DJSIR Guidelines

2025 Victorian Manufacturing Hall of Fame Awards



Eligibility, Nomination and Assessment Guidelines

TABLE OF CONTENTS

1.	Introduction	.3
2.	Eligibility for the 2025 Victorian Manufacturing Hall of Fame Awards	3.
3.	Nomination process	.4
4.	Due diligence and probity assessments	.4
5.	Judging	.5
6.	Final decision and announcement	.6
7.	Key dates	.7
8.	Confidentiality	.7
9.	Conflict of interest	.7
10.	Nomination and assessment process flow chart	.8
Attachm	ent 1 Conditions of Entry	.9
Attachm	ent 2 Assessment framework and weightings1	12





Authorisation	
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- Review date: 28/11/2025
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1. Introduction

The purpose of this document is to outline the eligibility, conditions of entry, nomination, due diligence and assessment processes and procedures of the 2025 Victorian Manufacturing Hall of Fame Awards to:

- 1. assist and guide the assessment panels and executive reviewers
- 2. provide the approved Conditions of Entry that are published on the eAwards nominations website.

Established in 2001, the Victorian Manufacturing Hall of Fame Awards celebrate manufacturing excellence in Victoria by recognising exemplary businesses and individuals in the manufacturing industry.

The awards also aim to raise the profile of the local manufacturing industry and to promote the Made in Victoria brand. Award winners are announced at a gala dinner held at a premium event venue.

1.1 Award categories

The 2025 Victorian Manufacturing Hall of Fame Awards will give one award in each of the categories listed below, except in the Manufacturing Apprentice of the Year award for which an award will be given to a woman apprentice and an award given to a male apprentice. All winners are inducted into the Victorian Manufacturing Hall of Fame.

Individual awards

- Manufacturing Apprentice of the Year (enrolled in a Victorian apprenticeship on 31 October 2025)
- Young Manufacturer of the Year (35 years or younger on 31 October 2025)
- Woman Manufacturer of the Year
- Honour Roll for Service to Industry

Company awards

Leader in Construction Technologies Leader in Food and Beverage Leader in Gender Equality and Inclusion Leader in Health Technologies Leader in Textile, Clothing and Footwear Leader in Transport and Rail Leader in Manufacturing Manufacturer of the Year - Regional Business (regional head office and plant) Manufacturer of the Year - Small Business (< 20 employees) Manufacturer of the Year - Medium Business (20-200 employees) Manufacturer of the Year - Large Business (> 200 employees)

2. Eligibility for the 2025 Victorian Manufacturing Hall of Fame Awards

2.1 Company awards

To be eligible, all businesses nominated for Victorian Manufacturing Hall of Fame awards must have a manufacturing plant located in Victoria or demonstrate specialist services directly connected to Victoria's manufacturing industry.

Winners of Victorian Manufacturing Hall of Fame individual or company awards in 2024 are ineligible to be nominated for the same category.

See Conditions of Entry (Attachment 1) for further details.

2.2 Individual awards

Nominees to the awards for individuals must demonstrate experience, achievement, and commitment in a Victorian manufacturing business, plant or as a specialist manufacturing service provider based in Victoria.





All nominees to individual award categories must be a permanent resident of Australia.

Nominees to the Young Manufacturer of the Year award must be 35 years or younger on the 31 October 2025.

Nominees to the Manufacturing Apprentice of the Year award must be an individual who is undertaking an apprenticeship at a Victorian manufacturing business on the 31 October 2025.

See Conditions of Entry (Attachment 1) for further details.

3. Nomination process

Nominees are required to register to nominate at the 2025 Victorian Manufacturing Hall of Fame eAwards webpage via the link on the <u>Business Victoria</u> website.

On the eAwards webpage, prospective nominees will be able to view the nomination questions and criteria before proceeding to register as a nominee.

To nominate, a business will follow the following steps:

- 1. first select the small, medium, or large sized business category
- 2. choose **one** manufacturing sector (construction technologies / food and beverage / health technologies / clothing textile and footwear / transport and rail / other manufacturing)
- 3. provide written information in response to criteria to demonstrate their manufacturing experience, achievements, and leadership in that sector
- All business applicants will be considered for the gender equality and inclusion category.
- All regional business applicants will be considered for the regional business category.

Receipt of the completed and submitted nomination will be acknowledged by an automated email.

4. Due diligence and probity assessments

Nominations for the 2025 awards will be assessed by Victorian Government departmental staff to verify that the:

- nominee meets the conditions of entry for the relevant category
- business nominating for a company category has a strong financial record, has not been convicted of a breach of <u>Victorian WorkCover laws or regulations</u>, *Australian Consumer Law and Fair Trading Act 2012, Environmental Protection Act 2017, Equal Opportunity Act 2004, Local Jobs First Act 2003* or other state or commonwealth laws within the previous 12 months or, if convicted, has received a penalty of more than \$10,000 for any such breach
- individual nominee has not been convicted of breach of <u>Victorian WorkCover laws or regulations</u>, *Australian Consumer Law and Fair Trading Act 2012*, *Environmental Protection Act 2017*, *Equal Opportunity Act 2004*, *Local Jobs First Act 2003* or other state or commonwealth laws within the previous 12 months or, if convicted, has received a penalty of more than \$10,000 for any such breach

Due diligence checks will occur concurrently with the evaluation process by the Hall of Fame awards team in conjunction with Department of Jobs, Skills, Industry and Regions (DJSIR) specialist staff. The due diligence check may include conducting a police check of an individual.

The table below is an overview of all checks to be undertaken as part of the Hall of Fame due diligence and probity assessment:

Type of check	Purpose of check	Check performed by
Eligibility	To ensure the nominee meets the entry criteria.	Industry Development and Manufacturing Sovereignty branch (IDCMT)





Library service media check	To ensure nominee has not received adverse media attention.	IDCMT
Due diligence check	To ensure financial viability of nominee and to confirm the relevant investment manager's support for the nomination	IDCMT, Investment and Engagement (IE), Regional Development Victoria (RDV)
WorkSafe Victoria	To ensure nominee has not been convicted of a breach of workplace safety laws or involved in serious incidents (e.g. workplace death)	IDCMT
Fair Work Commission	To ensure nominee has not been convicted of a breach of workplace fairness regulations	IDCMT
Fair Work Ombudsman, Jade, Austlii	To ensure the nominee has not been involved in adverse industrial relations issues	IDCMT
Environmental Protection Authority Victoria	To ensure nominee has not been convicted of a breach of environmental regulations	IDCMT
ASIC check	To confirm nominee has a current business registration and is trading	IDCMT
Australian Business Number	To confirm nominee has a current business registration and is trading	IDCMT
Google search	To confirm nominee details and no adverse media attention	IDCMT
Board check	To verify diversity and inclusion of nominee's board and look for probity issues	IDCMT

5. Judging

Assessment of nominations will be undertaken in a 3-stage process.

All assessors involved in the judging will be asked to evaluate nominations based on the assessment criteria for each award category.

A weighted scoring model will be used to inform the selection of finalists and winners. This method provides a systematic process for evaluating nominations against a range of criteria, where some criteria are considered to have a higher value than others. The scoring of the manufacturing sector categories total 100%.

The gender equality and inclusion award category is scored separately to the manufacturing sectors and the score for this category totals 100%.

The assessment framework and criteria is at Attachment 2.

An online judging database will be used to access and score the information provided by each nominee.

An induction meeting for first round shortlisting panel members will be held to explain the use of the database, assessment criteria and scoring matrix. A step-by-step guide on how to use the database will be supplied to all assessors.



5.1. Round 1 – Shortlisting assessment panel – Victorian Government industry sector experts

A panel of industry specialists from the Department of Jobs, Skills, Industry and Regions and relevant experts from other departments will undertake the shortlisting process. Each panel member will be randomly assigned nominations to consider for shortlisting, with each nomination considered by 3 assessors.

Depending on the number of nominations received, this is likely to require between 12 and 15 assessment personnel per award. Victorian Government executives, managers and VPS5 officers with knowledge and experience of manufacturing sectors and businesses will be identified and participation agreed through their relevant Executive Director for the panel.

Information and induction sessions for all shortlisting assessment panel members will be held prior to being allocated nominations for assessment.

During the assessment, nominees can be contacted by the Hall of Fame awards team (not the assessor) to clarify information submitted. An assessor will submit a query by email to the Hall of Fame awards team to obtain the information from the nominee.

Assessors will read and score all online entry forms, considering any supporting materials submitted. Assessors will score each question within the online nomination form against the assessment criteria. These scores will automatically be combined to give an overall score for each nomination.

All assessors' scores will then be combined, and the highest scoring nominees will determine the shortlists.

The output from Round 1 is 15 online lists of each award with all nominees ranked by their initial score. A shortlist of the 6 highest ranking nominees per award will be presented to the Round 2 executive review panel for assessment to determine the finalists.

5.2 Round 2 – Executive review panel selects finalists

Results from Round 1 will be presented electronically for consideration by a panel of senior executive officers from relevant branches and groups within DJSIR and other relevant departments with experience and expertise in the priority sectors of construction technologies, transport and rail, food and beverage, health technologies, manufacturing, textile, clothing and footwear, and apprenticeships. The results from the Round 1 assessment will be presented to the Round 2 executive panel with nominations ranked by their averaged score.

An online meeting of the executive panel will be convened to recommend finalists (3 for each award category) after considering scores and rankings determined at Round 1.

The output from Round 2 is 15 lists identifying the recommended 3 finalists for each award.

Due diligence checks of all recommended business finalists are undertaken.

5.3 Round 3 – Senior executive panel decision

The final decision panel will review the recommended finalists for each of the 15 categories endorsed at Round 2. The Round 3 decision panel may propose a different order of results from the finalists in an award category.

The output from Round 3 is a final list of winners in each of the 14 categories.

6. Final decision and announcement

A noting brief to the Minister for Industry and Advanced Manufacturing will provide the lists of finalists and winners for each category. Subject to ministerial office advice, a media release may be prepared for the minister to formally announce finalists.

The winners will be announced at the 2025 Victorian Manufacturing Hall of Fame Awards gala dinner to be held in early October at a venue to be confirmed.





7. Key dates 2025

Early April	DJSIR announcement - nominations open
April-May	Round 1 shortlisting judges information sessions
April - May	Applicant information sessions
2 June	Nominations close
June- July	Judging
August	Finalists announced
Early October	Gala dinner to announce award winners

Nomination opening and closing dates will be listed on the **Business Victoria** website.

8. Confidentiality

Material contained in the nominations for the Victorian Manufacturing Hall of Fame awards is considered commercial in confidence.

As part of the nomination process, nominees agree to have their name associated with the Victorian Manufacturing Hall of Fame and promoted in the department's media communications, on the Victorian Manufacturing Hall of Fame and DJSIR websites and socials and in other department and Victorian Government communications material.

9. Conflict of Interest

All judging panel members will be required to complete a DJSIR Conflict of Interest declaration noting any real or perceived conflicts of interest pertaining to any nominations allocated to them for assessment. If a conflict is deemed material, they will be removed from assessment of the nomination.





10. Nomination and assessment process flow chart

Nominations submitted

All nominations must be submitted by 11.59pm to be considered for assessment.

Confirm eligibility

All nominations to be checked against eligibility and conditions of entry criteria.

Eligible nominations undergo assessment by departmental officer panel (stage 1) Each nomination scored 3 times and ranked to determine shortlist for each award category.

Executive officer panel reviews shortlisted recommendations and assesses to select finalists in each category (stage 2)

Due diligence and probity assessments DJSIR wil conduct due diligence checks on all finalists

Senior executive panel reviews stage 2 recommendations and selects winners in each category (stage 3)

Confirmation of decisions

A brief to the Minister advise of the proposed finalists and winners in each category.





Attachment 1: Conditions of Entry

(Note: this information will be placed online with nomination forms)

2025 Victorian Manufacturing Hall of Fame Awards – company nomination

- 1. All businesses nominated for Victorian Manufacturing Hall of Fame recognition must have a manufacturing plant located in Victoria and/or provide specialist services directly connected to Victoria's manufacturing industry and be based in Victoria.
- 2. Businesses considered for the Manufacturer of the Year Regional Business category must have a head office and manufacturing plant located in regional or rural Victoria as defined in the <u>Regional Development</u> <u>Victoria Act 2002</u>.
- 3. Winners of Victorian Manufacturing Hall of Fame awards in 2024 are ineligible to nominate for the same award category.
- 4. Judging panels will be appointed to assess all nominations.
- 5. The judging panels reserve the right to transfer a nomination to another applicable category.
- 6. The Victorian Government is the decision-making authority for the Victorian Manufacturing Hall of Fame Awards. Decisions on eligibility of the manufacturers or individuals being nominated, the entities nominating them, or the provision or revocation of an award certificate, induction or other recognition is final, and no correspondence will be entered into.
- 7. The award winners will be announced at the Victorian Manufacturing Hall of Fame Awards gala dinner, and through other approved departmental events or communications.
- 8. Inductees that cease manufacturing in Victoria or move their manufacturing operations to another state or offshore will have their induction revoked and will be required to remove any display of the Victorian Manufacturing Hall of Fame in all material and may not publicly indicate that it has any Victorian Manufacturing Hall of Fame or Victorian Government recognition.
- 9. Any manufacturer inducted into the Victorian Manufacturing Hall of Fame or receives an award who is, after induction or award receipt, convicted of any criminal offence or legislative breach where the penalty imposed is greater than \$10,000 will be asked to show cause as to why it should not have its induction or award revoked, be required to remove any display of the Victorian Manufacturing Hall of Fame in all materials and cease indicating that it has any Victorian Manufacturing Hall of Fame or Victorian Government recognition. The Victorian Government will decide in its absolute discretion whether the manufacturer will have its induction or award revoked.
- 10. Change of ownership of a manufacturer will not necessarily jeopardise the Victorian Manufacturing Hall of Fame standing of that organisation providing that core manufacturing activities continue to operate in Victoria.
- 11. Nominees agree to have their name, logo and images associated with the Victorian Manufacturing Hall of Fame and promoted within the media, on the Victorian Manufacturing Hall of Fame website and in other department and State Government communications material.
- 12. The State of Victoria will not be liable for any action or claim arising from or in connection with this nomination and its assessment.

2025 Victorian Manufacturing Hall of Fame Awards - individual nomination

- 1. Nominated individuals must have demonstrated experience, achievement, and commitment within Victoria in a manufacturing facility or as a service provider to the Victorian manufacturing industry and be based in Victoria.
- 2. Nominated individuals will only be accepted from:
 - 1. a Victorian manufacturing business
 - 2. an incorporated Australian industry association.
- 3. Individuals who have been recognised by a previous Victorian Manufacturing Hall of Fame award in 2024 are ineligible to be nominated for the same award.
- 4. All nominees to individual award categories must be a permanent resident of Australia.
- 5. Nominees for the Manufacturing Apprentice of the Year award must be an individual who is undertaking an apprenticeship at a Victorian manufacturing business on the 31 October 2025.
- 6. Nominees for Young Manufacturer of the Year Award must be 35 years or younger on the 31 October 2025.
- 7. Achievements can relate to any facet of manufacturing for example design, technology, supply chain management, marketing, or work safety.
- 8. Judging panels will be appointed to review the nominations.
- 9. The Victorian Government is the decision-making authority for the Victorian Manufacturing Hall of Fame Awards. Decisions on eligibility of the individuals being nominated, the entities nominating them, or the provision or revocation of an award certificate, induction or other recognition is final, and no correspondence will be entered into.



- 10. Nominees agree to have their name and image associated with the Victorian Manufacturing Hall of Fame and promoted within the media, on the Victorian Manufacturing Hall of Fame website and in other department and State Government communications material.
- 11. The award winners will be announced at the Victorian Manufacturing Hall of Fame Awards gala dinner and through other approved departmental events or communications.
- 12. Any individual recognised by the Victorian Manufacturing Hall of Fame who is, after recognition, convicted of any criminal offence or legislative breach may be asked to show cause as to why they should not have their recognition revoked and be required to remove any reference to Victorian Manufacturing Hall of Fame recognition by the Victorian Government. The Victorian Government will then decide in its absolute discretion whether the award to the individual will be revoked.
- 13. The State of Victoria will not be liable for any action or claim arising from or in connection with this nomination and its assessment.





Attachment 2: Assessment Framework

Process:

- 1. All businesses nominate by self-selecting their business size category (small, medium, or large)
- 2. All businesses self-select a manufacturing sector
- 3. Any business may also choose to nominate for the gender equality and inclusion category (optional)
- 4. All regional businesses will be automatically assessed for the Manufacturer of the year Regional business.

1. Size

- Small business
- Medium business
- Large business

2. Sector

- Construction technologies
- Food and beverage
- Health technologies
- Textile, clothing, and footwear
- o Transport and rail
- o Other manufacturing

3. Optional nomination

o Gender equality and inclusion

4. Automatic nomination based on postcode • Regional business

- 5. Individuals may nominate for the categories of:
 - o Manufacturing apprentice of the year
 - Young manufacturer of the year
 - o Woman manufacturer of the year
 - Service to industry of the year
- 6. Manufacturer of the year Regional business will be the best performing regional or rural business assessed.
- 7. At round 1 assessment, the shortlisting panel will score all nominations a. each nomination is scored by 3 separate assessors.
- 8. The shortlisting panel will provide the department's Awards team with a list of all categories with nominations ranked by score.
- 9. The executive panel will review scores and recommend 3 finalists per award category.
- 10. The senior executive panel will review finalist recommendations and select the winners in each category.
- 11. The department's decision will be final.



Weightings:

All business categories

Assessment		Weight	ting
criteria	Description		Total
All categories assessed on this criterion (30% of	Relates to Q1 Business operations and financial performance in the nominee business details section		30%
score) Business	Assess the history of the business, including its key milestones, expansions, and achievements	5%	
operations and financial performance	Assess the business's revenue for the past 3 years for indications of growth and profitability	5%	
performance	Assess the number of Victorian-based employees during the past 3 years for jobs growth	5%	
	Assess the business's investment in capital equipment, site upgrades, expansion, and reinvestment	5%	
	 Assess the business's credibility as a recognised leader as demonstrated through recent achievements, including: awards Australian or international quality standards or accreditations held commitment to industry development by participating in organisations and initiatives such as trade associations, industry governance/standards bodies, research programs, industry committees. 	10%	
All categories	Relates to Q2 Workforce skills development		20%
assessed on this criterion (20% of score) Workforce skills	Demonstration of training, development and/or upskilling initiatives that improve workforce capability, employee satisfaction, and contribution to Victoria's manufacturing industry growth and future high skilled jobs, including the:	20%	
development	 extent to which the business invests in workforce training and upskilling demonstrated commitment to apprenticeship, traineeship, or internship programs availability of training to upskill workers to new technologies, processes, and systems innovative approaches and/or collaborations with other organisations or programs to engage employees and foster a positive and productive work environment demonstrated commitment to developing future manufacturing business leaders policies and programs in place that promote diversity and inclusion. 		

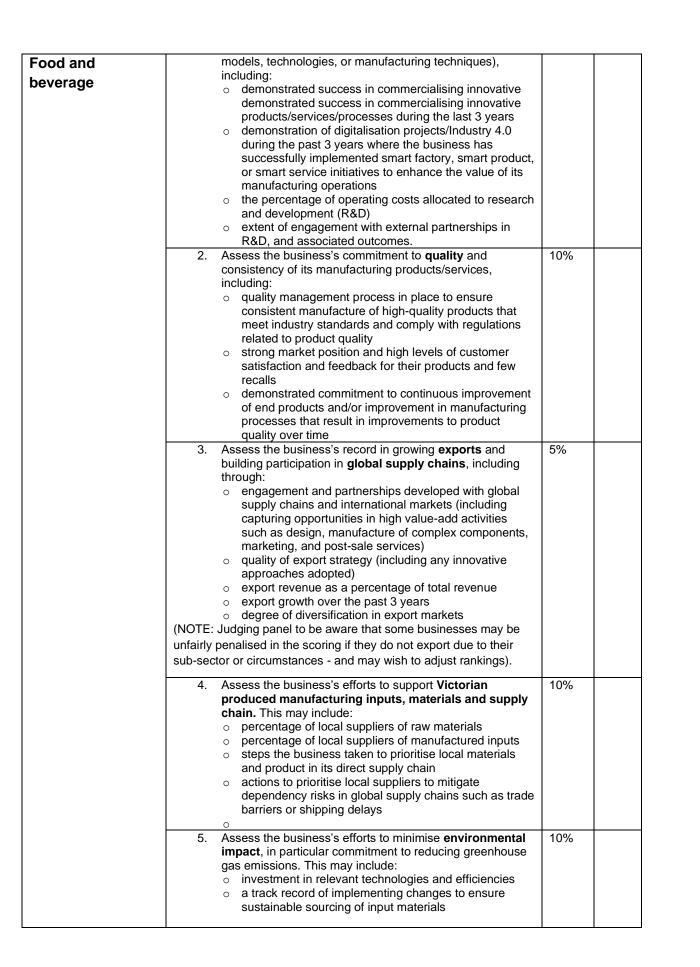
Manufacturing sector category assessment frameworks				
Self-selected category (50% of score)	Relates to Q1-5 in Construction technologies section	50%		
Construction technologies	 Assess extent of commitment to innovation in materials, end products (including consumer or industrial products), and processes (such as game-changing process improvements), including: demonstrated success in commercialising innovative products/services/processes during the last 3 years 			





		 meet industry standards and comply with regulations related to product quality strong market position and high levels of customer 		
		 strong market position and high levels of customer satisfaction and feedback for their products and few recalls 		
		 demonstrated commitment to continuous improvement of end products and/or improvement in manufacturing processes that result in improvements to product 		
	3.	quality over time Assess the business's record in growing exports and building participation in global supply chains , including	5%	
		 engagement and partnerships developed with global supply chains and international markets (including capturing opportunities in high value-add activities such as design, manufacture of complex components, 		
		 marketing, and post-sale services) quality of export strategy (including any innovative approaches adopted) export revenue as a percentage of total revenue 		
	unfairly	 export growth over the past 3 years degree of diversification in export markets Judging panel to be aware that some businesses may be penalised in the scoring if they do not export due to their 		
	sub-sec 4.	tor or circumstances - and may wish to adjust rankings). Assess the business's efforts to support Victorian	10%	
		 produced manufacturing inputs, materials and supply chain. This may include: percentage of local suppliers of raw materials percentage of local suppliers of manufactured inputs actions the business taken to prioritise local materials and product in its direct supply chain actions to prioritise local suppliers to mitigate dependency risks in global supply chains such as trade barriers or shipping delays 		
	5.	 Assess the business's efforts to minimise environmental impact, in particular commitment to reducing greenhouse gas emissions. This may include: investment in relevant technologies and efficiencies a track record of implementing changes to ensure sustainable sourcing of input materials 	10%	
	Relates	to Q1-5 in Food and beverage section	1	50%
Self-selected category (50% of score)		Assess extent of commitment to innovation in materials,	15%	









Self-selected category	Relates to Q1-5 in Health technologies section		50%
(50% of score) Health technologies	 Assess extent of commitment to innovation in materials, end products (including consumer or industrial products), and processes (such as adopting innovative new business models, technologies, or manufacturing techniques), including: demonstrated success in commercialising innovative products/services/processes during the past 3 years demonstration of digitalisation projects/Industry 4.0 during the past 3 years where the business has successfully implemented smart factory, smart product, or smart service initiatives to enhance the value of its manufacturing operations the percentage of operating costs that go towards research and development (R&D) 	15%	
	 extent of engagement with external partnerships in R&D, and associated outcomes. Assess the business's commitment to quality and consistency of its manufacturing products/services, including: quality management process in place to ensure consistent manufacture of high-quality products that meet industry standards and comply with regulations related to product quality strong market position and high levels of customer satisfaction and feedback for their products and few recalls demonstrated commitment to continuous improvement of end products and/or improvement in manufacturing processes that result in improvements to product 	10%	
	 quality over time 3. Assess the business's record in growing exports and building participation in global supply chains, including through: engagement and partnerships developed with global supply chains and international markets (including capturing opportunities in high value-add activities such as design, manufacture of complex components, marketing, and post-sale services) quality of export strategy (including any innovative approaches adopted) export revenue as a percentage of total revenue export growth over the past 3 years degree of diversification in export markets (NOTE: Judging panel to be aware that some businesses may be unfairly penalised in the scoring if they do not export due to their sub-sector or circumstances - and may wish to adjust rankings). 	5%	
	 4. Assess the business's efforts to support Victorian produced manufacturing inputs, materials and supply chain. This may include: percentage of local suppliers of raw materials percentage of local suppliers of manufactured inputs steps the business taken to prioritise local materials and product in its direct supply chain actions to prioritise local suppliers to mitigate dependency risks in global supply chains such as trade barriers or shipping delays. 	10%	
	 5. Assess the business's efforts to minimise environmental impact, in particular commitment to reducing greenhouse gas emissions. This may include: investment in relevant technologies and efficiencies 	10%	





	 a track record of implementing changes to ensure 		
Self-selected category	sustainable sourcing of input materials Relates to Q1-5 in Textile, clothing and footwear section		50%
(50% of score)	 Assess extent of commitment to innovation in materials, end products (including consumer or industrial products), 	15%	0070
and footwear	 and processes (such as adopting innovative new business models, technologies, or manufacturing techniques), including: demonstrated success in commercialising innovative products/services/processes during the past 3 years demonstration of digitalisation projects/Industry 4.0 during the past 3 years where the business has successfully implemented smart factory, smart product, or smart service initiatives to enhance the value of its manufacturing operations the percentage of operating costs that go towards research and development (R&D) extent of engagement with external partnerships in R&D, and associated outcomes. 		
	 Assess the business's commitment to quality and consistency of its manufacturing products/services, including: quality management process in place to ensure consistent manufacture of high-quality products that meet industry standards and comply with regulations related to product quality strong market position and high levels of customer satisfaction and feedback for their products and few recalls demonstrated commitment to continuous improvement of end products and/or improvements to product quality over time 	10%	
	 3. Assess the business's record in growing exports and building participation in global supply chains, including through: engagement and partnerships developed with global supply chains and international markets (including capturing opportunities in high value-add activities such as design, manufacture of complex components, marketing, and post-sale services) quality of export strategy (including any innovative approaches adopted) export revenue as a percentage of total revenue export growth over the past 3 years degree of diversification in export markets (NOTE: Judging panel to be aware that some businesses may be unfairly penalised in the scoring if they do not export due to their sub-sector or circumstances - and may wish to adjust rankings). 	5%	
	 4. Assess the business's efforts to support Victorian produced manufacturing inputs, materials and supply chain. This may include: percentage of local suppliers of raw materials percentage of local suppliers of manufactured inputs steps the business taken to prioritise local materials and product in its direct supply chain actions to prioritise local suppliers to mitigate dependency risks in global supply chains such as trade barriers or shipping delays 	10%	





	5. Assess the business's efforts to minimise environmental	10%	
	 impact, in particular commitment to reducing greenhouse gas emissions. This may include: investment in relevant technologies and efficiencies a track record of implementing changes to ensure sustainable sourcing of input materials 		
Self-selected category	Relates to Q1-5 in Transport and rail section	I	50%
(50% of score)		450/	
Transport and rail	 Assess extent of commitment to innovation in materials, end products (including consumer or industrial products), and processes (such as adopting innovative new business models, technologies, or manufacturing techniques), including: demonstrated success in commercialising innovative products/services/processes during the past 3 years demonstration of digitalisation projects/Industry 4.0 during the past 3 years where the business has successfully implemented smart factory, smart product, or smart service initiatives to enhance the value of its 	15%	
	 or smart service initiatives to enhance the value of its manufacturing operations or the percentage of operating costs that go towards research and development (R&D) or extent of engagement with external partnerships in R&D, and associated outcomes. 2. Assess the business's commitment to quality and 	10%	
	 consistency of its manufacturing products/services, including: quality management process in place to ensure consistent manufacture of high-quality products that meet industry standards and comply with regulations related to product quality strong market position and high levels of customer satisfaction and feedback for their products and few recalls demonstrated commitment to continuous improvement of end products and/or improvement in manufacturing processes that result in improvements to product quality over time 		
	 3. Assess the business's record in growing exports and building participation in global supply chains, including through: engagement and partnerships developed with global supply chains and international markets (including capturing opportunities in high value-add activities such as design, manufacture of complex components, marketing, and post-sale services) quality of export strategy (including any innovative approaches adopted) export revenue as a percentage of total revenue export growth over the past 3 years degree of diversification in export markets (NOTE: Judging panel to be aware that some businesses may be unfairly penalised in the scoring if they do not export due to their sub-sector or circumstances - and may wish to adjust rankings). 	5%	
	 4. Assess the business's efforts to support Victorian produced manufacturing inputs, materials and supply chain. This may include: percentage of local suppliers of raw materials percentage of local suppliers of manufactured inputs steps the business taken to prioritise local materials and product in its direct supply chain 	10%	





			1	
	dependency ri	ritise local suppliers to mitigate sks in global supply chains such as trade		
	impact, in particul gas emissions. Th o investment in r o a track record	ss's efforts to minimise environmental ar commitment to reducing greenhouse is may include: relevant technologies and efficiencies of implementing changes to ensure	10%	
		urcing of input materials		
Self-selected category	Relates to Q1-5 in Other r	nanufacturing section		50%
(50% of score)	1. Assess extent of c	commitment to innovation in materials,	15%	
Other		uding consumer or industrial products),		
manufacturing		ich as adopting innovative new business		
manulacturing		ies, or manufacturing techniques),		
	including: o demonstrated	success in commercialising innovative		
		ces/processes during the past 3 years		
		of digitalisation projects/Industry 4.0		
		t 3 years where the business has		
		nplemented smart factory, smart product,		
		ce initiatives to enhance the value of its		
	manufacturing	operations		
		development (R&D)		
		gement with external partnerships in		
		ociated outcomes.		
		ss's commitment to quality and	10%	
		manufacturing products/services,		
	including:			
		ement process in place to ensure nufacture of high-quality products that		
		standards and comply with regulations		
	related to prod			
	 strong market satisfaction an 	position and high levels of customer d feedback for their products and few		
	recalls	commitment to continuous improvement		
		commitment to continuous improvement s and/or improvement in manufacturing		
		t result in improvements to product		
	quality over tin			
	3. Assess the busine	ss's record in growing exports and	5%	
		on in global supply chains , including		
	through:	nd portporabing dovelaged with slot-		
		nd partnerships developed with global and international markets (including		
		ortunities in high value-add activities		
		n, manufacture of complex components,		
	marketing, and	post-sale services)		
		rt strategy (including any innovative		
	approaches ac			
		e as a percentage of total revenue over the past 3 years		
		rsification in export markets		
		e aware that some businesses may be		
		pring if they do not export due to their		
		s - and may wish to adjust rankings).		
	produced manufa chain. This may ir	ess's efforts to support Victorian acturing inputs, materials and supply include: local suppliers of raw materials	10%	
		local suppliers of manufactured inputs		





	 steps the business taken to prioritise local materials and product in its direct supply chain actions to prioritise local suppliers to mitigate dependency risks in global supply chains such as trade barriers or shipping delays 		
5.	 Assess the business's efforts to minimise environmental impact, in particular commitment to reducing greenhouse gas emissions. This may include: investment in relevant technologies and efficiencies a track record of implementing changes to ensure sustainable sourcing of input materials 	10%	

	Relates to Q1-5 in Gender equality and inclusion section	es to Q1-5 in Gender equality and inclusion section	
category (100% of score)	 Leadership and accountability demonstrated through a corporate strategy aimed at achieving gender equality and inclusion that may include: gender balance in leadership gender balance across the organisation how managers are held accountable (e.g. gender diversity and inclusion performance improvement targets) flexible work and support available for employees at all levels, including those with caring responsibilities evaluation and reporting of progress against the strategy Developing a gender balanced and inclusive workforce that may include: policies for learning and development training for people of different abilities mentoring programs setting recruitment targets for gender diverse and inclusive representation 	20%	
	 Preventing diversity-based harassment and discrimination, sexual harassment and bullying 	20%	
_	4. Driving change beyond the workplace and business	10%	
	 Details of an outstanding initiative your organisation has implemented that has successfully addressed a particular gender equality and inclusion challenge, to promote best practice 	20%	

Individual (Honour Roll for Service to Industry)

Assessment Criteria	Description	Weighting
Relates to Q1 and Q2. Business acumen and professional achievements	Nominee has demonstrated strong business skills and has contributed significantly to the growth and success of their business. Examples of contribution include leadership, mentorship, workplace changes, new ideas and introduction of innovative products/processes into the market, development of new markets and trade opportunities, proven success in encouraging uptake of advanced manufacturing and innovative processes.	30%



Relates to Q3, Q4 & Q5. Impact on Victorian manufacturing industry and broader community	 Nominee has made a significant impact on the manufacturing industry through their contributions and leadership, including: initiatives undertaken for industry-wide changes, alliances, mentorship recognition and awards from peers and industry organisations current or previous Board positions/memberships of industry and research and development organisations, expert panels, advisory councils or other relevant groups promotion of diversity commitment to sustainability and positive impact on the environment and community through their manufacturing practices commitment to giving back to the community through philanthropic activities 	30%
Relates to Q6. Collaborations and partnerships	Nominee has demonstrated a commitment to collaboration and building partnerships (locally and internationally) to achieve common goals, drive progress and grow Victoria's manufacturing industry.	20%
Relates to Q7. Legacy	Nominee has created a legacy of leadership and/or innovation efforts, including standing within the industry and advancement of the industry through their work. Nominee has demonstrated a strong commitment to innovation and pushed the boundaries of what is possible in manufacturing.	20%

Individual (Woman Manufacturer of the Year)

Assessment Criteria	Description	Weighting
Relates to Q1 and Q2. Business acumen and professional achievements	Nominee has demonstrated strong business skills and has contributed significantly to the growth and success of the business. Examples of contribution include leadership, mentorship, workplace changes, new ideas and introduction of innovative products/processes into the market, development of new markets and trade opportunities, proven success in encouraging uptake of advanced manufacturing and innovative processes.	30%
Relates to Q3, Q4 & Q5. Impact on Victorian manufacturing industry and broader community	 Nominee has made a significant impact on the manufacturing industry through their contributions and leadership, including: initiatives undertaken for industry-wide changes, alliances, mentorship recognition and awards from peers and industry organisations current or previous board positions/memberships of industry and research and development organisations, expert panels, advisory councils or other relevant groups promotion of diversity 	30%



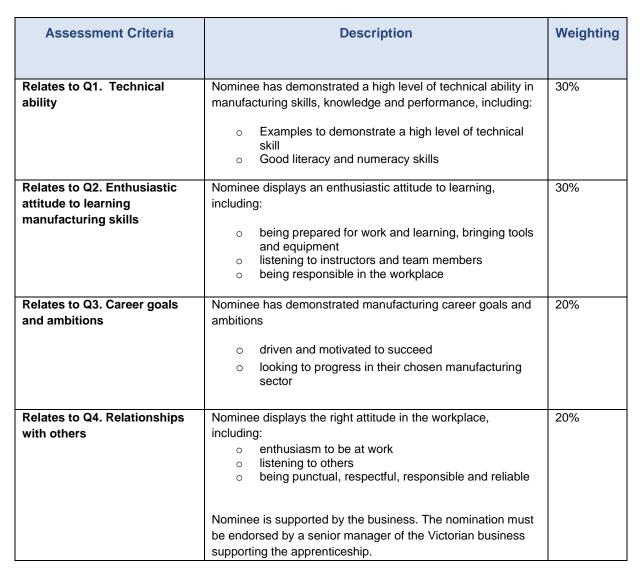


	• commitment to sustainability and positive impact on the environment and community through their manufacturing practices commitment to giving back to the community through philanthropic activities.	
Relates to Q6. Collaborations and partnerships	Nominee has demonstrated a commitment to collaboration and building partnerships (locally and internationally) to achieve common goals, drive progress and grow Victoria's manufacturing industry	20%
Relates to Q7. Leadership/Innovation efforts	Nominee has demonstrated exceptional leadership and/or innovation qualities and has contributed to the advancement of the manufacturing industry through their work thereby inspiring women to pursue careers in manufacturing.	20%

Individual (Young Manufacturer of the Year)

Assessment Criteria	Description	Weighting
Relates to Q1 and Q2. Business acumen and professional achievements	 Nominee has demonstrated strong business skills and has contributed significantly to the growth and success of the business. Examples of contribution include leadership, mentorship, workplace changes, new ideas and introduction of innovative products/processes into the market, development of new markets and trade opportunities, proven success in encouraging uptake of advanced manufacturing and innovative processes. 	40%
Relates to Q3, Q4 & Q5. Contribution to Victorian manufacturing, to broader industry and community	 Nominee has made a significant impact on the manufacturing industry through their contributions and leadership, including: initiatives undertaken for industry-wide changes, alliances, mentorship recognition and awards from peers and industry organisations current or previous memberships of industry and research and development organisations, expert panels, advisory councils, or other relevant groups promotion of diversity commitment to sustainability and positive impact on the environment and community through their manufacturing practices 	40%
Relates to Q6. Collaborations and partnerships	Nominee has demonstrated collaboration and partnership building (locally and internationally) to grow Victoria's manufacturing industry.	20%





Individual (Manufacturing Apprentice of the Year)

