

Business Size Awards

Small Business of the Year

For businesses with up to 49 employees.

Judges will be looking for businesses that demonstrate:

- Strong overall business performance and sustainability.
- Clear growth, development, and resilience over the past 12-24 months.
- Excellent customer service and client satisfaction.
- Positive impact on the local economy and community.
- Evidence of innovation, leadership, or competitive advantage.
- A clear vision and strategy for future success.

Supporting evidence may include: turnover growth, customer testimonials, team achievements, new contracts, awards, or business milestones.

Medium Business of the Year

For businesses with 50-249 employees.

Judges will assess:

- Consistent financial performance and sustainable growth.
- Strong leadership and strategic direction.
- Investment in people, skills, and workplace culture.
- Evidence of innovation and operational excellence.
- Significant contribution to the local economy.
- Demonstrable business achievements within the qualifying period.

Supporting evidence may include: financial performance data, employee development initiatives, customer feedback, and examples of business innovation.

Large Business of the Year

For businesses with 250+ employees.

Judges will be looking for:

- Exceptional business performance and leadership.

- Significant commercial success and market impact.
- Commitment to employee wellbeing, development, and inclusion.
- Evidence of innovation, investment, and continuous improvement.
- Positive contribution to Lincolnshire's economy and communities.
- A strong commitment to future growth and sustainability.

Supporting evidence may include: financial results, workforce achievements, investment projects, customer outcomes, and community initiatives.

Excellence Awards

Entrepreneur of the Year

This award recognises an individual who has demonstrated exceptional entrepreneurial spirit and business leadership.

Judges will consider:

- Vision, ambition, and determination.
 - Personal contribution to business success.
 - Innovation and ability to identify opportunities.
 - Leadership through challenges and change.
 - Measurable business achievements.
 - Future aspirations and growth plans.
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Employer of the Year

This award recognises businesses that create an outstanding workplace culture.

Judges will look for:

- Commitment to employee wellbeing and engagement.
- Investment in training, development, and progression.
- Employee retention and recruitment success.
- Diversity, inclusion, and equality initiatives.
- Evidence of a positive and supportive workplace culture.
- Examples of how employees contribute to business success.

Innovation Award

This award celebrates organisations that use innovation to improve products, services, processes, or customer experiences.

Judges will assess:

- Originality and creativity of the innovation.
- The challenge or opportunity identified.
- Implementation and execution.
- Measurable outcomes and benefits.
- Impact on customers, employees, or business growth.
- Potential for future development and scalability.

Sustainability & Green Impact Award

This award recognises organisations that are making a meaningful contribution towards environmental sustainability.

Judges will consider:

- Environmental policies and objectives.
- Reduction of carbon emissions, waste, or resource consumption.
- Sustainable products, services, or operations.
- Employee and stakeholder engagement in sustainability initiatives.
- Evidence of measurable environmental impact.
- Long-term commitment to sustainable practices.

Customer Excellence Award

Shortlisted by the judges. The overall winner will be decided by a public vote.

Judges will look for:

- Outstanding commitment to customer service.
- Evidence of consistently high customer satisfaction.
- Examples of going above and beyond for customers.

- Strong customer feedback, testimonials, or reviews.
- Effective handling of customer needs and challenges.
- A customer-centric culture embedded throughout the business.

Supporting evidence may include: testimonials, reviews, customer satisfaction data, case studies, and service excellence examples.

High Growth Business of the Year

This award recognises businesses that have achieved exceptional and sustainable growth.

Judges will require clear and verifiable evidence of growth, including:

- Percentage growth in turnover, profit, or revenue.
- Growth in employee numbers.
- New contracts, markets, locations, or investment secured.
- Demonstrable commercial achievements.
- Evidence that growth is sustainable.
- A clear strategy for future expansion.

Supporting evidence should include: accountant-verified figures, management accounts, audited accounts, major contract wins, investment secured, or workforce growth data.

Impact Awards

Community Impact Award

This award celebrates organisations that make a significant positive contribution to their community.

Judges will consider:

- Community projects, partnerships, or volunteering initiatives.
- Social value created for local people.
- Measurable impact and outcomes.
- Long-term commitment to supporting communities.

- Employee involvement in community activities.
 - Evidence of positive change resulting from the organisation's work.
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Tourism, Leisure & Hospitality Business of the Year

This award recognises businesses delivering outstanding visitor experiences and contributing to Lincolnshire's tourism economy.

Judges will look for:

- Excellence in customer experience.
 - Business growth and commercial performance.
 - Innovation within tourism, leisure, or hospitality.
 - Positive visitor feedback and reputation.
 - Contribution to the local visitor economy.
 - Commitment to quality, sustainability, and continuous improvement.
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International Trade Award

This award recognises businesses that have achieved success through international trade and exporting.

Judges will assess:

- Growth in overseas sales and international markets.
- Success in entering new countries or regions.
- Export strategy and market development.
- Evidence of international competitiveness.
- Impact of international trade on overall business growth.
- Future plans for global expansion.

Supporting evidence may include: export figures, overseas contracts, international market growth, and case studies.

Special Recognition

Outstanding Leader of the Year

This award recognises an individual who has demonstrated exceptional leadership, vision, and influence.

Judges will consider:

- Inspirational leadership and direction.
- Ability to motivate and develop others.
- Significant achievements during the qualifying period.
- Positive impact on organisational culture and performance.
- Commitment to innovation, growth, and continuous improvement.
- Contribution to the wider business community.

Entries may be submitted by colleagues, employees, clients, or stakeholders.

Special Contribution to Lincolnshire

This award is not open for application.

The recipient will be selected jointly by **Lincolnshire Showground, Lincolnshire Chamber of Commerce and KH Events**.

This award recognises an individual, business, or organisation that has made an exceptional and lasting contribution to Lincolnshire through leadership, economic development, community impact, innovation, advocacy, or long-term service to the county.

Judges will consider the overall legacy, influence, and positive impact made across Lincolnshire over a sustained period