



Scottish Borders Business Excellence Awards 2022

Micro Business of the Year - sponsored by Business Gateway Borders

- Under 10 staff
- Strong managerial and financial performance
- Commitment to growing and developing a dynamic workforce
- Evidence of innovation to differentiate product and services
- Customer engagement and acquisition
- Climate and community engagement
- Role models and can inspire other businesses.

SME Business of the Year - sponsored by Bruce Stevenson Insurance Broker

- Between 11-99 Staff
- Strong managerial and financial performance
- Commitment to growing and developing a dynamic workforce
- Evidence of innovation to differentiate product and services

High Growth Business of the Year- sponsored by Douglas Home & Co

- Demonstrate sustainable business performance based on financial growth or profit growth
- Evidence increases in product or service range
- Evidence return on recent investment
- Commitment to growing and developing a dynamic workforce

Developing the Young Workforce - sponsored by DYW Borders

- Evidence of shaping and inspiring young people whilst in education
- Commitment to recruitment and development of young people
- Wider engagement with education providers to support Scotland's youth employment strategy
- Perhaps any extra support of youngsters that are in less advantageous situations i.e. poverty/difficult backgrounds etc to be inclusive

Young Businessperson of the Year - sponsored by Scottish Borders Council

- Young leader aged 35 or under
- Evidence of exceptional leadership skills
- Significant contribution to their organisation
- Acts as a role model to others

Innovation in Business - sponsored by Strawberry Lemonade Events

- A high degree of creativity and dynamism in developing your business
- Demonstrable innovative methods or approach to differentiate from competitors
- Evidence of improved sustainable commercial performance, customer satisfaction, operational or efficiency
- Evidence how the new service, product or business is really innovation to either the business or market
- Evidence how the innovation has contributed to improvements in climate and impactful on the community

Health and Wellbeing Business of the Year - sponsored by Borders College

- Evidence of policies and practices to improve health and wellbeing of employees
- Commitment to further improve the health and wellbeing of employees and the link to performance and productivity of the business
- Perhaps a consideration to the community/customers as well as employees to show wider community support? There was a Kelso florist that left bunches of flowers around Kelso to be kept by the finder (a small gesture but thoughtful)

Social Enterprise of the Year - sponsored by the Scottish Borders Social Enterprise Chamber

- Demonstrates commitment to the sector in which they operate
- Evidence of social impact with a clear vision
- Evidence of stakeholder engagement
- Innovation in developing funding sources

Family Business of the Year - sponsored by Runningburn

- Distinct practices that help the business prosper
- Evidence of blending business acumen and family engagement
- Commitment to succession planning

Net Zero Business of the Year - sponsored by South of Scotland Enterprise (SOSE)

- Clearly defined strategy to become a net-zero organisation
- Evidence of the organisation consistently working towards a 'zero waste' policy across every aspect of the business
- A leading net zero-organisation that encourages others to take climate action
- Evidence impact or influence, i.e. CO2 saved, diversions to landfill etc
- Any links to performance growth and financial success

Business Leader of the Year - sponsored by Scottish Borders Chamber of Commerce

- Exceptional leadership skills
- Evidence of the individual's impact on the business strategy, direction and performance
- Clearly defined vision for continual performance