

A look back on our Advocacy achievements for 2021-2022

- A significant win during the reporting period was the incorporation of Accord's recommendations into the Federal Government's Regulator Performance Guide for benchmarking regulator performance through an independent survey of businesses and the community. Accord was also involved in further discussions with the consultants engaged to develop and undertake the survey.
- A significant piece of advocacy work during the reporting period was the successful delivery and launch of final Voluntary Industry Code supporting the ban of animal testing for cosmetic ingredients – read more about the Code and Launch on page 15.
- We ramped up our Plastics & Packaging Waste Strategy, including:
 - > An update to our Plastics Information Paper.
 - > Membership surveys and subsequent reports on our Members' plastic packaging use.
 - > Formed the Accord Plastics & Waste Steering Group, made up of a cross section of Accord Member company representatives.
 - > Successful completion of the voluntary industry phase-out of solid plastic microbeads via our BeadRecede Campaign.
- > Engaged with relevant plastics and waste stakeholders, including APCO, ACOR, Terracycle, RecycleMate, Close the Loop, Sustainable Salons and Labelmakers.
- > Aided the development of a global personal care products industry position supporting a UN treaty on plastic waste.
- We successfully pushed for cost-recovery reviews of AICIS and APVMA, as part of the Federal Government's Deregulation Agenda.
- We continued our active participation in the Department of Industry, Science and Resources' Supply Chain Roundtable and multi-association collaboration, enabling continued direct identification of critical Member issues to Government.
- We strengthened our partnerships with several universities through the ARC Training Centres, with the Food Safety Information Council, ISSA and relevant trade magazines—raising the important profile of our industry.
- We had a successful first year as the Secretariat for the International Associations Collaboration (IAC), representing the global cosmetic industry. We also continued our participation in the International Network of Cleaning Products Associations (INCPA).
- We commenced the development of a series of infographics, profiling Accord and our Members – view the first two in the series on page 13 & 14.
- On 20 May 2022 the Australian/New Zealand Flushable Products Standard was published. Accord was an active member of the Joint Technical Committee for this Standard, and the final product is the result of successful collaboration between manufacturers, water utilities and peak bodies like Accord.
- We developed the FitForFood website, aimed at strengthening food safety across the nation's millions of commercial food premises.



Sustainability & CSR Leadership

Accord and our Member Companies have an important and valuable role to play in creating positive social and environmental impacts through our products, practices and performance.

Accord's sustainability leadership in social responsibility and environmental stewardship is showcased through many proactive initiatives.



1990

Look Good Feel Better

Cancer patient support program to boost self-esteem and wellbeing.



look good feel better
FACING CANCER WITH CONFIDENCE

1994

Phosphorus Standard

Phosphorus content and labelling requirements for household laundry detergents.

(Updated 2002, 2010)



2005

Accord Quality Commitment

Assurance that Accord Members take seriously their responsibility for quality, safety and the environment.



ACCORD QUALITY COMMITMENT

2010

WashWise® (Relaunched 2019)

Consumer information on sustainable laundry practices and product use.



What's in it?

Ingredient information to aid choice and enhance confidence in household products.



HOUSEHOLD CLEANING PRODUCT INGREDIENT DISCLOSURE

2011

Hygiene for Health

Information on the vital role of hygiene in preventing the spread of infection and illness.

(Relaunched 2020)



2012

Sustainability Charter

Fostering social responsibility and environmental stewardship on key industry-related issues.

(Relaunched 2019)

Furphies

Clarifying myths and misconceptions relating to cosmetics, personal care and cleaning products.



Recognised®

Third-party assessed ecolabel for commercial cleaning & hygiene products.



2016

Sunsible®

Promoting effective sun protection through correct use of sunscreen and other sun safety measures.



2017

BeadRecede

Industry-led voluntary phase-out of plastic microbeads in rinse-off cosmetics, personal care and cleaning products.



2019

WipeSmart

Promoting better use and disposal of wet wipes.



2021

Animal Test Ban Voluntary Code of Practice

Assisting industry to meet its animal test ban obligations & communicate with consumers with greater transparency and consistency.



2022

FitForFood

Guiding decision-making on the suitability of cleaning and sanitising products for use in food premises.



These are Accord's major sustainability initiatives. For additional Industry Codes, Industry Guidelines and information initiatives see accord.asn.au/sustainability or accord.asn.au/sustainability/accord-sustainability-charter

Accord was established in 2005 by the merger of the Australian Consumer and Specialty Products Association (ACSPA) and the Australian Cosmetic Toiletry and Fragrance Association (CTFA). Formerly, ACSPA was the Australian Chemical Specialties Manufacturers Association (ACSMA).

BeadRecede: Protecting Precious Aquatic Environments

Rinse-off personal care & cosmetic products sold in Australia are effectively microbead-free. To help protect our precious natural waters from potential microplastic contamination, personal care and hygiene companies have reformulated their rinse-off products so they no longer contain solid plastic microbeads.



Progress towards zero microbeads

Progress towards zero microbeads in Australia was coordinated through Accord's **BeadRecede** campaign.

Industry acted quickly to remove and replace microbeads with non-plastic ingredients.

Extensive outreach to companies

Ongoing monitoring

Reporting to Environment Ministers



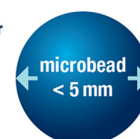
Data collection & analysis

Industry surveys

Collaborative engagement with Environment Departments

What is a microbead?

- Solid plastic
- Insoluble in water
- Spherical or irregular



Success! Every little bit helps...

Microbeads from personal care and beauty products, globally, were estimated to contribute approximately 0.3% of the plastics entering the marine environment.³

Most marine plastics come from the breakdown of larger plastics in the environment, such as plastic bags and water bottles (secondary plastics).

Australia's successful industry phase-out has been matched by phase-outs in other nations including the USA and New Zealand.

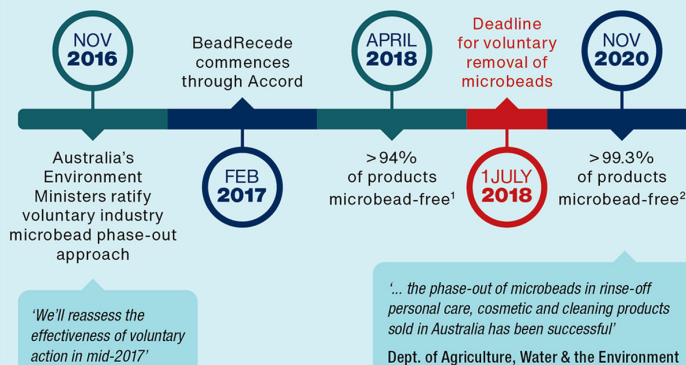


All other marine plastic sources

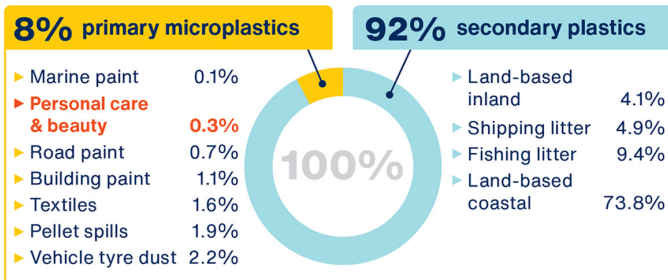


Personal care & beauty

Timeline towards zero microbeads



Sources of plastic entering the marine environment³



What now?

The personal care, cosmetic and cleaning products industry in Australia has done its part.

Action on other, much more significant sources of microplastic in the marine environment should now be the focus, such as controlling land-based litter sources, shipping/fishing litter and significant sources of primary microplastics.

Accord supports the development of a UN Plastics Treaty and has joined with 36 sister associations to release a new global industry statement, *The Beauty and Personal Care Industry Supports a Global Agreement to Address Plastics Pollution*.

¹ According to independent on-shelf survey commissioned by Federal Environment Dept. (included out-of-scope products, including leave-on cosmetics such as blush and eye make-up)
² According to independent on-shelf survey commissioned by Federal Environment Dept.
³ <https://www.eunomia.co.uk/reports-tools/plastics-in-the-marine-environment/>

Accord contributes to solving potential environmental issues relating to our industry in collaboration with our member businesses, policymakers, NGOs and other stakeholders. See our Sustainability Charter for other key focus areas in Environmental Stewardship.

Advocacy profiling and tools:

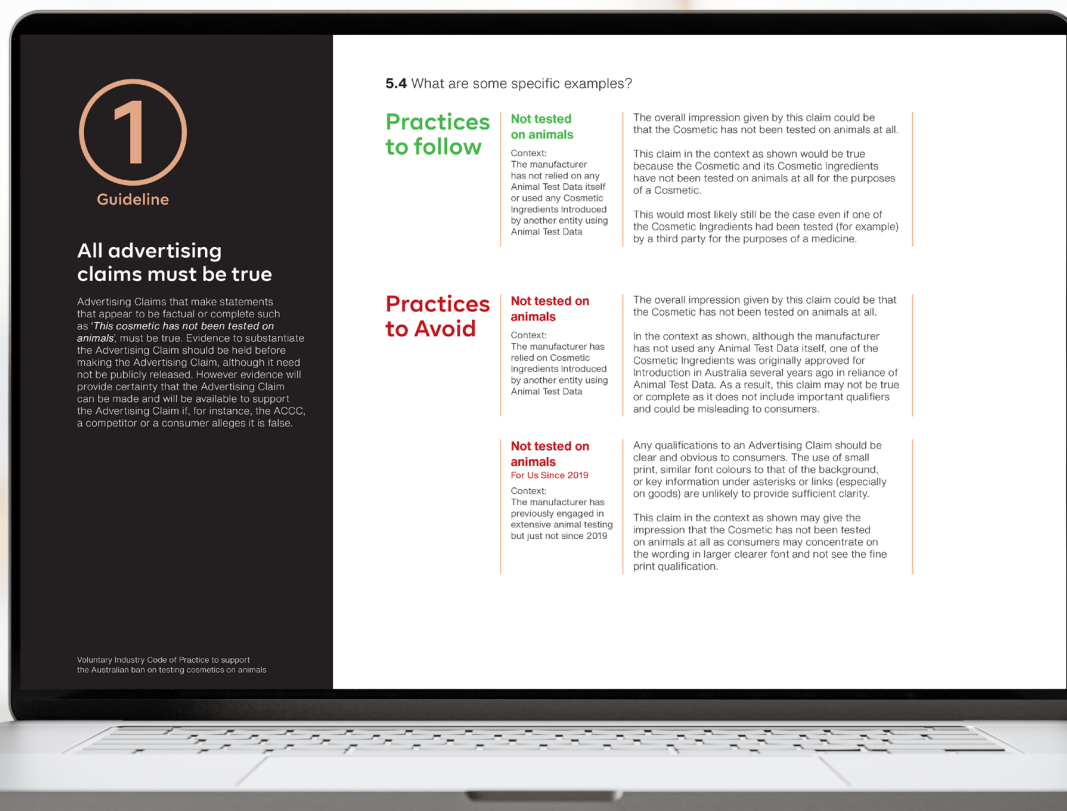
Launch of the Voluntary Industry Code of Practice to Support the Australian Ban on Testing Cosmetics on Animals

On the 28 May 2021, Accord officially launched the *Voluntary Industry Code to Support the Australian Ban on Testing Cosmetics on Animals*.

The aim of the Code is to inform both consumers and industry about the details of the ban, and to provide good practice guidance on the making of 'not tested on animals' advertising claims for cosmetics.

The Code was launched with a joint media release from the Hon Mark Coulton MP, then-Minister responsible for the Australian Industrial Chemicals Introduction Scheme, and the Hon Jason Wood MP, then-Assistant Minister for Customs, Community Safety and Multicultural Affairs, and was followed by an education campaign led by Accord and the National Retail Association which included online 'explainer' videos and Member training.

The Code was developed with input and assistance from across industry, animal welfare organisations (in particular RSPCA Australia), and relevant government departments and agencies. Our thanks to all who engaged in the process of developing the Code. Thanks also to the expert legal team at HWL Ebsworth Lawyers for steering the research and drafting phase for the Code's development and final guidance. And thank you to Ident Design for their professional graphics work and layout of the final document.



Advocacy

profiling and tools:

Accord's strategic approach has established our prominent profile with stakeholders and influencers in government, opposition, bureaucracy and other trade associations. Through Accord, our Members—regardless of size—are afforded a seat at the table. This ensures their concerns are communicated directly, effectively and backed by the considerable weight of our expanding membership base and profile, to those who matter.



From L-R: Marcus Warner (former Ecolab), Bronwyn Capanna (Accord), the Hon Josh Frydenberg MP (then-Treasurer), and Craig Brock (Accord) at ACCI & Business NSW's Federal Budget Breakfast Briefing, May 2021



From L-R: Kumar Venkatasubramanian (Procter & Gamble), the Hon Michael McCormack MP (then-Deputy Prime Minister), and Emmerentia Wilding at an ACCI Breakfast Briefing, March 2021



From L-R: Hon Dr Jim Chalmers MP (then-Shadow Treasurer, now-Treasurer) and Bronwyn at ACCI's 2021 Federal Budget Briefing & Labor's Budget Response, May 2021

Accord
Members
have a seat
at the table



Bronwyn as part of a panel discussion 'Is the marketing of cosmetic products a pseudoscience?' at the Australian Society of Cosmetic Conference, May 2022



From L-R: Rod Sims (former ACCC) and Bronwyn at an ACCI Reception, April 2021



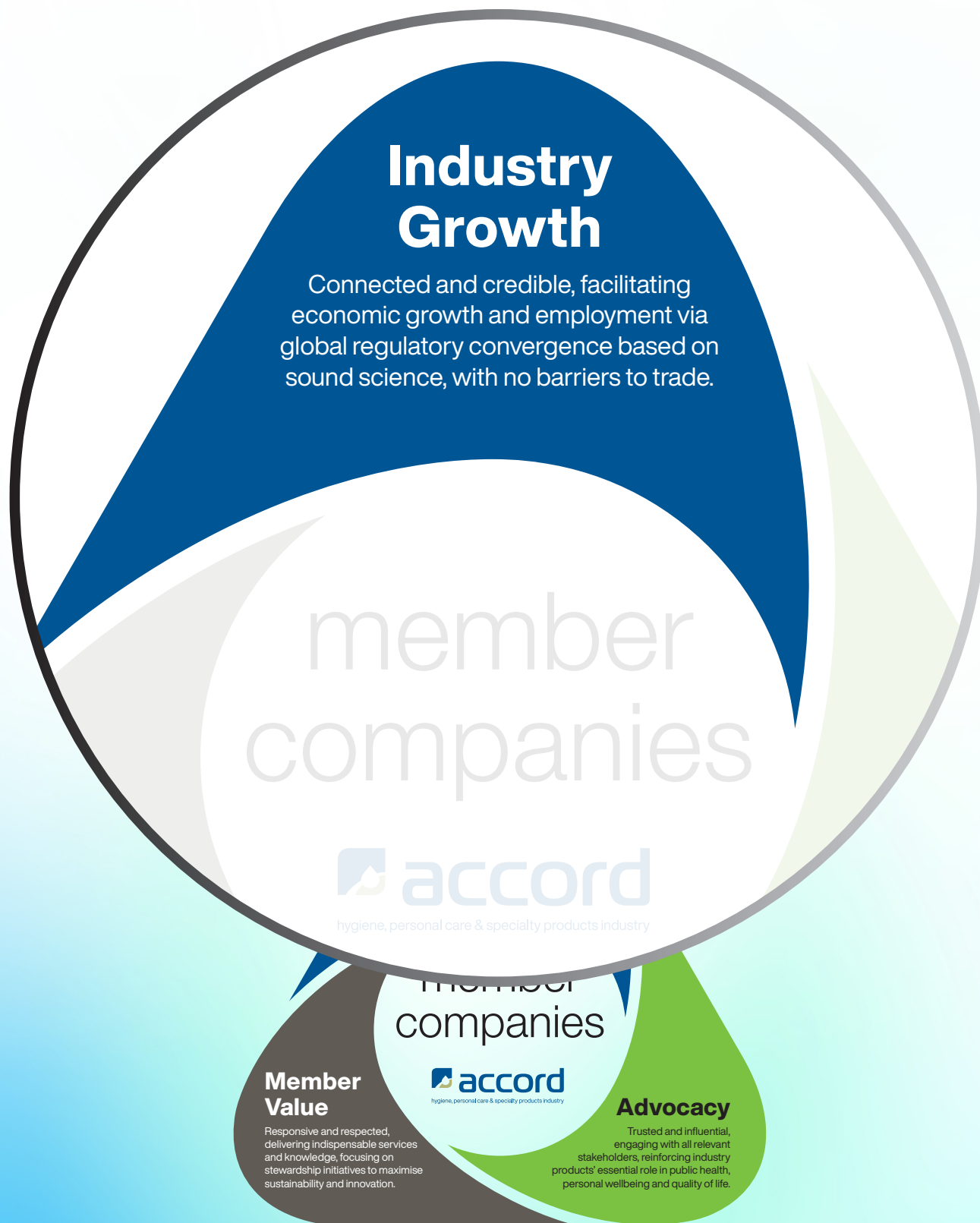
From L-R: Senator Jane Hume, Bronwyn and Nola Watson (President, ACCI) at the ACCI International Women's Day Morning Tea, March 2022



From L-R: Andrew McKellar (CEO, ACCI) and Bronwyn at the ACCI General Council Meeting, November 2021

Industry Growth

better 'fit for purpose' regulations:



Industry Growth

better 'fit for purpose' regulations:

A well-connected and credible industry voice, facilitating economic growth and employment by supporting global regulatory convergence based on sound science, commitment to regulatory best practice, and no barriers to trade

A look back on our Industry Growth achievements for 2021-2022

- We continued to build a positive and constructive working relationship with the new industrial chemicals regulator, the Australian Industrial Chemicals Introduction Scheme (AICIS), during the important implementation stage via:
 - successful workshops and engagement sessions with the Executive Director and senior members of the AICIS team, and
 - running successful training for members, including the AICIS Introduction Training which had over 140 registrants total!
- We actively engaged in improving the implementation requirements of the new Industrial Chemicals Environmental Management Standard (ICHEMS), including achieving a pause on any fees and charges by 12+ months until an appropriate cost-recovery model is developed.
- During the reporting period, the Draft Report of the Independent Review of the Agvet Chemicals Regulatory System was finalised and industry's priorities for more efficient and cost-effective regulation pursued by Accord were recognised.
- We have continued our active engagement and dialogue with the Therapeutic Goods Administration (TGA) to progress streamlined regulation of disinfectants and cosmetic ingredients (via chemical scheduling).
- We successfully intervened on problematic interpretations of the TGA's updated advertising guidance on testimonials, achieving an improved guidance and opening the door for a further review.
- We also clarified the permitted advertising of hand sanitisers to assist in the context of COVID-19.
- We continued our very strong and successful issues management with evidence-based ingredient and product category defence throughout the year.
- Advocated for the formation—and invited to become a member—of the ACCC's first Product Safety Consultative Committee.
- Via our involvement with Standards Australia, we drove progress towards greater international alignment for tampons, aerosols, and sunscreens.

- Through Accord's advocacy, the Government committed funding for the development of a national approach for the certification of cosmetic GMP manufacture to assist industry gain access to the China market.

Regulatory Affairs Report

Lighter Touch, Lower Cost, Faster to Market

AICIS Implementation

1 July 2020 saw commencement of the new Australian Industrial Chemicals Introduction Scheme (AICIS), replacing the National Industrial Chemicals Notification and Assessment Scheme (NICNAS).

To aid smoother implementation of the many additional and changed regulatory requirements, Accord had previously successfully advocated for a two-year transition period for the new scheme. We also successfully worked for the transition period to include listed introductions. Our focus over the reporting period then turned to the development of guidance materials and to provide relevant training on the new system to assist Members' understanding and compliance. After lengthy discussions, a downloadable Inventory was published on the AICIS website in March which allowed more efficient searching for Member companies. Accord held the following training:

- 4 August 2021 | AICIS Workshop
The aim of this session, which included representatives from AICIS in attendance, was to assist Members in understanding the requirements more specifically and to understand navigating the information currently available. This assisted Accord in identifying areas that may need further guidance, training and/or reform.
- 10 and 12 November 2021 | AICIS Annual Declaration Training
This training was to assist Members in understanding the process and requirements of the AICIS Annual Declarations by working through practical requirements and compliance expectations.
- 23-25 February and 4-5 May 2022 | AICIS Introduction Training
This comprehensive training on AICIS processes—originally held as a 3-day training, then run again in May across 2-days—provided 7 training modules aimed at Members who needed a broad understanding of the AICIS regulations through to those categorising their company's AICIS introductions and/or engaging with the Regulator on compliance activities.

Accord continued to advocate for a cost recovery review of the Regulator across the reporting period, as the new scheme and its increased fees were introduced at a time when many cosmetic and personal care companies were experiencing economic hardship and uncertainty due to the ongoing effects of the pandemic. In April 2022, the then-Minister Assisting the Prime Minister and Cabinet, the Hon Ben Morton MP, overtly recognised our industry's concerns about the financial

Industry Growth

better 'fit for purpose' regulations:

performance and administration of cost recovery arrangements for AICIS, and the Regulator was selected as part of the Department of Finance's cost recovery review program.

The findings of this review are due mid-2023. In the meantime, we are pleased that members can expect temporary fee relief with a proposed reduction in registration fee of 8% for 2022-23 registration year.

Accord continues to engage with the Regulator on common and key issues encountered by Members and is also seeking to implement regular bilaterals with the Executive Director and senior AICIS team members.

Various aspects of the Ministerial Rules and AICIS Guidelines, including extensive paperwork requirements, are proving to be extremely problematic in their implementation and with the 31 August 2022 transition deadline looming, Accord and other industry associations are urging for an extension to this deadline. This is needed so that industry and its impacted businesses have sufficient time to work with the Regulator to develop practical solutions to the critical problems encountered with compliance for existing, on-market products. Significant amongst these is allowing the use of the globally-accepted International Nomenclature of Cosmetics Ingredients (INCI) names, as already permitted by other Australian regulators such as the ACCC.

Tangible Member company examples have been crucial in explaining these issues to AICIS, as well as other stakeholders in the Departments of Industry, Health and Prime Minister and Cabinet. Accord continues to engage with Members on this work and keep companies abreast of ongoing developments via our Weekly Member Updates and Monthly Regulatory Bulletin.

Therapeutic goods regulatory reform

Accord continues to work with the TGA to reduce the regulatory burden on low-risk Member products such as disinfectants, sunscreens, and their ingredients. We are active participants in the TGA's Industry Working Group on GMP (TIWGG) and its subcommittee on sunscreens, as well as the Complementary and OTC Medicines Regulatory and Technical Forum (ComTech), resulting in the Regulator's greater understanding of Accord Member issues and specific reform proposals.

For sunscreens, the priority over the reporting period has been the smooth adoption of the 2021 Sunscreen Standard. Via ComTech, we have advocated for a minimum transition period of 3 years, preferably 5 years, for the new Standard to allow for an orderly transition and have successfully argued against inclusions of new and/or uniquely Australian concepts within the Standard. Accord also continues to defend ingredients on the Permissible Ingredients List for continued acceptance in sunscreens.

As an active member of the Therapeutic Goods Advertising Consultative Committee (TGACC), Accord continues to seek relevant amendments to the Therapeutic Goods Advertising Code for our industry's low-risk products, arguing that the advertising obligations under Australian Consumer Law are better suited for such products. Our involvement in this committee also allows us to uniquely assist our Members in understanding their advertising requirements. In the earlier part of 2022, the Therapeutic Goods Advertising Code 2021 (TGAC) draft guidance was updated, with a problematic interpretation of the Code when it came to paid testimonials for low-risk products. Accord engaged with the TGA, Members and external stakeholders on this issue, and as a result of this collaboration were informed in late May that the TGA would be addressing a number of Accord's concerns in a further review prior to publication. Accord will continue to consult with both Members and the TGA to continue to improve the guidance.

Accord has continued to work with the TGA to streamline the disinfectant application process and clarification on testing requirements for Member products. Through the Regulator Performance Framework feedback process, we were successful in securing target timelines to be set for all applications as a TGA KPI for next year. Accord also collaborated with the TGA to ensure that the residual activity test methods published in the TGA Instructions for Disinfectant Testing in December 2021 were suitable for industry.

The Accord Secretariat continues to keep Members abreast of ongoing changes and reforms for therapeutic goods through regular updates in our monthly Regulatory Bulletin.

Agricultural and veterinary (Agvet) products regulatory reform, including dairy sanitisers.

Accord continues to work with the Department of Agriculture, Fisheries and Forestry (formerly Department of Agriculture, Water, and the Environment) and the APVMA on the implementation of Agvet reforms, to provide a better regulatory framework for our industry sector.

Throughout the reporting period, Accord has been actively working with the regulator and other stakeholders on a better future cost recovery model for the APVMA, one more commensurate with regulatory effort.

Accord is continuing our open dialogue with the APVMA through a bilateral to discuss and resolve Members' issues relating to APVMA permits, monitoring of overseas legislation, and reforms for low regulatory risk applications. While the Independent Review of the Agvet Chemicals Regulatory System is still awaiting a government response, some reform is better assured with the ability to make standards for low-risk products now being included in the legislation.

Industry Growth

better 'fit for purpose' regulations:

Trade measurement and pre-packaged goods labelling reform.

Accord continues to engage with the Government to achieve greater flexibility with unit measure placement and unnecessary over-labelling of imported products through the National Measurement Institute (NMI). Accord hosted an Insight Hour with representatives of the NMI on 3 May 2021 on the proposed Measurement Law Review reform options, providing Members with an opportunity to give their feedback on the options directly. Accord provided a submission to the NMI later that same month in support of 'reform option 2 - flexible and future-focused'. Pleasingly, the majority of other stakeholders also supported option 2, and these options are now before the Government for consideration.

Transport and labelling of dangerous goods.

Accord continues to work closely with the National Transport Commission (NTC) on the best outcomes for Members and to build on our previous successes with regulatory reforms for removal of unique Australian requirements that add regulatory burden, as well as advocating for a simpler, more efficient regulatory system for the transport of lower risk dangerous goods.

In November 2020, ministerial approval was given for a full review of the Code – the first since 2007.

In December 2021, Accord participated in the NTC's first meeting about this full review and volunteered to participate in two stakeholder workings groups: Exemptions and Limited Quantities. It is hoped that this updated version of the Code, planned for 2024, will result in greater alignment with EU Dangerous Goods regulations.

Biosecurity

Accord continues to articulate the need for clear biosecurity risk identification, appropriate risk mitigation strategies for Members' products and the need to exclude low-risk formulated chemical products from biosecurity requirements. Accord made a submission to the then-Department of Agriculture, Water, and the Environment in June 2021 on the Commonwealth Biosecurity 2030 strategic roadmap, where we advocated for streamlined clearance arrangements focusing on low-risk products. In the submission, Accord also recommended that any improvements to regulatory tools and information systems should be made in consultation with industry to ensure effective legislation.

Accord continues to attend the biological consultative group meetings, to ensure Members are kept updated on biosecurity changes and updates of relevance to Member companies.

International Alignment

New Zealand Environmental Protection Authority (NZ EPA)

Accord continues to represent Members' views on the reform implementation for New Zealand's hazardous chemicals regime administered by the NZ EPA. On 30 April 2021, New Zealand adopted the 7th revision of GHS—the same as Australia—and the EPA took the opportunity for greater alignment and removal of some unique NZ requirements. The EPA presented to Members on the changes at an Insight Hour in June 2021. Accord also provided pre-consultation comments on the proposed update of the Cosmetic Products Group Standard Schedules to align with the EU Cosmetic Products Regulation. The public consultation, slated for early 2022 is now delayed to later in 2022.

Chemical scheduling

Accord continues to provide regular input into the chemical scheduling process via the TGA public consultation process and through direct engagement with the TGA. We ensure Members are kept up to date on both upcoming consultations and scheduling decisions via the Regulatory Bulletin and targeted email alerts.

Accord responded to scheduling proposals for 15 chemical ingredients of relevance to Members, providing 6 submissions to the Scheduling Committee and 5 submissions to the Delegate.

In 2021, Accord submitted our proposal for greater acceptance of the cosmetic product ingredient controls in the EU Cosmetic Products Regulation Annexes and IFRA Standards in the Poisons Standard to the TGA. We also compiled with Members a list of ingredients or cut-offs within Annexes II and III of the EU Cosmetic Products Regulation for further consideration rather than direct adoption due to trade considerations. Positive discussions with the TGA on this project are ongoing, with the TGA including improvements to scheduling of cosmetics and fragrance ingredients in its 2022-23 business plan and developing options for consultation on the proposed reforms.

Work, Health, and Safety (WHS)

In late 2021, Safe Work Australia (SWA) commenced its review of the Workplace Exposure Standard, a list of hazardous chemicals and their maximum exposure limits. Accord has been collaborating with Members to provide input into the Regulatory Impact Analysis of certain chemicals of relevance to industry for this review. Recent discussions with SWA have been conducted to encourage dialogue around the impacts of unique Australian chemical classifications in relation to international trade barriers.

Industry Growth

better 'fit for purpose' regulations:

Facilitate Trade and Commerce

Australian Competition and Consumer Commission (ACCC)

In collaboration with other relevant industry associations, Accord reached out to the ACCC on the need to establish a Product Safety Consultative Committee. In line with best practice regulation, the aim of such a committee is to improve engagement with regulated industries on consumer product safety issues. As part of a multi-industry delegation, Accord met with the Executive General Manager of the new Product Safety Division within the ACCC, on 31 August about this issue. Pleasingly, in October 2021 Accord was invited by the ACCC to become a member of its newly formed Product Safety Consultative Committee. The inaugural meeting was held 3 December 2021, and Accord's involvement has allowed for input into specific consultation items such as Recall Guidelines.

Industrial Chemicals Environmental Management (Register) Act 2021 (IChEMS)

Accord continues to engage with the federal Environment Department to help guide development of the associated regulations and appropriately designed cost-recovery arrangements of IChEMS. In April 2022, we hosted an Insight Hour with officers from the Chemical Management Branch of the Environment Department, covering the national roadmap for the IChEMS and the upcoming public consultations.

In Accord's May 2022 submission to the Department on the Draft Principles, we noted there was not yet enough information available for industry to fully consider the regulatory impacts of the new scheme. Pleasingly, the Environment Department continues to be proactive in engaging with Accord in addressing our concerns.

Free Trade Agreements & More

Accord has assisted with the establishment of Free Trade Agreements (FTA) and Regional Trade Agreements for industry products within the European Union, the Regional Comprehensive Economic Partnership, the Pacific Alliance, and the Comprehensive and Progressive Agreement for Trans-Pacific Partnership. We have continued to collaborate with our UK colleagues and the Australian Department of Foreign Affairs and Trade on the establishment of the AU/UK FTA and associated Cosmetics Annex. Industry's advocacy was an important element in achieving a Cosmetic Annex for the AU/UK FTA.

In May 2021, Cosmetic Regulations in China underwent a fundamental change with new rules coming into effect that seemingly allow an exemption from mandatory animal testing for imported 'general' cosmetic products, if the manufacturer has third party GMP certification from a competent government/regulatory authority. Accord has been proactively exploring solutions for our exporting Members, to facilitate this potential new market opportunity for the cosmetic industry. We were heavily involved in working with Government to endorse a national system as preferred by our Member companies. The Government announced funding for this project as part of the Mid-Year Economic and Fiscal Outlook (MYEFO) process in late 2021, committing \$8.5M over 4 years to expand the existing Export Control Act 2020, to provide export certification for 'non-traditional' products starting with cosmetics. We have also reached out to a range of states in which Members have manufacturing sites in an endeavour to develop a transparent process as an interim measure, prior to the finalisation of the national process. These have been successfully implemented in Victoria and NSW.

In January 2022 we also provided a submission to the Simplified Trade System Implementation Taskforce—an outcome of the Government's deregulation agenda to cut red tape, boost productivity and save time and money—urging for greater acceptance of trusted international standards, and consideration of methods to prevent technical and regulatory barriers to trade.



Message from the Chair

Our industry's role in advancing both physical and mental wellbeing is a community asset that deserves wider recognition

As each of us can readily affirm, the last few years during this time of pandemic have often been wearisome, to say the very least. And while we are seemingly over the worst aspects of previous years' lockdowns, restrictions, and personal hardships, we still sit firmly within what can only be described as the pandemic's hangover.

Ongoing supply chain disruptions, a sputtering economy with high inflation, and an overall sense of uncertainty and fatigue being the order of the day. It is little wonder this has taken a collective toll on physical and mental wellbeing.

In my message for Accord's previous annual report, I focused on the immediate but positive learnings from the early stages of the pandemic. For example, on the way our industry nimbly rose to the challenge with resolve and resilience. Now, as we are moving on to new challenges, it seems appropriate to shine a light on the broader benefits our industry provides and the role of our industry into the future.

A recent report from the University of Sydney's Open Society, Common Purpose Taskforce "*The Great Australian Renovation*"¹ highlights the disproportionate toll on mental wellbeing for our younger generations over these last years. Its recommendations call for greater inclusion—such strong, social inclusivity is already a hallmark of companies and brands in the hygiene, personal care and speciality products industry. Our industry respects and values all Australians regardless of gender, race, creed, age or sexuality.

Other important recommendations in this report include improving scientific literacy and communication, the federal parliament setting a good example, and measuring more than just GDP when it comes to the state of our nation. And it is this last point that I will elaborate on.

While our industry has a significant economic footprint and contribution to national prosperity, the overall measure of our impacts goes beyond sales reports and balance sheets to encompass positive impacts on public health and personal wellbeing.

Firstly, through the very nature and purpose of our products. And, secondly, by the initiatives we advance under the umbrella of Accord.

Hygiene products, for both premises and people, have been particularly critical during the pandemic. Aside from offering substantial public health benefits by helping to minimise the spread of germs and viruses that cause respiratory illness and food poisoning, cleaning and hygiene products also help to keep our public spaces and homes in a suitable condition for relaxation, promoting personal wellbeing. Having a clean and comfortable home in busy and difficult times is reassuring, helping to reduce triggers that can cause anxiety. And safe and hygienic schools, hospitals, childcare centres and aged care facilities are a must for protection of the most vulnerable members of our community. All of which makes hygiene products very much wellbeing products.

Our industry's innovative hygiene products also promote public wellbeing, especially when used safely and effectively. One of the roles of Accord is to advance safe, effective and sustainable product use. During the pandemic, Accord issued guidance for new market entrants so that they complied with essential health and safety rules for the making and supply of hand sanitisers. This built on our early work promoting effective and sustainable hygiene, such as via our Hygiene for Health and Washwise websites.

Consistent with a commitment to ongoing industry improvement, Accord will launch in August 2022 a new FitForFood website that aims to assist the thousands of food premises operating in Australia so that they properly select and use commercial hygiene products. Food poisoning is a drain on health, wellbeing and productivity and—alongside Accord's ongoing collaboration with the Food Safety Information Council—this new educational website aims to promote better food safety. Members of the industrial and institutional market segment within Accord will find the new site a valuable resource for their customer base.



Message from the Chair

Personal care products also offer both public health benefits and boosts to personal and community wellbeing. Sitting firmly on the public health side is our industry's array of sunscreens, feminine hygiene products, toothpaste and other oral care products, and hand washes.

We also know that beauty and grooming products like shampoo, make-up, lipstick, perfume, hair dye and nail polish not only provide the many social benefits of good personal hygiene and grooming, but there is mounting evidence that they also play a role in enhancing mental wellbeing.

A recent academic studyⁱ brought to Accord's attention by our German sister association, IKW, measured the negative impacts on mental health and personal wellbeing of the COVID-related closure of hairdressing salons. The study, which interviewed 1000 people, concluded that individuals "...perceive hair care products and their hairstyle as cultivating, socially relevant, expressing values, individualising, structuring in everyday life, and rejuvenating". You only have to think back to the height of the lockdowns locally to recall how much we missed our regular visits to the hairdresser or barber.

It is short-sighted to trivialise the importance of beauty and grooming products for personal wellbeing. And this is exemplified by the 32-year experience of the cosmetic industry-supported Look Good Feel Better program. This truly national program, operating in all Australian states and territories, helps cancer patients manage the appearance-related side effects caused by any type of cancer treatment. Since the first workshop in Sydney in May 1990, more than 170,000 women, men and teens undergoing cancer treatment across Australia have benefitted from participating in the program. The thousands of volunteers who generously give their time to run patient workshops will attest to the uplifting sense of camaraderie and hope the program can inspire for those facing the uncertainty and trauma of a cancer diagnosis.

I believe this program and the many other social, sustainability and safety initiatives of Accord should rightfully be viewed as community assets. They build on the already beneficial nature of our industry's hygiene, personal care and specialty products to meaningfully address critical challenges and important social needs.

Ideally and hopefully, with a renewed collaborative and consensus-driven approach to national affairs as the order of the day under the new federal government, there will be meaningful dialogue on how to maximise the innovation, investment and jobs potential of our industry. There will also be opportunities to focus on the additional benefits our industry provides in terms of positive impacts on public health and personal wellbeing. Accord stands ready to engage with the new government and parliament on these goals.

To all valued Accord Member companies, the Accord Board of Directors and I thank you for your ongoing support and commitment and for standing united as we continue to advocate on behalf of our innovative industry in these challenging times.

I thank Bronwyn, Craig, Catherine, Jen, Erly, Stephanie, Rianna and Thomas for their tireless work over the last year. And additionally thank my fellow Board Directors for their diligence and sound governance. Welcome back also to Dusanka to expertly assist with the association's regulation and global trade agenda.

And a final nod of thanks to our industry's many partners and valued collaborators across other industries and in government. We look forward to continued positive engagement with you in the coming years.

Tracey Raso

Chair
July 2022

“The many other social, sustainability and safety initiatives of Accord should rightfully be viewed as community assets.”



Tracey Raso

i *Open Society, Common Purpose taskforce 2022. "The Great Australian Renovation," Sydney Policy Lab, University of Sydney (July 2022) - <https://apo.org.au/sites/default/files/resource-files/2022-07/apo-nid318808.pdf>.*

ii *"The Importance of Hairstyle and Hair Care for Human Dignity", Keidel, H. Neibecker, I. Imdahl, SOFW Journal 1+2/22, Volume 148, Thannhausen, Germany, February 17, 2022*

Message from the Executive Director

Challenging times call for the right culture from within both business and government – embracing policy collaboration not confrontation will be the best tonic for advancing the national interest

The one step forward, two steps backwards tempo of our times has undeniably placed a strain on the normal optimism generally shared across the innovative and forward-looking Australian hygiene, personal care and specialty products industry that Accord represents.

Nearing three years into the Covid-19 pandemic, ongoing disruptions to vital supply chains, commerce and daily life, continue to constrain our Member companies' progress and responsiveness.

And added to this, 2022 has seen a previously inauspicious geopolitical and economic environment erupt regrettably into outright warfare in Ukraine along with rampant inflation and economic stagnation globally. Plus, various environmental challenges, ranging from climate change to marine plastic pollution, continue to loom large.

Clearly these are challenging times. Equally clear is the fact that a business-as-usual approach to such problems is not going to cut it. Nor would any further spiral in national affairs to political populism over sound, evidence-based policy.

It is therefore timely that a new Australian Government with a different cultural outlook and focus was elected in May this year. Two positions embraced in the early days of the new Albanese Labor Government warrant acknowledgment, especially as they align with long-held approaches of Accord and our industry.

The first being a reinvigorated global engagement, as befits Australia's status as a trading nation and an advocate for peace, stability, and prosperity. The ready two-way transfer of science and technological know-how between Australia and other knowledge capitals of the world remains an essential lifeblood for industries like ours.

Australian businesses and manufacturers in our sector require access to the latest ingredients and formulation technologies available globally so they can stay competitive and build their own innovative products and brands. Accord has been busy fostering such global industry dialogue over the last decade, and it is therefore pleasing to see the new government actively step up its international engagement.

For the last two years Accord has acted as chair and convener for the International Association Collaboration (IAC) that is working to advance the global personal care products industry. And additionally, we continue to play a prominent role in the International Network of Cleaning Products Associations (INCPA) and the APEC Chemical Dialogue.

Networks such as these not only help address essential environmental challenges like climate change and marine plastic pollution, but also fit the fact that our industry in Australia is a healthy fusion of local manufacturers, importers and exporters, and small and large companies. All of whom rely

on being tapped into the latest technological advances, both here and abroad, as well as having certainty and reliability in supply of essential raw materials and other product inputs.

The second position articulated by the Albanese Government is equally important as it reflects commitment to a cultural stance I believe vital for these challenging times. That is, less political conflict for its own sake, and instead, pursuit of consensus based on respectful dialogue informed by evidence-based policy. As PM Albanese stated just prior to the election: *"...it's amazing what you can accomplish if you don't care who gets the credit. In politics, when people put aside their own interests and work together to achieve shared aspirations, they can achieve great outcomes"*.

These are the hallmarks of good culture, the type of culture that the ethical mainstream of the business community, as represented by Accord's Member companies, embraces. Maintaining an apolitical perspective while engaging and working with government and other stakeholder groups for improved outcomes is always our goal. Four relatively recent examples for Accord highlight how working with others in an evidence-based way is the key to policy success:

- Working with the nation's environment regulators, in dialogue with environment NGOs, we successfully delivered the voluntary phase-out of solid plastic microbeads in rinse-off products via our *BeadRecede* campaign.

Message from the Executive Director

- The *Voluntary Industry Code to Support the Australian Ban on Testing Cosmetics on Animals* was launched in mid-2021, with the active endorsement of leading animal welfare groups like RSPCA Australia.
- Collaborative, science-based work between the wipes industry, represented by Accord and AFGC, and the water utilities sector, led by the Water Services Association of Australia (WSAA), to publish a world-first, consensus flushable products standard (AS/NZS 5328) in May 2022.
- The soon to be launched FitForFood initiative is another science-based project, developed in conjunction with experts, and designed to assist our Members' B2B customers and food auditors.

Moving away from adversarial thinking to instead look proactively for opportunities to collaborate and build consensus must be the cultural recipe for these challenging times. And embracing such culture is something sorely needed at times within Australia's various regulatory regimes for industry products. Too often Accord Member businesses tell us that they struggle with inflexible and bureaucratic red tape and costly regulatory burdens. And that they sometimes encounter attitudes that could only be described as mirroring the bureaucratic culture of a Kafka novel – weighed down with pointless and relentless arbitrary requirements. This is unacceptable in these times.

You cannot encourage innovation and growth by smothering businesses with unnecessary red tape, hefty compliance costs, and overly complex and confusing rules. Better balanced regulation can only come about with better regulatory culture, one that starts by trying to appreciate more fully the practicalities that prevail within the regulated industry.

With urgent reform attention needed to address ongoing productivity declines and our weakening economy in these challenging times, it is essential that all regulation be fit for purpose, appropriately risk proportionate, and better internationally aligned. Cultural change within our regulators to reflect the new government's approach for more effective collaboration with industry and our global posture, so we can jointly identify necessary improvements, is something for which Accord strongly advocates.

Just how well the good intentions expressed so far by the Albanese Government translate into effective future action will depend on the quality of policies taken forward. A willingness to listen to the best possible evidence-based advice, including from industry, will be invaluable to this task.

Similarly, collaboration will be needed as we all endeavour to push through the lingering constraints of the pandemic and seek to resolve critical challenges ranging from ongoing disruption to supply chains, skills shortages, inflation and unprecedented global threats, such as ongoing geopolitical tensions and climate change.

Accord continues to proudly represent an innovative, science-based and progressive industry with a solid track record of working with other stakeholder groups to advance safety, sustainability, commerce, ethics and knowledge. These are challenging times but not insurmountable with the right cultural approach.

Bronwyn Capanna

Executive Director
July 2022

“Moving away from adversarial thinking to instead look proactively for opportunities to collaborate and build consensus must be the cultural recipe for these challenging times.”

Bronwyn Capanna



Thank you

Always critical to our success is the great commitment and effort shown by our Members and partners. Of these, the following deserve special mention.

On behalf of all Members, thanks go to all of the Board of Directors, and particularly to the Executive & Finance Committee members:

Tracey Raso (Revlon & Elizabeth Arden, Accord Chair)
Clynton Bartholomeusz (Beiersdorf, Vice Chair)
Brad Macdougall (True Blue Chemicals, Vice Chair)
David Brown (Panamex, Accord Finance Director)
Peter Playford (Puig Oceania)

Accord would also like to thank the following for their dedicated contributions:

Rosi Fernandez (La Prairie) as Chair of the Cancer Patients Foundation, the administering body for Look Good Feel Better.

Members of the **Accord Regulatory Affairs Committee:**

Melissa English (Aesop), **Kiran Raval** (Amway), **Rachel Jefferson** (Beiersdorf), **Clare Martin** (Clare Martin & Associates), **Alice Gock** (Colgate-Palmolive), **Mike Tichon** (Competitive Advantage), **Karen Humphrey** (Dow Chemical Company), **Uma Adhar** (Ecolab), **Paola Becvar & Glenn Berg** (Edgewell), **Graeme Haley** (Engel, Hellyer & Partners), **John Koppl** (Estée Lauder), **Jennifer Hughes** (Haleon), **Michelle Stewart & Rachael Linklater** (Johnson & Johnson Pacific), **Ellie Kim** (Kimberly-Clark), **Samantha Hass** (L'Oréal Australia), **Aimee Kam & Marilyn Katrib** (Procter & Gamble), **Intish Ahotar** (PZ Cussons Australia), **Amanda Baker & Haly Calderwood** (RB), **Joann Abrahamse** (SC Johnson & Son), **Rizalie Vergara** (SC Johnson Professional), **Mandi Godden** (Seren Consulting), **Priyanka Bhat** (Shiseido) and **Chris Dean-Jones** (Whiteley Corporation).

Members of the **Accord Plastics & Waste Policy Steering Group:** **Ted Bailey** (Colgate-Palmolive), **Peter Rich** (Ecolab), **John Koppl** (Estée Lauder), **Munirah Othman** (Freudenberg Household Products), **Waqas Siddiqui** (Johnson & Johnson Pacific), **Danielle Manetti** (Jurlique), **Keira Flynn** (L'Oréal Australia), **Aimee Kam** (Procter & Gamble), **Rizalie Vergara** (SC Johnson Professional), **Priyanka Bhat** (Shiseido) and **Peter Bruce & Paul Juricskay** (Sopura).

In addition to the above, we sincerely thank and acknowledge the extensive expert and technical assistance from a broad range of Member representatives e.g. from working groups focused on agvet, AICIS, cosmetics, disinfectants, the Recognised ecolabel, sunscreens and wipes.

We also thank our many colleagues at international sister associations for their open dialogue and assistance on key issues.

Accord again gratefully acknowledges the generous support of our Associate Members: **Ident**, for the ongoing provision of updated images and materials; **HWL Ebsworth Lawyers**, for donating their time and expertise on many legal matters; and **Davoren Environmental** for their diligent external assessment to support the Recognised® Environmental Credentials Scheme.

We also acknowledge the Look Good Feel Better national team of **Carol Kavurma** (General Manager), **Nicole Jervis** (Fundraising Manager), **Vanessa Gambin** (PR & Communications Manager), **Danielle Lill** (Partnerships Manager), **Kate Perry** (Volunteer Program Coordinator), **Melinda Ammit** (Program Coordinator) and **Juliet Ammit** (Program Coordinator).

Farewell

Sincere thanks to outgoing Board Directors **Marcus Warner** (Ecolab), **Rob Spence** (PZ Cussons Australia), **Peter Keech** (Tasman Chemicals) and **Gillian Franklin** (The Heat Group).

Thank you and farewell to **David Blakeley** (Chanel), former Chair of the Cancer Patients Foundation, who retired in mid-2021 after 17 years of service to the charity. On behalf of the cosmetic and personal care industry, our sincere thanks to David for his passion, commitment and service to the Look Good Feel Better program and the broader industry.

Directors

	<p>Chair</p> <p>▶ Tracey Raso Regional Managing Director – Pacific Revlon & Elizabeth Arden</p>		<p>Vice-Chair</p> <p>▶ Clynton Bartholomeusz Managing Director, Aust & NZ Beiersdorf</p>		<p>Vice-Chair</p> <p>▶ Brad Macdougall Managing Director True Blue Chemicals</p>
<p>Finance Director</p> <p>▶ David Brown CEO Panamex Group</p>		<p>▶ Denise van Gessel Managing Director & CFO Albright & Wilson (Aust)</p>		<p>▶ Simon Petersen VP and GM South Pacific Colgate-Palmolive Company</p>	
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	<p>▶ Mathieu Sampson Managing Director LVMH Perfumes & Cosmetics Group ANZ</p>		<p>▶ Kumar Venkatasubramanian SVP & Managing Director Procter & Gamble ANZ</p>		<p>▶ Peter Playford General Manager Puig Oceania</p>
<p>▶ Tra Hoang Head of Legal, Governance and Compliance PZ Cussons Australia</p>		<p>▶ Oliver Tatlow Regional Director Hygiene RB ANZ</p>		<p>▶ David Boxall Managing Director, Australia & Asia Pacific Recochem</p>	
	<p>▶ Rod Brookes VP Asia Pacific SC Johnson Professional</p>		<p>▶ Claire Smith General Manager - ANZ SC Johnson & Son</p>		<p>▶ Steven Chaur Managing Director & CEO Wellness & Beauty Solutions (Heat Group & Aware Environmental)</p>
<p>▶ Dr Greg Whiteley Executive Chairman Whiteley Corporation</p>		<p>▶ Bronwyn Capanna Executive Director Accord Australasia</p>			

Directors

Resigned during the reporting period



◀ **Marcus Warner**
Area Vice President,
Pest Elimination
ANZ
Ecolab



◀ **Rob Spence**
Managing Director
PZ Cussons
Australia



Peter Keech ▶
Managing Director
Tasman Chemicals



Gillian Franklin ▶
Founder & Managing
Director
The Heat Group



Secretariat



◀ **Bronwyn Capanna**
Executive
Director



◀ **Craig Brock**
Director, Policy &
Public Affairs



Catherine Oh ▶
Director, Regulatory
& Supply Chain
Strategy



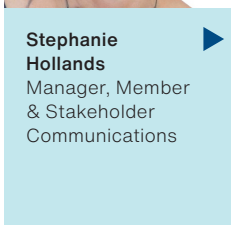
Dusanka Sabic ▶
Regulatory
Advisor



◀ **Dr Jennifer Semple**
Manager,
Sustainability &
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Programs



◀ **Erly Mifsud**
Manager,
Administration



Stephanie Hollands ▶
Manager, Member
& Stakeholder
Communications



Rianna Goodwin ▶
Senior Regulatory
& Technical
Associate



◀ **Thomas Dolahenty**
Science &
Technical
Associate



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Weleda Australia Pty Ltd

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BP Castrol Australia Pty Ltd
Brenntag Australia Pty Ltd
Castle Chemicals Pty Ltd
Challenge Chemicals
Crisp Solutions
Dominant (Australia) Pty Ltd
Dow Chemical (Australia) Pty Ltd
Ecolab Pty Limited
Ensign Laboratories
Freudenberg Household Products Pty Ltd
Givaudan Australia Pty Ltd
Indorama Ventures Oxides
Australia Pty Limited
Lab 6 Pty Ltd
Mera Chemicals
Novozymes Australia Pty Ltd
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