

1. Outstanding Employee

The Outstanding Employee Award recognises an inspirational employee who has demonstrated a passion for their role and a commitment to their workplace and the community.

Entry criteria

Employers are required to highlight their employees' commitment over the past 12 months to their workplace, the community, and to being an outstanding employee. To be eligible to enter this category, the employee must have been employed by their current employer for a minimum of 18 months at the time of entry.

Additional T&Cs

In addition to the general T&Cs, the following apply to this category:

- Should the entrant leave the organisation before the Regional or State Gala event, they will not be eligible to receive an award.

Award eligibility check box

- ✓ The employee has been employed by their current employer for at least 18 months at the time of entry.
 - ✓ The employee is not a Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
 - ✓ I acknowledge if the employee should leave the organisation before the Regional or State Gala event, my entry in this category will no longer be recognised in the Awards program.
 - ✓ Neither I nor the employee have been a judge in this category in 2025.
 - ✓ Neither I nor the employee am a judge in the 2026 Business Awards program.
1. Provide a brief profile, including their current role and scope of responsibilities. *Maximum word count: 200*
 2. Outline their measurable achievements and key milestones while with the business. *Maximum word count: 300*
 3. Outline how the employee demonstrates integrity and professionalism in the workplace. *Maximum word count: 300*
 4. Detail specific activities and initiatives they have undertaken that demonstrate a passion for their role and a commitment to the workplace and/or the community. *Maximum word count: 400*
 5. Outline the reasons why they are an outstanding employee. *Maximum word count: 400*

2. Outstanding Young Business Leader

The Outstanding Young Business Leader Award recognises an inspirational business leader, aged 35 or under at the time of entry, who has demonstrated a commitment to their workplace, industry, and the community through leadership.

Entry criteria

Entrants must demonstrate their ability to lead and inspire people, showcasing exceptional leadership skills and strategic decision-making, while demonstrating how they have effectively utilised resources to achieve strong organisational outcomes, drive innovation, and deliver measurable success over the past 18 months.

Entrants must also demonstrate financial responsibility and success, outlining how their leadership has contributed to the organisation's financial stability, performance, or growth. This may include evidence of responsible financial management, improved financial outcomes, or initiatives that have strengthened the organisation's overall financial position.

To be eligible for this category, the individual must have held a senior management or executive-level position within their organisation for a minimum of 18 months at the time of entry.

Award eligibility check box

- ✓ I am aged 35 years or under at the time of entry.
- ✓ I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I declare that the business or organisation represented in this entry is currently trading solvent and are not under, or anticipating, administration, receivership, or liquidation at the time of submission.
- ✓ I acknowledge if the I should leave the organisation before the Regional or State Gala event, my entry in this category will no longer be recognised in the Awards program.
- ✓ I have not been a judge in this category in 2025.
- ✓ I am not a judge in the 2026 Business Awards program.

1. Provide a brief profile, including your current role and scope of responsibilities. *Maximum word count: 200*
2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry, or community to create a smarter and more inclusive future. Provide examples of how you have demonstrated exceptional leadership, effectively utilised resources, supported the organisation's financial stability or sustainability, and/or driven innovation. *Maximum word count: 400*
3. Describe the key challenges you have faced as a young business leader and how you overcame them. *Maximum word count: 300*
4. Provide an overview of your five-year goals and strategies for business growth, detailing how you are working towards achieving them. *Maximum word count: 300*
5. Outline the reasons why you are an outstanding young business leader. *Maximum word count: 400*

3. Outstanding Business Leader – 20 Employees and Under

The Outstanding Business Leader Award recognises an inspirational business leader, aged 36 years or over at the time of entry, who has demonstrated a commitment to their workplace, industry, and the community through leadership, while also providing mentorship to others.

Entry criteria

Entrants must demonstrate their ability to lead and inspire people, showcasing exceptional leadership skills and strategic decision-making, while demonstrating how they have effectively utilised resources to achieve strong organisational outcomes, drive innovation, and deliver measurable success over the past 18 months.

Entrants must also demonstrate financial responsibility and success, outlining how their leadership has contributed to the organisation's financial stability, performance, or growth. This may include evidence of responsible financial management, improved financial outcomes, or initiatives that have strengthened the organisation's overall financial position.

To be eligible for this category, the individual must have held a senior management or executive-level position within their organisation for a minimum of 18 months at the time of entry.

Award eligibility check box

- ✓ I am aged 36 or over years at the time of entry.
- ✓ I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I declare that the business or organisation represented in this entry is currently trading solvent and are not under, or anticipating, administration, receivership, or liquidation at the time of submission.
- ✓ I acknowledge if the I should leave the organisation before the Regional or State Gala event, my entry in this category will no longer be recognised in the Awards program.
- ✓ I have not been a judge in this category in 2025.
- ✓ I am not a judge in the 2026 Business Awards program.
- ✓ This business has 20 or fewer employees on the payroll in Australia at the time of entry.

1. Provide a brief profile, including your current role and scope of responsibilities. *Maximum word count: 200*
2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry, or community to create a smarter and more inclusive future. Provide examples of how you have demonstrated exceptional leadership, effectively utilised resources, supported the organisation's financial stability or sustainability, and/or driven innovation. *Maximum word count: 400*
3. Describe the key challenges you have faced as a business leader and how you overcame them. *Maximum word count: 300*
4. Provide an overview of your five-year goals and strategies for business growth, detailing how you are working towards achieving them. *Maximum word count: 300*
5. Outline the reasons why you are an outstanding business leader, including the ways in which you provide mentorship to others. *Maximum word count: 400*

4. Outstanding Business Leader – 21 Employees and Over

The Outstanding Business Leader Award recognises an inspirational business leader, aged 36 years or over at the time of entry, who has demonstrated a commitment to their workplace, industry, and the community through leadership, while providing mentorship to others.

Entry criteria

Entrants must demonstrate their ability to lead and inspire people, showcasing exceptional leadership skills and strategic decision-making, while demonstrating how they have effectively utilised resources to achieve strong organisational outcomes, drive innovation, and deliver measurable success over the past 18 months.

Entrants must also demonstrate financial responsibility and success, outlining how their leadership has contributed to the organisation's financial stability, performance, or growth. This may include evidence of responsible financial management, improved financial outcomes, or initiatives that have strengthened the organisation's overall financial position.

To be eligible for this category, the individual must have held a senior management or executive-level position within their organisation for a minimum of 18 months at the time of entry.

Award eligibility check box

- ✓ I am aged 36 or over years at the time of entry.
- ✓ I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I declare that the business or organisation represented in this entry is currently trading solvent and are not under, or anticipating, administration, receivership, or liquidation at the time of submission.
- ✓ I acknowledge if the I should leave the organisation before the Regional or State Gala event, my entry in this category will no longer be recognised in the Awards program.
- ✓ I have not been a judge in this category in 2025.
- ✓ I am not a judge in the 2026 Business Awards program.
- ✓ This business has 21 or more employees on the payroll in Australia at the time of entry.

1. 1. Provide a brief profile, including your current role and scope of responsibilities. *Maximum word count: 200*
2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry, or community to create a smarter and more inclusive future. Provide examples of how you have demonstrated exceptional leadership, effectively utilised resources, supported the organisation's financial stability or sustainability, and/or driven innovation. *Maximum word count: 400*
3. Describe the key challenges you have faced as a business leader and how you overcame them. *Maximum word count: 300*
4. Provide an overview of your five-year goals and strategies for business growth, detailing how you are working towards achieving them. *Maximum word count: 300*
5. Outline the reasons why you are an outstanding business leader, including the ways in which you provide mentorship to others. *Maximum word count: 400*

5. Excellence in International Business

This award celebrates the NSW businesses taking Australian excellence to the world whether through exporting, technology, partnerships, international expansion, global trade, or digital service delivery. It recognises the businesses shaping Australia's global reputation and creating opportunities for growth, innovation, and influence overseas.

Entry criteria

Entrants must demonstrate achievements over the past 12 months in at least one of the following areas:

- Exporting products or services
- International market expansion or market entry
- Cross-border digital trade
- International partnerships or alliances
- Licensing, franchising, or distribution overseas
- International brand or reputation building

Award eligibility check box

- ✓ The business has been trading/operating for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ The business has been trading/operating internationally for two years or more at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Describe your key achievements over the past 12 months in international markets. This may include sales growth, new market entry, strategic partnerships, increased visibility or expansion of your global footprint *Maximum word count: 400*
2. Explain how your product, service or business stands out in international markets and what strategies you have utilised to maintain your competitive advantage. *Maximum word count: 400*
3. Describe how you are building a positive reputation for Australian products and services in international markets. *Maximum word count: 400*
4. Summarise the key features of your international strategy including marketing, partnerships, digital channels, product adaptations or innovation over the past 12 months and the role it has played in your success. *Maximum word count: 400*
5. What percentage of your overall revenue comes from international activity (export earnings, global partnerships, online global sales, licensing, franchise revenue)? *Maximum word count: 200*

6. Employer of Choice – 20 Employees and Under

The Employer of Choice Award – Under 20 Employees recognises a business that has implemented strategies and initiatives to create a stimulating and supportive workplace environment.

Entry criteria

Entrants must demonstrate their achievements over the past 12 months across the key areas of employee recruitment, engagement, and retention. Category criteria are based on initiatives that have had a positive impact on both employees and the business.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 20 or fewer employees on the payroll in Australia at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. What are the initiatives you have undertaken to develop a positive workplace culture within your business? *Maximum word count: 400*
2. Describe how your business adopts inclusive practices and recognises the needs of a diverse workforce, including examples. *Maximum word count: 400*
3. Excluding business growth or expansion, what percentage of staff turnover has your business experienced in the past 12 months and what are the reasons for this turnover? *Maximum word count: 300*
4. How does your business empower its workforce to develop their skills, contribute to a positive workplace culture and deepen their engagement with the business and the community? *Maximum word count: 400*
5. Provide measurable evidence that demonstrates how these initiatives make you an employer of choice. *Maximum word count: 400*

7. Employer of Choice – 21 Employees and Over

The Employer of Choice Award – Over 20 Employees recognises a business that has implemented strategies and initiatives to create a stimulating and supportive workplace environment.

Entry criteria

Entrants must demonstrate their achievements over the past 12 months across the key areas of employee recruitment, engagement and retention. Category criteria are based on initiatives that have had a positive impact on both employees and the business.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 21 or more employees on the payroll in Australia at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. What are the initiatives you have undertaken to develop a positive workplace culture within your business? *Maximum word count: 400*
2. Describe how your business adopts inclusive practices and recognises the needs of a diverse workforce, including examples. *Maximum word count: 400*
3. Excluding business growth or expansion, what percentage of staff turnover has your business experienced in the past 12 months and what are the reasons for this turnover? *Maximum word count: 300*
4. How does your business empower its workforce to develop their skills, contribute to a positive workplace culture and deepen their engagement with the business and the community? *Maximum word count: 400*
5. Provide measurable evidence that demonstrates how these initiatives make you an employer of choice. *Maximum word count: 400*

8. Excellence in Innovation

The Excellence in Innovation Award recognises a business that has implemented innovative solutions for new and existing needs through the introduction or improvement of a product, technology, or application that impacts the wider community.

Entry criteria

Entrants must demonstrate their achievements over the past 12 months at the time of entry across the key area of innovation.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Outline the innovation implemented and how it has addressed a new or existing need. *Maximum word count: 400*
2. Describe why the innovation is unique within your industry and how it differentiates your business from its competitors. *Maximum word count: 300*
3. Describe how the innovation was received by the market and external stakeholders. *Maximum word count: 300*
4. Demonstrate how the innovation has or is likely to have a positive impact on business or the community. *Maximum word count: 400*
5. Provide measurable evidence of how the innovation has improved the identified need, driven growth and contributed to the success of your business. *Maximum word count: 400*

9. Excellence in Sustainability

The Excellence in Sustainability Award recognises a business that has demonstrated its commitment to sustainable business practices and is working to reduce the impact of its operations on the environment.

Entry criteria

Entrants must demonstrate their achievements in environmental sustainability over the past 12 months at time of entry. The category criteria are based on initiatives and projects within the business that are not related to its core offering.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Outline your business sustainability goals and objectives including measurable targets. *Maximum word count: 300*
2. Outline the initiatives you have implemented to achieve sustainable practices within your business. *Maximum word count: 300*
3. Describe your sustainability achievements over the past 12 months including environmental outcomes. *Maximum word count: 300*
4. Describe how you involve your workforce and external stakeholders in your sustainability initiatives. *Maximum word count: 400*
5. Detail measurable evidence explaining how your business sustainability practices have improved business operations, driven growth and/or contributed to the success of your business. *Maximum word count: 400*

10. Outstanding Community Organisation

The Outstanding Community Organisation Award recognises an organisation that works to improve the social, cultural, or environmental wellbeing of the community.

Entry criteria

Entrants must demonstrate their commitment over the past 12 months to being an outstanding community organisation. This category is open to social enterprises and not-for-profit organisations that have been trading for a period of over 24 months at the time of entry.

Award eligibility check box

- ✓ The organisation has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.
- ✓ The organisation has not entered the categories of Outstanding New Business, Excellence in Micro Business, Excellence in Small Business or Excellence in Large Business.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Explain the social purpose of your organisation and how it contributes to the social, cultural, or environmental wellbeing of the community. *Maximum word count: 300*
2. Provide an overview of your organisation, including the product or service you deliver within the community. *Maximum word count: 200*
3. Provide an overview of the key features of your business development strategy and projected outcomes for the future. *Maximum word count: 300*
4. Demonstrate how your organisation contributes to the local economy in your region. *Maximum word count: 400*
5. Outline the key challenges your organisation has faced over the past 12 months and explain how you have managed the impact of these challenges. *Maximum word count: 400*

11. Outstanding New Business

The Outstanding New Business Award recognises a start-up that has effectively driven growth and is able to demonstrate potential to achieve future success.

Entry criteria

Entrants must demonstrate their commitment to being an outstanding start-up over the past 12 months. This category is open to businesses that have been trading for less than 24 months at the time of entry.

Award eligibility check box

- ✓ This business has been trading for a period of less than two years and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has not been purchased or acquired and is not part of a franchise.
- ✓ The business has not entered the categories of Outstanding Community Organisation, Excellence in Micro Business, Excellence in Small Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Provide an overview of your business, including the product or service you offer, how you identified the market need and who your target customers are. *Maximum word count: 200*
2. Provide an overview of the key features of your business development strategy and projected outcomes for the future. *Maximum word count: 300*
3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors. *Maximum word count: 300*
4. Detail the measurable growth and key milestones you have achieved since launching your business. *Maximum word count: 400*
5. Describe the key challenges your business has faced as a new business and how you overcame them. *Maximum word count: 400*

12. Excellence in Diversity and Inclusion

The Excellence in Diversity and Inclusion Award recognises businesses that champion inclusivity for diverse communities, such as older people, people from culturally diverse backgrounds, and people with disability. An inclusive business facilitates the needs of all its employees and customers.

Entry Criteria

Entrants must demonstrate their commitment over the past 12 months to address the needs of a diverse community. This category is open to businesses that have been trading continuously for two or more years.

Award eligibility check box

- ✓ The organisation has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Outline the diversity of your employees, such as gender, employees with disability, older people (over 55), young people (18-24 years), Aboriginal and Torres Strait Islander people and people from multicultural backgrounds. *Maximum word count: 200*
2. Identify and describe the positive and proactive inclusive practices you take within your business that go beyond regulatory compliance. *Maximum word count: 350*
3. Describe your employment and hiring practices that demonstrate your commitment to being an inclusive employer. *Maximum word count: 350*
4. Identify and describe how your business has created an accessible and inclusive environment that is welcoming for all your customers, including people with disability, older people, and people from multicultural backgrounds. *Maximum word count: 400*
5. Explain why your business embarked on being more accessible and inclusive and describe what further actions you will take to become more accessible and inclusive to employees and customers. *Maximum word count: 400*

13. Excellence in Micro Business (0-5 Employees)

The Excellence in Micro Business Award recognises a business that has effectively driven growth and can demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants must demonstrate their achievements in business excellence over the past 12 months at the time of entry. This category is open to businesses with fewer than five employees at the time of entry, that have been trading for more than 24 months.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has fewer than five employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Small Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the past 12 months and how you achieved all or part of them. Include any measurable operational or financial outcomes that demonstrate your business performance over this period. *Maximum word count: 300*
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, and projected future outcomes. *Maximum word count: 400*
3. Describe what makes your product or service unique within your industry and how it differentiates your business from its competitors. *Maximum word count: 400*
4. Demonstrate how your business contributes to the local economy in your region. *Maximum word count: 400*
5. Describe the key challenges your business has faced over the past 12 months and explain how you have managed their impact on your business's strategic direction. *Maximum word count: 400*

14. Excellence in Small Business (6-19 Employees)

The Excellence in Small Business Award recognises a business that has effectively driven growth and can demonstrate the strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants must demonstrate their achievements in business excellence over the past 12 months. This category is open to businesses with five to 20 employees at the time of entry, who have been trading for more than 24 months at the time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 6 to 19 employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the past 12 months and how you achieved all or part of them. Include any measurable operational or financial outcomes that demonstrate your business performance over this period. *Maximum word count: 300*
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, and projected future outcomes. *Maximum word count: 400*
3. Describe what makes your product or service unique within your industry and how it differentiates your business from competitors. *Maximum word count: 400*
4. Demonstrate how your business contributes to the local economy in your region. *Maximum word count: 400*
5. Describe the key challenges your business has faced over the past 12 months and explain how you have managed their impact on your business's strategic direction. *Maximum word count: 400*

15. Excellence in Medium Business (20-99 Employees)

The Excellence in Medium Business Award recognises a business that has effectively driven growth and can demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants must demonstrate their achievements in business excellence over the past 12 months. This category is open to businesses with 21 or more employees at the time of entry, who have been trading for more than 24 months at the time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 20 or more employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Small Business.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the past 12 months and how you achieved all or part of them. Include any measurable operational or financial outcomes that demonstrate your business performance over this period. *Maximum word count: 300*
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future. *Maximum word count: 400*
3. Describe what makes your product or service unique within your industry and how it differentiates your business from competitors. *Maximum word count: 400*
4. Demonstrate how your business contributes to the local economy in your region. *Maximum word count: 400*
5. Describe the key challenges your business has faced over the past 12 months and explain how you have managed their impact on your business's strategic direction. *Maximum word count: 400*

16. Excellence in Large Business (100+ Employees)

The Excellence in Large Business Award recognises a business that has effectively driven growth and can demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants must demonstrate their achievements in business excellence over the past 12 months. This category is open to businesses with 21 or more employees at the time of entry, who have been trading for more than 24 months at the time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 100 or more employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Small Business.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

6. Detail what your business goals and key milestones were for the past 12 months and how you achieved all or part of them. Include any measurable operational or financial outcomes that demonstrate your business performance over this period. *Maximum word count: 300*
7. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future. *Maximum word count: 400*
8. Describe what makes your product or service unique within your industry and how it differentiates your business from competitors. *Maximum word count: 400*
9. Demonstrate how your business contributes to the local economy in your region. *Maximum word count: 400*
10. Describe the key challenges your business has faced over the past 12 months and explain how you have managed their impact on your business's strategic direction. *Maximum word count: 400*

17. Excellence in Workplace Health & Wellbeing

The Excellence in Workplace Health & Wellbeing Award recognises a business that demonstrates an outstanding and holistic commitment to protecting and enhancing the health and wellbeing of its people. This award celebrates organisations that create physically and psychologically safe workplaces, reduce incidents and risks, support mental health, promote respectful behaviour, and embed a strong culture of proactive health & wellbeing leadership.

This award acknowledges businesses that go beyond compliance, those that integrate modern best practice across mental health, wellbeing, and respectful workplace conduct to ensure every employee feels safe, supported, valued and able to thrive.

Entry Criteria

Entrants must demonstrate:

- A clear and effective workplace health, safety and wellbeing strategy, with policies, training, reporting mechanisms, and demonstrated actions that foster a safe workplace culture.
- Innovation or best practice in safety and wellbeing policies, procedures, leadership capability, technology, training or cultural initiatives that enhance physical and psychological safety.
- Evidence of employee engagement in safety and wellbeing programs, such as participation in safety improvement activities, mental health initiatives, and respectful-workplace training.
- Measurable improvements in workplace outcomes, such as reductions in physical incidents, injuries, near-misses, hazards, psychological injuries, workers compensation claims or absenteeism.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ The information provided in this entry is accurate and can be verified if required.
- ✓ A representative of this business has not been a judge in this category in 2025.
- ✓ A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Describe your organisations approach to workplace health and safety. How are safety policies communicated and embedded across all levels? *Maximum word count: 300*
2. What innovative programs, practices or technologies has your business implemented to improve workplace safety or wellbeing. *Maximum word count: 400*
3. Describe how you involve employees in safety initiatives training or mental health programs? Provide examples of participation and impact. *Maximum word count: 400*
4. Outline the measurable outcomes from your safety and wellbeing initiatives. (Eg. reduction in incidents, improved employee engagement or satisfaction) *Maximum word count: 400*
5. How does your business foster a culture of safety and wellbeing? How are lessons learned applied to continuously improve workplace practices? *Maximum word count: 400*

18. Outstanding Visitor Experience

The Outstanding Visitor Experience award recognises a business that understands the importance of visitor engagement for a region's economy* and reputation. The business needs to articulate how they promote the region while as well an offering an exceptional visitor experience.

Entry criteria

Entrants must demonstrate how their business showcases the region/community and how their offering is unique within their industry.

Award eligibility check box

- This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- A representative of this business has not been a judge in this category in 2025.
- A representative of this business is not a judge in the 2026 Business & Tourism Awards program.

Questions

1. Provide an overview of your business and your target market/s. *Maximum word count: 200*
2. Describe what makes your service offering unique within your industry and how it differentiates your business from competitors. *Maximum word count: 300*
3. Describe your customer service strategy and how your business implements this strategy to ensure visitor satisfaction. *Maximum word count: 300*
4. Demonstrate how your business attracts and engages visitors to the region, including measurable targets. *Maximum word count: 400*
5. Provide an overview of the key features of your strategy and plans for the visitor economy over the next 12 months. *Maximum word count: 400*

**The visitor economy encompasses the direct and indirect contributions to the economy resulting from a person (a visitor) travelling outside their normal place of residence. ([NSW Visitor Economy Strategy 2030](#))*

19. Outstanding Visitor & 24-Hour Economy Collaboration

The Outstanding Visitor & 24-Hour Economy Collaboration Award recognises a collaborative project, initiative, or partnership that has strengthened and enhanced the visitor economy including the 24-hour economy over the past 12 months.

This category celebrates efforts led by Local Business Chambers, Local Government, Visitor Information Centres, Tourism Industry Associations, and groups of two or more operators who have worked together to deliver exceptional visitor experiences and increase the economic, social, and cultural value of their region.

Entry criteria

Entrants must demonstrate how their project showcases the region/community, including how the collaboration and alignment of tourism operators, business and the community contributed to the project's success.

Projects may include but are not limited to:

- new product or innovative product development
- upgrades or enhancements to tourism infrastructure or services
- generating knowledge and/or insight to improve decision making
- creating partnerships to advance industry performance
- a marketing or awareness campaign, and
- an initiative to address a sector specific challenge.

Award eligibility check box

- The business/ organisation entering the project has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- A representative of this business/organisation has not been a judge in this category in 2025.
- A representative of this business/organisation is not a judge in the 2025 Business Awards program.

Questions

1. Briefly describe the project undertaken by your organisation. Include information on how the project was identified, how it addressed a new or existing need and, and outline its primary goals and objectives. Maximum word count: 300
2. What strategies have been used to foster collaboration and engagement among stakeholders? Maximum word count: 300
3. Describe how the initiatives from the project have contributed to the growth of the visitor economy. Maximum word count: 300
4. Describe any sustainable elements or long-term benefits resulting from the project. How is the organisation ensuring the project legacy continues beyond completion? Maximum word count: 400
5. Provide measurable evidence of how the project met the identified need and contributed to the growth of the visitor economy. Maximum word count 400.

20. Excellence in Sustainable Tourism

The Excellence in Sustainable Tourism* Award recognises a tourism business that has demonstrated its commitment to sustainable business practices both internally and in customer interactions. The award recognises efforts to minimise environmental impacts from its operations.

Entry criteria

Entrants must demonstrate their achievements in sustainable tourism* over the past 12 months. The category criteria are based on initiatives and projects within the business that are not related to its core offering.

Award eligibility check box

- The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- A representative of this business has not been a judge in this category in 2025.
- A representative of this business is not a judge in the 2026 Business Awards program.

Questions

1. Outline your business sustainability goals and objectives, including measurable targets (consider your business operations, inputs, supply chain and customer experience). *Maximum word count: 300*
2. Describe the initiatives you have implemented to achieve sustainable practices within your business and your customer interactions. *Maximum word count: 300*
3. Describe your sustainability achievements over the past 12 months, including environmental outcomes. *Maximum word count: 300*
4. Describe how you involve your workforce, external stakeholders, and customers in your sustainability initiatives. *Maximum word count: 400*
5. Detail measurable evidence explaining how your business sustainability practices have improved business operations, customer experience and driven growth and/or contributed to the success of your business. *Maximum word count: 400*

* Sustainable tourism is defined as “Tourism that takes full account of its current and future economic, social and environmental impacts, addressing the needs of visitors, the industry, the environment and host communities”. (United Nations Environment Program and World Tourism Organisation, [Making tourism more sustainable A Guide for Policy Makers, 2005](#))

21. Dean Gorddard Award for Outstanding Contribution by an Individual to the NSW Tourism Industry (STATE AWARDS ONLY)

This award recognises the outstanding contribution by an individual to the NSW tourism industry, honouring those who go over and above their own commercial focus to contribute to the broader industry.

Entry criteria

Nominations are accepted from any party except the nominee,

Note: The emphasis should be on personal and professional commitment and contribution beyond what would be deemed part of their job. Their tourism contribution outside of their normal work should be emphasised.

Award eligibility check box

- Nominations are accepted from any party except the nominee.
- The nominee has not received this award previously at the NSW Tourism Awards.

Questions

1. Provide a brief overview of the nominee, highlighting their outstanding attributes. Include a brief history of their career in tourism, and a description of their current employment or other participation, if applicable. *Maximum word count: 400*
2. Provide examples and the benefits of the nominee's **professional** contribution and service to the tourism industry. Maximum word count: 400
3. Provide examples and the benefits of the nominee's **personal** contribution and service to the tourism industry. Maximum word count: 400
4. Upload three references in support of this application addressing each of the following:
 1. Leadership
 2. Positive Contribution and Influence
 3. Mentoring

Reference must include contact details of referee.

22. Business of the Year

Business of the Year is open to all winners of the following categories:

- Excellence in International Business
- Employer of Choice - 20 Employees and Under
- Employer of Choice - 21 Employees and Over
- Excellence in Innovation
- Outstanding Sustainability
- Excellence in Diversity & Inclusion
- Excellence in Micro Business
- Excellence in Small Business
- Excellence in Medium Business
- Excellence in Large Business

This award recognises a business that demonstrates achievements and excellence over and above all other entrants. This award will be judged by a panel of three judges, each of whom has not judged any other award entries