

Standard Bank

# TOP WOMEN<sup>TM</sup> AWARDS

## ENTRY FORM GUIDELINES 02 DECEMBER 2025

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A guide on how to prepare and submit your nominations to South Africa's iconic gender empowerment event of the year.

For female entrepreneurs, executives, employees,  
men driving gender & organisations.

The Standard Bank Top Women Awards 22nd anniversary will be taking place on 02 December 2025 at the Sandton Convention Centre in Gauteng.

It is a collaborative platform dedicated to recognising outstanding leadership for organisations that have stepped up and shaped women's roles within the private and public sectors, as well as recognising those individuals who have exemplified inspiration, vision, innovation, and leadership; and have played a significant role in their communities and broader society.

We invite your organisation to submit nominations to the 2025 21st annual Standard Bank Top Women Awards. Nominations may be submitted by individuals or organisations. Last year's awards attracted more than 750 nominations.

**This brochure explains how to prepare and submit your nomination.**

**STEP 1:** Review the categories and choose the categories in which you'll participate.

The category breakdown will outline how to submit your entries. All of this information is also available on our website.

**STEP 2:** Start collating all of your information and supporting documents (articles, press releases, videos, accolades, news articles and testimonials).

Ensure that all info is related to gender empowerment.

**STEP 3:** Write a motivation or shoot a short video (mobile phone will do)

**STEP 4:** Submit



# 2025 CALENDAR

**23 May**

Standard Bank Top Women  
'Empow(Her)' Cape Town

**25 July**

Standard Bank Top Women  
'Empow(Her)' Gauteng

**25 September**

Standard Bank Top Women  
'Empow(Her)' KZN

**June**

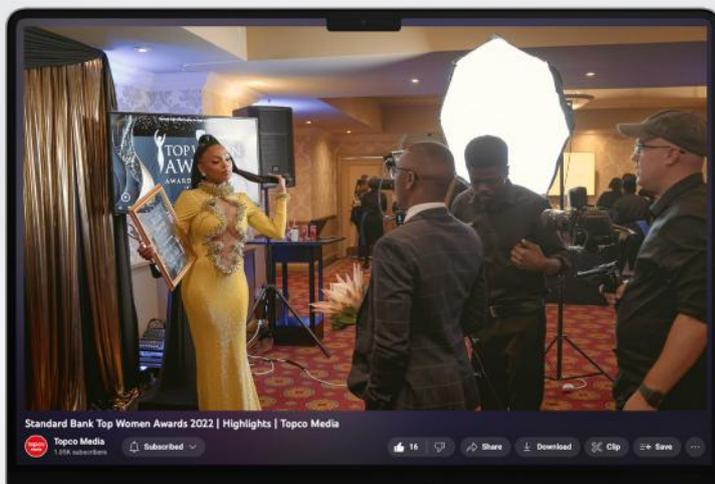
Standard Bank Top Women  
Leaders Publication goes live  
19th Edition

**25 – 26 November**

Standard Bank Top Women  
Conference

**04 December**

Standard Bank Top Women  
Awards



Watch the Standard Bank  
Top Women Awards  
highlights video

[CLICK HERE](#)

# HOW TO SUBMIT YOUR ENTRIES



## **STEP 1**

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Go to the website and click "Enter Now"



## **STEP 2**

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Follow the instructions to complete your registration form that creates your entry-submission



## **STEP 3**

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Within your entry-submission, ensure that you complete all the relevant details



## **STEP 4**

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Once you've created your entry, time to SUBMIT



## **STEP 5**

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Our Nominations Manager will be in touch with you

# HOW THE AWARD WINNERS WILL BE DETERMINED

## General Criteria

All companies must show a turnover above R35 Million (unless otherwise specified). Please advise of any allegations against you or your organisation in the past 48 months

## Gender Equity

- 30% of Female employees
- 20% of Female directors (executive)
- 10% of Female senior management
- 20% of Female ownership / shareholding / partnership

Company Policies (Female Specific)

Skills Development (Female Specific)

CSI Expenditure (Female Specific)

Financial Performance

Annual Turnover

Turnover Growth

Profit Ratio

The independent judges will base their scores on two important sections broken down as follows:

- 10% of your score will be on general criteria (10 points allocated to general criteria)
- 90% of your scores will be on the organisations motivation (90 points allocated to motivation)

## Motivation

Your motivation statement is a crucial element of the nomination process, designed to highlight a nominee's accomplishments and demonstrate their deservingness of recognition.

It serves as a comprehensive narrative, showcasing their unique contributions, exceptional skills, and the profound impact they have made, thereby empowering the award selection committee to make a thoroughly informed decision.

The judges use the below guidelines, as well as their own discretion, to allocate points.

1. The organisation needs to show alignment to the category and clearly articulate the goal.
2. How unique and innovative are your programmes?
3. Demonstrate the impact of the organisations goals, job creation and how it has been justified through relevant evidence and supporting documents.
4. How has the program/initiative contributed to the organisations growth and it is scalable?
5. If your vision for the future is sustainable.

Once all entries are closed, the entries are assessed in accordance with the criteria set out for each award, resulting shortlisted finalists for each of the categories.

The list of finalists for each category are then independently verified to ensure that they meet the criteria per category and a 'judge's pack' is prepared for our external judging process. The shortlisted finalists are announced in the press and all companies/individuals advised of their inclusion.

The judges will then convene to decide on the winners for each category. The 'judge's pack' containing all the relevant information, provided by the entrant, is presented to the independent panel of judges.

# 2025 CATEGORIES

## ORGANISATION AWARD



### Organisation Award

These categories will celebrate and recognise the achievements of organisations striving to make the workplace supportive to women.

#### Top Women Owned Business SMME 2025:

This category celebrates South African small or medium enterprises that have demonstrated outstanding results in gender empowerment.

The highly coveted trophy will be awarded to a company that has recorded significant growth over the last three years. However, the winner will have to show more than just sales figures – the trophy will go to inspirational organisations that have given women a voice and empowered them in the workplace. Annual turnover must be between R5million – R35 Million

#### Your entry should include:

- Performance results over the last three years
- Details of gender empowerment projects and proof of their success

#### Top Women Business in ICT & Ecommerce

**2025:** This award honours organisations which are shaping the tech industry and the e-commerce companies that are empowering women to drive the 4th Industrial Revolution. All companies involved in e-commerce, information technology hardware, software and computing service industries focused on gender empowerment are eligible to enter for this award.

Judges will be focusing organisations that not only drive equality through gender-empowerment programmes in the tech industry but also place diversity at the core of their growth and expansion plans. Therefore entrants must demonstrate how they are making strides



in gender empowerment through tech-based applications and innovations and the women in their companies who are leading this charge. Annual turnover must be above R35million

#### Your entry should include:

- Examples of tech-based innovation that is driving gender empowerment
- Evidence of success stories both in the company and in the application of the innovative initiatives in the tech and e-commerce industry.
- Detailed unpacking of the company's vision and the role women play in it.
- Plans for scaling in the medium to long term.

#### Top Women Business in Construction, Infrastructure, Resources & Mining 2025

This award celebrates companies in the resource industries that are moving away from their traditionally male-dominated routes to embrace gender empowerment in sectors such as mining, oil and gas. This category is for companies in the resources sector that

have women climbing the ladder, succeeding at all levels of the organisation, including management. Annual turnover must be above R35million

**Your entry should include:**

- Evidence of gender empowerment programmes
- Success stories of successful women employees and leaders
- Details of the impact of company gender empowerment initiatives

**Top Women Business in Health & Pharmaceutical 2025:**

This category celebrates organisations pioneering the health and pharmaceuticals industries and the companies with the innovative empowerment programmes that support gender empowerment. The award is open to hospitals, medical suppliers, pharmaceutical firms, biotechnology firms, spas and alternative healthcare companies.

Award- winning companies will need to demonstrate strong levels of gender empowerment at all levels, including management. Annual turnover must be above R35million

**Your entry should include:**

- Evidence of gender empowerment programmes
- Success stories of successful women employees and leaders
- Details of innovative practices within the company and their impact on gender empowerment

**Top Women Business in Public Service 2025:**

This award is reserved for parastatals, SOE's, government departments and municipalities that boast a high level of gender empowerment. This award will look for entrants that go above and beyond in servicing the South African public. Award winners will be able to demonstrate this gender empowerment across all levels of staff, but they will also need to have gender empowerment at the heart of their programmes,

policies and dealings with suppliers. Annual turnover must be above R35million

**Your entry should include:**

- Details of programmes and policies promoting gender empowerment
- Demonstrate gender empowerment among staff, including management
- Evidence of excellent service delivery
- Demonstration of gender empowerment values in dealing with suppliers

**Top Women Business in Corporate Citizenship & Community impact 2025:**

This award was created to honour companies that look beyond their employees and workplaces and strive to make a difference in the world around them. This award is for those businesses that invest in South African women and girls, focusing on improving their quality of life and economic prosperity through innovative programmes.

Winners will be chosen based on the impact of their social investment efforts, as well as their company's culture of gender empowerment within the workplace. Annual turnover must be above R35million

**Your entry should include:**

- Examples of social investment programmes
- Demonstration of the success of social investment programmes for women and girls
- Evidence of gender empowerment culture within the company

**Top Women Business in Diversity, Equity and Inclusion 2025:**

This category is for companies that celebrate diversity across all levels of employees. This award is not just for those businesses that empower women; it's for companies that embrace multiculturalism and inspire their employees to create an inclusive workplace. An award-winning entry will show diversity in preferential recruitment policies, skills development programmes and a representative workplace. Annual turnover must be above R35million

**Your entry should include:**

- Examples of your recruitment policies and skills development programmes
- Demographics of your company and examples of diversity
- Details of the company's vision for diversity

**Top Women Business in Skills & Youth**

**Development 2025:** This award focuses on intensive learnership and skills development programmes that increase the capability and opportunities for young women.

The judges in this category focus on and assess how entrants are broadening young women's career prospects through a social enterprise that has contributed significant social and economic value at community and/ or national level. Award winners will be able to demonstrate the impact and empowerment of young women through their initiatives and the implementation thereof. Annual turnover must be above R35million

**Your entry should include:**

- Details of skills development programmes
- Demonstration of the success of these programmes
- Evidence of the impact of skills development programmes
- Details of programmes and policies equipping female youth with abilities that benefit them in their prospective career fields

**Top Women Business of the year Sponsored by BMW:**

This is Standard Bank Top Women's most prestigious award and will be given to an organisation that has a track record of championing gender empowerment and transformation. Judges will be looking for exceptional practices implemented through HR or transformation divisions and will award the trophy to companies that can show they have innovative processes, policies and procedures that increase the employment of women.

The winning company will have proven skills development successes and a strategy to advance women within the business. This award is for companies that are leading the way in gender empowerment, making a tangible difference in their female employees' lives. Annual turnover must be above R100million

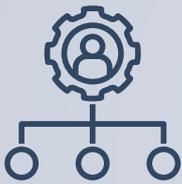
**Your entry should include:**

- Demonstration of the company's gender empowerment programmes - including supply chain imperatives
- Examples of gender empowerment successes and advances
- Details of the company's vision for gender empowerment and transformation



# 2025 CATEGORIES

## INDIVIDUAL AWARD



### Individual Award

These categories will recognise the achievements of individuals for the past 18 months of individual female entrepreneurs, executives, employees as well as men driving gender empowerment.

### Top Women Leader in Professional & Support Services 2025:

This award celebrates a distinguished leader in professional and support services sector who has achieved outstanding results and is recognised for her transformative impact and visionary approach.

This leader has consistently demonstrated exceptional strategic acumen, operational excellence, and an unwavering commitment to fostering inclusive and dynamic workplace. These are women who have a track record of ensuring gender-empowerment programmes that provide others with the skills they need to take their place in roles right up to C-suite level. Inspiring women leaders amongst all professions with a strong culture of creating opportunities for other women are ideal for this category.

#### Your entry should include:

- Details of gender empowerment programmes
- Success stories of women-empowerment programmes that you have devised and implemented
- Evidence of a company culture of gender empowerment
- Supporting evidence from your colleagues as to your leadership abilities
- Examples of cost-saving and on time delivery of projects



### Top Women Leader in STEM 2025:

Calling all senior female executives working in science! This award celebrates female leaders who have demonstrated exceptional performance using science or in the scientific fields. The winning entrant will have displayed admirable leadership, business acumen and strategic foresight. Annual turnover must be above R35million

#### Your entry should include:

- Details of performance using science or in the scientific fields
- Evidence showing your achievements and successes over the last 18 months
- Demonstrations of your leadership approach and vision

### **Top Women Leader in Public Sector 2025:**

This category highlights inspirational women leaders in the public sector. This award is for women who have a track record of excellent performance and service delivery in parastatals, SOE's, government departments and municipalities. The award winner is someone who has, through her public profile, raised the visibility of women in government. Annual turnover must be above R35million

#### **Your entry should include:**

- Evidence of your achievements and successes over the last 18 months
- Details of your efforts to raise the visibility of women in service delivery
- Supporting evidence from your staff as to your leadership abilities

### **Top Women Young Achiever 2025 Sponsored by Standard Bank :**

Calling all women executives aged 40 and younger: This award celebrates the outstanding achievement of young women leaders.

Candidates must demonstrate their contribution to their company's performance through innovative strategies and must serve as an inspiration to their colleagues. This award is for young women who show great potential, excellent business acumen and strategic foresight and who are passionate about building their company, creating employment and contributing to the economy. Annual turnover must be above R35million

#### **Your entry should include:**

- Evidence of your contribution to the company and its impact
- Supporting evidence from your colleagues as to your leadership abilities
- Examples of innovative strategies you have spearheaded
- Details of your achievements and successes over the last 18 months

### **Top Women Entrepreneur of the year 2025 Sponsored by Standard Bank:**

This award celebrates female entrepreneurs who are renowned in their field. The winner of this category should be an inspiration to her fellow entrepreneurs – someone whose career

is built on a foundation of excellence, ingenuity, and integrity. The Top Women Entrepreneur must demonstrate strong leadership skills, an eye for innovation, and must live the spirit of gender empowerment. Annual turnover must be between R5million - R35 Million

#### **Your entry should include:**

- A demonstration of your leadership approach and its impact on your company
- Evidence showing your achievements and successes over the last 18 months
- Proof of gender empowerment programmes that you have initiated - including supply chain imperatives
- Supporting evidence from your staff as to your leadership abilities

### **Haley Fletcher Top Women Business Leader of the year 2025 Sponsored by Standard Bank :**

If you're a female leader who shows astute business acumen, strategic foresight and a passion for gender empowerment, then this award is for you. The award celebrates women who have a track record of exceptional business performance but who also implement innovative policies to empower fellow women. Women entering this category should be inspirational leaders who ensure they use their platform to drive economic and social empowerment for others. Annual turnover must be above R35million

#### **Your entry should include:**

- Evidence of company growth under your leadership
- Examples of gender empowerment strategies you have spearheaded
- Supply chain empowerment requirements
- Supporting evidence from your staff as to your leadership abilities



## 5 Reasons to Enter the Awards



As a Top Women winner you will get a range of digital collateral that you can use to promote your award. Differentiate your business from your competitors & stand out in your industry



We will promote your winning status across our website and media. We have 20 000 email subscribers and 50000 visitors to our site monthly. PR & media exposure through multi-channel marketing



Entering the awards is a great way to thank and honour your employees and build your brand. Measure your performance against SA's best



Raise your profile to attract investors & key stakeholders



Network with other business individuals

# ENTRY CHECKLIST



Entry form



Motivation of 1200 words



Company blurb (50 - 100 words)



Signed and approved by a senior member of the organisation



Company logo (300 dpi)



A current 2 page CV of individual entering



Submit three photographs in jpeg of your business with relevance to the category entered to be used for the presentation evening



A head and shoulders photograph in jpeg format of entrants in individual category

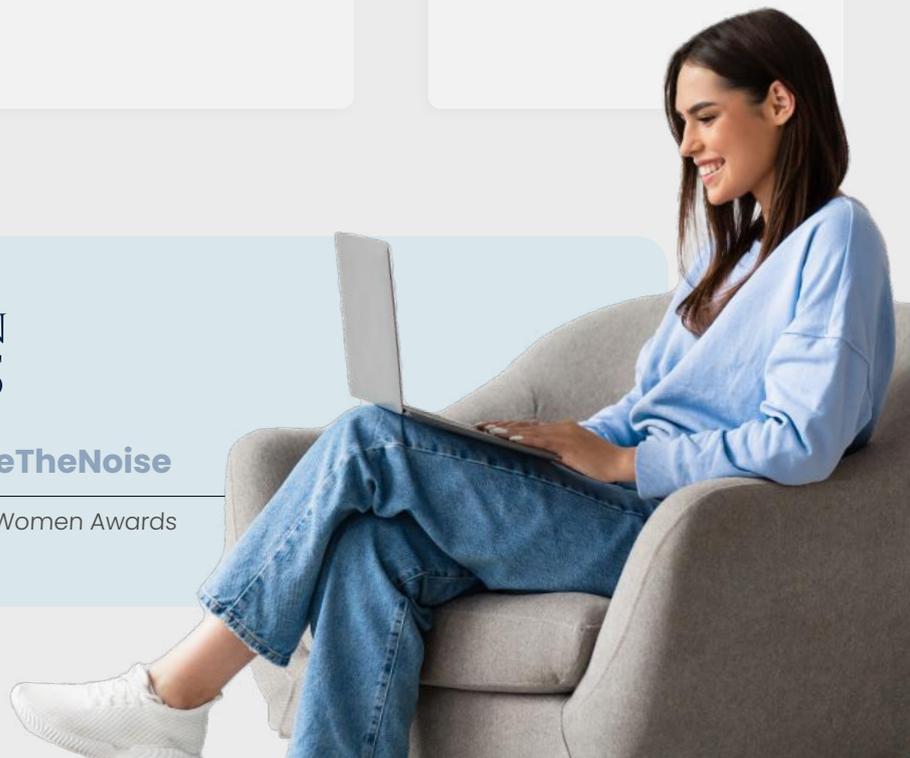


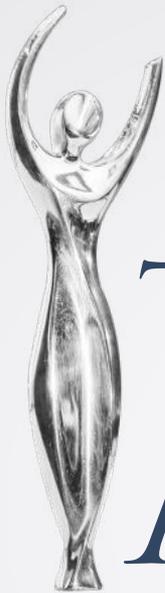
A valid SANAS B-BBEE certificate or valid share certificate and letter of 50.1% ownership from an auditor



**Together we will #RiseAboveTheNoise**

Celebrate change and enter the 2025 Top Women Awards





Standard Bank

# TOP WOMEN<sup>TM</sup> AWARDS

## AWARDS ENTRY – R5000 (Excl. 15% VAT)

1 x Organisation category

1 x Individual category

Awards Certificate (if you are a finalist)

Awards Badge (if you are a finalist)

Welcome post on Social Media

Social Media announcement as a finalist and /or Winner

### TERMS & CONDITIONS

Self-nomination is allowed. Only organisations operating within South Africa and neighbouring countries qualify to enter (in certain categories exceptions may apply). Entries are limited to qualifying as finalists in two categories, provided that a separate motivation letter and supporting documentation is provided for each category.

Only one entry form with company details needs to be submitted. An independent judging panel will assess the entries. Nominations will be judged on how well they meet the published criteria for each category and not judged against each other. Judges look for clear and concise applications. Examples may be used to demonstrate how the nominee meets the criteria of the category. The judge's decision is final, and no correspondence will be entered into. No sponsor is eligible to enter the Awards. Should sponsorship take place post nominations, this will result in immediate withdrawal of the company and/or individuals entry. Holding companies and subsidiaries may not enter the same categories. Entrants must also be prepared to meet and be interviewed by members of the media. The Awards logo will be provided to you for use on your websites, and your logo is required for our marketing material. No one employed as an independent contractor by Top Media Communications is eligible for entry. No one acting as a Judge is eligible to enter, or to judge the entry of a company or department he or she may be employed by in any capacity. On conclusion of the Awards, all copies of submissions will be destroyed and therefore not returned. Entrants are advised to keep copies of their submissions, supporting documentation and other attachments. Information provided by entrants will be treated as confidential by all senior executives of Top Media Communications, members of its research department and Judges. No information provided will be released by Top Media Communications to any other party without the express written consent of the entrant. By filling in the entry forms provided and submitting it to Top Media Communications, entrants are thereby acknowledging that all information supplied is correct to the best of their knowledge, and agree to be contacted for final phase auditing and related publishing purposes. IF YOU ARE SELECTED AS A FINALIST, ATTENDANCE TO THE EVENT IS COMPULSORY, AT THE ENTRANTS EXPENSE. ALL FINALISTS WILL BE CONTACTED TELEPHONICALLY OR BY EMAIL.

[CLICK HERE TO ENTER](#)