



BALLINA BUSINESS EXCELLENCE AWARDS

2024 Business Awards Categories and Questions

The 2024 Business Awards Program recognises growth, entrepreneurship and tenacity. We are excited to celebrate business success across New South Wales.

Entering the business awards program is a rewarding experience. It provides an opportunity for businesses to reflect on the goals, strategies and teamwork that have shaped business success as well as the employees and leaders who have worked hard to drive business outcomes and business longevity.

Categories Local and Regional only

(Winners from the following categories progress from Local Awards to Regional Awards)

1. Excellence in Retail and Personal Services
2. Excellence in Trade, Construction & Manufacturing
3. Excellence in Business & Professional Services
4. Excellence in Health, Care & Wellness Industries
5. Excellence in Agriculture & Primary Industries
6. Excellence in Tourism, Recreation and Visitor Experience

Categories – Local, Regional and State

(All winners in the following categories progress through Local and Regional Awards to State Awards)

1. Outstanding Employee
2. Outstanding Young Business Leader
3. Outstanding Business Leader (20 employees and under)
4. Outstanding Business Leader (over 21 employees)
5. Excellence in International Business
6. Employer of Choice - under 20 employees
7. Employer of Choice - 21 employees and over
8. Excellence in Innovation
9. Excellence in Sustainability
10. Outstanding Community Organisation
11. Outstanding Visitor Experience (Regional Only)
12. Outstanding New Business
13. Excellence in Diversity & Inclusion
14. Excellence in Micro Business (less than 5 employees)
15. Excellence in Small Business (5-20 employees)
16. Excellence in Large Business (21+ employees)
17. Business of the Year

Local & Regional Awards Categories and Questions

CATEGORY:

- 1. Excellence in Retail and Personal Services
 - 2. Excellence in Trade, Construction & Manufacturing
 - 3. Excellence in Business & Professional Services
 - 4. Excellence in Health, Care & Wellness Industries
 - 5. Excellence in Agriculture & Primary Industries
 - 6. Excellence in Tourism, Recreation and Visitor Experience
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Questions

1. Explain how you have achieved excellence in your nominated category.
Maximum word count: 350
2. Detail what your business goals and key milestones were for the previous 12 months and how you achieved all or part of them. *Maximum word count: 300*
3. Provide an overview of the key features of your business plan including goals, innovations, strategies and projected outcomes for the future.
Maximum word count: 300
4. Describe why your product or service offering is unique within your industry and differentiates your business from competitors. *Maximum word count: 400*
5. Demonstrate how your business contributes to the local economy in your region. *Maximum word count: 400*

6. Outline the key challenges your business has faced over the past 12 months and explain how you have managed the impact of these challenges on your workforce and external stakeholders, as well as the impact they have had on your strategic direction. *Maximum word count: 400*

All Program Awards Categories and Questions

Outstanding Employee

The Outstanding Employee Award recognises an inspirational employee who has demonstrated a passion for their role and a commitment to their workplace and the community. It is open to businesses to nominate an employee.

Entry criteria

Employers are required to highlight their employees' commitment over the past 12 months to their workplace, the community and to being an outstanding employee. To be eligible to enter this category, the employee must have been employed by their current employer for a minimum of 18 months, at the time of entry.

Additional T&C's

In addition to the general T&Cs, the following apply to this category:

- Should the entrant leave the organisation before the Regional or State Gala event, they will not be eligible to receive an award.

Award eligibility check box

- ✓ The employee has been employed by their current employer for at least 18 months at the time of entry.
- ✓ The employee is not a Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I or the employee have not been a judge in this category in 2023.
- ✓ I or the employee am not a judge in the 2024 Business Awards program.

Questions

Entrants' full name:

Current job title:

Name of the organisation or business you work for:

Commencement of employment date:

1. Provide a brief profile, including their current role and scope of responsibilities. *Maximum word count: 200*
2. Outline their measurable achievements and key milestones while with the business. *Maximum word count: 300*
3. Outline how the employee demonstrates integrity and professionalism in the workplace. *Maximum word count: 300*
4. Detail the specific activities and initiatives they have undertaken that have demonstrated a passion for their role and a commitment to the workplace and/or the community. *Maximum word count: 400*

5. Outline the reasons why they are an outstanding employee. *Maximum word count: 400*

2. Outstanding Young Business Leader (35 and under)

The Outstanding Young Business Leader Award recognises an inspirational business leader aged 35 or under at the time of entry who has demonstrated a commitment to their workplace, industry, and the community through leadership.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to creating a smarter and more inclusive future and to being an outstanding business leader. To be eligible to enter this category, the individual must have held a management position within their organisation for a minimum of 18 months at the time of entry.

Award eligibility check box

- ✓ I am aged 35 years or under at the time of entry.
- ✓ I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I have not been a judge in this category in 2023.
- ✓ I am not a judge in the 2024 Business Awards program.

Questions

Entrants' full name:

Current job title:

Date of birth:

Name of your organisation or business:

1. Provide a brief profile, including your current role and scope of responsibilities. *Maximum word count: 200*
2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry, or community to create a smarter and more inclusive future, with examples of how you have used your leadership skills. *Maximum word count: 400*
3. Describe the key challenges you have faced as a young business leader and how you overcame them. *Maximum word count: 300*
4. Provide an overview of your five-year goals and strategies for future business growth, detailing how you are working towards achieving them. *Maximum word count: 300*
5. Outline the reasons why you are an outstanding young business leader. *Maximum word count: 400*

3. Outstanding Business Leader (36 and over)

The Outstanding Business Leader Award recognises an inspirational business leader aged 36 years or over at the time of entry who has demonstrated a commitment to their workplace, industry, and the community through leadership, whilst providing mentorship to others.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to creating a smarter and more inclusive future and to being an outstanding mentor and business leader. To be eligible to enter this category, the individual must have held senior management or executive level position within their organisation for a minimum of 18 months at the time of entry.

Award eligibility check box

- ✓ I am aged 36 or over years at the time of entry.
- ✓ I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I have not been a judge in this category in 2023.
- ✓ I am not a judge in the 2024 Business Awards program.
- ✓ This business has 20 employees or under on the payroll in Australia at the time of entry.

Questions

Entrants' full name:

Current job title:

Date of birth:

Name of your organisation or business:

1. Provide a brief profile, including your current role and scope of responsibilities. *Maximum word count: 200*
2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry or community to create a smarter and more inclusive future, with examples of how you have used your leadership skills. *Maximum word count: 400*
3. Describe the key challenges you have faced as a business leader and how you overcame them. *Maximum word count: 300*
4. Provide an overview of your five-year goals and strategies for future business growth, detailing how you are working towards achieving them. *Maximum word count: 300*
5. Outline the reasons why you are an outstanding business leader, including the ways in which you provide mentorship to others. *Maximum word count: 400*

4. Outstanding Business Leader – 21 Employees and Over

The Outstanding Business Leader Award recognises an inspirational business leader aged 36 years or over at the time of entry who has demonstrated a commitment to their workplace, industry, and the community through leadership, whilst providing mentorship to others.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to creating a smarter and more inclusive future and to being an outstanding mentor and business leader. To be eligible to enter this category, the individual must have held senior management or executive level position within their organisation for a minimum of 18 months at the time of entry.

Award eligibility check box

- ✓ I am aged 36 or over years at the time of entry.
- ✓ I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I have not been a judge in this category in 2023.
- ✓ I am not a judge in the 2024 Business Awards program.
- ✓ This business has 21 employees or over on the payroll in Australia at the time of entry.

Questions

Entrants' full name:

Current job title:

Date of birth:

Name of your organisation or business:

6. Provide a brief profile, including your current role and scope of responsibilities. *Maximum word count: 200*
7. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry or community to create a smarter and more inclusive future, with examples of how you have used your leadership skills. *Maximum word count: 400*
8. Describe the key challenges you have faced as a business leader and how you overcame them. *Maximum word count: 300*
9. Provide an overview of your five-year goals and strategies for future business growth, detailing how you are working towards achieving them. *Maximum word count: 300*
10. Outline the reasons why you are an outstanding business leader, including the ways in which you provide mentorship to others. *Maximum word count: 400*

5. Excellence in International Business

The Excellence in International Business Award recognises a business that exports its products or services internationally, in order to build a positive reputation for Australian products and services and to deliver opportunities for business growth and success.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months across the key area of export.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ The business has been exporting internationally for two years or more at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Outline your measurable export success over the past 12 months. *Maximum word count: 400*
2. Identify how your business differentiates its products or services from that of your competitors and how you are maintaining and improving this advantage. *Maximum word count: 400*
3. Describe how you are building a positive reputation for Australian products and services in international markets. *Maximum word count: 400*
4. Summarise the key features of your international marketing strategy over the past 12 months and the role it has played in your export success. *Maximum word count: 400*
5. What are your export earnings as a proportion of total sales revenue? *Maximum word count: 200*

6. Employer of Choice – Under 20 Employees

The Employer of Choice Award – Under 20 Employees, recognises a business that has implemented strategies and initiatives to create a stimulating and supportive workplace environment.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months across the key areas of employee recruitment, engagement and retention. Category criteria are based on initiatives that have had a positive impact on both employees and the business.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 20 or fewer employees on the payroll in Australia at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. What are the initiatives you have undertaken to develop a positive workplace culture within your business? *Maximum word count: 400*
2. Describe how your business adopts inclusive practices and recognises the needs of a diverse workforce, including examples. *Maximum word count: 400*
3. Excluding business growth or expansion, what percentage of staff turnover has there been in your business in the previous 12 months and what are the reasons for this turnover? *Maximum word count: 300*
4. How does your business empower its workforce to develop their skills, contribute to a positive workplace culture and deepen their engagement with the business and the community? *Maximum word count: 400*
5. Detail measurable evidence outlining how these initiatives make you an employer of choice. *Maximum word count: 400*

7. Employer of Choice – 21 Employees and Over

The Employer of Choice Award – Over 20 Employees, recognises a business that has implemented strategies and initiatives to create a stimulating and supportive workplace environment.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months across the key areas of employee recruitment, engagement and retention. Category criteria are based on initiatives that have had a positive impact on both employees and the business.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 21 or more employees on the payroll in Australia at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. What are the initiatives you have undertaken to develop a positive workplace culture within your business? *Maximum word count: 400*
2. Describe how your business adopts inclusive practices and recognises the needs of a diverse workforce, including examples. *Maximum word count: 400*
3. Excluding business growth or expansion, what percentage of staff turnover has there been in your business in the previous 12 months and what are the reasons for this turnover? *Maximum word count: 300*
4. How does your business empower its workforce to develop their skills, contribute to a positive workplace culture and deepen their engagement with the business and the community? *Maximum word count: 400*
5. Detail measurable evidence outlining how these initiatives make you an employer of choice. *Maximum word count: 400*

8. Excellence in Innovation

The Excellence in Innovation Award recognises a business that has implemented innovative solutions for new and existing needs through the introduction or improvement of a product, technology, or application that impacts the wider community.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of innovation.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Outline the innovation implemented and how it has addressed a new or existing need. *Maximum word count: 400*
2. Describe why the innovation is unique within your industry and how it differentiates your business from its competitors. *Maximum word count: 300*
3. Describe how the innovation was received by the market and external stakeholders. *Maximum word count: 300*
4. Demonstrate how the innovation has or is likely to have a positive impact on business or the community. *Maximum word count: 400*
5. Provide measurable evidence of how the innovation has improved the identified need, driven growth and contributed to the success of your business. *Maximum word count: 400*

9. Excellence in Sustainability

The Excellence in Sustainability Award recognises a business that has demonstrated its commitment to sustainable business practices and is working to reduce the impact of its operations on the environment.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months at time of entry across the key area of environmental sustainability. Category criteria are based on initiatives and projects executed within the business not related to its core offering.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Outline your business sustainability goals and objectives including measurable targets. *Maximum word count: 300*
2. Outline the initiatives you have implemented to achieve sustainable practices within your business. *Maximum word count: 300*
3. Describe your sustainability achievements over the past 12 months including environmental outcomes. *Maximum word count: 300*
4. Describe how you involve your workforce and external stakeholders in your sustainability initiatives. *Maximum word count: 400*
5. Detail measurable evidence explaining how your business sustainability practices have improved business operations, driven growth and/or contributed to the success of your business. *Maximum word count: 400*

10. Outstanding Community Organisation

The Outstanding Community Organisation Award recognises an organisation that works to improve the social, cultural, or environmental wellbeing of the community.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to being an outstanding community organisation. This category is open to social enterprises and not-for-profit organisations that have been trading for a period of over 24 months at time of entry.

Award eligibility check box

- ✓ The organisation has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.
- ✓ The organisation has not entered the categories of Outstanding New Business, Excellence in Micro Business, Excellence in Small Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Explain the social purpose of your organisation and how it contributes to the social, cultural, or environmental wellbeing of the community. *Maximum word count: 300*
2. Provide an overview of your organisation, including the product or service you deliver within the community. *Maximum word count: 200*
3. Provide an overview of the key features of your business development strategy and projected outcomes for the future. *Maximum word count: 300*
4. Demonstrate how your organisation contributes to the local economy in your region. *Maximum word count: 400*
5. Outline the key challenges your organisation has faced over the past 12 months and explain how you have managed the impact of these challenges. *Maximum word count: 400*

11. Outstanding Visitor Experience – Regional Only

The Outstanding Visitor Experience award recognises a business that understands the importance of visitor engagement for a region's economy* and reputation. The business needs to articulate how they promote the Region as well as offering an exceptional visitor experience.

Entry criteria

Entrants are required to demonstrate how their business showcases the Region/community and how their offering is unique within their industry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.
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Questions

1. Provide an overview of your business and your target market/s. *Maximum word count: 200*
2. Describe why your service offering is unique within your industry and differentiates your business from competitors. *Maximum word count: 300*
3. Outline your customer service strategy and how your business implements this strategy to ensure visitor satisfaction. *Maximum word count: 300*
4. Demonstrate how your business attracts and engages visitors to the Region, including measurable targets. *Maximum word count: 400*
5. Provide an overview of the key features of your strategy and plans related to the visitor economy* in the next twelve months, at the time of entry. *Maximum word count: 400*

**The visitor economy encompasses the direct and indirect contributions to the economy resulting from a person (a visitor) travelling outside their normal place of residence. (NSW Visitor Economy Strategy 2030)*

12. Outstanding New Business

The Outstanding New Business Award recognises a start-up business that has effectively driven growth and is able to demonstrate the potential to achieve future success.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to being an outstanding start-up. This category is open to new businesses trading for a period of less than 24 months at time of entry.

Award eligibility check box

- ✓ This business has been trading for a period of less than two years and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has not been purchased or acquired and is not part of a franchise.
- ✓ The business has not entered the categories of Outstanding Community Organisation, Excellence in Micro Business, Excellence in Small Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Provide an overview of your new business including the product or service delivered to the market, how you identified it as a market need and who your target customer is. *Maximum word count: 200*
2. Provide an overview of the key features of your business development strategy and projected outcomes for the future. *Maximum word count: 300*
3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors. *Maximum word count: 300*
4. Detail the measurable growth and key milestones you have achieved since launching your business. *Maximum word count: 400*
5. Describe the key challenges your business has faced as a new business and how you overcame them. *Maximum word count: 400*

13. Excellence in Diversity and Inclusion

This Excellence in Diversity and Inclusion Award recognises businesses that address the needs of a diverse community, including seniors, people from Culturally and Linguistically Diverse (CALD) backgrounds, and people with disability. An inclusive business facilitates the needs of all its employees and customers.

Entry Criteria

Entrants are required to demonstrate their commitment over the past 12 months at the time of entry to address the needs of a diverse community. This category is open to businesses that have been trading for a continuous period of two or more years.

Award eligibility check box

- ✓ The organisation has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Outline your current staff level and diversity – including employees with disability, older people (over 55), women, young people (18-24 years), Aboriginal and Torres Strait Islander people and people from CALD backgrounds. *Maximum word count: 200*
2. Identify and describe your positive and/or proactive inclusive practices within the business that go beyond regulatory compliance. *Maximum word count: 350*
3. Describe your HR and employment hiring practices that demonstrate your commitment to being an inclusive employer. *Maximum word count: 350*
4. Identify and describe how your business has created an accessible and inclusive environment that is welcoming for customers with a disability, seniors, and people from CALD backgrounds. *Maximum word count: 400*
5. Explain why your business embarked on being more accessible and inclusive and describe what further actions you will take in the future to become more accessible and inclusive to employees and customers. *Maximum word count: 400*

14. Excellence in Micro Business

The Excellence in Micro Business Award recognises a business that has effectively driven growth and is able to demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of business excellence. This category is open to businesses with less than 5 employees at the time of entry, who have been trading for a period of over 24 months at time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has less than 5 employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Small Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the previous 12 months and how you achieved all or part of them. *Maximum word count: 300*
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future. *Maximum word count: 400*
3. Describe why your product or service offering is unique within your industry and how it differentiates your business from its competitors. *Maximum word count: 400*
4. Demonstrate how your business contributes to the local economy in your region. *Maximum word count: 400*
5. Outline the key challenges your business has faced over the past 12 months from time of entry and explain how you have managed the impact of these challenges on your workforce and external stakeholders, as well as the impact they have had on your strategic direction. *Maximum word count: 400*

15. Excellence in Small Business

The Excellence in Small Business Award recognises a business that has effectively driven growth and is able to demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of business excellence. This category is open to businesses with 5 to 20 employees at the time of entry, who have been trading for a period of over 24 months at the time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 5 to 20 employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the previous 12 months at the time of entry and how you achieved all or part of them. *Maximum word count: 300*
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future. *Maximum word count: 400*
3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors. *Maximum word count: 400*
4. Demonstrate how your business contributes to the local economy in your region. *Maximum word count: 400*
5. Outline the key challenges your business has faced over the past 12 months at the time of entry and explain how you have managed the impact of these challenges on your workforce and external stakeholders, as well as the impact they have had on your strategic direction. *Maximum word count: 400*

16. Excellence in Large Business

The Excellence in Large Business Award recognises a business that has effectively driven growth and is able to demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months across the key area of business excellence. This category is open to businesses with 21 or more employees at the time of entry, who have been trading for a period of over 24 months at time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 21 or more employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Small Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the previous 12 months at the time of entry and how you achieved all or part of them. *Maximum word count: 300*
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future. *Maximum word count: 400*
3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors. *Maximum word count: 400*
4. Demonstrate how your business contributes to the local economy in your region. *Maximum word count: 400*
5. Outline the key challenges your business has faced over the past 12 months at the time of entry and explain how you have managed the impact of these challenges on your workforce and external stakeholders, as well as the impact they have had on your strategic direction. *Maximum word count: 400*

17. Business of the Year

Business of the Year is open to all winners of the following categories:

- Excellence in International Business
- Employer of Choice Under 20 Employees
- Employer of Choice Over 20 Employees
- Excellence in Innovation
- Outstanding Sustainability
- Excellence in Diversity & Inclusion
- Excellence in Micro Business
- Excellence in Small Business
- Excellence in Large Business

This award is awarded to a Business that has been judged to be an outstanding business, that has provided an entry that demonstrates achievements and excellence over and above all other entrants. This award will be judged by a panel of three judges that have not judged any other entries in the awards.

For more information

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