EcoBeautyScore
CONSORTIUM

Public Consultation

Webinar #1

28th March 2024

Confidential

Agenda

Objectives of the Webinar	5’
Reminder of EBS Consortium	5'
Reminder of the public consultation objectives	5’
Methodologies and principles focus: • Footprinting • Scoring • RDTP	50'
Q&A	15'
Reminder of public consultation planning & next steps	10’

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Objectives of this session

1. **Provide an overview** of the upcoming Public Consultation approach and timeline
2. **Present** the key components of the footprinting & scoring methodologies
3. **Answer** any questions related to the methodologies or the public consultation process

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Objectives of the Consortium

1 The **primary objectives of the Consortium** are to:

Develop a common environmental impact scoring system for cosmetics products, enabling consumers to make more informed purchasing decisions. This includes:

- A common system for environmental impact assessment of cosmetics products.
- A common scoring mechanism & harmonized consumer-facing layout.

2 In addition, the Consortium will also enable the industry to:

- Anticipate and proactively act on upcoming regulation
- Foster a culture of eco-design among the members and beyond

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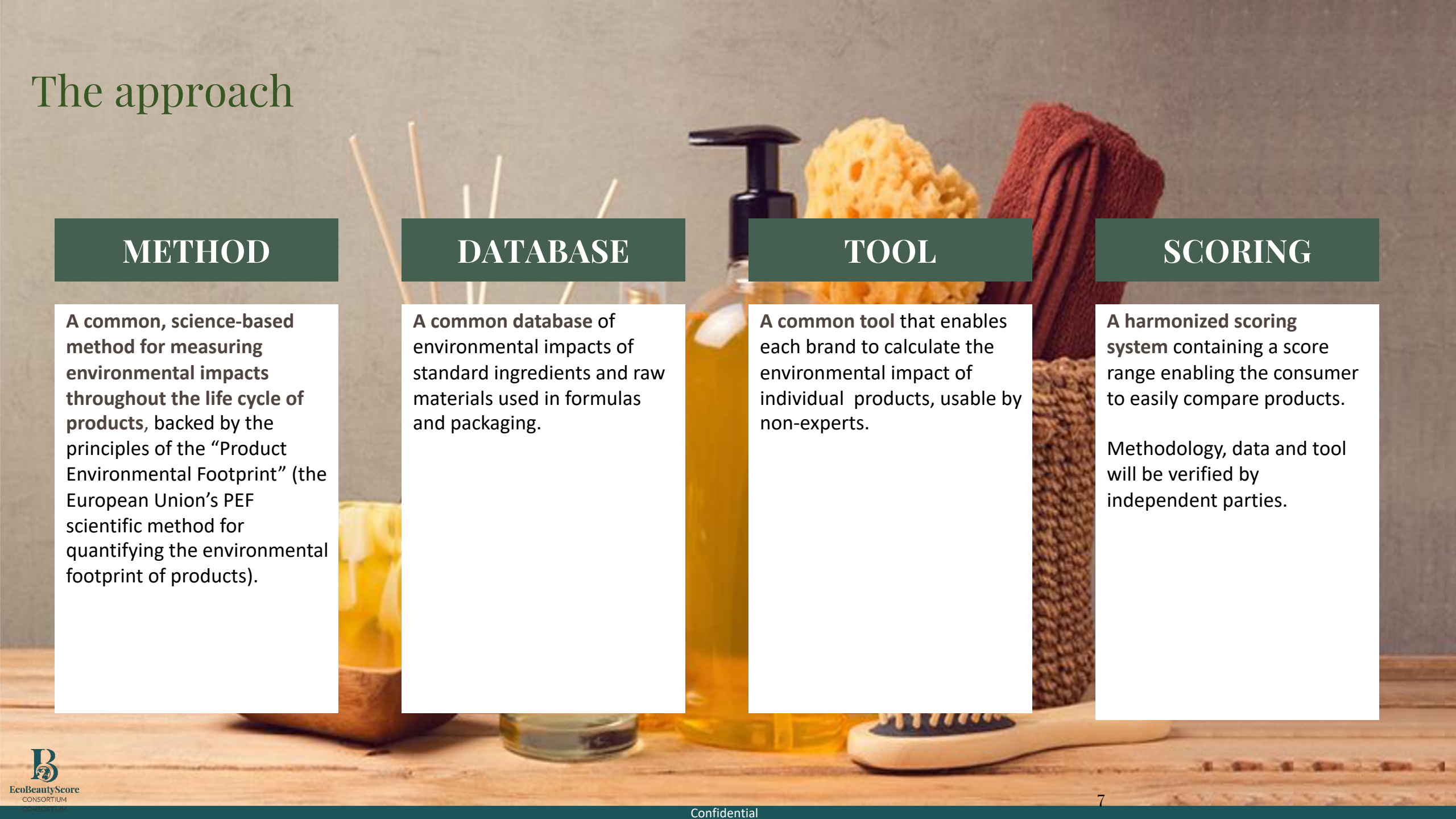
The approach



METHOD

A common, science-based method for measuring environmental impacts throughout the life cycle of products, backed by the principles of the "Product Environmental Footprint" (the European Union's PEF scientific method for quantifying the environmental footprint of products).

DATABASE

A common database of environmental impacts of standard ingredients and raw materials used in formulas and packaging.

TOOL

A common tool that enables each brand to calculate the environmental impact of individual products, usable by non-experts.

SCORING

A harmonized scoring system containing a score range enabling the consumer to easily compare products.

Methodology, data and tool will be verified by independent parties.

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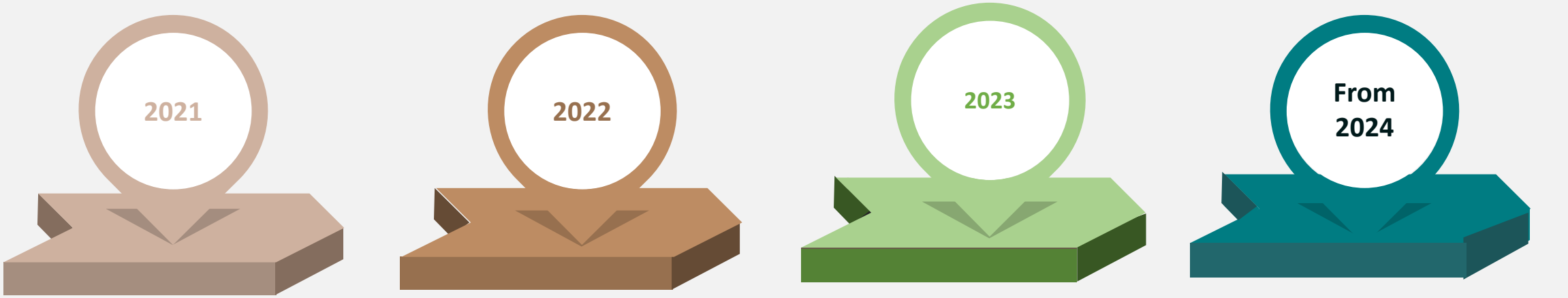
EBS Achievements since its creation



Consortium Foundations

5 founders & 20 members

The Purpose & The Agreement
Setting an industry-wide environmental impact assessment & scoring system for cosmetics products through members joined in a Consortium

Consortium Membership Extension
Methodology & Scoring Principles

50+ members

Recruiting new industry members
Setting up & Managing TWGs & Committees
Designing the scoring methodologies

Methodology & Real Data tested

~70 members + ongoing recruiting

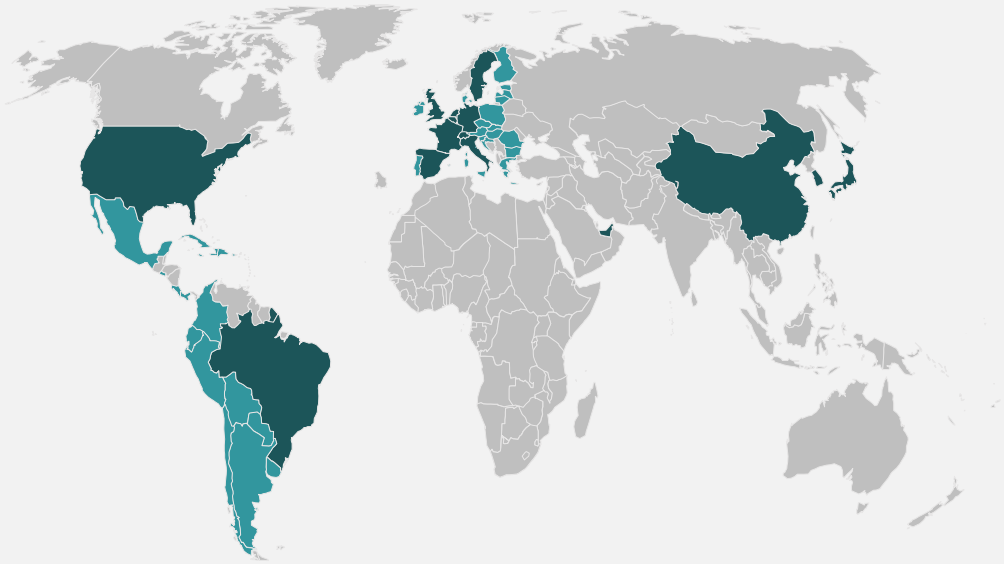
Collecting Real Data
Setting the first databases
Testing the scoring methodologies
Launching the Public Consultation

The industry-wide V1 Tool & Legal Structure

~70 members + ongoing recruiting

Establishing the legal structure
Extend from 4 to 10 Working Groups
Analyze the results of RDTP from a foot printing perspective to update and freeze methodology and database
Deliver all scoring related elements for Go-Live
Deliver a V1 tool to implement EBS methodology by the end 2024

EBS is a unique worldwide initiative of joined forces



50 Corporate members

19 Associate members

EBS is present in

46 countries

The EcoBeautyScore Consortium members represent the **diversity of the cosmetics industry**, with major **groups** and cosmetics **SMEs**:

amika: · AMOREPACIFIC · ANJAC HEALTH & BEAUTY · A.S. Watson Group · BABOR · Beiersdorf · BIOCODEX · Boots · CHANEL

Charlotte Meentzen · CLARINS · Colgate · COSNOVA BEAUTY · COTY SINCE 1904 · DOUGLAS · Edgewell · ISDIN LOVE YOUR SKIN · EUGÈNE PERMA

eva·nyc · Henkel · HERMÈS PARIS · SINCE 1930 · intercos GROUP · Just · kao Kirei-Making Life Beautiful · kenvue · KERING

Kneipp · LABORATOIRES GILBERT · L'ORÉAL GROUPE · LVMH · Louis Widmer · mibelle GROUP · noreva · NAOS · natura&co

NU SKIN · NUXE · ORIFLAME · PARAGON NORDIC · P&G · PUIG · WELLA COMPANY · PZ Cussons · REVLON

RITUALS... · Unilever · schwan cosmetics · sisley · SHISEIDO · 东边野兽

And **regional** & **national associations:**

BEAUTY CARE" · CASIC · COSMED · COSMETIC VALLEY · Cosmetics Europe · COSME BIO · COSMETICA ITALIA · ctpa · EFFCI

FEBEA · ifra · NOHBA · PACDI · Personal Care Products Council · stanpa · THE POLISH UNION OF THE COSMETICS INDUSTRY

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The Public Consultation main objectives is to respect antitrust compliance and get insights from stakeholders on the work we are doing at EBS

Public consultation key objectives

COMPLY with ANTITRUST rules

ENGAGE with interested external stakeholders about the EBS Consortium

REFINE EBS methodology by collecting & taking into account stakeholders' feedback

STRENGTHEN EBS relationship with regulators; scientific community & relevant stakeholders

What we're hoping for...

- Constructive suggestions for methodological refinements that are in-line with PEF and/or industry best-practice approaches to scoring systems
- Constructive suggestions in line with the area of expertise / scope of work of the stakeholder responding

What we're not hoping for...

- Subjective views or preferences that aren't grounded in science or recognised methodologies
- Critical comments without constructive suggestions for alternative solutions

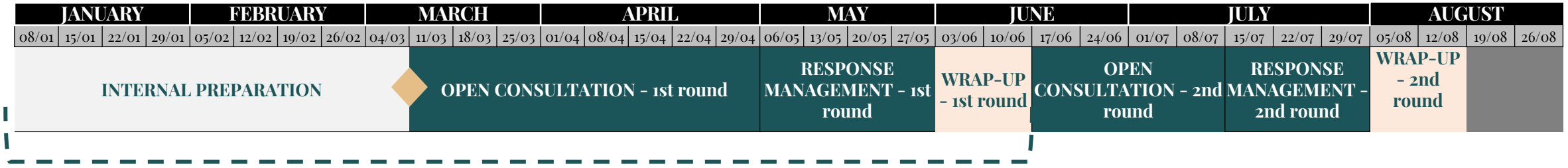
The Public consultation opened on the 11th of March and will close early August, including two rounds of feedback

We are here

JANUARY				FEBRUARY				MARCH				APRIL					MAY				JUNE				JULY					AUGUST			
08/01	15/01	22/01	29/01	05/02	12/02	19/02	26/02	04/03	11/03	18/03	25/03	01/04	08/04	15/04	22/04	29/04	06/05	13/05	20/05	27/05	03/06	10/06	17/06	24/06	01/07	08/07	15/07	22/07	29/07	05/08	12/08	19/08	26/08
INTERNAL PREPARATION									OPEN CONSULTATION - 1st round								RESPONSE MANAGEMENT - 1st round				WRAP-UP - 1st round		OPEN CONSULTATION - 2nd round				RESPONSE MANAGEMENT - 2nd round			WRAP-UP - 2nd round			

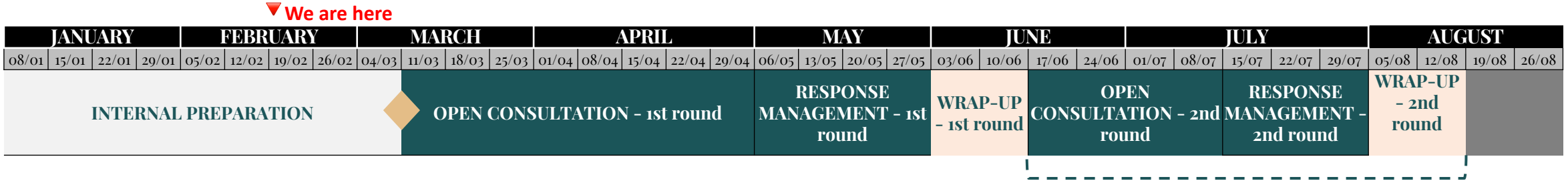
The first round opened on the 11th of March for a period of 60 days

We are here



	Key objectives	Main activities	Outputs	Time
OPEN CONSULTATION 1st round	• Get feedbacks on EBS methodology	• Receive all questions and comments through the questionnaire	• Grouping stakeholder inputs to facilitate response	• 11th of March - 9th May
RESPONSE MANAGEMENT - 1st round	• Answer to PC feedbacks • Understand the implications for EBS	• Address all relevant questions • Write the answers • Assess the impacts on EBS work	• Answers to questions	• 10th May - 31th May
WRAP-UP - 1st round	• Share the outputs of the 1st round	• Publish answers on EBS webpage • Communicate about the answers publication	• PDF with all answers	• 3rd June - 17th June

The second round will open on the 17th June to follow-up on any comments from the first batch of answers



	Key objectives	Main activities	Outputs	Time
OPEN CONSULTATION - 2nd round	• Collect feedback from stakeholders on our responses to the first consultation	• Receive feedbacks about the PDF with all answers via a new dedicated questionnaire	• Grouping stakeholder inputs to facilitate response	• 17th June to 17th July
RESPONSE MANAGEMENT – 2nd round	• Answer to PC second round of feedbacks	• Improve 1st round answers when needed	• Answers completed	• 17th July - 2nd August
WRAP-UP – 2nd round	• Share the outputs of the 2nd round	• Publish completed answers on EBS webpage • Communicate about this new publication	• PDF with updated answers	• 5th August - 14th August

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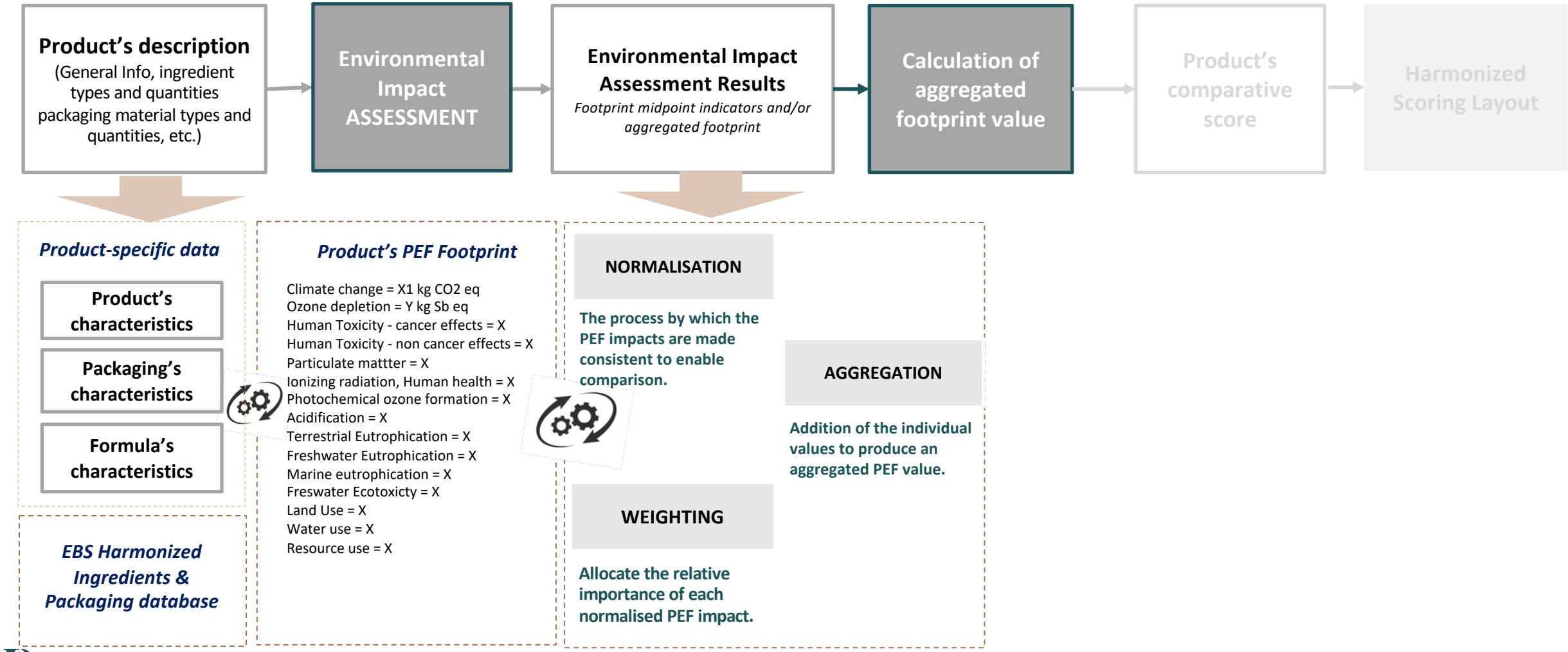
Environmental Footprinting



Environmental Scoring

Product's description
(General Info, ingredient types and quantities packaging material types and quantities, etc.)

→ **Environmental Impact ASSESSMENT**

→ **Environmental Impact Assessment Results**
Footprint midpoint indicators and/or aggregated footprint

→ **Calculation of aggregated footprint value**

→ **Product's comparative score**

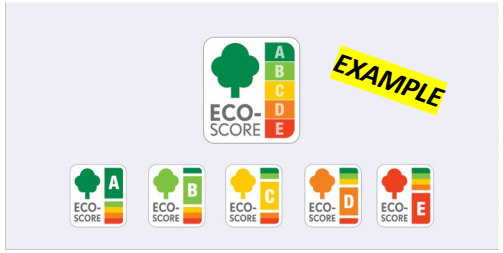
→ **Harmonized Scoring Layout**

PRODUCT SEGMENTATION

CALIBRATION & SCORING METHODOLOGY

Threshold values by product segment
Upper and lower limit footprint for each product segment

HARMONIZED SCORE DESIGN



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Footprinting

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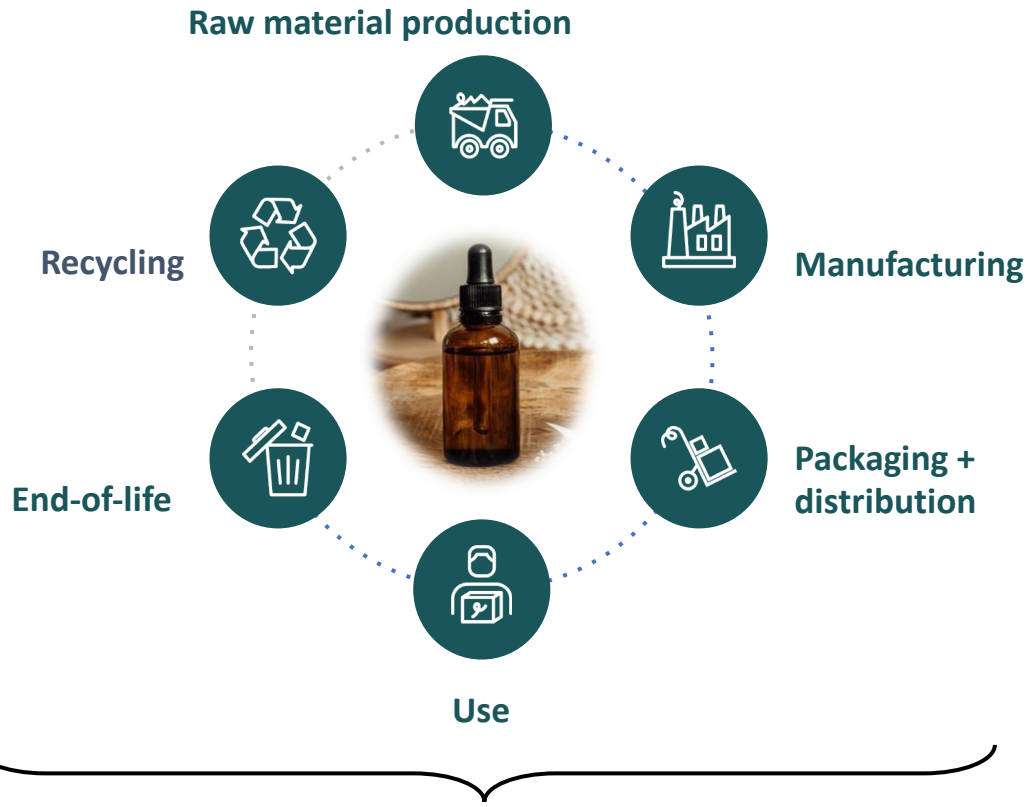
EBS footprinting methodology is aligned with the PEF methodology



PEF assesses 16 impact categories

Fundamentals

1. **Life Cycle Assessment (LCA)-based footprinting approach** captures both **direct** and **indirect impacts**
2. **PEF methodology** is the starting point (EF3.0), which offers a harmonized approach for conducting LCA

PEF 16 impact categories

1. **Acidification**
2. **Terrestrial eutrophication**
3. **Freshwater eutrophication**
4. **Marine eutrophication**
5. **Freshwater ecotoxicity**
6. **Ozone depletion**
7. **Human toxicity – non cancer effects**
8. **Human toxicity - cancer effects**
9. **Particulate matter**
10. **Ionising radiation**
11. **Photochemical ozone formation**
12. **Global warming**
13. **Mineral resource depletion**
14. **Non-renewable energy resource depletion**
15. **Land use**
16. **Water scarcity footprint**

Creation of a footprinting methodology

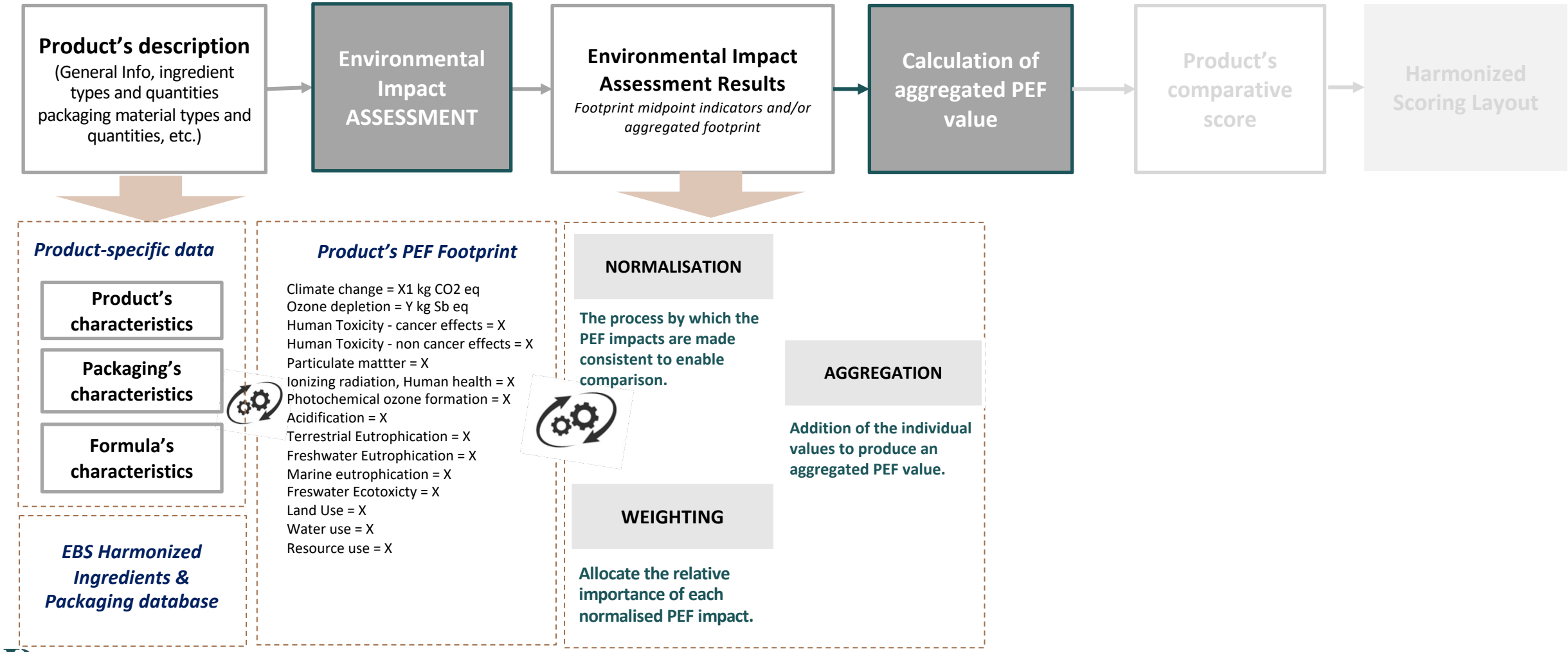
2022
Development of the Methodology

- **First version of footprinting methodology developed:**
  - **3 Product types tested**
  - **200+ Real products tested**
- **Definition of a strategy to build the industry database:**
  - **≃200 Priority ingredients**

2023-2024
Test of the Methodology

- **Building a first version of an industry shared database for cosmetics ingredients**
- **A first version of the EBS Footprinting methodology reviewed by a panel of 3 independents experts to ensure robustness of methodology developed**
- **Ongoing JRC discussions**

Environmental Footprinting



EBS assessment scope covers the full product life cycle stage: cradle-to-grave

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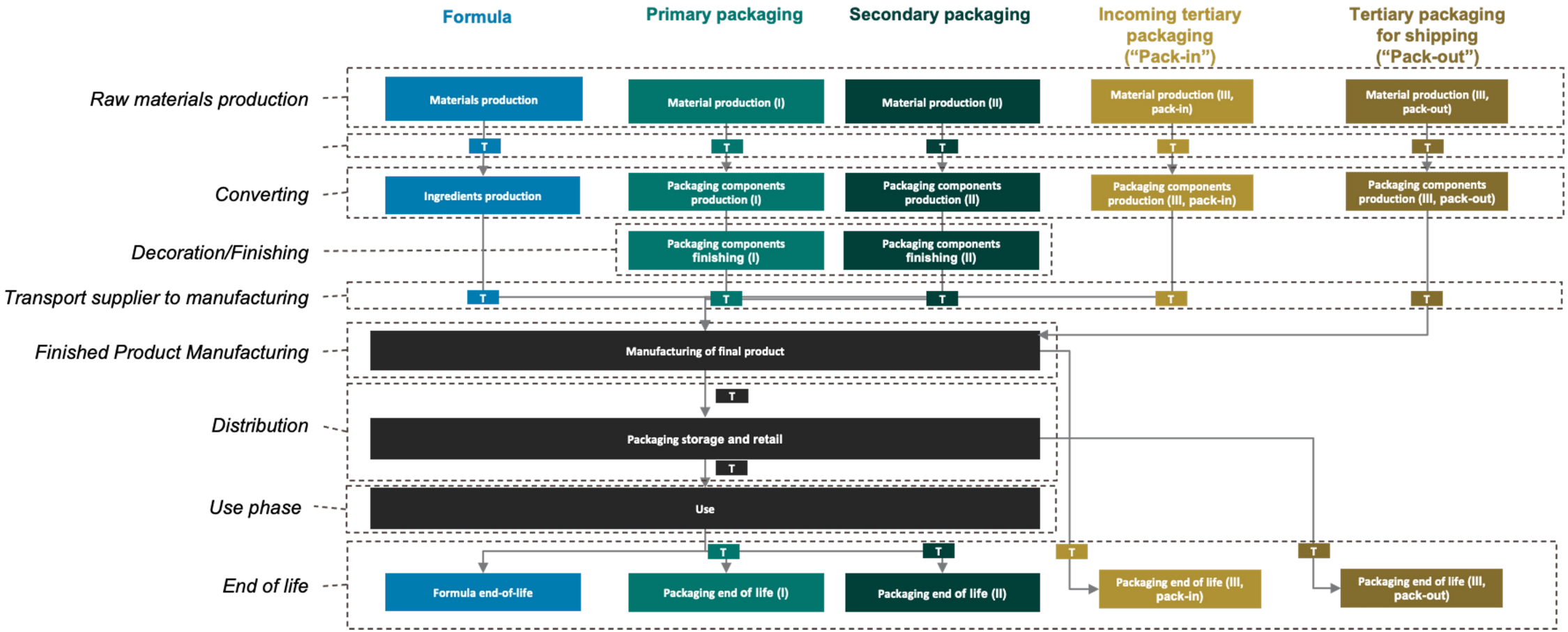
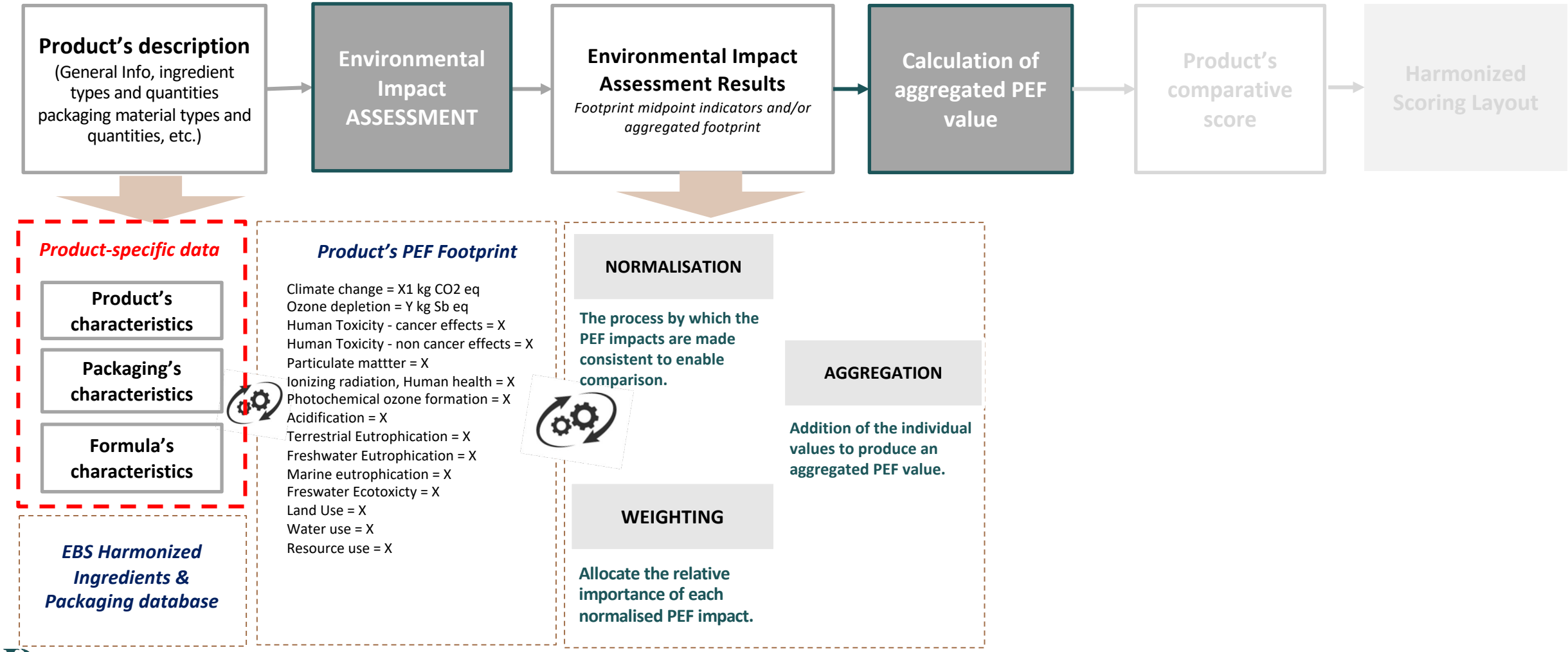


Environmental Footprinting

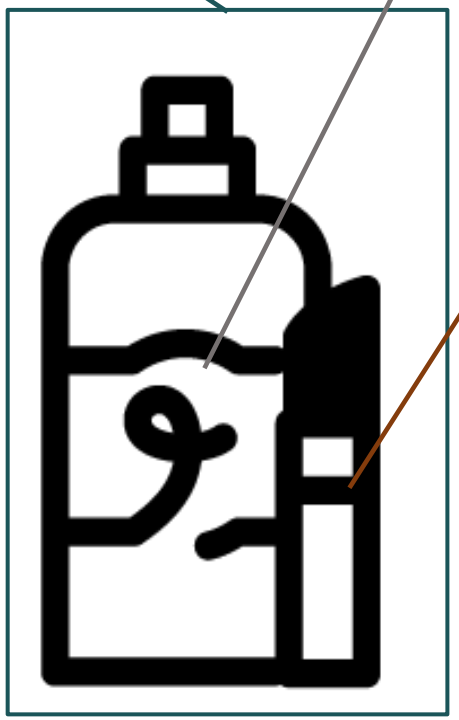


Product informations are the data entry of the footprinting

In the EcoBeautyScore methodology, a product is defined through 3 main description groups: General Characteristics, Formula and Packaging

General Product Characteristics:

Method input	Example
Product Segment and Sub-segment	Face – Care, Cream/Lotion/Mask
Final assembly zone	Europe
Claimed Mass/Volume of Formula in formula	50mL
Density (g/mL)	1
Rinsed product?	No
Primary packaging type	Jar with cap
Is the packaging recyclable?	No
Does your product contain SVHC?	No
…	



Confidentiality of product data is a critical requirement for any company who will use the EBS scoring system, and will be taken into consideration while building the EBS tool.

Formula description:

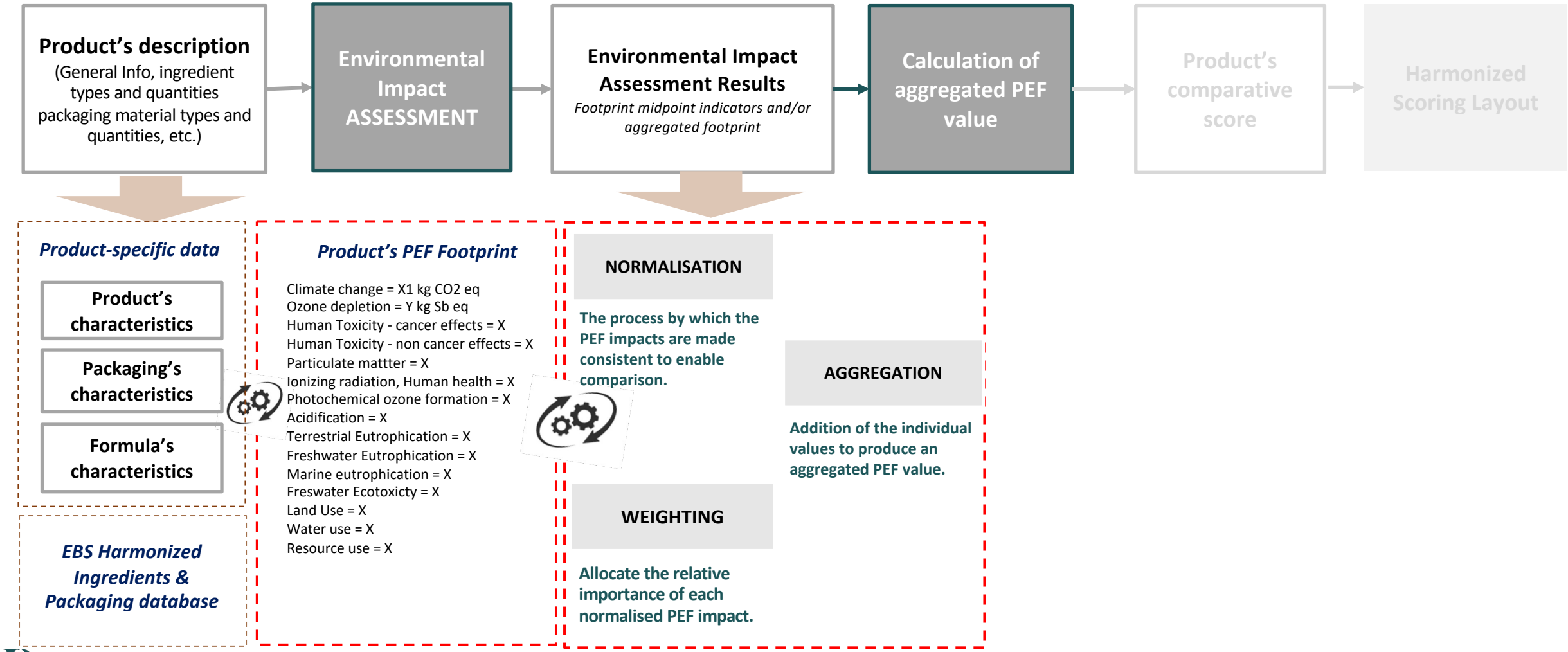
General considerations	The formula must be specified up to 99.99%
Method input	**Example**
INCI* 1 – (%) - CAS No. - Feedstock	WATER - 60% - 7732-18-5 - Inorganic
INCI* 2 – (%) - CAS No. - Feedstock	GLYCERIN – 5% - 56-81-5 – Unspecified
INCI* 3 – (%) - CAS No. - Feedstock	CITRIC ACID – 1% - 77-92-9 – Bio-based
…	…

Packaging description:

General considerations	Packaging is described component by component (cap, bottle, label, pump etc.) such that each entry represents materials and fabrication of a specific component
Method input	**Example**
Component name	Jar
Component material	Glass
Material quantity	125 g
% recycled material	0%
Converting and decoration processes	Glass converting with no decoration
Decoration surface on pack	-
Packaging layer	Primary
…	

**INCI: International Nomenclature of Cosmetic Ingredients*
All INCIs must be specified with a CAS No. and a feedstock (fossil, bio-based, inorganic, mixed or unspecified)

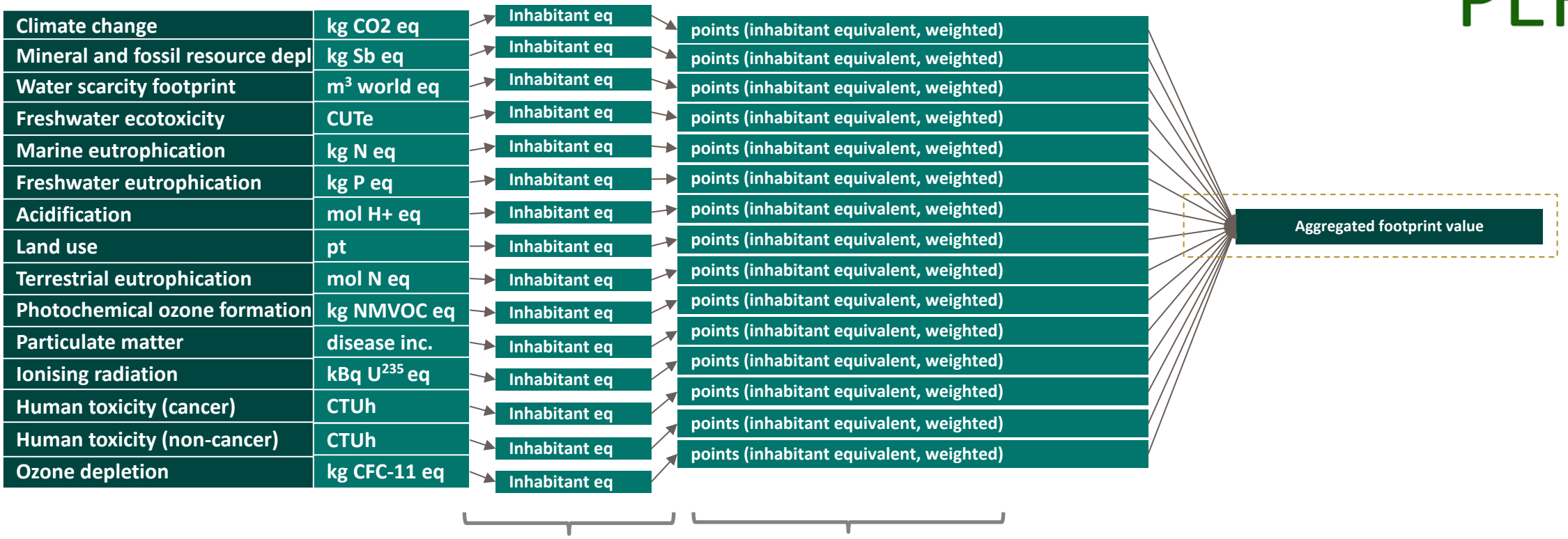
Environmental Footprinting



Aggregated Footprint Calculation

European Commission

PEF



Normalisation

For each impact category, the impact of the **product** is divided by the impact of a common reference, e.g. the average European or global impact per inhabitant.

Weighting

The normalised impacts are weighted according to a set of weighting factors.

Formula ingredients & packaging production and end-of-life are key and differentiating life cycle stages

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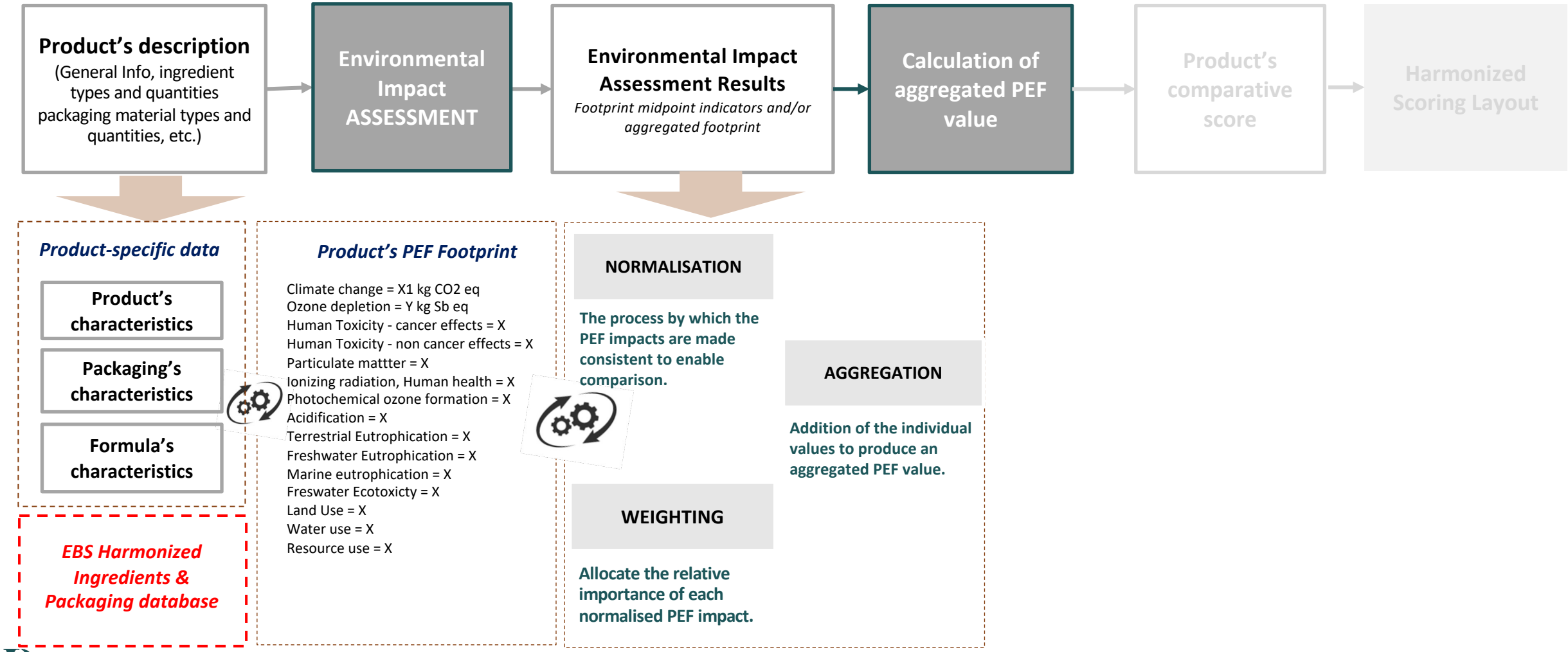
Average relative contributions* for each life cycle stage - Europe scenario

Key differentiating LC stage

	UPSTREAM			DOWNSTREAM					
Life cycle stages	**Raw material production**	**Packaging**	Upstream transport	Manufacturing	Downstream transport	Use phase	End of Life Packaging	**End of Life Ingredient**	**NORMALISATION & WEIGHTING**
Face Care (420# products)	**21%**	**42%**	**14%**	**<1%**	**16%**	**0%**	**-8%**	**14%**	
Hair Wash (930# products)	**8%**	**2%**	**2%**	**<1%**	**3%**	**60%**	**0%**	**28%**	
Parameters	• LCI for production	• LCI for production	• Distance	• Energy mixes Formula	• Distance	• Dose • Rinsing volume • WWTP connectivity rate • Energy mix	• Recycling, incineration, landfill rate • (CFF parameters)	• WWTP	• Normalisation factors
			• Transport mode	• Energy mixes Packaging	• Transport mode			• Characterisation Factors • Removal rates	• Weighting factors • (expert based)

*Average contributions are derived from ongoing EBS internal testing phase and results analysis. They are subject to changes as we reach validation stage.

Environmental Footprinting



Harmonized database development strategy

Focus on Ingredients harmonized database

Issue

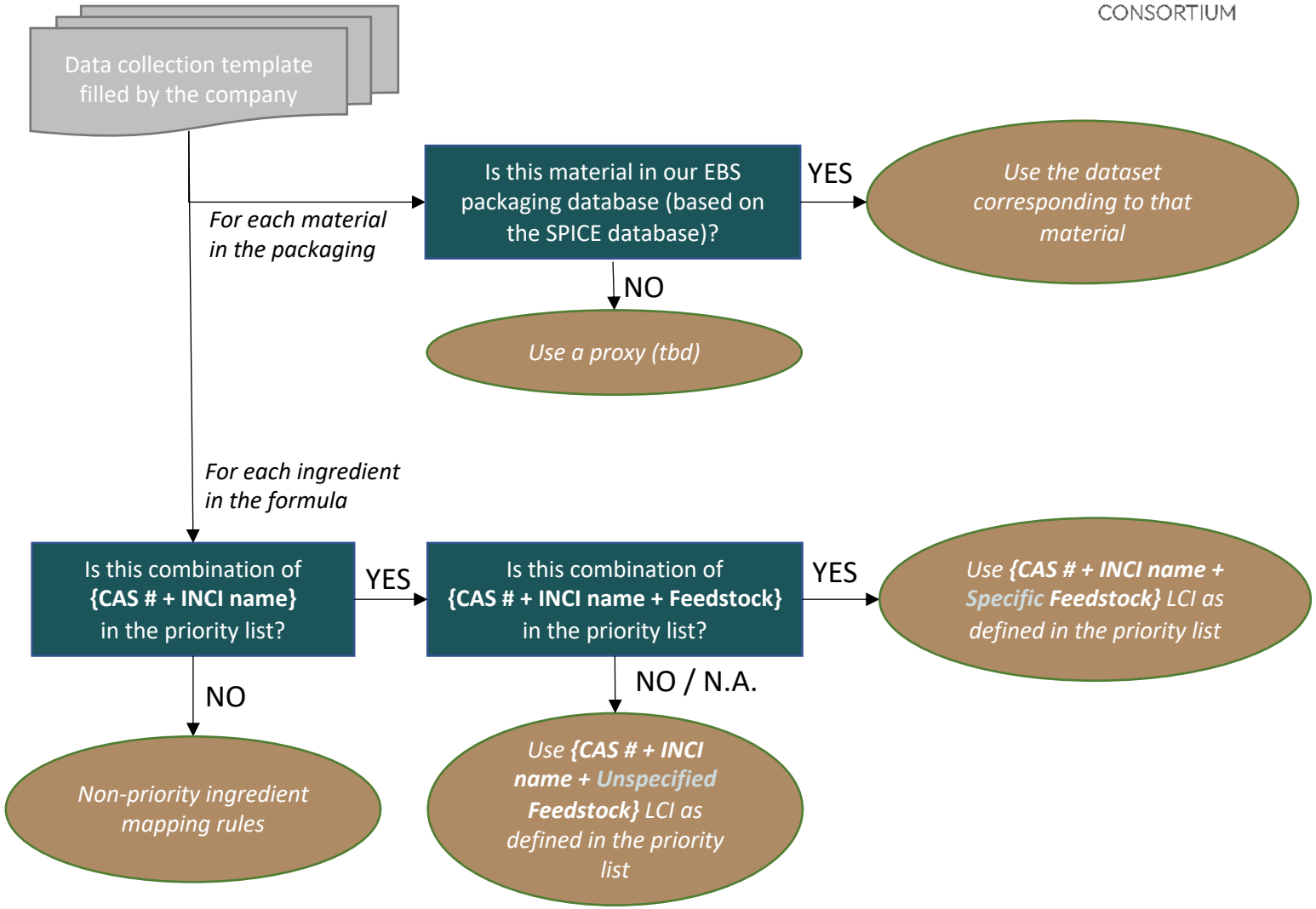
The cosmetics industry uses around 30,000 different ingredients

Our approach

Building a priority list of ingredients per segment to channel our efforts on their data coverage

Criteria to define the priority ingredients list

- Ingredients that represent 80% of the volumes used by a company
- Ingredients representing highest volumes in a "sub-segment" (i.e. for hair wash segment - Sulfate free, antidandruff, solid shampoos etc.)
- Ingredients present in highest concentration in formulas - cut-off at 5% on dry extract
- Most impacting ingredients based on internal or public studies
- Ingredients that could impact products differentiation



Harmonized database development strategy

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Split of priority / non-priority ingredients on a sample of products for 2 products segments demonstrates that the development strategy enables a good coverage.

	Average mass coverage of formulas (without water)		Average IMPACT coverage of formulas (with water)	
	Hair wash	Face care	Hair wash	Face care
Priority ingredients	87%	82%	90%	83%
Non-priority ingredients (unknown beforehand)	11%	17%	10%	14%

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Scoring

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TWG 2: Environmental Scoring

Product's description
(General Info, ingredient types and quantities packaging material types and quantities, etc.)

→ Environmental Impact ASSESSMENT

→ **Environmental Impact Assessment Results**
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→ Calculation of aggregated PEF value

→ **Product's comparative score**

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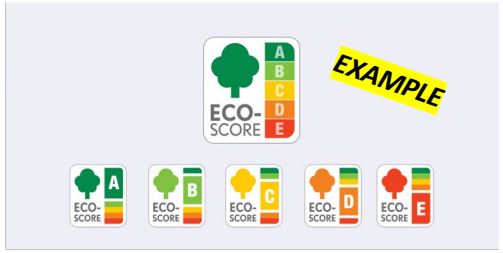
PRODUCT SEGMENTATION

CALIBRATION & SCORING METHODOLOGY

Threshold values by product segment
Upper and lower limit footprint for each product segment

HARMONIZED SCORE DESIGN



Environmental Scoring: Product segmentation

Product segmentation – the challenge

- Without ‘groupings’ of products, risk that there would be clusters of scores according to product type
- Therefore a taxonomy was needed that categorises all cosmetics & personal care products
- Existing frameworks were explored, however these have been approached from a different perspective, e.g. product safety, by format/function, etc.
- Our challenge was therefore to find a way to capture and categorise the diversity of the products on offer within the industry in a simple, yet comprehensive framework
- One that is intuitive and understandable to consumers while being easy and affordable to manage from a consortium maintenance perspective

Product Segmentation guiding principles

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- Products should be grouped based on the service provided to the consumer, **reflecting the final use** (e.g. washing hair, protecting oneself from the sun, avoiding unpleasant odours, etc.) and **not the technical content, nor the format/packaging type** (e.g. liquids, aerosols)
- The segmentation shall **cover all cosmetics products**, though this may need to be achieved through a phasing approach
- The segmentation shall be **sufficiently simple** so that it is not too onerous for the industry to implement
- Segmentation must allow for **flexibility in case of further development**: further sub-segments could be added, and product segments could be broken down to an additional level of granularity
- The definition of the product segments must be **externally credible and understandable to stakeholders** outside of the Consortium
- The level of segmentation will be validated through footprint data when available, to ensure it is **statistically relevant** (i.e. there is the ability to determine a difference between products' impacts and/or enough products to measure)

Product Segmentation approach to segmenting

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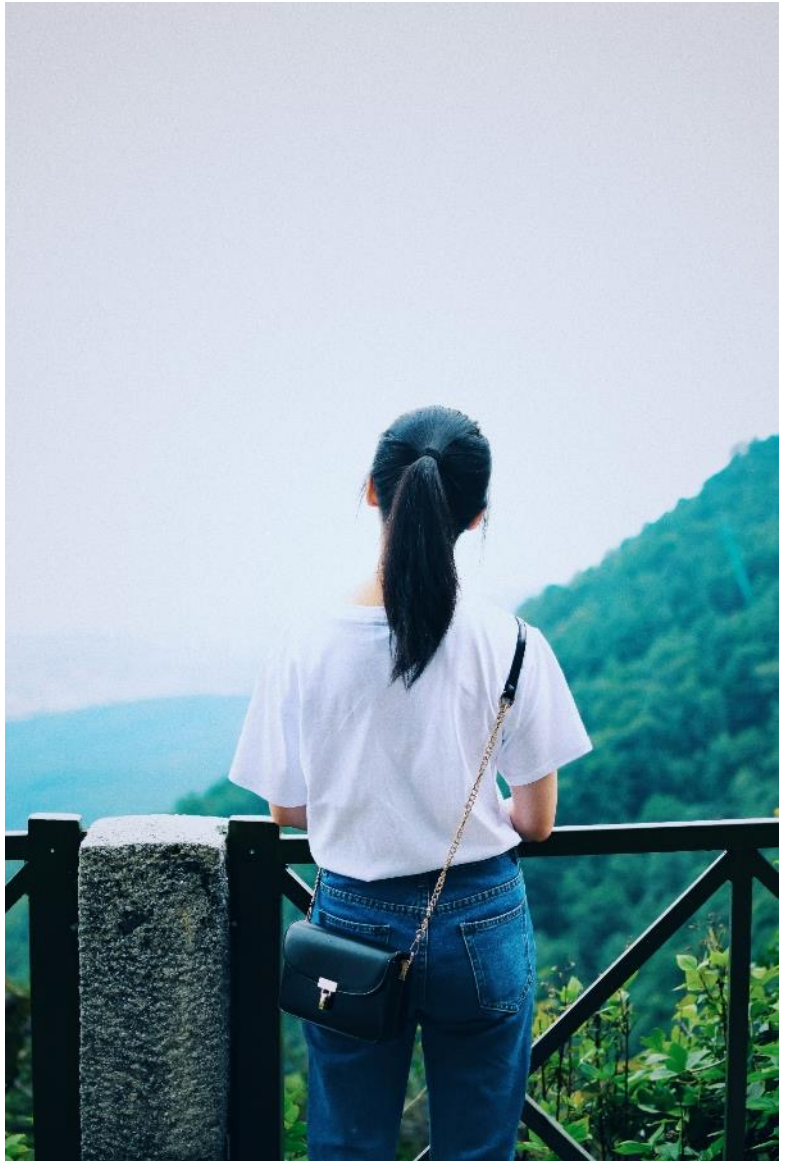
Consumers consider and compare cosmetic products that provide the same key service, e.g. wash the hair, take care of the skin, fight against armpit odors, color the lips, etc.

- Key services usually combine a primary benefit/service with a body zone
- We acknowledge that cosmetic products can offer multiple benefits, as secondary features, though these will not determine a separate segment

This resulted in a framework of **30 level 2 product segments** housed underneath 7 product families:

1.0 HAIR	2.0 FACE CARE	3.0 BODYCARE	4.0 DECORATIVE COSMETICS	5.0 ORAL CARE	6.0 FRAGRANCE	7.0 GROOMING
All hair (head) related products, including daily use and occasional boost & colour treatments.	All face related products, including those for specific zones such as eye & lip. Daily use and occasional boost treatments.	All body related products, including those with UV properties, hand & foot treatments and deodorants.	All decorative cosmetic products for face, hair and nails.	All oral care products used to clean, freshen, prevent, protect and aesthetically enhance teeth and gums.	All products that provide a scent to any body zone.	All products that remove hair from any body zone and/ or enable hair removal.

Environmental Scoring: Methodology



Scoring methodology principles

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Remit was to investigate and develop practical proposals for a scoring methodology which is:

- Fit for purpose : clear environmental product information to enable responsible consumption choices
- Science-based
- **Scalable** (to brands, product segments, and geographies)
- **Easy to implement**
- Credible
- Sustainable/onwardly viable

The need for a scoring methodology

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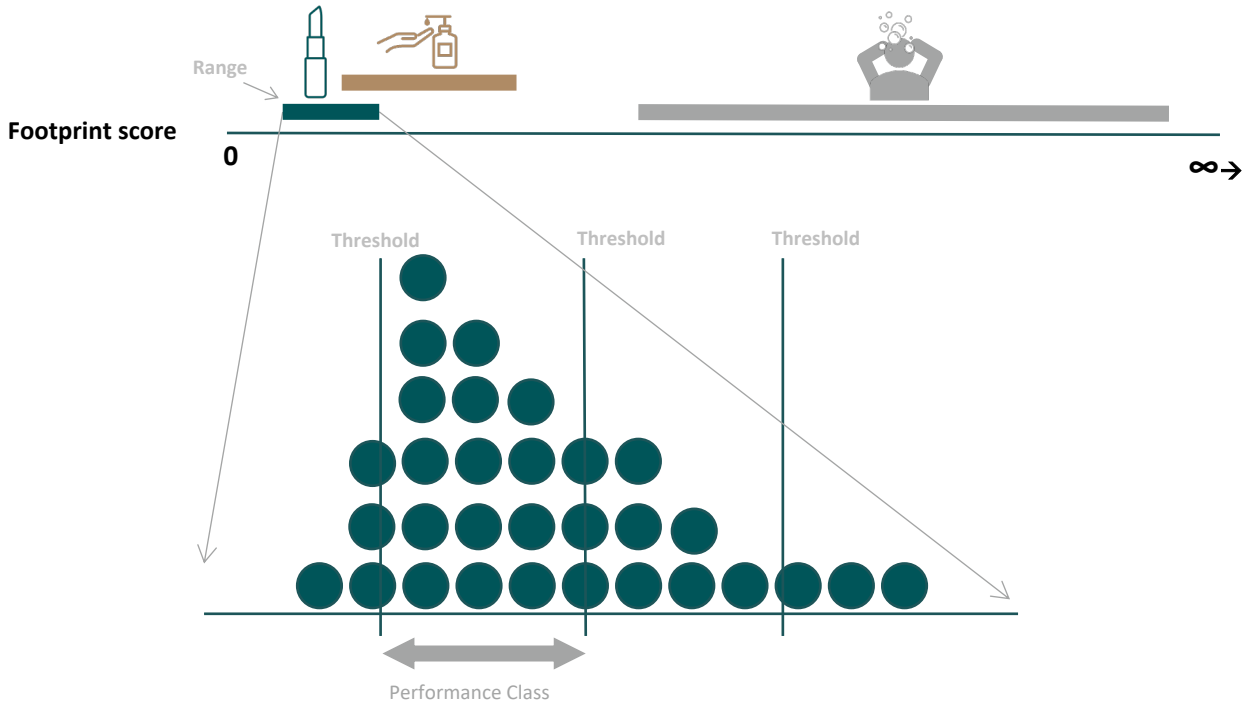
- The Aggregated Footprint Value - per usage dose- of a given product could be anything from zero to infinity
- Aggregated Footprint Values for a product segment will fall in roughly the same **range** of values
- The size of the **range** and its position on the scale will be segment specific
- There is **no universal benchmark** from which to define an EcoBeauty Score
- In order to compare the environmental performance of products within a segment, a set of segment specific **thresholds (limits)** needs to be defined to divide that **range** into **performance classes**



Key assumptions

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TWG1 produce a methodology which can produce Aggregated Footprint Values

- The Scoring methodology will take Aggregated Footprint Values as an input
- Different Aggregated Footprint Values can lead to different EcoBeauty Scores
- The resolution at which the Aggregated Footprint Value is provided and any measures to deal with uncertainty surrounding Aggregated Footprint Values is the remit of TWG1

The Final EcoBeauty Scoring methodology will be universal, but the thresholds and ranges it generates will have a defined scope

- The same underlying approach will be taken for all segments in all geographies
- The application of this approach will give EcoBeautyScore thresholds for a tightly defined segment of products

Key components of the scoring methodology principles

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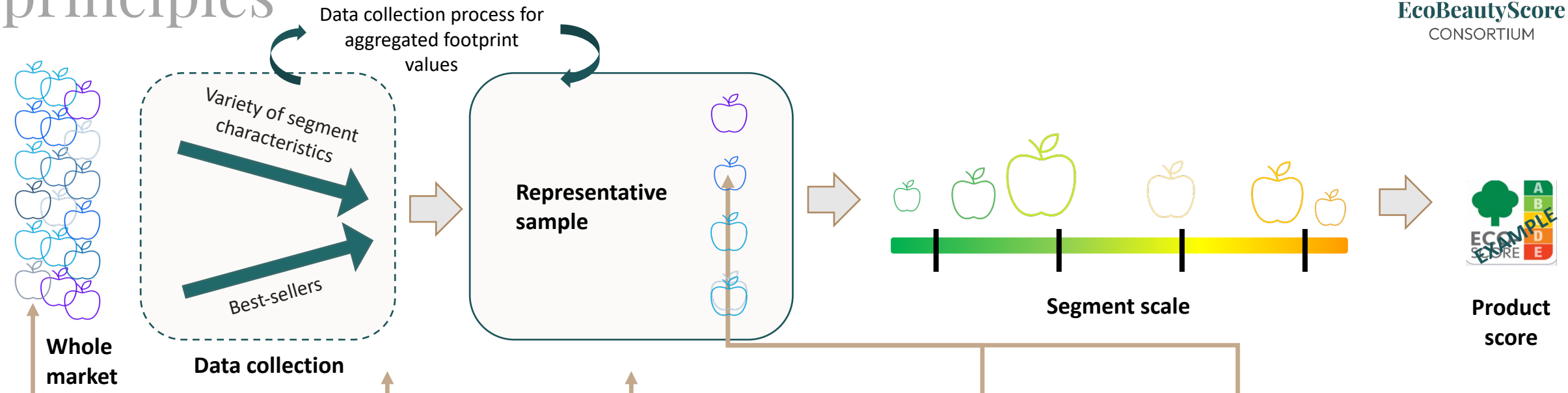
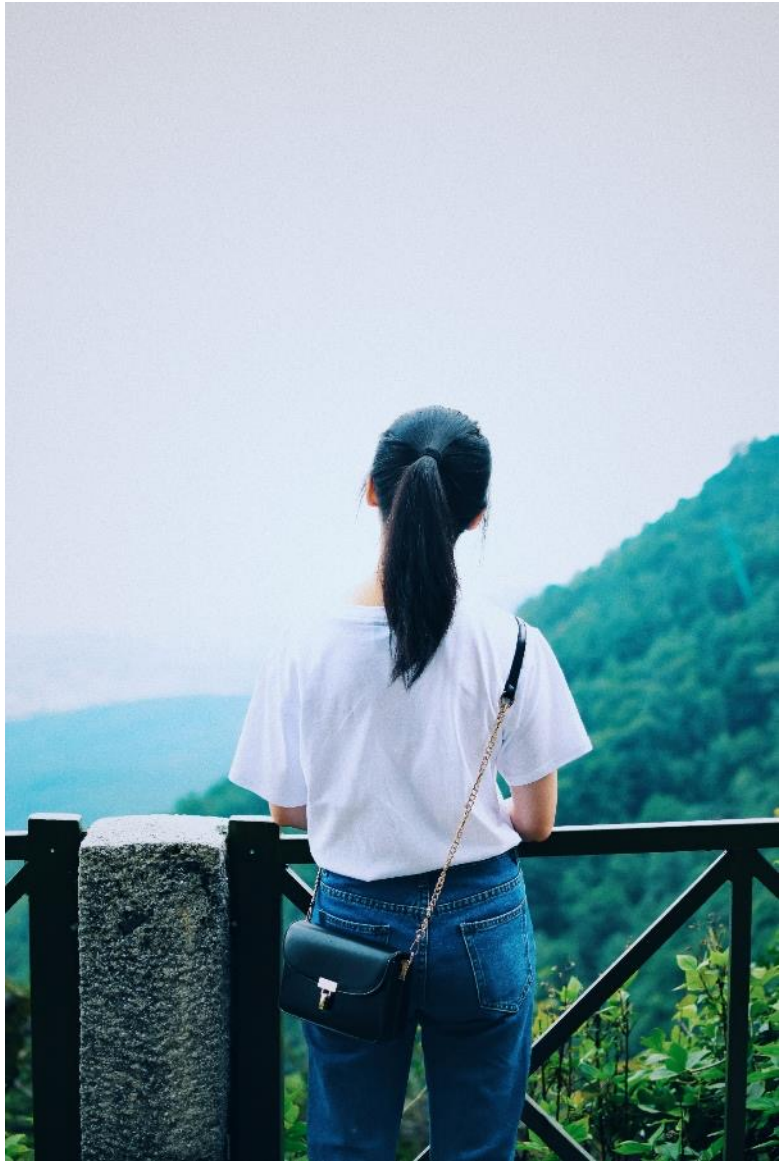


1. Portfolio assessment approach or pseudo industry average
2. Measure the whole market or a representative sample
3. How to define representative
4. One product One value or to weight the sample
5. Tackling the extremes
6. Defining the boundaries



1. Portfolio Assessment approach

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Approach

The scoring approach should be based on the '**portfolio assessment**' approach, not via the generation of a 'pseudo-industry average segment product'.

Rationale

In order to provide consumers with a meaningful rating, the full range of possible scores within an EBS segment need to be considered – the portfolio assessment method allows this.

The range of formats, formulations and functions which categorise the EBS segments make it impractical to define an average representative product

2. Sampling approach

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Approach

The portfolio assessment will be carried out **by a representative sampling approach, whereby a subset of products currently available on the market within a segment are selected** and assessed **to provide a representative distribution of Aggregated Footprint Values**.

Rationale

It would not be practical to assess every product eligible for an EcoBeautyScore prior to setting a rating scale both in terms of time and resources.

Devising a method to generate a representative sample of the segment streamlines the process, and allows for new products and members to be given EcoBeautyScores in an ongoing manner.

3. Defining representative approach

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Approach

Products **will be selected for sampling along two axes of representativeness**

1) Representativeness of the market, by mandating the inclusion of **'bestselling' produ**cts within the sample selection

2) Representativeness of the **variety of the segment, by mandating the inclusion of as broad a variety of formats and technical specifications** within the sample as is practical

Rationale

The sample must contain the biggest sellers which consumers would consider to be representative of a segment, while simultaneously including the full variety of products which are available to the consumer.

Stratifying the sampling in this way fulfils both requirements.

4. One product, one value approach

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Approach

Range setting will be carried out on the basis of a '**one product, one aggregated footprint value'** approach.

The data used to devise the range and distribution of the representative sample will not be sales or volume weighted.

Rationale

The purpose of defining the range and distribution is to represent the **choices the consumer will have available** 'on shelf'.

This method allows to rank products according to their Environmental impact and to **empower the Consumer** in its choice.

5. Extremes approach

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Approach

Aggregated Footprint Values **which fall at the extremes of the sample range will be 'cut off' at an appropriate level** (e.g. top/bottom 5% or 10%) and placed in an open ended category, i.e. zero → lower threshold, or higher threshold → infinity.

We thus **recommend a representation with a scale split in N ranks** (for example 5 for a A to E or 1 to 5) allowing this open ended approach.

Rationale

The observed and anticipated distribution of Aggregated Footprint Values within a segment is such that the extreme ends are likely to skew the distribution of EcoBeauty Scores towards the lower end, presenting a greenwashing risk, and reducing the ability of the consumer to make a choice at the shelf. Cutting off the extreme ends of the distribution allows the scoring methodology to focus on the core of the range, which contains the majority of products.

If/when during the application phase, Aggregated Footprint Values are calculated that sit beyond the extremes of the original range, they will also be placed in these open ended categories (Ex A and E).

Having a closed ended rating system (e.g. 0 to 100 out of 100) raises issues over adding products in the operational phase with Aggregated Footprint Values outside of the original bounds

6. Boundaries approach

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Approach

Thresholds between performance classes will be set at regular intervals between the top and bottom thresholds which define the extremes. These will be hard boundaries. No matter how close a product's Aggregated Footprint Value is to a boundary, it will be given its rating based on which side it falls.

Rationale

After cutting off the extremes of the range, the simplest to explain and fairest approach to dividing up the core range of Aggregated Footprint Values is into equal sections on the basis of the Aggregated Footprint Value.

For this core range there is a direct link between the environmental impact and the EcoBeauty Score.

Summary key components of the scoring methodology

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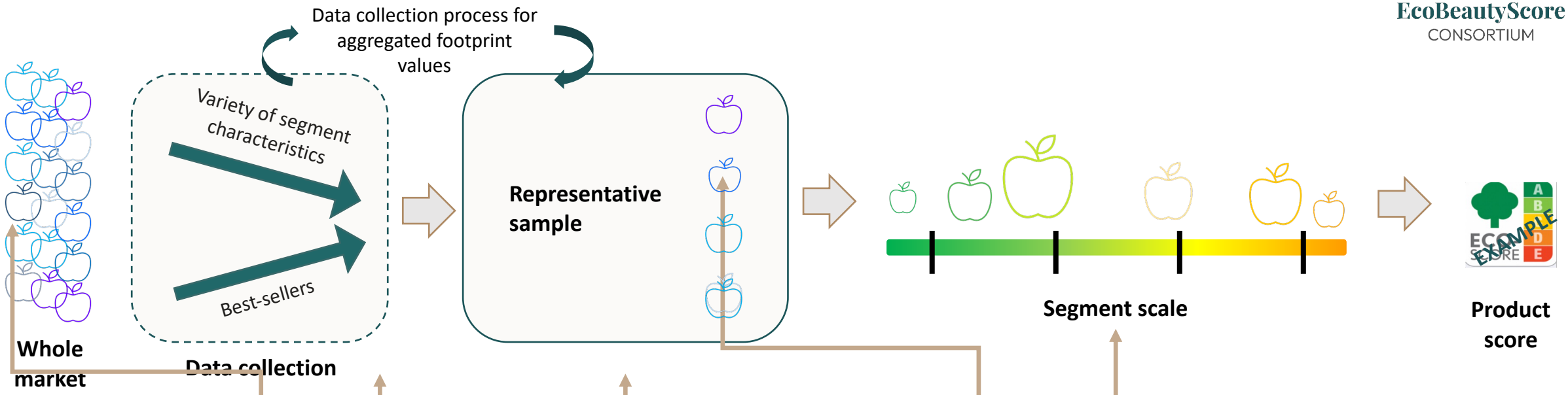

1. Portfolio assessment approach
2. Measure a representative sample of the market
3. Define representative along 2 axes:
   - Best seller
   - Variety characteristics
4. One product One value
5. Extremes to be 'tucked' into the ends of the scale
6. Equally spaced threshold boundaries which represent a hard cut-off

Environmental Scoring: Consumer testing

In summer 2022 TWG 2 conducted qualitative consumer testing to understand consumer interest and understanding of product environmental scoring, including clarity of 3 score design concepts

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3 SCORE DESIGN CONCEPTS

OBJECTIVES

Consumer interest, clarity, understanding, credibility at first sight in the design routes and in the narrative

FRANCE 3 FG online, 2h	CHINA 3 FG online, 2h	US 3 FG online, 2h
1 FG – design #1 1 FG – design #2 1 FG – design #3	1 FG – design #1 1 FG – design #2 1 FG – design #3	1 FG – design #1 1 FG – design #2 1 FG – design #3

About 5-6 people per group, 50+ consumers in total

In each country, each group starts with one route to give each route equal chances.
Other routes and alternatives are shown at the end of the group.

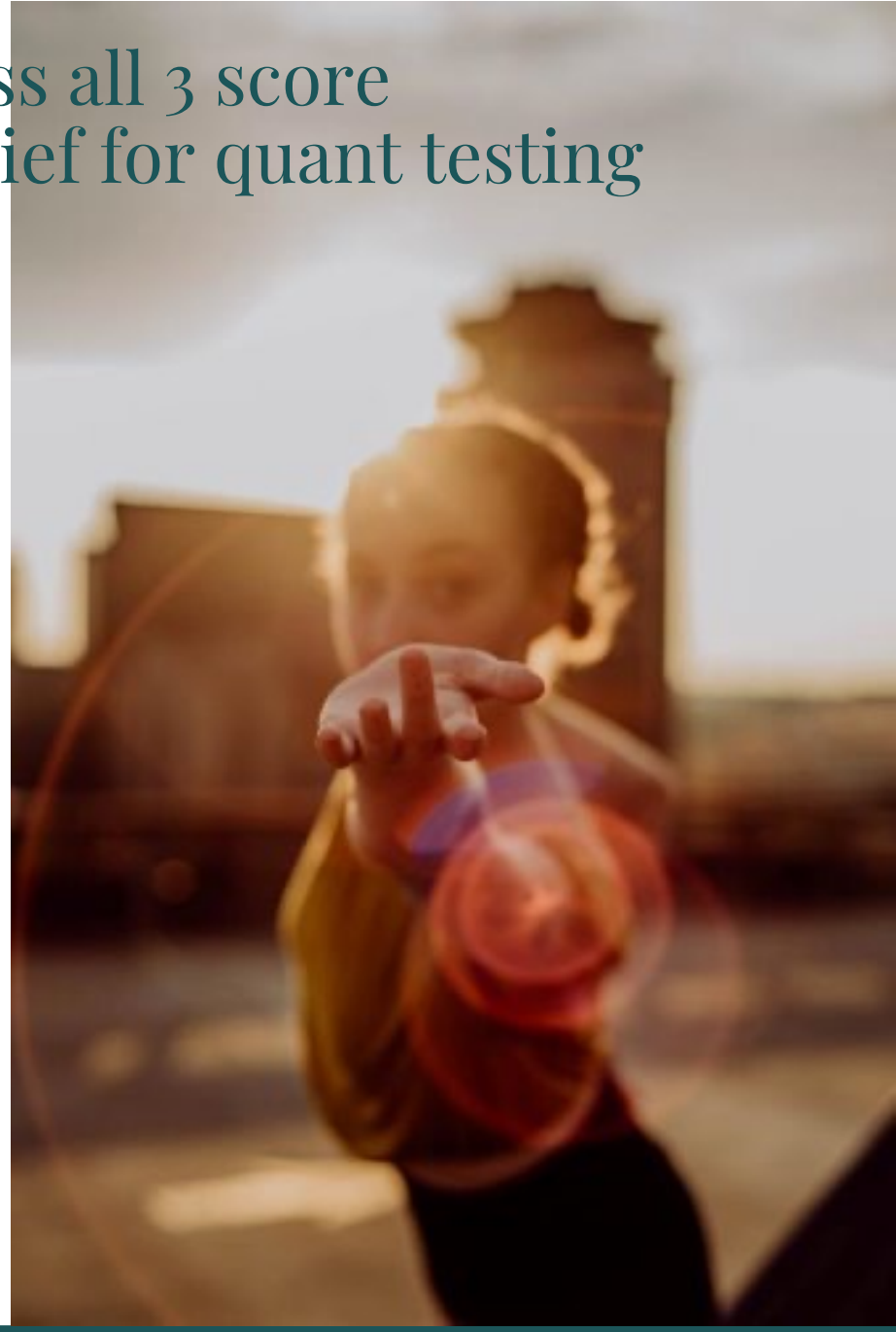
CONSUMER PROFILE

Women
30-50 yo (FR/US), 20-35 yo (CN)
Highly involved in hygiene & beauty
Mixing channels - selective and mass market brands in most HB categories
Mixed levels of knowledge / engagement
(medium to high, no militant)
Talkative, able to elaborate
National recruitment

This qualitative testing delivered insights across all 3 score designs which were translated into a design brief for quant testing

In summary, the insights from the qualitative testing tell us that we need to develop a score design & layout that is/has:

- **Unique** identity – has a distinctive personality, unique to EBS and the beauty industry
- **Familiarity** / universality – adopts a scale that consumers are used to seeing
- Easy to **understand** & to **read –** a score design that is intuitive and doesn't require an explanation
- Puts colors and scores in **context –** so that consumers are able to understand comparatively how a product scores (though also works in a single colour)
- Includes an element that helps to **link back to the environment** – e.g. sphere/circle or clearly mentions environmental impact, to ensure that it's not mixed up with clean beauty or any other existing scoring labels
- Maximum of **5 performance classes**



The initial designs were reworked according to the qual learnings and then put into quantitative consumer testing to validate them at scale

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Overall quant objective:

Further explore two score design options in terms of consumer interest, clarity, credibility and impact on behavior. Confirm and evaluate the relevancy of the design options, so as to be able to make a recommendation for the final lay-out, that will then be the socle for working on a comprehensive graphic charter and communication guidelines.

Specific objectives:

Further assess consumer interest and understanding :

- Interest for access to environmental information (i.e. hierarchy of information, depth of information, key themes to focus on…) and relevance of our scoring
- Preferred communication in locating score information across touch points (digitally and/or on pack) and in accessing additional information (QR code on pack, brand sites, dedicated app…)

4 Markets were tested:

France

USA

China

Brazil

The results from this quant test are still being analysed but initial signs are positive that we can align on a score design that would resonate across markets

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Real Data testing phase

Confidential

EBS internal testing phase covers the following

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Geographical scope — **Europe** — Default analysis (baseline + all sensitivity analysis **except regionalization** are focused on Europe region)

Member companies — **24** — Part of the RDTP have submitted products' data

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A total of more than **2 800** product items have been submitted on 4 categories for Europe sales zone

Hair Wash	Body Wash	Face Moisturize & Treat	Hair Treat
# **1000** product items	# **500** product items	# **700** product items	# **500** product items

+ analysis on more than 1500 global products

Agenda

Objectives of the Webinar	5’
Reminder of the public consultation objectives	5’
Methodologies and principles focus: • Footprinting • Scoring • RDTP	55'
Q&A	15'
Reminder of public consultation planning & next steps	10’

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Agenda

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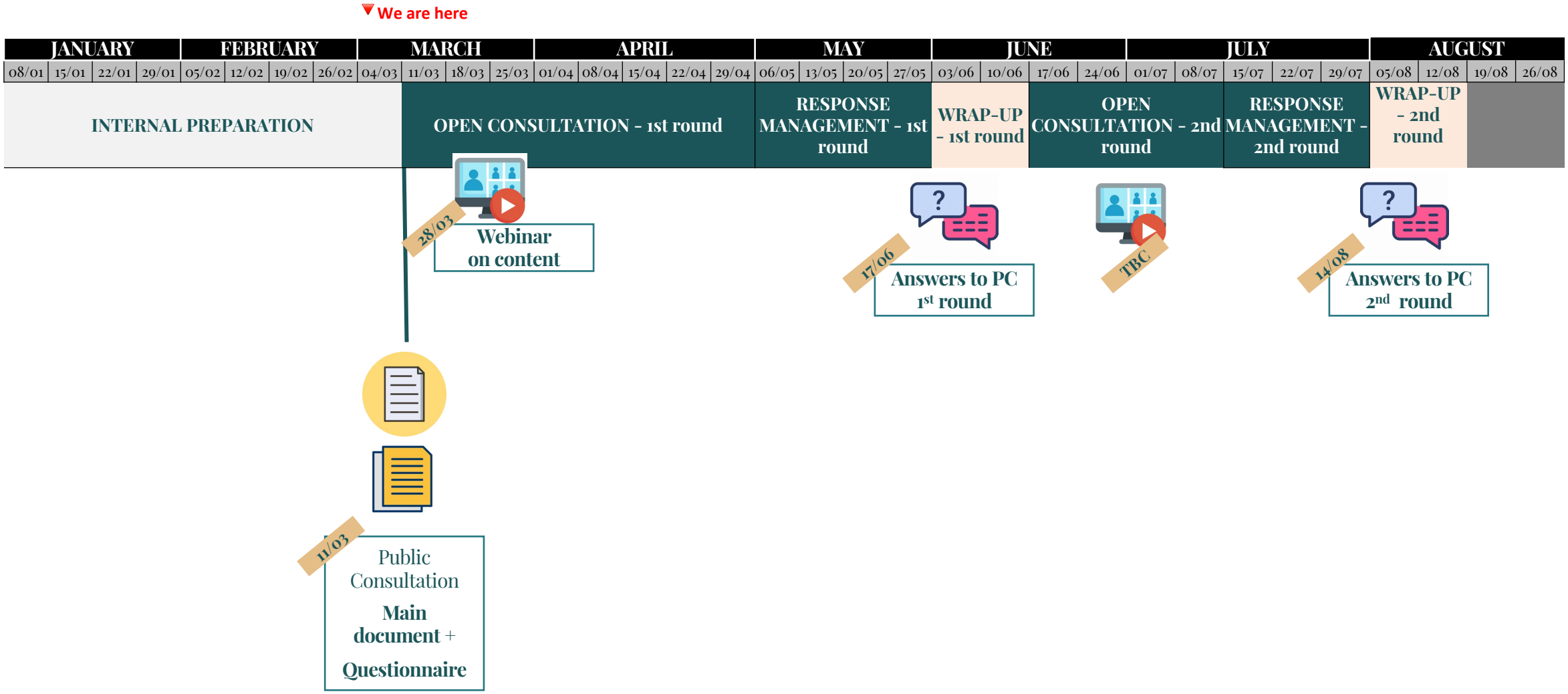
Reminder of public consultation planning & next steps	10’

The consultation opened on the 11th March for a period of 8 weeks until the 9th of May



Key dates

11th March	Consultation opens
13th March	Questionnaire released
28th March	Webinar
9th May	Consultation closes
17th June	Responses to consultation

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