



AWARDS CATEGORIES & ENTRY CRITERIA



Companies, Parastatals, NGO's, Foreign Missions and Government Departments/Ministries have the flexibility and option to participate in multiple category sectors of their choice across these award categories. The ultimate winner in each category is determined solely based on the judgment of the panel of judges. Entries must effectively fulfill the criteria set for each respective category. The award categories are as follows:

1. THE BEST COMMUNITY PROGRAMME AWARD:

This category will acknowledge companies that have implemented impactful initiatives that are aligned to UN Sustainable Development Goal and ESG Best practice, aimed at uplifting livelihoods and support local communities thereby promoting social development.

Indicators:

- ✓ Sustainable Community projects implemented by the organization (Objectives, Outcomes and clear Exit Strategies)
- ✓ Number of community members/project beneficiaries reached through CSR initiatives.
- ✓ Has Incorporated community relations into the project planning process for their buy-in
- ✓ Demonstration of stakeholder engagement strategies adopted, and social positive impacts created by the community project.
- ✓ Information sharing with communities (minutes and outbox evidence, showing regularity)
- ✓ Staff understanding of community engagement and participation.
- ✓ Social Investment Impact White Paper availability.
- ✓ Participatory Monitoring and Evaluation system.
- ✓ Industry Standards and tools adopted CSR impact measurement.

2. THE EXCELLENCE IN PROVISION OF LITERACY & EDUCATION AWARD:

This category honors organizations that have made outstanding efforts to enhance literacy and education, empowering individuals, improving academic performance and educational outcomes.

Indicators:

- ✓ Description of Educational School projects (objectives and outcomes)
- ✓ Number of schools adopted or assisted.
- ✓ Number of students taken through:
 - A scholarship program.
 - An excellence monitoring program
 - An internship program.
- ✓ Number of less privileged & Disabled children supported through the project.
- ✓ National Exam results % improvement of the school/s adopted by the organization.
- ✓ % of Students taken through the life-skills learning
- ✓ Community members taken through the adult education Program, if the project is for adult education.

3. THE WOMEN EMPOWERMENT AWARD:

Recognizes organisations that are inclusive regarding issues surrounding Women Empowerment and demonstrating exceptional commitment to promoting gender equality, women empowerment, and opportunities creation for women's advancement. This category is closely aligned to Sustainable Development Goal Five (5) supporting Gender Equality, Women Empowerment of Women and Girls.

Indicators:

- ✓ Diversity, Inclusion Strategy and Implementation Plan on Women Empowerment
- ✓ Community projects initiated by females in your organization. (Objectives and outcomes)
- ✓ Policy/ies against Gender-based discrimination and violence on the job
- ✓ Women and Girls Disability: Disability inclusion plan in the workplace
- ✓ Women In Decision Making: Number of Women in the organisation's Executive Committee
- ✓ Women Leadership: Number of Women who have undergone a Leadership training program.

4. THE BEST WORKPLACE PRACTICES AWARD:

Celebrates organizations that prioritize employee well-being, gender, inclusivity, diversity, and create a positive work environment.

Indicators:

- ✓ Employee's voice and views consideration – Ongoing assessments followed by forward-looking strategies that acknowledge and embrace change.
- ✓ Evidence of effective meetings/engagements held with employees where organization-wide changes resulted.
- ✓ Evidence of management engagements with employees, where organisational goals and visions were communicated.
- ✓ Clear evidence of progress measurement tools in place.
- ✓ Training and Development, Succession Plans of Employees
- ✓ Definition of the Workplace Culture adopted.
- ✓ Mental Wellness support systems in place
- ✓ General wellbeing – Positive responses to questions relating to workplace fairness, jealousy, self-esteem, depression and feeling left out.

5. THE CSR LEADERSHIP AWARD:

Acknowledges individuals or organizations that have shown exceptional leadership and made a significant impact in driving CSR initiatives by being empathetic, caring, compassionate and utilizing their privileged positions to help colleagues, communities, customers, the environment and the less privileged.

Indicators:

- ✓ Management/Lead perspective on CSR.
- ✓ Collaborations, partnerships for Creating Shared Value and creation of meaningful impact.
- ✓ Measures to foster social aspects of inclusion.
- ✓ Indication of the organization's deliberate measures to encourage employment and entrepreneurial activities within the community.
- ✓ Children and community's empowerment initiatives through interactive exhibitions and workshops, relating transparency on the organisation's process or business cycle.
- ✓ Total CSR/I budget and Spent (positive impact greater than expenditure though)

6. THE SAFETY AND HEALTH AWARD:

Recognizes organizations that show performance in raising awareness of Workplace Health and Safety (WHS) requirement.

Indicators:

- ✓ The effectiveness of the solution to eliminate or minimise the risk of injury according to the implementation of the hierarchy of control.
- ✓ Policies on Safety and Health
- ✓ How original and innovative the solution was to improve health and safety.
- ✓ Overall impact on health and safety performance within the workplace.
- ✓ % of employee aware of the Health and Safety risk minimisation measures prioritised by the organisation.
- ✓ % of Management and Exco members aware of the organisational S & H management system.
- ✓ Wellness organizational projects implemented.
- ✓ Indication of environmental awareness.

7. THE PRODUCT EXCELLENCE AWARD:

Honors organizations that demonstrate innovation and a sustainable approach in their products manufacturing or services delivery with traceable social impact with the communities especially at remote areas.

Indicators:

- ✓ Community product innovative definition, use and purpose (technology, innovation).
- ✓ Needs recognition and needs gap closure (resources and collaboration around the product).
- ✓ Recorded environmental and operational efficiencies around the product or service.
- ✓ Description of actual and/or potential commercial success of the innovated product that benefits the community.
- ✓ Evidentiary information of product performance, (including appropriate standards).
- ✓ Inclusion of locals in the production of the product
- ✓ Inclusion of local suppliers at community level or national level in distribution of the product.

8. THE BEST ORGANIZATION AND EMPLOYEE VOLUNTARISM PROGRAMME AWARD:

Appreciates organizations that encourage and support their employees' voluntary engagement in social and community projects.

Indicators:

- ✓ Employees/Staff Volunteerism in place
- ✓ Policy developed for Employee Voluntary Programme
- ✓ Employee volunteerism spirit, number of employees volunteered projects, community members reached out through employee volunteered projects.
- ✓ Indication of the organisation's support program for volunteerism.
- ✓ Number of free work hours offered by organization to employees on volunteerism work.
- ✓ Number of retained volunteers in the workplace.
- ✓ Level of workplace enjoyment from volunteer work satisfaction.
- ✓ Awareness of community issues among the organisation's employees
- ✓ Incidences and frequency of the organization being targeted for employee volunteerism excellence and benchmarking.
- ✓ Incorporation for recognition of volunteerism worm in employee's performance management system.
- ✓ Budget for Employee Volunteerism Initiatives.

9. THE BEST ENVIRONMENTAL EXCELLENCE AWARD:

Recognizes organizations that have made contributions to the environment with verifiable results, evidence and achievement of innovation in compliance methodology and/or integration of decision-making with environmental regulatory processes. Outstanding environmental initiatives, promoting sustainability and responsible resource management.

Indicators:

- ✓ Project should clearly be commensurate with the destruction done by organization in the environment.
- ✓ Indication of clear measures to promote communication and understanding of environmental issues and stimulate new solutions.
- ✓ Indication of awareness and adaptation to climate change and accomplished in an efficient manner that meets internationally recognized environmental goals.
- ✓ Indication of an activities of working with communities to build resilience in environmental performance of the place of organization's existence.
- ✓ Substantial demonstration of benefit(s) created by an environmental initiative/program.
- ✓ Innovative projects with budget allocation for Sustainability, minimization of energy consumption and Carbon Reduction/Management.
- ✓ Strength of the organization's ESG profile (especially on the environment aspect).

10. THE BEST CITIZEN ECONOMIC EMPOWERMENT AWARD

This award recognizes organizations with a focused and dedicated citizen economic empowerment or supplier development model. The award recognizes organizations working collaboratively with critical, strategic and high-potential local suppliers to improve their capabilities and competitiveness in the areas of cost, quality, time and technology for the mutual benefit of both the customer and the supplier.

Indicators:

- ✓ The programme should clearly demonstrate how it has empowered citizens to penetrate a particular sector or market and create employment.
- ✓ Indication of clear measures of deliberately enabling local supplier development to reduce citizen spend.
- ✓ Deliberate commitments to pay local suppliers on time to improve their cashflow.

11. THE ICT & INNOVATION AWARD:

Acknowledges organizations that have leveraged technology and innovation to address social, economic and environmental challenges, driving positive change. The ICT Innovation Award aims at recognising and promoting outstanding information and communications technology (ICT) inventions and applications, thereby encouraging innovation and excellence among Botswana ICT talent and enterprises in their constant pursuit of creative and better solutions to meet business and community social needs.

Indicators:

- ✓ Indication of contribution made by ICT innovation to solve a social, economic and environmental issue.
- ✓ Evidence of the impact created by the solution within the community.
- ✓ Sustainability of the programme/project.
- ✓ Communities ICT Skills gained from this project.
- ✓ % of Adoption of the programme/project by the community.

12. THE SPECIAL AWARDS:

Highlight exceptional achievements and contributions in specific areas that deserve special recognition. (Based on expression of interest, research and judge's discretion)

A. THE BEST NGO OF THE YEAR AWARD:

The Award will recognize and reward civil society organizations who have excelled in their desire to improve their communities through various initiatives while also serving as a shining example of best practices in non-profit management.

Indicators:

- ✓ **Innovation:** Developing an innovative approach to solve a pressing need within the regions.
- ✓ **Leadership and Community Empowerment:** Demonstrating leadership in inspiring change while addressing specific community needs.
- ✓ **Impact:** Tracking and documenting results that show a positive, tangible and sustainable impact.
- ✓ **Governance:** Demonstrate a well-developed strategic leadership. Setting the directions, making strategic decisions, evaluating the performance, and ensuring accountability and transparency.
- ✓ **Partnerships:** Demonstrate a developed innovative partnership including private-public initiatives and with other nonprofit organizations.
- ✓ **Transferability:** Sharing and transferring knowledge, expertise and experience through networking and learning.

B. BEST SPONSORSHIP AWARD/ BEST PARTNER AWARD

Indicators:

- ✓ This award recognizes an organization that played a very big role on all aspects of community improvement opportunities and stakeholder cooperation.
- ✓ Any sponsorship, partnership and collaborate on community projects for the improvement of local socio-economic development programs that are not covered in major categories.
- ✓ The following sectors are encouraged to submit entries: Sports development, Music and Arts development, Cultural development, Tourism, Agriculture, Youth Empowerment, Community Entrepreneurship and Small Business Development, Mental Health Initiative, Covid-19 support programs or Community support and Charitable work/projects.

C. BEST MINISTRY AND/OR GOVERNMENT DEPARTMENT: (ADAPTION OF CSR ACTIVITIES)

This award will recognise Public Sector entity/department that demonstrates strengths in building understanding of CSR incentives and pressure points and improving strategic interactions and alignment between public policy goals and the CSR-related activities of businesses and other stakeholders.

Indicators:

- ✓ Outputs from technical assistance work done by the entity through role playing in strengthening CSR through effective mandating, facilitating, partnering, and endorsing CSR works.
- ✓ Indication of appropriate public sector entity engagement and support to CSR initiatives that include positive catalyst for domestic enterprise development.
- ✓ Demonstrate completed Major community project(s) that was undertaken through CSR. (Objectives and outcomes).

D. CSI-CONCEPTS MANAGING DIRECTOR'S OUTSTANDING AWARDS:

- ✓ Prerogative of the MD and CSI Concepts.
- ✓ Guided by the overall Citizen Economic Empowerment Plan (CEEP) of an organization.
- ✓ No submissions expected on this one.
- ✓ Based on research.

FOR MORE INFO CONTACT:

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