



ACT Diversity & Sustainability Awards & criteria

The awards encourage finance functions to drive DEI and sustainable finance initiatives across their organisations and seek out creative and innovative solutions that make a difference, whatever the size of the business.

The categories are structured to identify a **diversity winner** and a **sustainability winner** from each of the following organisation types, as well as two individual winners which may come from any organisation type.



Diversity awards

- Small corporate (*under 5 team members*)
- Medium corporate (*between 5 – 9 team members*)
- Large corporate (*10 + team members*)
- Bank
- Non-banking financial institution
- Technology and professional service provider



Sustainability awards

- Small corporate (*under 5 team members*)
- Medium corporate (*between 5 – 9 team members*)
- Large corporate (*10 + team members*)
- Bank
- Non-banking financial institution
- Technology and professional service provider



Individual awards

- Sustainable Business Leader
- Future Star

We have identified a range of criteria against which submissions will be judged in each category. Categories and criteria for these awards have been developed in collaboration with our policy and technical team, with contributions from our advisory panels which include FTSE members and a range of representatives from banking and financial services.

General nomination criteria

- Awards will be presented to those who, either on their own account, or as part of an organisation's wider initiative, have demonstrated practices we can share across the treasury community.

- Applications are open to any organisation operating in the above categories but should originate from the treasury or client facing team.
- While application material should specifically relate to initiatives from the start of 2023, submissions can also include supporting information/ activity that falls outside this timeframe.
- You may choose to nominate against a number of these or choose one area where you have really made an impact.
- Judges will be looking in particular for initiative and progress rather than necessarily a 'finished product' in recognition of 'we all need to start somewhere'.

Diversity award criteria

These awards will be presented to individuals or organisations who have gone the extra mile to champion diversity, equity and inclusion initiatives either across the organisation or more widely.

Criteria may include (but are not limited to):

- **accessibility:** an organisation that provides an accessible and supportive workplace for their employees (for example, visible and non-visible disabilities, working parents, mental health schemes and hybrid working solutions)
- **diversity:** those taking steps to encourage and support diversity across ethnicity, gender, LGBTQ+ and neurodiversity at all levels of the organisation or more widely
- **equity/social mobility:** considerations made to provide equal opportunities irrespective of background and socio-economic status, and span to include those championing non age-biased recruitment
- **future forward:** investment in upskilling teams, mentoring, positive hiring practises and changing the organisational culture.

Sustainability award criteria

These awards will be presented to individuals or organisations in recognition of the contribution the treasury or client-facing team has made towards sustainability in their organisation or more widely.

Criteria may include (but are not limited to):

- **environment:** solutions that take into consideration and make a positive impact on the environment
- **social:** solutions that address social challenges, either on a large (e.g. modern slavery) or small (e.g. volunteering in the local community) scale
- **governance:** innovative solutions to manage the demands of greater scrutiny on a team or organisation
- **innovative finance solution:** whether loan, bond, supply chain finance or something other, if you've raised debt using an innovative solution or to address an innovative need (e.g. to support the wider social agenda), we'd like to hear from you.

Individual award criteria

Sustainable Business Leader

Recognising an outstanding individual business leader who has displayed passion, commitment and creativity in delivering on their company's environmental sustainability agenda.

Future Star

Recognising an individual under the age of 30 who has displayed passion, commitment and creativity in delivering on the sustainable agenda in a business environment.

Contact

If you have any enquiries about the awards, please contact the ACT team: awards@treasurers.org