



## General Submission Criteria

All companies entering any of the categories should carefully read the following:

- We accept, and encourage, self-nominations and also accept nominations for companies/ individuals from 3rd parties.
- All companies nominated will be required to complete a category specific submission in order to be considered by our judging panel.
- Submissions should not exceed 1000 words per category.
- Please consider the following headings within your submission:
  - Strategy
  - Delivery
  - Innovation
  - Research & Development
  - Results, Cultural Change
  - Please include one Stand Out Statistic
- Submissions should be category-specific, you should not use the same entry for multiple categories.
- In your submissions, you must provide a clear illustration of how the company's sustainability strategy is upheld throughout their core business activities.
- Your submission should also include results and metrics that demonstrate the long-term commitment to sustainable business transformation.
- Category winners are announced at the awards ceremony taking place in June 2022.
- From the approved entries submitted, the ESG judging panel will review each nomination and score them accordingly, based on the category description.



## 2022 Categories

### Table of Contents

- 3 | ESG Company Award (Start Up)
- 4 | ESG Company Award (SMEs)
- 5 | ESG Company Award (Enterprise)
- 6 | Biodiversity Initiative Award
- 7 | Circular Economy Award
- 8 | Climate Finance Initiative Award
- 9 | Diversity, Equality & Inclusion Initiative
- 10 | Employee Experience Award
- 11 | Energy Efficiency Initiative Award
- 12 | ESG Finance Award
- 13 | ESG Investment Award
- 14 | Good Governance Award
- 15 | Net Zero Carbon Award
- 16 | Social Responsibility Project
- 17 | Sustainable Supply Chain Award
- 18 | Overall ESG Company (Grand Prix Award)
- 19 | ESG Leader Award



## ESG Company Award (Start Up)

This category will recognise Start up companies (companies with <10 employees). Our judges will recognise individual companies making exceptional contributions towards creating a set of Environmental, Social & Governance strategies with impactful actions and results for its stakeholders at every level.

### Our judges will be looking for:

- A clear illustration of the company's environmental strategy, contribution to various environment-friendly initiatives to improve conservation, restoration, sustainable use of the terrestrial ecosystems and reduction of carbon footprints.
- How do the company's social policies impact the livelihood of key stakeholders, community activities and employees.
- What is the company's approach to governance and ensuring transparency at every level?



## ESG Company Award (SMEs)

This category will recognise SME companies (companies with 10 - 250 employees). Our judges will recognise individual companies making exceptional contributions towards creating a set of Environmental, Social & Governance strategies with impactful actions and results for its stakeholders at every level.

### Our judges will be looking for:

- A clear illustration of the company's environmental strategy, contribution to various environment-friendly initiatives to improve conservation, restoration, sustainable use of the terrestrial ecosystems and reduction of carbon footprints.
- How do the company's social policies impact the livelihood of key stakeholders, community activities and employees.
- What is the company's approach to governance and ensuring transparency at every level?



## ESG Company Award (Enterprise)

This category will recognise Enterprise companies (companies with 250+ employees). Our judges will recognise individual companies making exceptional contributions towards creating a set of Environmental, Social & Governance strategies with impactful actions and results for its stakeholders at every level.

### Our judges will be looking for:

- A clear illustration of the company's environmental strategy, contribution to various environment-friendly initiatives to improve conservation, restoration, sustainable use of the terrestrial ecosystems and reduction of carbon footprints.
- How do the company's social policies impact the livelihood of key stakeholders, community activities and employees.
- What is the company's approach to governance and ensuring transparency at every level?



## Biodiversity Initiative Award

The Biodiversity Initiative Award will recognise the outstanding contribution of the company to conservation at local, national and international levels. The successful company will make a conscious effort to raise awareness about biodiversity and how it relates to their sustainable business goals.

### Our judges will be looking for:

- The company must raise awareness and highlight the importance of biodiversity in all areas of life.
- The successful company will go above and beyond within their local community in terms of championing biodiversity.
- This award will be granted to a company whose products or services have made a significant effort to combat the effects of climate change on biodiversity or who have measurably enhanced biodiversity on their own properties or have collaborated to improve it within their local communities.



## Circular Economy Award

This award recognises and celebrates the organisations and entrepreneurs that are re-thinking the way we make, use and re-use materials to advance a circular economy.

### Our judges will be looking for:

- Has the company enacted products or systems to promote a circular economy, such as green packaging innovations, product designs that are easily reused, repaired, or recycled or produced from recycled materials, etc?
- How does this company's strategy differ from "traditional" business practices, and is it sustainable in the long-term?
- Is there evidence that the company has avoided or minimised its waste production as a direct result of its circular economy strategy?



## Climate Finance Initiative Award

The Climate Finance Initiative Award will be awarded to a company that has invested with climate finance as the core consideration and initiatives that actively contribute to progress on climate change.

### Our judges will be looking for:

- Has the company harnessed collective intelligence to increase private and public investments and assist investors in achieving sustainable, low carbon, green growth.
- Has the company highlighted the role of sustainable alternatives and the importance of curbing emissions at all levels? It should demonstrate how climate finance in general can be used to complement large-scale investments in low-carbon infrastructure, for example.
- Showcase how the company is allocating finances for climate change mitigation and adaptation projects and programmes.



## Diversity, Equality & Inclusion Initiative

The Diversity, Equality & Inclusion Initiative will be awarded to a company that can demonstrate a holistic and long-term commitment to Diversity, Equality & Inclusion (D&I) within its culture. Recognising a company that is at the forefront of improving the lives of their employees while also enhancing the civic environment in which they operate.

### Our judges will be looking for:

- Representation of diversity at all levels of the organisation
- Equal access to opportunity, fair treatment practices, diversity education and training.
- The company should details how implementing this initiative has positively impacted on its business.



## Employee Experience Award

The winner of the Employee Experience award must value and prioritise their employee experience and have demonstrable evidence thereof. The successful nominee should deliver a world-class employee experience to deliver outstanding results.

### Our judges will be looking for:

- ◆ Does the company foster a positive work environment and relationship with its employees? We define the employee experience as the total of all interactions an employee has with their work environment and culture.
- ◆ Are employees at the nominated company recognised and rewarded for good work, and does the company have a high rate of retention?
- ◆ Support for parents and flexible working arrangements;
- ◆ Psychological safety and effective health and wellbeing programmes;
- ◆ Has the company put smart or hybrid [flexible] working initiatives in place or is it working towards doing so?



## Energy Efficiency Initiative Award

The Energy Efficiency Initiative Award will be given to a company that makes a continued and significant attempt to adopt practical energy efficient strategies. The footprint left by the successful company will be green, and leave a shining example to others.

### Our judges will be looking for:

- The company has made a traceable effort to reduce its carbon emissions, and to prioritise green alternatives to traditional business practices.
- There will be a continued attempt by the successful company to value a reduction in energy consumption over easier alternatives.
- There should be evidence of a commitment to protecting natural resources and the environment in business practices and staff policies.



## ESG Finance Award

The recipient of the ESG Finance Award must prioritise the modern problems of climate change and societal inequality (and how they interlink) in its work. The successful company will recognise the importance of revolutionising business in a manner that aims to make the business world financially accessible to future generations.

### Our judges will be looking for:

- Do you offer green loans? The purpose of the loan must be to finance projects including but not limited to renewable energy, energy efficiency, clean transportation, green buildings, biodiversity conservation, sustainable water and waste management.
- Are you involved in the issuance of green bonds, where the money targets an environmentally friendly project?
- Has the company engaged in sustainability-linked finance? Sustainability-linked finance is designed to incentivise the borrower's achievement of environmental, social, or governance targets through pricing incentives?



## ESG Investment Award

The ESG Investment Award will celebrate sustainable investment propositions. The successful nominee in this category will provide evidence of positively contributing towards the uptake and success of sustainable investment practices.

### **Our judges will be looking for:**

- This award is open to fund managers, pension providers and financial institutions offering ESG focussed investment products and services.
- Proof of excellence in ESG investing in terms of research, ratings, investment solutions and initiatives that help generate a positive impact on the integrity, growth and success of ESG investments.
- The award will be given to companies who are at the forefront of making a positive impact on society - with a major focus on the long-term benefits of investing in companies with a strong sustainable and ESG record.



## Good Governance Award

The Good Governance Award will recognise a company who has set an exceptional example in terms of transparently managing its business practices.

### Our judges will be looking for:

- Does the company acknowledge, encourage and promote good governance practice in the area of annual reports?
- Has the company established a clear set of guidelines that has made its compliance and regulation journey easy to follow both for itself and for others?
- Published ESG metrics
- Does the company have a comprehensive set of policies covering key risk areas that are publicly available?



## Net Zero Carbon Award

The Net Zero Carbon Award will honour a company that has a firm target in place to realistically help it achieve net zero carbon emissions. The award honouree would also provide evidence of new strategies enacted to aid its sustainability mission, including encouraging the engagement of partners on its net zero journey.

### Our judges will be looking for:

- The company must have mapped and disclosed its carbon footprint, including direct and indirect emissions. (Scope 1, 2 and 3);
- The company must have a clear, long-term strategy, and commitment to achieving zero carbon emissions in its business practices. A transition plan with clear milestones set to achieve net carbon zero by 2040 must be in place. Simply offsetting carbon emissions will not be enough to win this award;
- Transition plan showing steps and milestones to achieving Net Zero in its business practices;
- Has the carbon footprint reduction strategy been analysed and is it projected to be significantly lower and/or make a difference to the environment?
- Was there an awareness scheme on the net zero journey of the nominated company, and was the business involved on all levels, from boardroom to employees?



## Social Responsibility Project

The recipient of the Social Responsibility Project award must demonstrate a measurable positive impact one or more of the social SDGs within partner companies or communities awareness of the social injustices that exist within our society and provide evidence of attempts to mitigate their effects not only in the workplace but on a wider societal level.

### Our judges will be looking for:

- Did the company work to reduce its carbon footprint or introduce initiatives that benefit society?
- Did the company make socially and environmentally conscious investments, or participate in Fairtrade deals?
- Has the company demonstrated an understanding of the need for a diverse and inclusive workplace?



## Sustainable Supply Chain Award

The Sustainable Supply Chain Award will recognise companies that prioritise sustainability as a core part of its supply chain strategy and are working to achieve measurable, sustainability goals within their own business operations, from supply chains to product lifecycle management.

### Our judges will be looking for:

- Commitment to sustainable partnerships, ethical practices, improving the environment and protecting human rights as an integral part of the business strategy.
- The development of a long-term sustainable approach to the supply chain that also incorporates and is communicated to the business partners.
- The effectiveness of a sustainable business has an obvious impact and there is a company-wide commitment to the strategy.



## **Overall ESG Company (Grand Prix Award)** NOT OPEN FOR NOMIATIONS

The company that is named Overall ESG Company (Grand Prix Award) is the company that has excelled in all areas of ESG according to our judging panel.

### **Our judges will be looking for:**

- A clear illustration of the company's environmental strategy, contribution to various environment-friendly initiatives to improve conservation, restoration, sustainable use of the terrestrial ecosystems and reduction of carbon footprints.
- How do the company's social policies impact the livelihood of key stakeholders, community activities and employees.
- What is the company's approach to governance and ensuring transparency at every level?



## **ESG Leader Award**

### **NOT OPEN FOR NOMIATIONS**

The ESG Leader Award will recognise an individual who has set an exceptional example in sustainability leadership.