

Outstanding Company Initiative Award

This category recognises a company that has implemented an outstanding programme or initiative that advances opportunities for women in the workplace. This may include initiatives that improve inclusion, safety, representation, career progression or workplace culture.

Initiatives that demonstrate measurable and sustained outcomes, particularly those that have been in place 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 objectives, 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 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

- **Read ALL the criteria first:** Before you start writing, read all the criteria to understand what information belongs in each section. Judges assess each criterion separately and may not be able to award full marks if relevant information is included under the wrong heading.
- **Optimise Word Limit:** Successful nominations typically use most of the available word limit in each section. The word limits have been designed to allow enough space to provide context, explain achievements and demonstrate impact. If your response is significantly under the word limit, ask yourself whether a judge would be left wondering **how, why or how do you know?**
- **Write for a General Audience:** Be mindful of using jargon, technical terms, or project-specific language. Judges come from diverse backgrounds and may not be familiar with every acronym, system, or methodology. Avoid long, complex sentences and instead use clear, simple language to ensure your nomination is easy to understand.
- **Support Summary Statements with Evidence:** Summary statements, opinions and conclusions are useful for introducing a paragraph, but they should be followed by supporting information that helps judges understand and assess the claim. When reviewing your nomination, ask yourself whether each statement is backed up with descriptions, examples or measurable outcomes. For example, if you state that *"employees were supported"*, explain how they were supported.
- **Paragraphs:** Before submitting your nomination, make sure you have used paragraphs throughout your response. Well-structured paragraphs make nominations much easier for judges to read and assess.

Contact Details

All enquiries should be directed to c.cole@cmewa.com or 0437 734 254.