## Business Leader of the Year

### Judging criteria:

* Evidence of how the business has grown and thrived under their leadership, including innovation, resilience and strategic direction
* Financial performance of the business
* Standout accomplishments during their tenure, such as market expansion or operational improvements
* Clarity and ambition of plans for the future – expansion, innovation and sustainability
* How they drive strong, ethical values and workplace culture
* Their involvement in wider industry activities and the community

## Collaboration and Partnership Award

## The entrant must have benefited from the results of the partnership within the past 18 months.

## Judging criteria:

* Innovation and impact of the collaboration
* The benefits realised by all parties involved
* The effectiveness of the collaboration including communication, knowledge-sharing and trust-building

## Employer of the Year

### Judging criteria:

* Workplace culture: Initiatives that create a positive, engaging, and inclusive work environment.
* Progression: Programmes and opportunities for professional growth and career advancement.
* Well-being: Measures taken to ensure the physical, mental and emotional well-being of employees.
* Engagement and retention: Creative and effective strategies that improve employee satisfaction and retention.
* Diversity and inclusion: Commitment to fostering a diverse and inclusive workplace.

## Future Talent Award

### Judging criteria:

* Professional achievements: Notable accomplishments and contributions in their current role.
* Innovation and creativity: Implementation of innovative ideas and solutions.
* Leadership potential: Evidence of leadership skills and potential for future growth.
* Commitment to development: Active pursuit of learning and professional growth opportunities.
* Industry impact: Positive influence on their organisation, colleagues, or the industry at large.
* Personal drive: How well the candidate has driven their own development

## Site Team of the Year

### Judging criteria:

* Significant improvements in production efficiency, quality and safety or team culture.
* Team collaboration: Demonstrated ability to work effectively as a cohesive unit, with strong communication and support for team members.
* Innovation: Introduction of innovative processes, technologies, or practices that enhance site performance.
* Project success: Successful completion of projects or initiatives that positively impact the site’s operations.
* Commitment to improvement

## F&B manufacturer of the year

### Judging criteria:

Integrity: Consistently high standards in product quality and safety.

Innovation: Implementation of innovative processes, technologies, or products that enhance the business and industry.

ESG: Commitment to sustainable, ethical practices and policies, alongside efforts made to foster a happy and inclusive workplace.

Business performance: Strong financial performance, market growth, and overall business success.

## Food Integrity Champion

### Judging criteria:

Food safety and quality: Rigorous standards and practices to ensure the safety and quality of food products, including compliance with industry regulations and certifications.

Ethical sourcing: Commitment to sourcing ingredients ethically, including fair trade practices, support for local farmers and communities, and animal wellbeing.

Transparency and traceability: Implementation of systems and technologies that enhance transparency and traceability throughout the supply chain, ensuring consumers can trust the origins and handling of their food.

Consumer trust: Initiatives that build and maintain consumer trust, including clear labelling, honest marketing practices, and responsiveness to consumer concerns.

Sustainability: Efforts to promote environmental sustainability in sourcing, production and packaging.

Nutrition and accessibility: Commitment to making nutritious food available to all.

Supply chain resilience: Exceptional ability to withstand, adapt to, and recover from disruptions in the supply chain, and ensuring delivery of products to customers.

## Best Newcomer

### Judging criteria:

Innovation and creativity

Business growth and traction

Resilience and adaptability

Market potential and vision

Sustainability and social impact

## Outstanding Community Engagement

### Judging criteria:

Community impact

Innovation and creativity

Commitment and consistency

Employee involvement:

## The Innovation Award

### Judging criteria:

Innovation and creativity: Introduction of a unique and imaginative solution that has the potential to fill a gap in the market or solve a big challenge.

Scalability and industry influence: Potential for the innovation to be scaled and adopted across the industry, and/or make a big difference on an area such as sustainability, health, productivity, efficiency, costs.

Market and consumer impact: Positive impact on the market and consumers.

## Factory Manager of the Year

### Judging criteria:

Leadership and management

Operational excellence:

Quality and safety

Innovation and continuous improvement

Sustainability and environmental stewardship:

Employee engagement and development

## Health Hero Award

### Judging criteria:

Attitude and commitment

Strategic vision

Consumer impact

Innovation

## Sustainable Manufacturer of the Year

### Judging criteria:

Core sustainability goals and integration

Environmental footprint reduction

Food packaging and waste reduction

Sustainable sourcing

Measurement and reporting

## Engineer of the Year

## Judging criteria:

Technical excellence

Impact (e.g. on efficiency, uptime, food safety etc)

Customer focus

Communication

Resilience under pressure

Continuous improvement