

Outstanding Company Initiative Award

This category recognises a company that has demonstrated a commitment to increasing the proportion of women in their workplace through a programme or initiative that improves inclusion, safety, representation, or career progression.

Companies that have shown increases in the proportion of women in non-traditional roles, or have implemented successful programs for more than 12 months, will be particularly highly regarded.

Selection Criteria

1. Programme Outline (max. 200 words)

Provide a clear summary of the programme or initiative. Include the key focus areas, intended audience (e.g. leadership, frontline, apprentices), and the scope of implementation across the organisation.

2. Purpose & Implementation (max. 400 words)

Describe the problem or opportunity the programme/initiative was designed to address. Outline the planning and consultation processes used to develop the program, and detail how it was implemented. Include any KPIs or goals set at the outset.

3. Demonstration of effectiveness (max. 400 words)

Provide evidence of impact, including data and measurable outcomes. Consider including:

- Progress against initial KPIs or goals
- Participation and success rates
- Increases in female representation, particularly in non-traditional roles
- Operational benefits such as improved performance, reduced turnover or absenteeism, or increased workforce capability

4. Cultural Impact & Community Benefit (max. 200 words)

Describe how the initiative has positively influenced workplace culture and employee experience. If applicable, outline benefits to the broader community or improvements in the company's social license to operate. Consider how the initiative has enhanced the attraction and retention of women.

5. Transferability across the industry (max. 150 words)

Describe how the initiative can be used, modified or transferred to other settings or industries. If relevant, describe how the initiative has been successfully transferred to other settings or industries.



Submission Requirements

Photo – Attach photo of the initiative or the team involved in the initiative (resolution 300 dpi or greater). Maximum of 4 photos only.

Logo – Attach a high res .png or .jpg company logo.

Eligibility

- The awards are open to companies that are currently operating in the mining and resources sector in Western Australia
- CME member and non member companies are welcome to apply
- Previous finalists/winners of WIRA can re nominate after 7 years. This does not apply to the company initiative category unless nominating the same initiative.

Privacy Statement

- The collection of the entrant's personal information is necessary for the purposes of the 2026 awards.
- Personal information will be used by CME to assess entries and to contact entrants.
- CME may use the information collected from award entries in promotional materials, including in the media. Approval will be sought from the nominee prior to publishing.

Nomination Tips

- **Address All Selection Criteria:** Use the word limits wisely and aim to respond fully to each section. Incomplete answers – even for strong initiatives – can affect overall scoring.
- **Avoid Jargon:** Write in clear, plain language. Judges come from a range of backgrounds and need to understand your submission without technical or internal company terminology.
- **Give examples:** When making claims, bolster them with concrete examples.
- **Avoid Overuse of Buzzwords:** Words like “innovative,” “transformational,” or “pivotal” are fine if supported by evidence. Without context or results, they can come across as vague or inflated.
- **Review for Impartiality:** Once the nomination is drafted, review it as if you were unfamiliar with the initiative. Does the narrative make sense? Are the goals and outcomes clear? Would someone outside your organisation understand why it matters?

Contact Details

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