



## KEY DATES

Final Submission Deadline  
**JULY 1**

Virtual Awards  
**SEPTEMBER 13**

## FAB ESG JUDGING CRITERIA

This year sees the introduction of six new awards that celebrate, recognise and reward those people and initiatives that have made a positive impact in the areas of Environmental, Social and Governance (ESG).

The written summary component of entries should not exceed 1000 words in total and should cover events that have taken place between August 2021 up to July 2022. It can be submitted in Word or PDF format. Please also provide a short quote (approx 50 words) to summarise the nominee(s) / nomination and a high resolution image that can be used for media purposes (virtual award ceremony, online editorial, print).

In addition, entrants will be able to upload supporting documents, information, images and video to the nomination portal once registration is complete – please go to [www.fabsuperstars.com/nominate/](http://www.fabsuperstars.com/nominate/) for further information. There is a nominal admin fee of €30 per submission.

## FAB ESG AWARDS CATEGORIES 2022

### ♀ BEST WOMEN LEADERSHIP INITIATIVE

An award to recognise employer initiatives and/or programmes that aim to support, develop and retain female talent.

#### What the judges will be looking for:

- ★ A clear outline describing the company's aims and strategy in developing initiatives and programs that provide opportunities for growth and advancement, and evidence of proactive steps taken to encourage female employees to participate in these programs.
- ★ Initiatives and programmes that focus on confidence-building, professional growth, networking and providing opportunities for personal and professional enrichment; these can include mentoring, professional and leadership development, balancing self-promotion with authenticity, career evolution, community-involvement and creating greater work-life balance.
- ★ In treating leadership as a tangible skill and providing initiatives that establish relationships and networks, any further evidence of active support company-wide; from both senior management as well as involvement of all other employees.
- ★ Evidence of positive and successful outcomes of the initiative(s) in providing a safe, inclusive environment, plus any further development taken from learnings and potential scalability of such programmes.

### ♥ HUMANITY, LEADERSHIP & INSPIRATION

An award that celebrates those who have shown that leadership is an action, not just a position, and who encourage good citizenship through compassion, empathy and responsibility.

#### What the judges will be looking for:

- ★ Connection, care and compassion for our fellow humans is and should be the most important aim for us all. This award therefore celebrates nominees – both teams or individuals – who have led others consistently and calmly, whilst encouraging good citizenship through empathy and responsibility.
- ★ Examples of strength, humility and inspiration; for those nominees who relentlessly lead from the front with heart and humanity in what has continued to be a truly challenging time for so many over the last year.
- ★ Please define and describe who, what, why, where and when as succinctly as possible in a brief synopsis / introduction. Who has been positively affected? How far reaching were their actions? What differences were made / felt?
- ★ Please provide examples of positive governance, consistency, compassion and care, and explain how why the nominee(s) deserves the award. What is it that makes their leadership, influence and actions exceptional, outstanding and inspirational?

## BEST PRACTICE: DIVERSITY, EQUITY & INCLUSION (DEI)

An award for businesses / employers who are dedicated to creating an inclusive and diverse workplace through successful policy, practice and programs.

*Workplace diversity covers a vast range including race, age, nationality, ethnicity, culture, gender identity, physical and mental ability. It is widely known that embracing diversity, particularly in senior leadership, encourages innovation, improves decision-making, reduces corporate misconduct and improves financial returns.*

### **What the judges will be looking for:**

- ★ A clear outline describing the company's aims and strategy in developing DEI policies, practices and programs that provide opportunities in talent acquisition and hiring, employee career growth and advancement, and evidence of proactive steps taken to encourage employees to participate in these programs.
- ★ Initiatives and programmes that create an inclusive DE&I workplace by ensuring fair access, opportunity, advancement, spaces for networking, resources for mentorship and training for professional development.
- ★ In handling DE&I with transparency and authenticity, and providing initiatives that establish ongoing access and improvements, any further evidence of active support company-wide; from both senior management as well as involvement of all other employees.
- ★ Evidence of positive and successful outcomes of the initiative(s) in providing a safe, inclusive environment, plus any further development taken from learnings and potential scalability of such programmes.

## CHAMPION OF CULTURAL CHANGE

An award to celebrate any individual who has contributed and succeeded in influencing and bringing about cultural change to support and champion ESG (Environmental, Social and Governance) approaches in the workplace.

### **What the judges will be looking for:**

- ★ A clear outline describing the nominee's role, ambitions and contributions in promoting the importance and need for cultural change across the area of ESG within the workplace. Please provide examples and, where possible, testimonies from management and/or colleagues.
- ★ How changes and improvements have been successfully achieved as a result of the contribution of the nominee, plus any initiatives and programmes that have been implemented or developed to retain and encourage further cultural change.

## 🌿 SUSTAINABILITY & ENVIRONMENTAL STEWARDSHIP

An award to those businesses that set a positive approach to sustainability through proactively developing, practicing and advancing environmental stewardship.

### What the judges will be looking for:

- ★ A clear outline describing the company's aims and strategy in recognising the need for, and developing, sustainability and environmental policies, practices and initiatives.
- ★ Any relevant responsible and sustainable practices such as product selection and sourcing, waste reduction and minimisation, business practices working towards circular economy, marketing campaigns and awareness etc, to support the nomination.
- ★ Evidence of positive and successful outcomes of the policies, practices and initiatives, plus any further development taken from learnings and potential scalability.

## 👍 BEST HEALTH & WELLBEING IN THE WORKPLACE

This award champions forward-thinking businesses that build and nurture positive workplace cultures dedicated to employee wellbeing.

### What the judges will be looking for:

- ★ A clear outline describing the company's aims and strategy in recognising the need for developing, and promoting health and wellbeing initiatives for employees.
- ★ Details of initiatives and programmes in place that are both proactive and preventative in putting the health and wellbeing of employees first.
- ★ Please also detail evidence of effective employee engagement and communication to provide a safe, inclusive space, plus details of active support company-wide; from both senior management as well as involvement of all other employees.

## FAB ESG AWARDS JUDGES



*"In 2021 we recognised the extraordinary FAB Superstars who had shown individually, and collectively, great kindness and courage in the face of huge pressure. Now, in 2022, we look forward to our world opening up again, and I imagine there will be many more amazing stories of the people and businesses that make our sector special. I'm delighted to be a part of the judging team again this year."*

**–Nick Inkster**



*"The 2021 FAB Superstars Awards demonstrated the reaction, response and resilience of all those people involved in F&B in travel retail – some truly great stories and remarkable individual and team successes. I'm genuinely looking forward to being part of these awards again in 2022 and hearing about the inspirational acts of many across the globe."*

**–Kevin Zajax**