

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

2023  
24



# 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.

This report covers the period **1 July 2023 – 30 June 2024**, setting out the key achievements and work areas of our association.

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# 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 manufacture and 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, 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, home fragrance & air care, adhesives and pest control

Our **Commercial, Hygiene and Specialty Products** Member companies manufacture and supply 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, personal care and specialty products industry

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

## 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

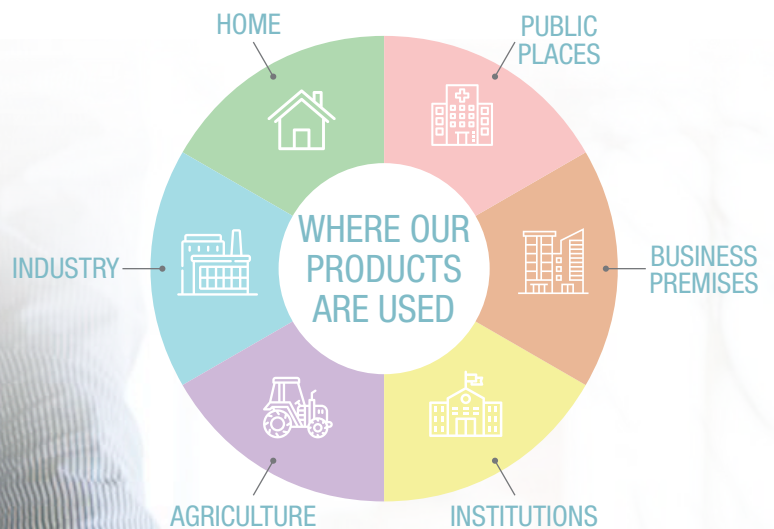
**Maintaining comfortable homes** – Enabling us to keep our everyday surroundings clean and comfortable, making the home a relaxing place to unwind or to welcome and entertain guests

**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.



# Message from the Chair, Tracey Raso

## Front and centre for our industry is the positive impact we have on people's lives

In last year's annual report, I stressed the critical importance of good governance and how this is embedded into the culture and performance of Accord and its member businesses. Reflecting on the challenging times we currently face, it is always helpful to pose that most fundamental question, "what is our purpose?".

Hard-nosed, pragmatically inclined business leaders amongst us would likely answer promptly, "to deliver value via profits for our shareholders". And in this regard, Accord's related purpose would be to deliver value by fostering an enhanced industry reputation for its members.

But, is this the sum total of our purpose? I believe not.

Decades spent managing a business along with my five years chairing Accord have convinced me that, at the end of the day, everything ultimately boils down to having a positive impact on people. And that this is the purpose to which we should all aspire, as it holds the key to success.

Fortunately, having a positive impact on people's lives is deeply embedded in the DNA of the many fabulous products our industry makes. Illustrating the multitudes of products our industry is responsible for is a helpful table in our most recent Accord-EY Economic State of the Industry Report, which lists over 150 individual product types. Each and every one has an essential function.

Let's start with hygiene products in general. Hygiene is two-thirds of health, says the old adage, and industry hygiene products are used in all facets of life.

Our long-running Hygiene for Health website profiles the role good hygiene plays in public and personal health protection. Launched in 2010, the site receives visits from across the globe, with top countries (following Australia) including the USA, India, UK and Philippines.

And while everyday use of personal hygiene products like toothpaste and deodorant is so common that it is barely given thought, a multitude of hygiene products are used daily to keep the wheels of commerce turning and our institutions and public spaces clean and hygienic.

Australia's largest manufacturing sector is food and beverage production and, combined with food and hospitality services, this economic powerhouse relies on safe and effective hygiene products for safe food preparation.

But did you realise that good hygiene is needed more broadly across all manufacturing sectors? There is a myriad of industries where hygiene is essential for product quality and process efficiency. Take solar panels for example, where good hygiene via regular cleaning is important for optimising electricity production.

In institutional settings, there are obvious examples where good hygiene is paramount. Aged care facilities and childcare centres both need to protect their vulnerable populations from the spread of infection and rely on hygiene products like disinfectants and hand washes as part of their hygiene controls.

Hospitals and medical clinics similarly must have the highest level of hygiene protection. And some specialty industry products, like household pest control products, further the hygiene equation by eliminating and controlling disease-carrying pests and vermin.

In all these examples, our industry's hygiene products impactfully safeguard public health.

Health and wellbeing are further advanced by our industry's innovative personal care and beauty products, especially sunscreens and skin care products.

Few products are as significant as sunscreens, given the risks to health posed by sun damage in Australia. Accord members in this market are committed to ongoing innovation for effective and easy-to-apply products that suit families and people with busy lifestyles.



# Message from the Chair

Unjustifiably, beauty products are trivialised by some, despite growing evidence about their positive role in personal wellbeing, arising in part from the simple mental boost we obtain from self-expression and feeling our best. Who can forget the height of the pandemic lockdowns, when visits to the hairdresser were prohibited?

While anecdotally this had a large negative impact on wellbeing, an academic study via Accord's German sister association IKW interviewed 1000 people to find that individuals "...perceive hair care products and their hair style as cultivating, socially relevant, expressing values, individualising, structuring in everyday life, and rejuvenating." In all likelihood, other beauty and grooming products play a similar beneficial role for personal and community wellbeing as that measured for hair products in this extensive German study.

Demonstrated in all these examples is the fact that a positive impact on people's lives is front and centre for our industry products. Mirroring this is the work that Accord does to advance sustainability and social responsibility across the industry.

Since the formation of Accord in 2005, the association has steadily created new initiatives and programs that have left lasting impacts. Ten successful programs later and Accord is still actively looking for opportunities to add value, whether it be a revamp of our environmentally preferential labelling scheme for commercial B2B cleaning products, **Recognised**®, the retirement of the 'P' logo for household laundry detergents, or ongoing support for Look Good Feel Better (LGFB).

Look Good Feel Better is all about making a positive impact on people's lives. Not just the thousands undergoing cancer treatment but also the families, friends and loved ones of all who participate in the program's workshops. The figures speak for themselves. Since the first workshop in Sydney in May 1990, more than 190,000 Australian women, men, young adults and teens undergoing cancer treatment across Australia have benefitted from participating in the program. Most pleasingly, LGFB scores an excellent satisfaction rating with the people it is supporting, with over 98 per cent of participants satisfied and willing to recommend LGFB to others.

I urge you to keep an eye out for new initiatives into the future as Accord seeks to broaden its charity support work and continues to advance sustainability across the industry.

As highlighted in my message this year, our purpose is to place people at the front and centre of what we do and so I conclude by thanking the people who make this possible.

To all staff in valued Accord member companies, the Accord Board and I thank you for your ongoing support and for standing united as we continue to advocate on behalf of our innovative industry.

I thank the Accord Secretariat, Bronwyn, Craig, Catherine, Jen, Eryl, Stephanie, Rianna, Paul and Ella, for their dedicated and expert work over the last year. And additionally thank you to my fellow Board Directors for their ongoing commitment and sound governance of the association.

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

## Tracey Raso

Chair  
July 2024

“Accord is still actively looking for opportunities to add value”

Tracey Raso



# Our Strategic Framework

- **Industry Productivity & Innovation:** Facilitating economic growth, employment and international trade by promoting efficient, best-practice regulation and global regulatory convergence based on sound science.
- **Advocacy & Partnerships:** Providing a credible, influential industry voice, visibly engaging in all relevant fora and with all relevant stakeholders, reinforcing the significant contribution of our industry to public health and personal wellbeing.
- **Social & Environmental Sustainability:** Scaling positive impacts for people and planet through industry-led initiatives to foster social responsibility and environmental stewardship on material industry issues.
- **Member Value:** Delivering indispensable services across the breadth of membership, extending the resources, reach and capacity of member businesses by building knowledge and connections.

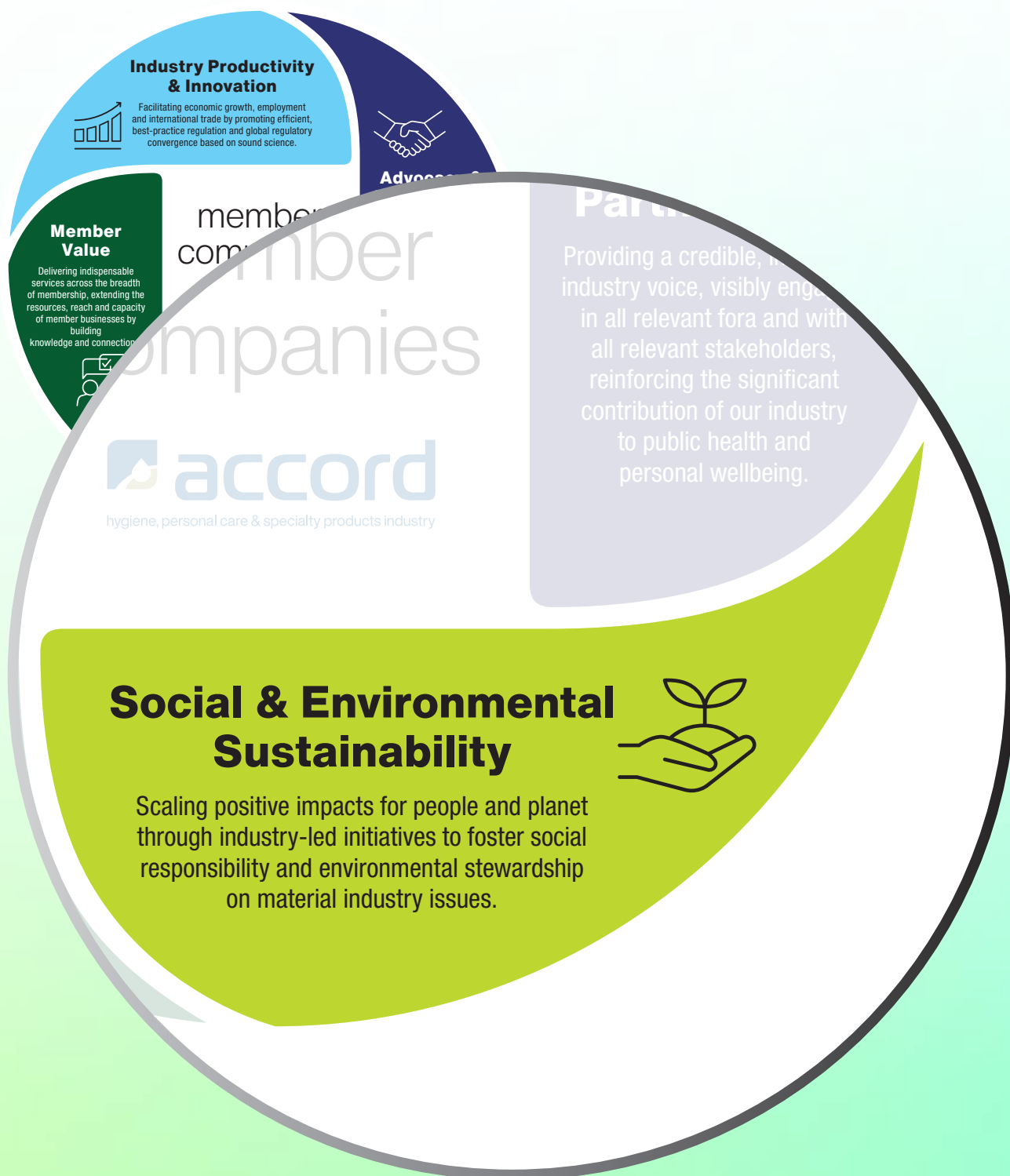
**Vision** – The respected, forward-looking and influential voice of the hygiene, personal care and specialty products industry.

**Mission** – Providing indispensable membership services to facilitate sustainable growth and productivity for a globally competitive industry—generating essential, innovative and sustainable products that play a vital role in healthy living and a quality life.

**Values** – Collaborative, inclusive, solutions-focused, science- and evidence-based



# Social & Environmental Sustainability



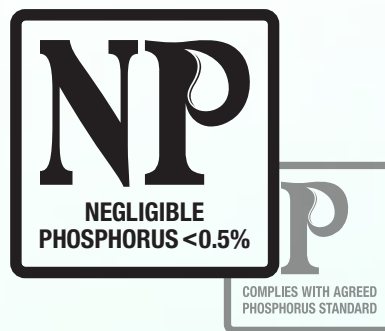
# Social & Environmental Sustainability

## Scaling positive impacts for people and planet through industry-led initiatives to foster social responsibility and environmental stewardship on material industry issues.

### Some key achievements for 2023–2024

- We released our Climate Change Survey Report, the results of our comprehensive survey of member companies on their climate change attitudes, actions to date on the issue and barriers to change. The findings of this survey have assisted in shaping Accord's ongoing strategy on this important issue, allowing us to prioritise actions to assist our industry sectors – *read more about this report on page 9*
- Our important strategic work in sustainability and specifically plastics and waste management continued – our dialogue and engagement with a range of key stakeholders increased throughout the period, including with relevant government policy officials, the APCO management team and sister industry associations.
- We monitored policy developments relating to packaging waste locally and globally, through our expanding networks, to inform priorities across Accord's sectors. This also included outreach on specific New Zealand initiatives.
- We continued to engage as a contributing member of the International Associations Collaboration Working Group on the UN Plastics Treaty, including promotion of our global industry position supporting a workable Treaty to Australian negotiators.
- In February 2024 we held a Cosmetic CEO Roundtable, to discuss priorities and objectives for cosmetic product packaging waste in the short, medium and longer term.
- The work of our Small-format Cosmetics Working Group continued, with experts in the field from 10 Accord member companies working to develop industry-led approaches to reducing the impact of small-format cosmetics packaging waste.
- In September 2023 we had our first official Accord Volunteering Day, donating our time to assist Look Good Feel Better to stuff and pack their Christmas Crackers.
- In November 2023, Accord's Jen Semple was invited to be on a panel at the ISSA Expo on 'Why ESG is the future', discussing the rise of environmental, social and governance and what it means for the cleaning & hygiene industry.
- We established a new Technical Working Group for the expansion of Accord's Recognised Scheme for commercial cleaning & hygiene products.
- We completed the first two-year review of the Voluntary Industry Code to Support the Australian Ban on Testing Cosmetics on Animals, including a public consultation and industry survey, to ensure the Code remains fit for purpose. An updated Code is due to be published in 2024-25.

- We formally retired the 'P' Logo from Accord's Phosphorus Standard, establishing the 'negligible' phosphorus 'NP' logo as the new sector-wide benchmark for Australian household laundry products.
- Members also frequently sought guidance from Accord on best practice sustainability approaches across a range of areas.



The Accord Team volunteering for Look Good Feel Better, September 2023



Jen Semple presenting at the ISSA Expo, November 2023



# Social & Environmental Sustainability

## Climate Change Survey Report

In late 2023, Accord conducted a member-wide Climate Change Survey to better understand member companies' attitudes towards and actions on climate change. The survey also served to shape Accord's strategy on this important issue, to assist us in delivering what will be most helpful and effective for our sector and of maximum benefit to members.

The survey results revealed a strong awareness of the business risks associated with climate change but also highlighted challenges and barriers facing firms wishing to take positive action.

### Headline Statistics



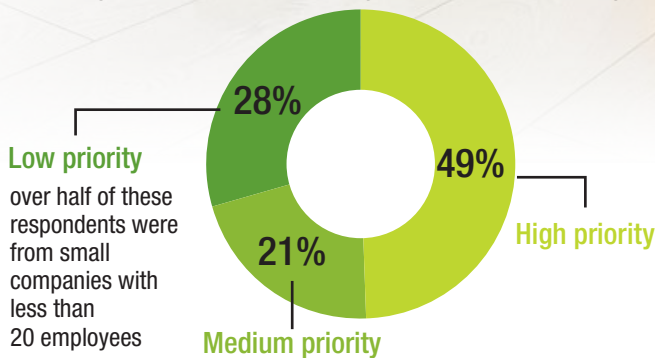
Company size was a major factor in determining how well a business can engage and respond to climate risks. Time pressures from daily business challenges combined with a lack of resources and internal expertise limit the ability of SMEs to engage on climate action. Australia's governments need to consider these realities when designing and implementing climate-related policy interventions. Any policy approaches that just layer on more climate-related red tape are therefore not going to be the answer.

### An information gap?

Accord also asked member businesses how we can best assist their efforts to address climate change challenges. Overwhelmingly, 74% of our responding members called on Accord to share reliable information relating to climate change, including matters relating to policy decisions, grants, campaigns, standards and credentials.



### Company action on climate change as a business priority?



### Top three barriers to action on climate change?



### Overcoming the barriers to action

Filling this information gap to combat a lack of internal company expertise is not an easy task for individual associations, especially as most do not have internal expertise on climate change matters themselves. Accord has been partnering and tapping into our external networks, locally and overseas, such as RSM Australia, Climate Wise Associations and the American Cleaning Institute on this topic.

Governments also have a part to play here, by providing reliable and clear information resources that are better targeted to business needs.

And what about the barriers to climate action arising from significant financial and business pressures and businesses simply being time poor? While the current economic conditions hinder businesses, so does the seemingly unrelenting burden of poorly targeted government regulation and red tape. Effective policies to reduce red tape and improve productivity across the board will therefore be essential for fostering positive action by businesses to tackle climate change.

# Advocacy & Partnerships

## Productivity & Innovation

Economic growth, employment and international trade by promoting efficient, effective regulation and global regulatory harmonization based on sound science.



## Advocacy & Partnerships

Providing a credible, influential industry voice, visibly engaging in all relevant fora and with all relevant stakeholders, reinforcing the significant contribution of our industry to public health and personal wellbeing.

member companies

### Member Value

Delivering indispensable services across the breadth of membership, extending the resources, reach and capacity of member businesses by building knowledge and connections.



### Social & Environmental Sustainability

Scaling positive impacts for people and planet through industry-led initiatives to foster social responsibility and environmental stewardship on material industry issues.



# Advocacy & Partnerships

**Providing a credible, influential industry voice, visibly engaging in all relevant fora and with all relevant stakeholders, reinforcing the significant contribution of our industry to public health and personal wellbeing.**

## Some key achievements for 2023–2024

- We developed a new infographic, 'A diverse industry with diverse packaging', outlining the key opportunities and challenges on the road to improved packaging sustainability for our industry's products – *view the infographic on page 12*
- We maintained positive relationships with key Ministers' offices across the Health, Trade, Manufacturing and Industry portfolios.
- We strengthened our relationship with key central agencies, including the Simplified Trade Systems Implementation Taskforce and the Department of Finance via their Regulatory Reform Division and Policy Lab.
- We defended environmentally-safe polyvinyl alcohol (PVOH) film laundry and dishwash detergents, using science-based advocacy.
- We have built an effective and aligned relationship with APCO, having CEO Chris Foley present not once but twice to members over the reporting period.
- We supported the Australian Food & Grocery Council's National Plastics Recycling Scheme for soft plastic recycling via affiliate membership of the scheme.
- 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 continued our engagement in international fora including the International Network of Cleaning Products Associations (INCPA), the International Associations Collaboration (IAC) for cosmetics and the Asia Oceania Soap & Detergent Associations Conference.
- We maintained our relevant media monitoring and issues management, providing useful alerts, insights and guidance to members in areas such as plastics and waste management, ingredient and product category defence, export opportunities, grant funding and advances in manufacturing.
- We continued to strengthen our partnerships with several universities through the ARC Training Centres, the Food Safety Information Council, ISSA, ACTRA, ASCC and relevant trade magazines, further raising the profile of our industry.
- Accord's Executive Director, Bronwyn Capanna, was profiled in INCLEAN Magazine's 2024 Industry Leaders' Forum, discussing the highlights of 2023, Accord's priorities for 2024, and the next big sustainability trends (hint: disclosure and sustainability reporting).

- Our new strategic framework and the Accord team were profiled in the Autumn 2024 edition of Retail Beauty, where we detailed our plans to foster industry growth.
- Our article, 'Compassionate care and good hygiene' was published in Australian Health & Aged Care, emphasising the importance of effective cleaning and hygiene not only for infection control & prevention but also for preserving dignity and mental wellbeing.

During the reporting period the Accord Secretariat met with over 85 government and other external partners

# Infographics

As part of our Advocacy & Partnership strategy and to profile Accord and our members to government and other stakeholders, we have developed a series of infographics. Our latest, 'A diverse industry with diverse packaging', outlines the key opportunities and challenges on the road to improved packaging sustainability for our industry's products.

## Packaging profile of the hygiene, personal care & specialty products industry



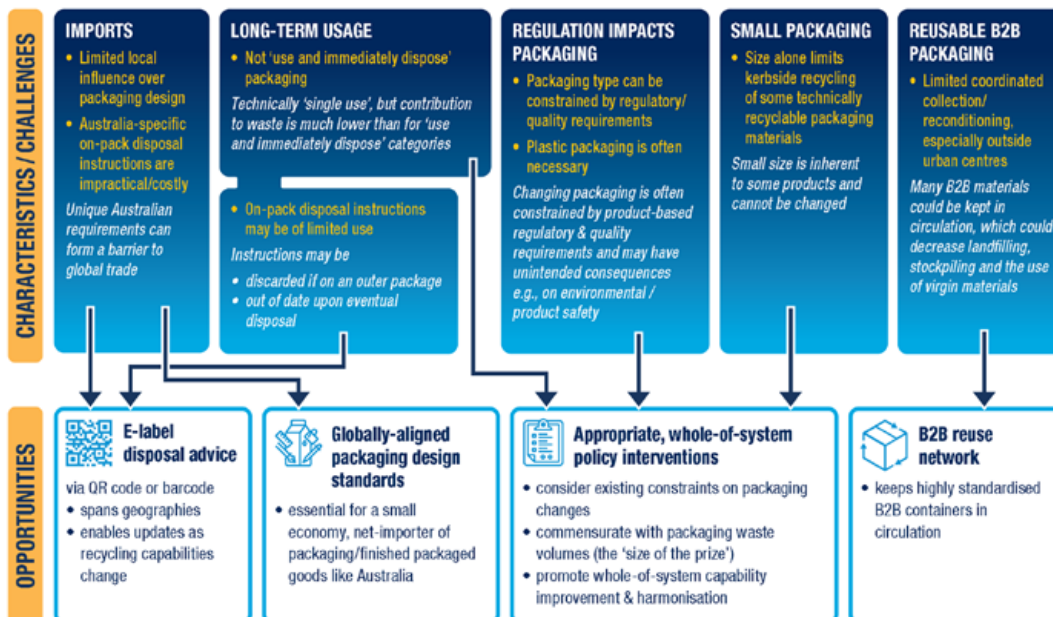
Packaging of our industry's formulated products is essential for product quality, safety and consumer information.

Our industry is committed to decreasing the environmental impacts of its packaging through better design, material efficiency and recoverability.

### A diverse industry with diverse packaging...

Supply chain	Business to consumer (B2C)		Business to business (B2B)
Product category	Beauty & fragrance products	Personal hygiene and home-care products	Commercial and institutional hygiene & specialty products
Packaging origin	Mostly imported	Mix of local and imported	Mostly local
Size	Mostly small	Small-medium	Large to very large
Diversity (format, materials, size)	High	Medium	Low (highly standardised)
Recyclability	Medium; often excluded from kerbside recycling based on size	High; many accepted through kerbside recycling	High technical recyclability; fate through C&I collection needs investigation
Reuse	Niche reuse applications being explored	Reuse models mostly based on refills	Very high reuse potential
Usage duration	Typically weeks, months or even years – not 'use and immediately dispose'		
Product regulations	All categories include products where changing the packaging is impacted by regulatory, quality or safety requirements		
Soft plastic use	Low (mostly for transport)		

### ...which brings both challenges and opportunities



There is no 'one size fits all' approach to packaging waste management, even within our industry.

Accord and its Members are committed to responsible action and leadership in addressing the packaging challenge for our sector in conjunction with concurrent whole-of-system improvements.

# Advocacy & Partnerships

## Accord Members have a seat at the table...

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 can effect change.



Accord Regulatory Affairs Committee Meeting, September 2023



Bronwyn Capanna (Accord) at the 14th AOSDAC Conference in Mumbai, October 2023



Catriona Lowe (Deputy Chair, ACCC) and Bronwyn Capanna (Accord) at the Accord Board Meeting, March 2024



Catherine Oh (Accord) at the INCPA meeting in Brussels, June 2024



Bronwyn Capanna (Accord) and the Hon Ed Husic MP (Minister for Industry and Science) at Business Sydney Luncheon, June 2024



Bronwyn Capanna (Accord) at the IAC Meeting in Florida, February 2024



Bronwyn Capanna (Accord), Senator the Hon Tim Ayres (Assistant Minister for Trade, Assistant Minister for a Future Made in Australia) and Shannon Coombs (President, Canadian Consumer Specialty Products Association) at the Business Sydney Australia Made Breakfast, May 2024



Accord-TGA Bilateral Meeting, November 2023



Martha Van Arts (General Manager, Cosmetics New Zealand), Bronwyn Capanna (Accord) and Angela Buglass (President, Cosmetics New Zealand) at the Cosmetics New Zealand Annual Conference, October 2023

# Member Value



# Member Value

**Delivering indispensable services across the breadth of membership, extending the resources, reach and capacity of member businesses by building knowledge and connections.**

## Some key achievements for 2023–2024

- We disseminated frequent and critical information to member companies—**over 100 communications**—including Member Updates, Regulatory Bulletins, Policy Alerts and more.
- We delivered a mix of well-received and -attended webinars and face-to-face events – *read more in our Event Highlights*.
- We maintained our direct member company outreach, hosting 30 one-on-one engagement sessions with individual member companies.
- We conducted several member benchmarking surveys including our 2023 Climate Change Survey, our 2024 Packaging Survey, and our annual Cosmetic Salary Survey.
- During the reporting period, we gained eight new member companies:
  - > A S Harrison
  - > Botany Essentials Pty Ltd
  - > Cosmetic Laboratories (Aust) Pty Ltd
  - > International Cosmetic & Regulatory Associates LLC
  - > MECCA Brands
  - > Purvis Regulatory Consulting
  - > Quality Matters, Safety Matters
  - > Vanity Group

## Event Highlights

### Insight Hours

First introduced in 2020, our online Insight Hours feature topical presentations on a range of issues and trends relevant to our members' business environment. These sessions are also recorded and made available on demand via our members' website. We hosted many Insight Hours on important topics during the reporting period, including:

- APCO's Policy Priorities beyond the 2025 targets, August 2023
- Understanding MoCRA – the New US Cosmetics Regulations, October 2023
- EU Microplastics Restriction Update with Cosmetics Europe, November 2023
- Product Safety Recall – Guidelines for Suppliers, with the ACCC, April 2024

### Chemical Scheduling Training, July 2023

On 25 July 2023, Accord's Rianna Goodwin held our Beginner's Guide to Chemical Scheduling Training, a free and exclusive to members full day session, covering everything you need to know about the Australian risk management of household products. The training included hands-on learning experiences, with practical exercises relevant to home care, personal care and cosmetic products. The recordings of this training are available on demand for members via our website.

### Industry Leaders' Dinner Canberra, September 2023

Our Industry Leaders' Dinner was the perfect way to welcome members to the nation's capital for our Canberra Day 2023.

Leaders in our important sectors were joined by senior government officials and guest of honour, Senator the Hon Tim Ayres (Assistant Minister for Trade, Assistant Minister for a Future Made in Australia). The Minister's bringing together of two important portfolios was showcased in his address on the night, as was his interest in learning more about our industry.



Seated from L to R: Claire Smith (SC Johnson & Son), Clynton Bartholomeusz (Beiersdorf), Brad Macdougall (True Blue Christeys), David Brown (Panamex Group), Bronwyn Capanna (Accord), Kumar Venkatasubramanian (Procter & Gamble) and Tracey Raso (Revlon & Elizabeth Arden and Accord Chair)



From L to R: Bronwyn Capanna (Accord), Senator the Hon Tim Ayres and Tracey Raso (Revlon & Elizabeth Arden and Accord Chair)

# Member Value

## Canberra Day, September 2023

Our best-attended Canberra Day yet and with a big difference!

Each year, Canberra Day brings together government and industry for valuable updates and discussions on the policy and regulatory reform landscape affecting the industry that Accord represents.

But this year, on 7 September 2023, for the first time ever, we included an Industry Showcase where leaders from the hygiene, personal care and specialty products industry demonstrated to our government colleagues our sector's sustainability and innovation credentials, the value of local manufacturing and investment, as well as insights into the challenges and opportunities for our industry. Special thanks to L'Oréal, Reckitt and Albright & Wilson for their presentations, and to Beiersdorf, SC Johnson & Son and True Blue Christeyns for participating in our Industry Leaders' Panel discussion.

The second half of the day reverted to our traditional Canberra Day format, where we heard from our government colleagues on the latest policy measures and priorities for the Department of Industry, Science and Resources, the Simplified Trade System Implementation Taskforce and the Department of Climate Change, Energy, the Environment and Water.

And between these sessions was a captivating keynote presentation from governance thought-leader Megan Motto on the importance of good governance for effective collaboration and positive change.

A huge thank you to all our presenters, members, government colleagues and stakeholders who joined us for an unforgettable day.

## Regulatory Basics Training 2024

Our ever-popular Regulatory Basics Training returned in 2024! Held on the 29 February, and delivered by Accord's Catherine Oh, the Reg Basics Training provided attendees an introductory overview of the Australian chemical regulatory system that affects the hygiene, personal care and specialty products sectors. The full day training was offered free online and was also made available on demand via our member website portal.

The training delivered:

- an explanation of the broad structure of the Australian regulatory system impacting our sector,
- a brief overview of some key regulations, their purpose and their impact, and
- hints to assist regulatory professionals further their regulatory knowledge.



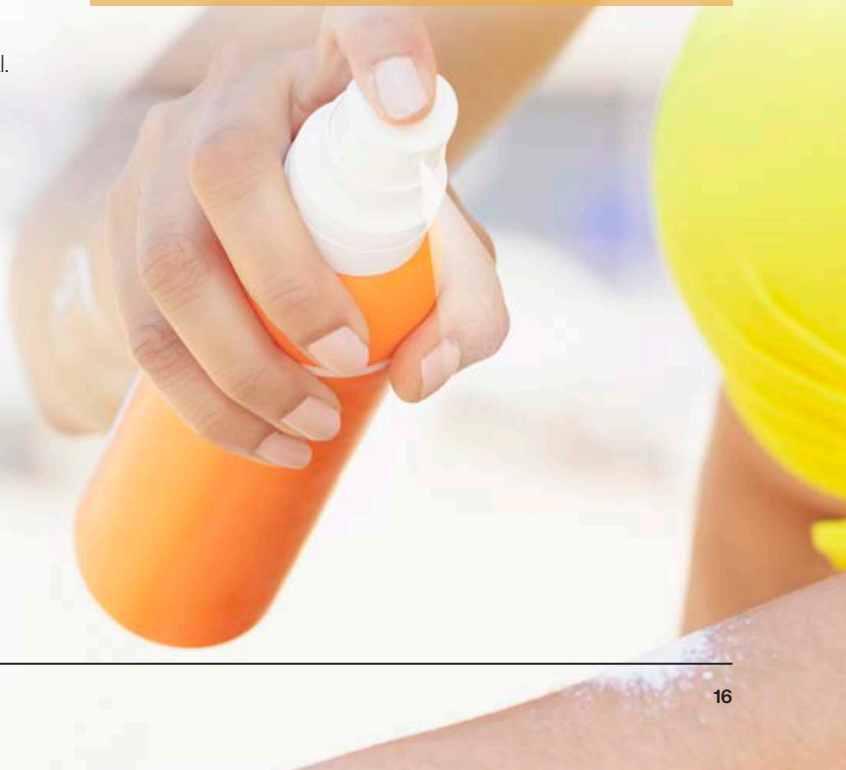
Nicole Henry (Simplified Trade System Implementation Taskforce)



From L to R: Craig Brock (Accord), Ben Pendleton (Reckitt) and Amanda Baker (Reckitt)



The Industry Leaders' Panel (From L to R): Clynton Bartholomeusz (Beiersdorf), Claire Smith (SC Johnson & Son) and Brad Macdougall (True Blue Christeyns)





# Member Value

## Dream Ball 2024

Look Good Feel Better's biggest fundraising event of the year! On 3 May at the Star Events Centre in Sydney, over 400 guests from the cosmetic and fragrance industry, along with their partners in retailing, media and publishing came together to celebrate Dream Ball in support of the Look Good Feel Better program. Much-needed funds were raised for both LGFB's in-person and online workshops and Confidence Kits, helping people with any type of cancer manage the most common physical and psychological impacts of treatment



Members of the Accord Team (from L to R): Eryl Mifsud, Bronwyn Capanna, Steph Hollands, Rianna Goodwin and Jen Semple



Members of the Cancer Patients Foundation Board of Directors (from L to R): Uri Ferster (Frostbland), Lisa Day (Nine), Pat Ingram (Fairfax Media), Lucinda Pitt (Everything is Copy), Dr Rachel Dear (St Vincent's Hospital), Emmerentia Wilding (Estée Lauder), Rosi Fernandez (La Prairie and LGFB Chair), Carol Kavurma (LGFB General Manager), Bronwyn Capanna (Accord) and Rajiv Chinniah (Coty)

## Industry Briefing & AGM 2024

On Wednesday 22 May, members came together in Sydney for our Industry Briefing & AGM 2024. A morning of networking, policy updates and discussion, attendees heard from a range of expert speakers including:

- Paul Bloxham (HSBC) with a post-budget economic analysis
- Linda Romanovska (RSM Australia) on getting your business ready for climate reporting
- Chris Foley (Australian Packaging Covenant Organisation (APCO) on upcoming regulatory change and APCO's 2030 strategy

- Shannon Coombs (Canadian Consumer Specialty Products Association) on Canada's ESG and regulatory terrain
- Bronwyn Capanna (Accord) on our 2023 achievements and plans for 2024



Paul Bloxham (HSBC)

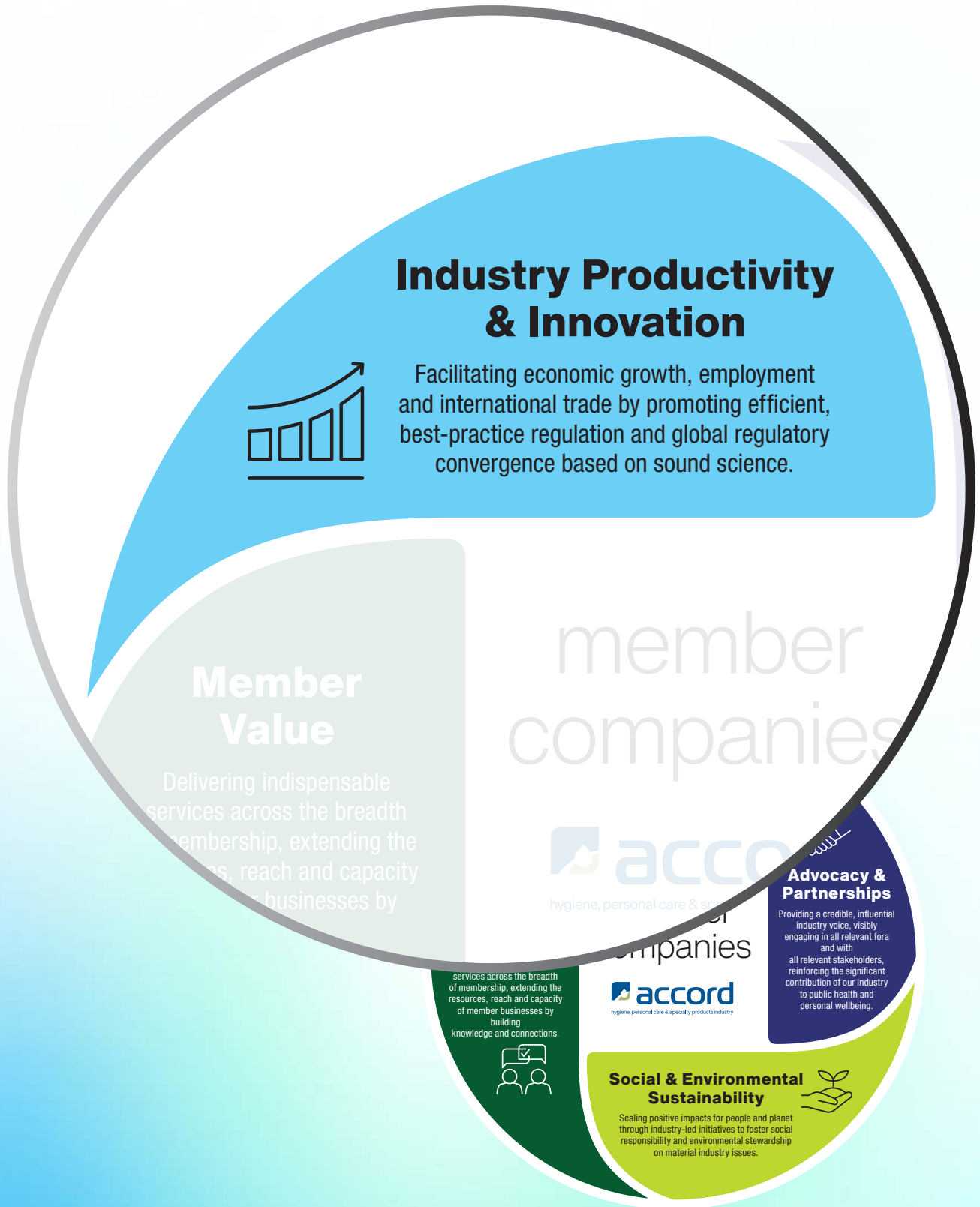


Linda Romanovska (RSM Australia)



Shannon Coombs (CCSPA) and Bronwyn Capanna (Accord)

# Industry Productivity & Innovation



# Industry Productivity & Innovation

## Facilitating economic growth, employment and international trade by promoting efficient, best-practice regulation and global regulatory convergence based on sound science.

### Some key achievements for 2023-2024

- We successfully argued a lack of conformance with the Cost Recovery Guidelines for the new Industrial Chemicals Environmental Management Standard (IChEMS), such that the Government agreed to fund IChEMS rather than cost-recover, saving industry \$14.2 million over four years from 2024–25 and \$1.3 million per year ongoing from 2028–29.
- We also continued to actively engage on the proportionate implementation requirements of IChEMS.
- We successfully defended an important sunscreen active ingredient used in approximately 60% of TGA-regulated sunscreen products in Australia, until the TGA completes a more realistic and robust exposure modelling. We also continued our active engagement and dialogue with the Therapeutic Goods Administration (TGA) to progress streamlined regulation of sunscreens, disinfectants, other 'interface' products and cosmetic ingredients (via chemical scheduling).
- Via our outreach to the Department of Finance and relevant regulatory agencies, we promoted adherence to best practice regulation and emphasised the need for better collaboration with regulated entities for improved regulatory outcomes.
- Our continued constructive approach with the industrial chemicals regulator, the Australian Industrial Chemicals Introduction Scheme (AICIS), via engagement with the Executive Director and senior members of the AICIS team, has delivered some positive regulatory change (see detailed report below) including the establishment of regular bilateral meetings and more realistic timeframes to pay registration fees.
- We engaged with the Department of Agriculture, Fisheries and Forestry (DAFF), the interim CEO and key team members of the Australian Pesticides and Veterinary Medicines Authority (APVMA), to facilitate better understanding of our industry's products, in preparation for the reform of the agricultural chemicals and veterinary medicines regulations.

### Regulatory Affairs Report

#### Lighter Touch, Lower Cost, Faster to Market

##### 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), as well as the Complementary and OTC Medicines Regulatory and Technical Forum (ComTech) and Regulatory and Technical Consultative Forum for medical devices (RegTech), resulting in TGA's greater understanding of Accord member issues and specific reform proposals.

For sunscreens, the priority over the reporting period has been more risk-appropriate consideration of sunscreen ingredients, seeking recognition of the need for innovation and avoiding the loss of important sunscreen products. Accord successfully defended a critical sunscreen active ingredient used in approximately 60% of TGA regulated sunscreen products and encouraged the development of more realistic risk assessment methods. Additionally, Accord continued to defend other ingredients on the Permissible Ingredients List for their continued acceptance in sunscreens.

Accord achieved a long-awaited positive outcome for medical devices containing ingredients with microbial or recombinant origin, moving them out of automatic Class III classification to align more closely with comparable overseas regulators. Accord has continued to work with the TGA to streamline the disinfectant application process and to clarify the testing requirements for member products. Accord also worked with the TGA to ensure that the TGA Instructions for Disinfectant Testing are easier to understand, aligned with international requirements, applied consistently and suitable for industry.

An important achievement in the reporting period for the cosmetics sector was the publication of the *Cosmetics or therapeutic goods: Guidance for advertisers and suppliers* guidance material, where the TGA recognised that the line between cosmetic and therapeutic products cannot be determined by considering a single factor, but requires a nuanced consideration of all factors including ingredients, claims, presentation and advertising.

##### AICIS improvements

2024 saw the completion of the 'stage-3' AICIS improvements process. This process was a result of Accord's advocacy and push for tangible improvements to the system, to rectify significant issues facing industry regarding the Industrial Chemicals Rules which began on 1 July 2020.

While some priority issues remain unresolved, Accord continues to collaborate with AICIS for continuous improvement of the system to address these outstanding issues.

Accord has also provided technical regulatory assistance to our international colleagues to assist in their understanding of the AICIS requirements and proposals for change.

Accord also continues to advocate for proper cost-recovery for AICIS activities in line with the Australian Government's Cost Recovery Guidelines.

# Industry Productivity & Innovation

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

Accord continues to work with DAFF and the APVMA on the implementation of Agvet reforms, to provide a better regulatory framework for our industry sector.

Accord is continuing our open dialogue with the APVMA to discuss and resolve members' issues relating to APVMA permits and applications.

## 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 the 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.

A full-scale review of the Australian Dangerous Goods Code (ADG Code) is currently underway—the first since 2007—and Accord has been actively engaged in this process. Over the reporting period Accord has provided multiple submissions on the Review Working Papers. It is our aim that the review will result in greater alignment with EU dangerous goods regulations to leverage international expertise and improve efficiency, as well as an update of the Code to reflect technological progress over the last decade.

## International Alignment

### New Zealand Environmental Protection Authority (NZ EPA)

Accord continues to represent industry views on the reform implementation of New Zealand's hazardous chemicals regime administered by the NZ EPA. On the proposed update of the Cosmetic Products Group Standard Schedules to align with the EU Cosmetic Products Regulation, Accord raised concerns about unnecessary regulatory costs proposed, as well as the potential negative impacts on trade with regions outside of the EU, such as Australia. Accord presented at the public hearing on this consultation in late September 2023.

Accord has also engaged with the NZ EPA on the proposed volume reporting of Hazardous Substances, ensuring that the volume reporting is no more than is needed for the regulator to provide appropriate oversight for hazardous chemicals.

## Chemical scheduling

Accord continues to provide regular input into the chemical scheduling process via TGA public consultations 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 seven chemical ingredients of relevance to members, providing submissions to the Scheduling Committee and to the Delegate.

Accord also began drafting an application to amend the Poisons Standard to exempt low concentrations of certain unavoidable impurities from Schedule 7, an important step to safeguard continued use of surfactants containing these impurities.

## Facilitate Trade and Commerce

### Australian Competition and Consumer Commission (ACCC)

Throughout the reporting period, Accord has engaged with the ACCC on the development of timely and important industry guidance, *Making environmental claims: A guide for business*. We have actively worked with the ACCC by participating in an industry roundtable meeting and providing examples for use in the guidance before it was issued.

Members of the ACCC's Sustainability Taskforce attended the Accord Regulatory Affairs Committee in September 2024, after the publication of the guidance, to discuss possible next steps in this space.

Accord has also been an active member of the ACCC's Product Safety Consultative Committee, established with the aim of improving engagement with the regulated industries on consumer product safety issues.

Deputy Chair of the ACCC, Catriona Lowe, also met with the Accord Board in March 2024 to discuss the priorities and strategic approaches of the competition and consumer regulator as relevant to our industry sectors.

# Industry Productivity & Innovation

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## **Industrial Chemicals Environmental Management Standard (IChEMS)**

In a significant achievement for Accord's advocacy, the government reversed its decision to cost recover from industry to fund IChEMS, saving industry \$14.2 million over four years from 2024–25 and \$1.3 million per year ongoing from 2028–29.

Accord continues to engage with the Department of Climate Change, Energy, the Environment and Water (DCCEEW) and States and Territories to provide industry perspective in the development of the associated regulations and standard setting.

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## **Supply chain resilience, simplifying trade...and more**

Since the COVID pandemic, Accord has been an active participant on the Office of Supply Chain Resilience (OSCR) Roundtable. As we continue to experience the domino effect of key local manufacturing shutdowns, we persist in voicing the need to build resilience in Australia's supply chain.

DAFF established an authentication system for cosmetic GMP certificates which began operating in April 2023, to support export of Australian manufactured cosmetics to China. Since then, Accord has continued our dialogue with members and DAFF to improve the workability of the system.

As a member of the Australian Chamber of Commerce and Industry (ACCI), Accord supported ACCI's submissions on a range of issues including *Simplifying Australia's trade system: Strengthening Australia's reputation as a global leader in trade.*

Accord continues to engage with members on all of this work and to keep companies abreast of ongoing developments via our regular Member Updates and Regulatory Bulletin.

# Message from the Executive Director

## Amid a stagnating economy, it's time for a broader industry policy push aimed at barriers to innovation and business investment

In last year's annual report, I called for a renewed policy focus on our nation's declining productivity. A call coinciding with the EY-Accord Hygiene, Personal Care & Specialty Products Economic State of the Industry Report, reconfirming our industry's economic credentials as Australia's 17th largest business sector.

In the period since, public and political attention has instead been on the cost-of-living crisis and ongoing stagnation within the national economy, rather than longer-term productivity reforms. That said, three important foundation stones for reform are in focus and will hopefully be meaningfully delivered on.

The first has been a focus on the need for greater competition, for example, through merger reforms. Our industry is replete with businesses of all sizes in healthy competition. However, upstream, downstream and sideways from hygiene, personal care and specialty product manufacturing and importation are several more-highly concentrated sectors. Retail, particularly the situation with Australia's supermarket sector, stands out in this regard.

Energy policy and the transformation to a net-zero economy continue to occupy centre stage in policy development. However, electricity and gas costs for our manufacturing member businesses remain a persistent problem. As a reminder, gas is both a production fuel and a manufacturing feedstock for many businesses. Business certainty on energy policy remains paramount for both investors and manufacturers, meaning hyper-partisan, opportunistic politicisation of this vexing issue will always prove counterproductive.

And finally, there has been a steady stream of targeted industry policy announcements, commencing with the establishment of a National Reconstruction Fund and culminating more recently in the Prime Minister's announcement of the *Future Made in Australia* policy and its proposed enabling legislation.

All of these reflect an active focus by the Albanese Government on some of the longer-range policies required to lay foundations for improved national prosperity. This is welcome news for industry policy, albeit very targeted at sectors like critical minerals and quantum computing.

So, why the sense that a rosy future is a fair way off, and that these policy approaches are not quite hitting the mark? Well, that comes down to both the difficult commercial environment businesses are facing and the growing uncertainty about the future. Regrettably reinforcing this feeling has been the untimely and high-profile closures of significant upstream manufacturing operations, such as those of Qenos and Indorama.

Which is why, at a recent meeting of the Accord Board of Directors, business leaders in our sector identified the lack of an overarching and broadly applied industry policy across all sectors as a critical policy gap.

It is all well and good to pick novel and emerging industries like critical minerals or quantum computing as targets for more supportive industry policy measures. But no industry exists in isolation. The fact that industries are interlinked, and thereby often functionally interdependent, is well understood for sectors like ours. Our case study on disinfectants and sanitisers illustrates the interlinkages between these hygiene products and at least eight other sectors critical for community wellbeing, such as hospitals, aged care, food production and water utilities.

This is why we often refer to industrial 'ecosystems'. In our recent submission to the House of Representatives Inquiry into Food and Beverage Manufacturing we took this analogy further, describing the relationship between our hygiene businesses and food manufacturers as akin to the remora fish that clean harmful parasites from larger fish. Good hygiene means good health, and, in essence, the hygiene and food sectors have a similar symbiotic relationship where both industries can thrive because of the other.

As the government's industry policy has developed, there has been a growing sense that it has so far failed to grasp these interlinkages. Successful new industries can only thrive if the industrial 'ecosystem' they exist within is also thriving. Hence, the urgent need for a broader industry policy approach.

So, what should be done? Well, firstly, it would seem sensible to find out what led to closures like those of Qenos and Indorama. Such findings would help inform what policy remedies may be needed to improve business conditions to avoid an ongoing loss of manufacturing capability. Similarly, industry representative bodies like ours can help inform governments about areas of concern and vulnerability.

On this front, broader industry policy does not have to be about industry funding support and grants. It can just as effectively focus on adjusting policy levers to address barriers acting against investment and innovation.

The media reports daily on the cost-of-living crisis, but unfortunately, very little attention is focused on cost-of-production pressures for Australian manufacturers.

Taxation policy is one area where systemic disincentives exist that could be addressed via appropriate policy reforms. For example, booming property prices are impacting the land tax liability for larger-scale manufacturers, adding to their cost pressures. Concessional waiving of such taxes already applies in some states for primary production, so could be readily extended to manufacturing usages.

Another policy area that calls for constant scrutiny is the complexity and duplication inherent in many of the regulations businesses face. And especially the red tape that accompanies poorly designed regulatory systems. Regulations that are fit-for-purpose foster not just the compliance needed for safety and environmental protection, but also innovation, investment and entry into the market of new products and businesses. All of which is a recipe for greater competition and productivity.

<sup>1</sup> [https://accord.asn.au/wp-content/uploads/2023/06/Accord-Infographic-7\\_Sanitisers-disinfectants-cleaning-products-case-study\\_2023.pdf](https://accord.asn.au/wp-content/uploads/2023/06/Accord-Infographic-7_Sanitisers-disinfectants-cleaning-products-case-study_2023.pdf)

# Message from the Executive Director

Sadly, this is not the reality that businesses in our sector currently find themselves in. Instead, businesses face a complex 'alphabet soup' of agency acronyms, schemes and regulatory rules, often unnecessarily lacking alignment with global approaches. All this, regrettably, in an era where increasing the global competitiveness of Australian industry remains paramount for economic prosperity and resilience.

Concerted industry policy action to tackle complexity, duplication and unproductive regulatory paperwork requirements is required to eliminate such barriers to innovation and investment. To help guide such action, Accord's infographic on the elements and benefits of fit-for-purpose regulation warrants deeper consideration.

Technology-rich industries like Accord's require access to the latest ingredients and formulation technologies available globally to stay competitive and innovative.

That is why I feel it is important in these times of economic stagnation to push for broader industry policy, aimed at barriers to innovation and business investment. As I stated earlier, Australia's industries are interlinked and also part of a broader economy.

Accord continues to proudly represent an innovative, science-based and responsive industry with a solid track record of working to advance safety, sustainability, commerce, ethics and knowledge.

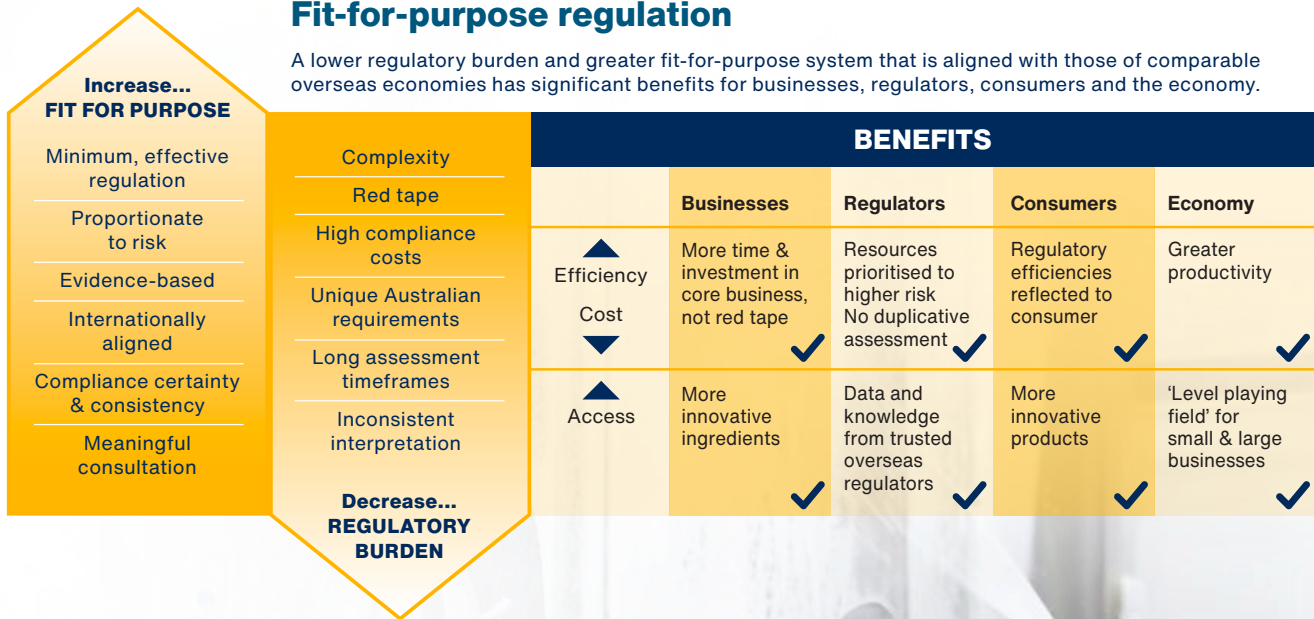
These are challenging times but there are many opportunities on offer with the right policy approaches.

**Bronwyn Capanna**

Executive Director  
July 2024

## Fit-for-purpose regulation

A lower regulatory burden and greater fit-for-purpose system that is aligned with those of comparable overseas economies has significant benefits for businesses, regulators, consumers and the economy.



“businesses face a complex ‘alphabet soup’ of agency acronyms, schemes and regulatory rules”

*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 to the Board of Directors, and particularly to the Executive & Finance Committee members:

**Tracey Raso** (Revlon & Elizabeth Arden, Accord Chair)  
**Claire Smith** (SC Johnson & Son, Vice Chair)  
**Brad Macdougall** (True Blue Christeys, Vice Chair)  
**Clynton Bartholomeusz** (Beiersdorf)  
**David Brown** (Panamex Group, Accord Finance Director)  
**Peter Playford** (Puig Oceania)

We would like to extend our gratitude to the **Accord Regulatory Affairs Committee** for their unwavering commitment and hard work throughout the year. Their diligent work in giving technical expertise and strategic guidance to our ongoing projects has been exceptional and is very much appreciated.

Members of the **Accord Regulatory Affairs Committee:**  
**Minnie Hau** (Aesop), **Kiran Raval** (Amway), **Rachel Jefferson** (Beiersdorf), **Clare Martin** (Clare Martin & Associates), **Alice Gock** (Colgate-Palmolive), **Mike Tichon** (Competitive Advantage), **Uma Adhar** (Ecolab), **Paola Becvar** (Edgewell), **John Attard** (Engel, Hellyer & Partners), **John Koppl** (Estée Lauder), **Jennifer Hughes** (Haleon), **Ana Alvarez** (Indorama Ventures Oxides), **Michelle Stewart** (Kenvue), **Leith Dababneh** (Jurlique), **Ellie Kim** (Kimberly-Clark), **Samantha Hass** (L'Oréal Australia), **Andrea Karisik** (MECCA Brands), **Preeti Jataprolu** (Pierre Fabre), **Aimee Kam** (Procter & Gamble), **Intish Ahotar** (PZ Cussons Australia), **Julian Reddy** (Ramboll), **Amanda Baker & Ben Pendleton** (Reckitt), **Joann Abrahamse** (SC Johnson & Son), **Rizalie Vergara** (SC Johnson Professional), **Evan Riandi** (Shiseido), **Vered Moses** (Unilever), **Robin George** (Vitality Brands) and **Chris Dean-Jones** (Whiteley Corporation).

Special thanks also to the many and diverse Accord Working Groups:

- Agvet Working Group,
- AICIS Working Group,
- Cosmetics Working Group,
- Dangerous Goods Working Group,
- Medical Device and OTG Working Group,
- Small-format Cosmetics Working Group, and
- Sunscreen Working Group.

Each member's experience and knowledge offers unique contributions and allows the Secretariat to best serve the membership as a whole. The collective efforts of these industry experts drive our initiatives forward and has a significant impact on the work of Accord.

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; **HWLE 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.

Thank you to **Rosi Fernandez** (La Prairie) as Chair of the Cancer Patients Foundation, the administering body for Look Good Feel Better. We also acknowledge the Look Good Feel Better national team lead by **Carol Kavurma** for all their tireless effort and passion for this wonderful charity.

## Farewell

Sincere thanks to outgoing Board Directors **David Boxall**, **Kumar Venkatasubramanian**, **Oliver Tatlow**, **Rodrigo Pizarro**, **Simon Petersen** and **Uma Adhar** who resigned during the reporting period.





# Thank you

## Celebrating Craig's 20 Year Anniversary with Accord

As our Director of Policy & Public Affairs, for the last 20 years Craig has led the development and implementation of key industry initiatives with innovative and strategic advocacy on our industry's priorities.

Member companies have been able to confidently rely on Craig's extensive experience, deft and effective counsel, and his staunch commitment to ensuring Accord is a strong, expert voice for our industry.

The policy and public affairs space has certainly been challenging over these last two decades with a frequently changing political landscape, as well as a global pandemic. However Craig's passion for the hygiene and personal care industry, and indeed his great sense of humour, have never wavered – his style and approach embody Accord's values of collaboration and inclusivity, being always solutions-focused and evidence-based.

On behalf of all of the Membership, the Board of Directors and the Secretariat Team, thank you Craig for your tireless efforts over the years and congratulations on this significant 20-year milestone!

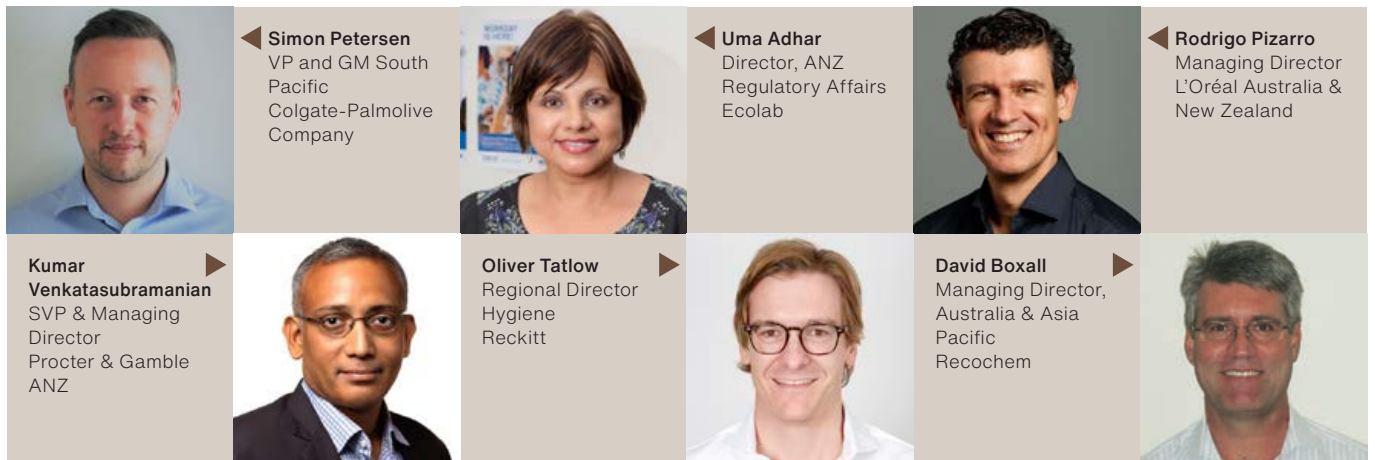


# Directors

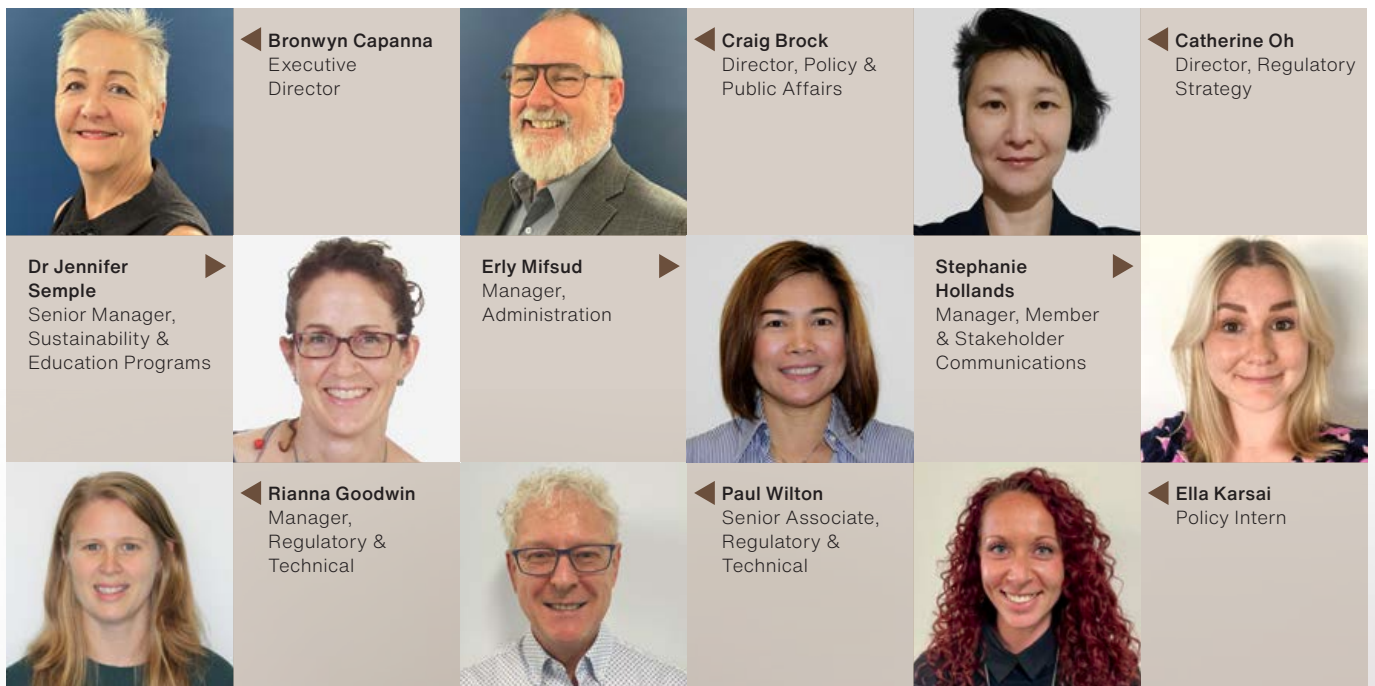
 <p><b>Chair</b>  <b>Tracey Raso</b>            Regional Managing Director – Pacific            Revlon &amp; Elizabeth Arden</p>	 <p><b>Vice-Chair</b>  <b>Claire Smith</b>            General Manager - ANZ            SC Johnson &amp; Son</p>	 <p><b>Vice-Chair</b>  <b>Brad Macdougall</b>            Managing Director            True Blue Christeysns</p>	
<p><b>Finance Director</b>  <b>David Brown</b>            CEO            Panamex Group</p> 	<p><b>Sascha Schrecker</b>            Chief Executive Officer            Albright &amp; Wilson (Aust)</p> 	<p><b>Clynton Bartholomeusz</b>            Managing Director, Aust &amp; NZ            Beiersdorf</p> 	
 <p><b>Gregg Parsons</b>            Senior VP &amp; GM            South Pacific            Colgate-Palmolive Company</p>	 <p><b>Rajiv Chinniah</b>            Managing Director            Coty ANZ</p>	 <p><b>Chris Short</b>            Managing Director            Dominant (Australia)</p>	
<p><b>Lee Sparks</b>            Corporate Accounts Director – ANZ            Institutional Ecolab</p> 	<p><b>Emmerentia Wilding</b>            Managing Director            Estée Lauder Companies</p> 	<p><b>Liz Tasdelen</b>            Country Manager            Indorama Ventures Oxides Australia</p> 	
 <p><b>Alex Davison</b>            Managing Director            L'Oréal Australia &amp; New Zealand</p>	 <p><b>Mathieu Sampson</b>            Managing Director            LVMH Perfumes &amp; Cosmetics Group ANZ</p>	 <p><b>Peter Playford</b>            General Manager            Puig Oceania</p>	
<p><b>Tra Hoang</b>            Head of Legal, Governance and Compliance            PZ Cussons Australia</p> 	<p><b>Nicola Galu</b>            Managing Director            Australia &amp; New Zealand            Recochem</p> 	<p><b>Rod Brookes</b>            VP Asia Pacific            SC Johnson Professional</p> 	
 <p><b>Dr Greg Whiteley</b>            Executive Chairman            Whiteley Corporation</p>	 <p><b>Bronwyn Capanna</b>            Executive Director            Accord Australasia</p>		

# Directors

## Resigned during the period



# Secretariat



# Our industry, your network

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



From L to R: Emma Meredith (CTPA UK), Alex Kowcz (PCPC), Bronwyn Capanna (Accord), Birgit Huber (IKW) and Francine Lamoriello (PCPC) at the PCPC Annual Meeting in Florida, February 2024



Bronwyn Capanna (Accord) and Catherine Oh (Accord) at the Whiteley Corporation 90th celebration evening



From L to R: Bronwyn Capanna (Accord), Professor Tony Lawler (TGA) and Alex Davison (L'Oréal) at the End of Year Board of Directors Dinner in Sydney, December 2023



End of Year Board of Directors Dinner in Sydney, December 2023



From L to R: Sascha Schrecker (Albright & Wilson), Stav Giannopoulos (D-Labs) and Peter Richardt (D-Labs) at the Member Networking Dinner in Melbourne, March 2024



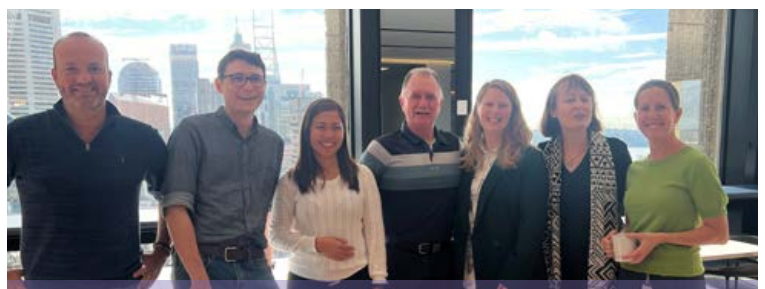
From L to R: Nadia Stone (Kenvue) and Bronwyn Capanna (Accord) at the Industry Briefing & AGM in Sydney, May 2024



From L to R: Summar Hammam (Peerless Jai), Catherine Oh (Accord) and Andrea Karisik (MECCA Brands) at the Member Networking Dinner in Melbourne, March 2024



From L to R: Greg Whiteley (Whiteley Corporation), Steph Hollands (Accord) and Eryl Mifsud (Accord) at the End of Year Board of Directors Dinner in Sydney, December 2023



From L to R: John Dempsey (Unilever), Chris Dean-Jones (Whiteley Corporation), Rizalie Vergara (SC Johnson Professional), John Koppl (Estée Lauder), Rianna Goodwin (Accord), Joanne Abrahamse (SC Johnsons & Son) and Jacki Kitching (AICIS)

# Our industry, your network



From L to R: Catherine Oh (Accord), Ellie Kim (Kimberly-Clark), Jennifer Hughes (Haleon), Joann Abrahamse (SC Johnson & Son) and Amanda Baker (Reckitt) at the Industry Leaders' Dinner in Canberra, September 2023



From L to R: John Koppl (Estée Lauder), Emmerentia Wilding (Estée Lauder) and Rod Brookes (SC Johnson Professional) at the Industry Briefing & AGM in Sydney, May 2024



From L to R: Karen Llamazalez Dias (LVMH), Peter Woodward (Coty) and Maria Davoren (Davoren Environmental) at the Industry Leaders' Dinner in Canberra, September 2023



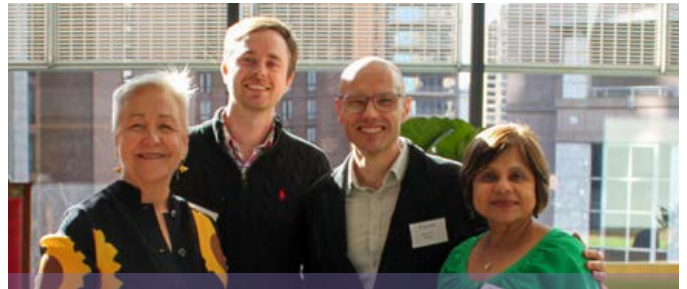
Assistant Minister Tim Ayres addresses attendees at the Industry Leaders' Dinner in Canberra, September 2023



From L to R: Oliver Tatlow (Reckitt) and David Boxall (Recochem) at the Industry Leaders' Dinner in Canberra, September 2023



From L to R: Eryl Mifsud (Accord), Paul Wilton (Accord), Stacey Anderson (Dominant), Rianna Goodwin (Accord), John Koppl (Estée Lauder) and Catherine Oh (Accord) at the Industry Briefing & AGM in Sydney, May 2024



From L to R: Bronwyn Capanna (Accord), Lee Sparks (Ecolab), Peter Rich (Ecolab) and Uma Adhar (Ecolab) at the Industry Briefing & AGM in Sydney, May 2024

# Members

## Consumer and Personal Care

Advanced Skin Technology Pty Ltd  
Aesop  
Amway of Australia Pty Ltd  
Beiersdorf Australia Ltd  
Botany Essentials Pty Ltd  
Chanel Australia  
Church & Dwight (Australia) Pty Ltd  
Clarins Group/Trimex Pty Ltd  
Clorox Australia Pty Ltd  
Colgate Palmolive Pty Ltd  
Combe Asia-Pacific Pty Ltd  
Cosimer Pty Ltd  
Cosmetic Laboratories (Aust) Pty Ltd  
Coty Australia Pty Limited  
De Lorenzo Hair & Cosmetic Research Pty Ltd  
Edgewell Personal Care  
Estée Lauder Australia  
Frostbland Pty Ltd  
Hairjamm Pty Ltd  
Haleon  
Helios Health & Beauty Pty Ltd  
Inglot Cosmetics Pty Ltd  
Jurlique International Pty Ltd  
Kao Corporation  
Kenvue  
Keune Australia  
Kimberly-Clark Australia  
La Prairie Group  
L'OCCITANE Australia Pty Ltd  
L'Oréal Australia Pty Ltd  
LVMH Perfumes and Cosmetics  
MECCA Brands  
Muk Haircare Pty Ltd  
Natural Australian Kulture Pty Ltd  
Panamex Group  
Pierre Fabre Australia Pty Ltd  
Procter & Gamble Australia Pty Ltd  
Puig Oceania Pty Ltd  
PZ Cussons Australia Pty Ltd  
RATIONALE  
Reckitt  
Revlon & Elizabeth Arden Australia  
Sabrands  
SC Johnson & Son Pty Ltd  
Shiseido Asia Pacific Pte Ltd  
Supergoop!  
Ultraceuticals  
Unilever Australia Ltd  
Vanity Group  
Vitality Brands Worldwide  
Weleda Australia Pty Ltd

## Commercial/Hygiene & Specialty Products

A S Harrison & Co Pty Ltd  
Albright & Wilson (Aust) Ltd  
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  
Inspired Brands Pty Ltd  
Lab 6 Pty Ltd  
Mera Chemicals  
Native Oils Australia  
Novonesis  
Nowchem  
Peerless JAL Pty Ltd  
Recochem Inc  
SC Johnson Professional  
Scentral Flavours & Fragrances  
Solvay Interox Pty Ltd  
Sopura Australia Pty Ltd  
Symbio Australia Pty Ltd  
Thor Specialties Pty Limited  
True Brands  
Whiteley Corporation Pty Ltd

## Associate Members

### Graphic Design and Creative

Active Display Group  
Ident Pty Ltd  
Look Print

### Legal and Business Management

FCB Lawyers  
HWL Ebsworth Lawyers  
K&L Gates

## Regulatory and Technical Consultants

Clare Martin & Associates Pty Ltd  
Competitive Advantage  
Davoren Environmental Pty Ltd  
Delphic HSE  
Engel, Hellyer & Partners Pty Ltd  
International Cosmetics & Regulatory Specialists LLC  
Purvis Regulatory Consulting  
Quality Matters Safety Matters  
Ramboll Australia Pty Ltd  
Seren Consulting Pty Ltd  
Skincare Business Foundations  
Sue Akeroyd & Associates  
Tudor Chem Pty Ltd  
UL International Australia Pty Ltd

## Specialist Laboratories and Testing

D.Lab Solutions Pty Ltd  
Eurofins ams Laboratories Pty Ltd  
Eurofins | Dermatest Pty Ltd  
pH Factor