**Equality, Diversity & Inclusion SME of the Year- SME ESIA**

**Company Name:**

**Sector:**

**First Name:**

**Last Name:**

**Email Address:**

**Company Website:**

**Years in Operation:**

**Evidence to meet the criteria for Award Entry**

**Please share how your performance meets the criteria and sets you apart from your competitors in each of these areas:**

1. **Evidence of Criteria 1: Clear objective setting, strategy & plan formation, with matching rigour in implementation and SME ESIA measurement. Your response should include what the objective(s) was, how this was implemented, and what the results were. (Max 20,000 characters)**
2. **Evidence of Criteria 2: Innovation and Problem solving- Exceptional innovation and creativity in solving problems or approaching new issues related to human capital and creating an impact within the industry. Your response should set out the problem or issue, how the problem/issue was solved and what the outcome was. (Max 20,000 characters)**
3. **Evidence of Criteria 3: Diversity, equality and inclusion- Evidence showcasing diversity, equity, and inclusion in their workplace, fostering an environment where all individuals feel valued, respected, and empowered to contribute their unique perspectives and talents. (Max 20,000 characters)**
4. **Evidence of Criteria 4: Evidence of Impact – Impact created because of EDI related initiatives, such as cost saving, improved culture, new business wins, exceptional partnership development, or significant new customer value proposition. We would encourage submitting evidence e.g. feedback, letter of support, testimonials/rating on Trustpilot, etc. (Max 20,000 characters)**
5. **Evidence of Criteria 5: Rate of Growth- Key performance measures, particularly turnover and profit for last three years. (Max 20,000 characters)**