



MANAGER OF THE YEAR AWARD

Purpose:

This award recognises an individual who has significantly contributed to the development of people and communities, while acting as a change agent within the workplace.

Evaluation Criteria:

1. Proven contribution to the development and empowerment of individuals in their organization and community.
2. A clear role as a change agent who drives transformation initiatives within their workplace.
3. Embodies the values of Ubuntu and Batho-Pele principles, demonstrating care and service to others.
4. Actively participates in community initiatives, maintaining strong connections with the broader community.
5. Demonstrates collective leadership, inspiring and empowering others to lead.
6. Displays a deep understanding of socio-economic issues within South Africa, as well as global and African contexts.
7. Manages networks effectively to drive impact and collaboration.
8. Practices ethical leadership and promotes good governance consistently.
9. Shows innovation and leadership in enhancing governance within their organization.
10. Contributes to the ongoing improvement of organizational governance practices.

Supporting Documents:

- **Executive Summary:** A detailed overview of the nominee's accomplishments, addressing each evaluation criterion. (Optional: **Curriculum Vitae:** A comprehensive resume that outlines career achievements and leadership roles)
- **Letter(s) of Recommendation:** At least one letter(s) from peers, supervisors, or community members that support the nominee's contributions to leadership, governance, and transformation.
- **(Optional) Supporting Documentation:** Articles, awards, project reports, or testimonials demonstrating the nominee's impact.
- **Recent Headshot:** Professional photograph of the nominee.

Directors:

L. Moabi (Acting President), L. Moabi (Deputy President), D. Louw, G. Letsatsi, T. Malangeni, O. Bojang, M. Motsei, S. Xwayi, S. Fredericks, F. Ally,
L. Madikane, P. Mngqandi, R. Molefe

Company Secretary: N. Dube

Reg. No. 1981/001893/08

YOUNG PROFESSIONAL OF THE YEAR AWARD

Purpose:

This award celebrates a professional under the age of 35 who has demonstrated **discipline, integrity**, and a strong **work ethic**, positioning them as an emerging leader.

Evaluation Criteria:

1. Demonstrates **commitment** to the BMF through active participation in the **Young Professionals** programs.
2. Plays an **active role in youth development** and contributes meaningfully to the development of young professionals.
3. Exhibits **leadership qualities** that inspire their peers and reflect the values of **Ubuntu** and **Batho-Pele**.
4. Involvement in **social or socio-economic community projects**.
5. Displays an understanding of **socio-economic issues** and contributes to resolving them.
6. Innovates and embraces **new ideas** to drive change.
7. Practices **ethical leadership** and upholds **good governance**.
8. Effectively manages **networks** and collaborations within their sector.

Supporting documents:

- **Executive Summary:** Detailing the nominee's career progress, leadership in the BMF YP program, and adherence to BMF values. (Optional: Curriculum Vitae: Resume highlighting their career development and community engagement).
- **Letter(s) of Recommendation:** A letter supporting the nominee's leadership and community work.
- **(Optional) Supporting Documentation:** Evidence of contributions to community projects, BMF YP programs, or other leadership initiatives.
- **Recent Headshot:** Professional photograph of the nominee.

YOUNG WOMAN'S LEADERSHIP AWARD

Purpose:

This award recognises a young woman under 35 who has demonstrated **extraordinary leadership** in business, entrepreneurship, civil society, or public service, with a focus on the **empowerment of women**.

Evaluation Criteria:

1. Has exhibited **leadership and innovation**, actively contributing to the advancement of women in her industry or community.
2. **Empowers women** by creating opportunities for growth, mentorship, or professional development.
3. Demonstrates a **commitment to transformation**, particularly in promoting gender equality and diversity in leadership roles.
4. Is actively involved in **community upliftment** projects, with a clear focus on improving the lives of women and girls.
5. Embodies the values of **Ubuntu** and **Batho-Pele**, demonstrating a commitment to collective success and social responsibility.
6. Shows a strong **track record of achievements** in her field, driving meaningful change and impact.
7. Promotes **good governance** and **ethical leadership**, advocating for women's rights and inclusion in decision-making.

Supporting Documents:

- **Executive Summary:** Detailing the nominee's leadership accomplishments and role in empowering women. (Optional: **Curriculum Vitae:** Resume reflecting their leadership roles and community work).
- **Letter(s) of Recommendation:** A letter from colleagues, mentors, or community members supporting the nominee's contributions to women's empowerment.
- **(Optional) Supporting Documentation:** Evidence of successful initiatives led by the nominee, such as women's development projects or entrepreneurial ventures.
- **Recent Headshot:** Professional photograph of the nominee.

STUDENT CHAPTER OF THE YEAR AWARD**Purpose:**

This award honours a **BMF Student Chapter branch** that actively promotes **academic excellence**, **citizenship**, and **personal development** among its members.

Evaluation Criteria:

1. **Active and paid-up membership** in the BMF Student Chapter.
2. Programs that promote **academic excellence** and personal growth.
3. Demonstrates **leadership** and **youth development** within the community.
4. Actively fosters the values of **Ubuntu**, **Batho-Pele**, and **innovation** through its programs.

5. Show's success in the implementation of **life-skills, entrepreneurial, and high-impact programs** that serve the student community.
6. Ensures **gender representation** and inclusivity in its activities.

Supporting Documents:

BMF IMPACT AWARD FOR SMMEs (CATEGORY A & B)

Purpose:

These awards recognise **Small, Medium, and Micro Enterprises (SMMEs)** that have made significant contributions to **economic growth, job creation, and transformation** in South Africa.

Category A: SMMEs with Turnover Below R5 Million

Evaluation Criteria:

1. Demonstrates **impact on economic growth and employment creation**, particularly within disadvantaged communities.
2. **Serves underserved or unserved markets**, such as providing access to **essential services** (e.g., education, health, financial services).
3. Is a **disruptor in an untransformed sector**, challenging industry norms and driving inclusive practices.
4. **Commitment to transformation**, supporting black ownership, management control, or enterprise development.
5. Exhibits **sustainability** in their business model, ensuring long-term growth and community impact.

Category B: SMMEs with Turnover Above R5 Million

Evaluation Criteria:

1. Has made substantial contributions to **job creation** and the **enablement of entrepreneurship** in previously disadvantaged sectors.
2. Demonstrates **leadership in serving underserved markets**, providing essential services or goods that benefit marginalized groups.
3. Has **disrupted an untransformed sector**, driving diversity, inclusivity, and transformation within their industry.

4. Strong focus on **skills development** and **economic empowerment**, fostering black talent and leadership.
5. Shows **financial stability and growth**, ensuring continued impact and transformation.

Supporting Documents:

- **Executive Summary:** Detailed overview of the company’s impact, including contributions to economic growth, job creation, and community empowerment.
- **Company Profile:** Including turnover, sector, and key operational details.
- **Financial Reports:** Most recent financial statements showing turnover and sustainability (especially for Category A and B differentiation).
- **Case Studies/Reports:** Detailing key projects that demonstrate the company’s community impact or disruptive influence in untransformed sectors.
- **Letter(s) of Recommendation:** From beneficiaries or partners highlighting the company’s positive impact.
- **(Optional) Supporting Documents:** Any relevant certifications, media articles, or testimonials from communities served.

SUSTAINABLE IMPACT AWARD

Purpose:

This award recognises a company that drives sustainable impact by aligning its business objectives with community empowerment initiatives. The recipient demonstrates a deep commitment to creating shared value through programs that not only benefit their business but also uplift and empower disadvantaged communities, making a tangible difference in South Africa.

Evaluation Criteria:

1. **Community Empowerment:** The company leads **impactful initiatives** that contribute to the social and economic development of marginalized communities, including job creation, skills development, education, and access to essential services.
2. **Sustainable Impact:** The company’s initiatives are designed for **long-term benefit**, fostering **economic inclusion** and sustainable growth within communities.
3. **Business-Community Alignment:** The company successfully integrates **community upliftment** into its core business strategy, ensuring both **commercial success** and **positive social outcomes**.

4. **Innovative Solutions:** Demonstrates the use of **innovative approaches** to address pressing social issues, leveraging creativity and business resources to make a difference.
5. **Collaborative Partnerships:** Works with local stakeholders, including **NGOs, government bodies, and community organizations**, to amplify the impact of their programs.
6. **Commitment to Transformation:** Actively promotes **diversity, equity, and inclusion** within its workforce and leadership, extending these principles to its community engagement efforts.
7. **Track Record of Impact:** Provides measurable outcomes and examples of how their **community initiatives** have directly improved **social and economic conditions**.

Supporting Documents:

- **Executive Summary:** Detailing how the company’s operations create shared value, contribute to community empowerment, and align with sustainable development goals.
- **Company Profile:** Highlighting the company’s core business and community alignment.
- **Financial Reports:** Demonstrating the sustainability of impact initiatives.
- **Case Studies/Reports:** Detailing community impact programs, long-term sustainability projects, and measurable outcomes.
- **Letters of Recommendation:** From community leaders, NGOs, or government partners recognizing the company’s contributions.
- **Supporting Documentation:** Any awards, media coverage, or partnerships that showcase the company’s community impact.

MOST TRANSFORMED BOARD AWARD

Purpose:

This award recognises a **corporate board** that exemplifies transformation through **diversity in race, gender, age, and skills**, contributing to improved organizational performance and sustainability.

Evaluation Criteria:

1. Displays a **diverse board composition**, with a strong representation of different races, genders, and ages.
2. The board has actively pursued transformation strategies that address the **injustices of the past**, promoting inclusivity and equality.

3. Demonstrates a clear relationship between **board diversity** and **organizational success**, including financial and governance improvements.
4. **Commitment to mentorship** and the development of future leaders from underrepresented groups.
5. **Promotes sound governance** and ensures the board adheres to ethical standards and inclusivity in decision-making.
6. Has made significant progress in implementing **BBBEE** standards, with emphasis on **management control** and **ownership** diversity.
7. Showcases innovative policies or practices that contribute to a **sustainable and inclusive transformation** agenda.

Supporting Documents:

- **Executive Summary:** Detailed report on the board's diversity initiatives, composition, and transformation strategy.
- **Board Composition Report:** Including demographics (race, gender, age, skills) of board members.
- **BBBEE Certificate:** Reflecting transformation progress.
- **Letter(s) of Support:** From stakeholders or partners acknowledging the board's leadership in transformation.
- **Case Studies/Reports:** On how the board's transformation efforts have improved organizational success.
- **Supporting Documents:** Any awards or recognition for transformation efforts.

MOST TRANSFORMED EXCO AWARD

Purpose:

This award honours an executive team that has shown the most progress or success in achieving **transformation** at the **executive level** in terms of **BBBEE management control**.

Evaluation Criteria:

1. Has an **executive composition** that reflects **racial, gender, and age diversity**, promoting inclusion at the highest levels of decision-making.

2. Demonstrates commitment to **BBBEE management control** by ensuring that black executives hold key decision-making positions.
3. Shows a track record of **improved diversity** within the executive team over the past financial year, particularly in previously underrepresented groups.
4. Drives **socio-economic transformation** by influencing broader company policies and practices in favour of diversity and inclusion.
5. The Exco actively **mentors and develops** future black leaders to ensure continuity of transformation at the executive level.
6. Practices **sound governance** and displays leadership in ethical and inclusive business practices.
7. Aligns with **transformation goals** that go beyond compliance, actively contributing to **long-term organizational sustainability** and equity.

Supporting Documents:

- **Executive Summary:** Overview of the Exco's diversity and transformation progress.
- **Exco Composition Report:** Including demographics of the executive team.
- **BBBEE Certificate:** Demonstrating compliance with management control elements.
- **Letters of Support:** From employees or stakeholders recognizing the Exco's leadership in transformation.
- **Supporting Documents:** Articles, media coverage, or awards for transformation progress.