

About the Sustainability Impact Awards

The inaugural Sustainability Impact Awards was officially launched on 1 February 2023, and is jointly presented by The Business Times (BT) and UOB to recognise and celebrate the people and businesses that have made a significant positive impact on the environment and societal well-being through their sustainability initiatives. The Centre for Governance and Sustainability (CGS) at the National University of Singapore Business School is Knowledge Partner for the Awards.

Award Categories and Assessment Criteria

INDIVIDUAL CATEGORY

Awards

1. Impact Leader of the Year
2. Individual Excellence Award

Eligibility

- Individuals should be based in Singapore.
- Individuals from entities with a clear enterprise purpose, including business enterprises, social enterprises, GLCs, charities and NGOs, are welcomed to participate.
- Individuals should meet the Terms and Conditions stated in the Nomination Declaration form.

Assessment Criteria

The following framework and criteria will be used to measure Sustainability Impact:

| Core Attributes |
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| <p>Significance:</p> <ul style="list-style-type: none">• Individuals should demonstrate the significance of the actual environmental and/or social outcome resulting from the implementation of the projects/initiatives/programmes he/she led.• Significance in fulfilling the need for the community should be highlighted and articulated. The need could come from the individual's enterprise or the society.• Indirect impact that results in improving profitability need not necessarily be included. <p>Leadership:</p> <ul style="list-style-type: none">• Individuals must demonstrate his/her leadership in effectively implementing the projects/initiatives/programmes. |

- Individuals who have implemented pioneering projects/initiatives/programmes and have influenced a large scale of stakeholders will be awarded bonus points.

Essential Attributes

Advocacy:

- Individuals should demonstrate how he/she has advocated to create change as well as how he/she engaged and motivated internal and external stakeholders. For example, how did he/she influence business strategies / decisions / public policy / employees' behaviours / policy makers etc.

Scope:

- Individuals must demonstrate how the projects/initiatives/programmes he/she led positively affected the local community in Singapore. Individuals who have extended impact beyond Singapore to reach a larger scope will be awarded bonus points, based on how large the impact is.

Duration:

- Duration of the impact refers to the period that relevant stakeholders experienced the outcome. This award values both short- and long-term impact.

Depth:

- Depth of the impact refers to the degree of change in the outcome level experienced by relevant stakeholders. Examples could be the degree of improving the lives of local communities, the degree of improving energy efficiency.

Good Governance (Prerequisite)

Governing Leadership:

- Individuals should show how he/she upholds a strong mission and vision of his/her enterprise, ensuring leaders of every level are committed to fairness, transparency, diversity, equity, and inclusion.

Engagement of Stakeholders:

- Individuals should demonstrate his/her practices regarding stakeholder engagement. This includes but not limited to practices to enhance participation of internal stakeholders and actions to engage external stakeholders.

Compliance:

- Individuals should demonstrate that he/she does not have any outstanding charges.

Evaluation

- Individuals will be evaluated based on the social and/or environmental outcome attributed to his/her efforts instead of the size or the impact of his/her enterprise.
- The Individual category will honour individuals who have shown singular excellence in environmental or social aspects as well as individuals who have shown excellence in both aspects.

ENTERPRISE CATEGORY

Awards

Small Medium Enterprise (SME)

- Impact Enterprise of the Year
- Impact Enterprise Excellence Award

Large Enterprise

- Impact Enterprise of the Year
- Impact Enterprise Excellence Award

Eligibility

- Enterprises should be registered and based in Singapore.
- The Enterprise category is further subdivided into awards for Small and Medium Enterprises (SMEs) and Large Enterprises.
 - According to Enterprise Singapore, SMEs refer to enterprises which have revenue of up to S\$100 million or maximum employment size of 200 employees.
 - Large Enterprises have revenue larger than S\$100 million or employment size of more than 200 employees.
- Enterprises with a clear enterprise purpose, including businesses, social enterprises, GLCs, charities and NGOs, are welcomed to participate.
- Enterprises should meet the Terms and Conditions stated in the Nomination Declaration form.

Assessment Criteria

The following framework and criteria will be used to measure Sustainability Impact:

| |
|---|
| Core Attributes |
| Significance: <ul style="list-style-type: none">● Enterprises should demonstrate the significance of the actual environmental and/or social impact resulting from the implementation of the projects/initiatives/programmes.● Significance in fulfilling the need for the community should be highlighted and articulated. The need could come from his/her organisation or the society. Leadership: <ul style="list-style-type: none">● Enterprises must demonstrate leadership in carrying out the projects/initiatives/programmes.● Enterprises which have carried out pioneering projects/initiatives/programmes and have influenced other entities such as businesses, media or academic institutions would be awarded bonus points. |
| Essential Attributes |
| Scale: <ul style="list-style-type: none">● Enterprises should demonstrate the scale of the impact, including but not limited to the groups of stakeholders affected, the scale of people reached, the scale of |

people experiencing the outcome etc.

Scope:

- Enterprises should demonstrate their contributions to Singapore's national priorities/national strategies/national development plans. Enterprises which extend impact beyond Singapore to reach a larger scope will be awarded bonus points, based on how large the impact is.

Duration:

- Duration of the impact refers to the period that relevant stakeholders experienced the outcome. This award values both short- and long-term impact.

Depth:

- Depth of the impact refers to the degree of change in the outcome level experienced by relevant stakeholders. Examples could be the degree of improving the lives of local communities or the degree of improving energy efficiency etc.

Bonus Points

Synergy:

- Enterprises which promote sustainability while collaborating with other entities and actors will be awarded bonus points. Examples include but not limited to engaging suppliers to promote a green supply chain or engaging consumers to adopt a green lifestyle.

Innovation:

- Enterprises would be awarded bonus points if the creativeness and originality of the projects/initiatives/ programmes are proven.

Prerequisites

Environmental Practices

- **Targets:** Enterprises should demonstrate their targets/visions/statements regarding environmental protection. Environmental protection includes but not limited to waste management, energy conservation, climate actions etc.
- **Strategies:** Enterprises should illustrate the strategies and practices to achieve the above-mentioned targets/visions/statements.

Social Practices

- **Well-being of Employees:** Enterprises should demonstrate their practices in improving the well-being of employees. These practices include but not limited to training and education for employees, occupational health and safety practices, diversity, and inclusion practices etc.

Good Governance Practices

- **Governing Leadership:** Enterprises should show their commitment to values that are conducive to the success of the enterprise, employees, and stakeholders at large which include but not limited to fairness, transparency, diversity, equity, and inclusion.
- **Engagement of Stakeholders:** Enterprises should demonstrate practices regarding stakeholder engagement. This includes but not limited to policies/regulations that ensure the rights of stakeholders, avenues for

stakeholders to participate etc.

- **Transparency and Disclosure:** Enterprises should demonstrate the contents of disclosure and their medium for communication. Contents of disclosure include but not limited to enterprises' financial disclosure, ownership structure, voting rights, remuneration policy, related party transactions, risk factors, issues regarding stakeholders, governance structure and policies.

Evaluation

- Enterprises will be evaluated based on the social and/or environmental outcomes attributed to its efforts.
- The Enterprise category honours enterprises that have shown excellence in environmental or social aspects as well as enterprises that have shown excellence in both aspects.