

MEDIA RELEASE

Seeking Sustainability Heroes: Submit Your Nominations for the Sustainability Impact Awards 2025

Singapore, 26 February 2025 - Jointly presented by The Business Times (BT) and UOB, the third Sustainability Impact (SI) Awards is open for nominations from now till 16 May 2025.

Launched in 2023, the SI Awards aim to recognise leaders and companies that serve as pillars of inspiration in sustainability development, through their contributions to the environment and society. The Centre for Governance and Sustainability (CGS) at the National University of Singapore Business School is the Knowledge Partner for the Awards.

Ms Chen Huifen, Editor of The Business Times, said, "It is heartening to see individuals and corporates in Singapore being more conscious of sustainability issues and their connection to business and societal impact. We want to highlight those who are dedicating themselves to advancing responsible capitalism, and doing so in deliberate and thoughtful ways that others can learn from."

Mr Eric Lim, Chief Sustainability Officer, UOB, said, "Sustainability is about making transformational and impactful change. To tackle the urgent challenges facing our planet and society, we need the collective action from every member of the community – businesses and individuals alike. The Sustainability Impact Awards recognise those who are leading the way and inspiring us to catalyse change and build a more sustainable future for all."

Professor Lawrence Loh, Director, NUS Centre for Governance and Sustainability, said, "In the dynamic business landscape, companies and leaders still have many reasons to remain steadfast in sustainability. It is vital that we recognise those who have been steadfast and fostered positive change. Through our work in assessing sustainability standards, we hope to amplify the sustainability cause and encourage more to take action for a greener future."

Past recipients of the SI Awards include Impact Leaders of the Year Ms Esther An, City Developments Ltd's Chief Sustainability Officer, who was recognised for her pioneering sustainability advocacy. There is also Mr Preston Wong, sustainability tech start-up treasure's co-founder and CEO, who has been advocating the reduction of food waste in Singapore, and raising awareness of food sustainability issues.

Past Impact Enterprises of the Year include:

- City Developments Ltd which pioneered capacity building and thought leadership in climate action;
- Singtel, for uplifting the community through digitalisation, innovation, capability development and philanthropy programmes;

- BlueAcres Pte Ltd which enables individuals with moderate autism to acquire farming skills; and
- The Social Kitchen which provides on-ground community support through meal donations, and trains the underprivileged and marginalised individuals for employment opportunities.

Interested individuals and businesses can submit their applications via the Awards website by downloading the [application form](#). The judging criteria can be found in the [Annex](#).

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About SPH Media

SPH Media is a leading media group, with operations in the publishing of newspapers, magazines, and books in both print and digital editions. It also owns and operates other businesses such as radio stations and outdoor media. The mission of SPH Media is to be the trusted source of news on Singapore and Asia, to represent the communities that make up Singapore, and to connect them to the world. The businesses are held by SPH Media Trust, a public company limited by guarantee. For more information on SPH Media, please visit www.sph.com.sg, and our social media channels on [Facebook](#), [Instagram](#), [LinkedIn](#), and [YouTube](#).

About The Business Times

Singapore's only financial daily, The Business Times (BT), is the authoritative guide on local, regional and international business markets. In addition to corporate news and [commentary](#), BT covers the [startup](#), [wealth](#), [property](#), [lifestyle](#) and [SME](#) scenes, and tells you what you need to know about [Asean](#) and the [world](#). It also has a young audience initiative known as [Thrive](#). BT is part of SPH Media. For more information, please visit bt.sg.

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About UOB

UOB is a leading bank in Asia with a global network of around 500 offices in 19 countries and territories in Asia Pacific, Europe and North America. Since its incorporation in 1935, UOB has grown organically and through a series of strategic acquisitions. UOB is rated among the

world's top banks: Aa1 by Moody's Investors Service and AA- by both S&P Global Ratings and Fitch Ratings. In Asia, UOB operates through its head office in Singapore and banking subsidiaries in China, Indonesia, Malaysia, Thailand and Vietnam, as well as branches and representative offices across the region.

Over more than eight decades, generations of UOB employees have carried through the entrepreneurial spirit, the focus on long-term value creation and an unwavering commitment to do what is right for our customers and our colleagues.

We believe in being a responsible financial services provider and we are committed to making a difference in the lives of our stakeholders and in the communities in which we operate. Just as we are dedicated to helping our customers manage their finances wisely and to grow their businesses, UOB is steadfast in our support of social development, particularly in the areas of art, children and education.

About the Centre for Governance and Sustainability (CGS)

The Centre for Governance and Sustainability (CGS), formerly known as Centre for Governance, Institutions and Organisations (CGIO), was established by the National University of Singapore (NUS) Business School in 2010. It aims to spearhead relevant and high-impact research on corporate governance (CG) and corporate sustainability (CS) issues that are pertinent to institutions, government bodies and businesses both in Singapore and Asia. This includes corporate governance and corporate sustainability, governance of family firms, government-linked companies, business groups, and institutions. CGS also organises events such as public lectures, industry roundtables, and academic conferences on topics related to governance and sustainability.

CGS is the national assessor for the corporate sustainability and corporate governance performance of listed companies in Singapore. More information about CGS can be accessed at <https://bschool.nus.edu.sg/cgs/>

NUS Business School is known for providing management thought leadership from an Asian perspective, enabling its students and corporate partners to leverage global knowledge and Asian insights. For more information, please visit bschool.nus.edu.sg, or go to the [BIZBeat](#) portal which showcases the School's research.

The School is one of the 16 faculties and schools at NUS. A leading global university centered in Asia, NUS is Singapore's flagship university which offers a global approach to education, research and entrepreneurship, with a focus on Asian perspectives and expertise. Its transformative education includes a broad-based curriculum underscored by multi-disciplinary courses and cross-faculty enrichment. Over 40,000 students from 100 countries enrich the community with their diverse social and cultural perspectives.

About the Sustainability Impact Awards

The inaugural Sustainability Impact Awards was officially launched on 1 February 2023, and is jointly presented by The Business Times (BT) and UOB to recognise and celebrate the people and businesses that have made a significant positive impact on the environment and societal well-being through their sustainability initiatives. The Centre for Governance and Sustainability (CGS) at the National University of Singapore Business School is Knowledge Partner for the Awards.

Award Categories and Assessment Criteria

INDIVIDUAL CATEGORY

Awards

1. Impact Leader of the Year
2. Impact Leader Excellence Award

Eligibility

- Individuals should be based in Singapore.
- Individuals from entities with a clear enterprise purpose, including business enterprises, social enterprises, GLCs, charities and NGOs, are welcomed to participate.
- Individuals should meet the Terms and Conditions stated in the Nomination Declaration form.

Assessment Criteria

The following framework and criteria will be used to measure Sustainability Impact:

Core Attributes
<p>Significance:</p> <ul style="list-style-type: none">● Individuals should demonstrate the significance of the actual environmental and/or social outcome resulting from the implementation of the projects/initiatives/programmes he/she led.● Significance in fulfilling the need for the community should be highlighted and articulated. The need could come from the individual's enterprise or the society.● Indirect impact that results in improving profitability need not necessarily be included. <p>Leadership:</p> <ul style="list-style-type: none">● Individuals must demonstrate his/her leadership in effectively implementing the projects/initiatives/programmes.● Individuals who have implemented pioneering projects/initiatives/programmes and have influenced a large scale of stakeholders will be awarded bonus points.

Essential Attributes

Advocacy:

- Individuals should demonstrate how he/she has advocated to create change as well as how he/she engaged and motivated internal and external stakeholders. For example, how did he/she influence business strategies/decisions/public policy/employees' behaviours/policy makers etc.

Scope:

- Individuals must demonstrate how the projects/initiatives/programmes he/she led positively affected the local community in Singapore. Individuals who have extended impact beyond Singapore to reach a larger scope will be awarded bonus points, based on how large the impact is.

Duration:

- Duration of the impact refers to the period that relevant stakeholders experienced the outcome. This award values both short- and long-term impact.

Depth:

- Depth of the impact refers to the degree of change in the outcome level experienced by relevant stakeholders. Examples could be the degree of improving the lives of local communities, the degree of improving energy efficiency.

Good Governance (Prerequisite)

Governing Leadership:

- Individuals should show how he/she upholds a strong mission and vision of his/her enterprise, ensuring leaders of every level are committed to fairness, transparency, diversity, equity, and inclusion.

Engagement of Stakeholders:

- Individuals should demonstrate his/her practices regarding stakeholder engagement. This includes but not limited to practices to enhance participation of internal stakeholders and actions to engage external stakeholders.

Compliance:

- Individuals should demonstrate that he/she does not have any outstanding charges.

Evaluation

- Individuals will be evaluated based on the social and/or environmental outcome attributed to his/her efforts instead of the size or the impact of his/her enterprise.
- The Individual category will honour individuals who have shown singular excellence in environmental or social aspects as well as individuals who have shown excellence in both aspects.

ENTERPRISE CATEGORY

Awards

Small and Medium Enterprise (SME)

- Impact Enterprise of the Year
- Impact Enterprise Excellence Award

Large Enterprise

- Impact Enterprise of the Year
- Impact Enterprise Excellence Award

Eligibility

- Enterprises should be registered and based in Singapore.
- The Enterprise category is further subdivided into awards for Small and Medium Enterprises (SMEs) and Large Enterprises.
 - According to Enterprise Singapore, SMEs refer to enterprises which have revenue of up to S\$100 million or maximum employment size of 200 employees.
 - Large Enterprises have revenue larger than S\$100 million or employment size of more than 200 employees.
- Enterprises with a clear enterprise purpose, including businesses, social enterprises, GLCs, charities and NGOs, are welcomed to participate.
- Enterprises should meet the Terms and Conditions stated in the Nomination Declaration form.

Assessment Criteria

The following framework and criteria will be used to measure Sustainability Impact:

Core Attributes
Significance: <ul style="list-style-type: none">● Enterprises should demonstrate the significance of the actual environmental and/or social impact resulting from the implementation of the projects/initiatives/programmes.● Significance in fulfilling the need for the community should be highlighted and articulated. The need could come from his/her organisation or the society.
Leadership: <ul style="list-style-type: none">● Enterprises must demonstrate leadership in carrying out the projects/initiatives/programmes.● Enterprises which have carried out pioneering projects/initiatives/programmes and have influenced other entities such as businesses, media or academic institutions would be awarded bonus points.
Essential Attributes
Scale:

- Enterprises should demonstrate the scale of the impact, including but not limited to the groups of stakeholders affected, the scale of people reached, the scale of people experiencing the outcome etc.

Scope:

- Enterprises should demonstrate their contributions to Singapore's national priorities/national strategies/national development plans. Enterprises which extend impact beyond Singapore to reach a larger scope will be awarded bonus points, based on how large the impact is.

Duration:

- Duration of the impact refers to the period that relevant stakeholders experienced the outcome. This award values both short- and long-term impact.

Depth:

- Depth of the impact refers to the degree of change in the outcome level experienced by relevant stakeholders. Examples could be the degree of improving the lives of local communities or the degree of improving energy efficiency etc.

Bonus Points

Synergy:

- Enterprises which promote sustainability while collaborating with other entities and actors will be awarded bonus points. Examples include but are not limited to engaging suppliers to promote a green supply chain or engaging consumers to adopt a green lifestyle.

Innovation:

- Enterprises would be awarded bonus points if the creativeness and originality of the projects/initiatives/ programmes are proven.

Prerequisites

Environmental Practices

- **Targets:** Enterprises should demonstrate their targets/visions/statements regarding environmental protection. Environmental protection includes but is not limited to waste management, energy conservation, climate actions etc.
- **Strategies:** Enterprises should illustrate the strategies and practices to achieve the above-mentioned targets/visions/statements.

Social Practices

Well-being of Employees: Enterprises should demonstrate their practices in improving the well-being of employees. These practices include but are not limited to training and education for employees, occupational health and safety practices, diversity, and inclusion practices etc.

Good Governance Practices

- **Governing Leadership:** Enterprises should show their commitment to values that are conducive to the success of the enterprise, employees, and stakeholders at large which include but are not limited to fairness, transparency, diversity, equity, and inclusion.
- **Engagement of Stakeholders:** Enterprises should demonstrate practices regarding stakeholder engagement. This includes but is not limited to policies/regulations that ensure the rights of stakeholders, avenues for stakeholders to participate etc.
- **Transparency and Disclosure:** Enterprises should demonstrate the contents of

disclosure and their medium for communication. Contents of disclosure include but are not limited to enterprises' financial disclosure, ownership structure, voting rights, remuneration policy, related party transactions, risk factors, issues regarding stakeholders, governance structure and policies.

Evaluation

- Enterprises will be evaluated based on the social and/or environmental outcomes attributed to its efforts.
- The Enterprise category honours enterprises that have shown excellence in environmental or social aspects as well as enterprises that have shown excellence in both aspects.