

Jury regulations Sustainability Professional 2025

1. Organisation
2. Description of the contest
3. Course of the contest
4. Jury
5. Disputes

1. The organisation

The “Sustainability Professional” competition is organized for the tenth time by Time4Society vzw - Jef Denynplein 14, 2800 Mechelen and the VBO-FEB vzw, Ravensteinstraat 4, 1000 Brussels as co-organizer.

No external accountability is given for the competition regulations, the election process and the jury deliberations.

2. Description of the contest

Giving out an award for which employees of all companies can be nominated, carries with it a lot of visibility and communication about Sustainability. Time4Society is organizing this event to draw attention towards Sustainability and its positive impact on society and business.

What is the definition of a Sustainability Professional? The Sustainability professional plays a strategic and indispensable role within his company or organisation as someone who motivates, inspires or implements Sustainability. This person's job title can range from Sustainability manager to CEO, HR Manager, marketer, project leader, event manager, and other.

In this tenth edition, two professionals will be awarded: one Dutch-speaking Sustainability Professional 2025 and one French-speaking Sustainability Professional 2025.

In addition, we are looking for the Sustainability Pioneers 2025 for each language group. These individuals are starters who have distinguished themselves in the field of sustainability, by realizing an inspirational project or best practice. Two Pioneers will be awarded: a Dutch-speaking and French-speaking Sustainability Pioneer 2025.

3. Course of the contest

STEP 1: nomination

In November 2024, the website and a call to action in the media is launched: Who do you nominate as Sustainability Professional 2025 or Sustainability Pioneer 2025? Candidates can nominate themselves or someone else through the website [www. sustainability professional.be](http://www.sustainabilityprofessional.be). The nomination period spans from **7 November 2024 until 3 January 2025**.

Only candidates whose company is based in Belgium can participate. The candidate agrees to the selection process, the regulations and the objectivity and professionalism of the jury and can count on the support of his/her management.

If a candidate has any questions concerning his candidacy or about the contest, he/she can request additional information from Time4Society. Contact information can be found on the web page 'contact'.

During the nominations, every candidate will be contacted and requested to fill in the template of the dossier. Candidates for the title of Sustainability Pioneer 2025 will receive a different version of the template, when compared to candidates for the title of Sustainability Professional 2025. All candidates send the completed template to laila.ekchouchou@sustainabilityprofessional.be before **Friday 3th of January 2025**.

STEP 2: jury deliberation

By the **9th of January 2025**, a core committee of Time4Society jury members, led by jury presidents Fons Leroy and Monica De Jonghe, will select the 10 best dossiers by Dutch-speaking Sustainability Professional 2025 candidates and the 10 best dossiers by French-speaking Sustainability Professional 2025 candidates. For all the Pioneer categories, the core committee will also select three final candidates.

Every jury member then judges the 10 x 2 dossiers and gives scores. This happens between the **10th and 24th of January 2025 (at 12 o'clock)**. Based on the points awarded, the jury members will decide which 5 individuals from the Dutch Sustainability Professionals 2025, and which 5 individuals from the French Sustainability Professionals 2025, are eligible for defending their claim on **January 27th, 2025** at Deloitte in Zaventem and are eligible for a voting by the general public. Candidates are told of these pre-selected results. Each jury member also individually assesses candidates per language role for the Sustainability Pioneer of the Year 2025.

The 5 x 2 candidates for the sustainability Professional 2025 will defend their dossier in front of the jury on the **27th of January 2025**. This will take place in Zaventem. Afterwards, the jury will select the Sustainability Professional 2025 finalists for each language group. These finalists, who may now call themselves Sustainability Ambassadors, will be given points by the jury, which counts for 75% of the total points. On that same day, the jury will decide who will receive the title of Sustainability Pioneer 2025 for each language group. The jury members are asked to be present personally at this venue.

If this is impossible for a jury member, they can choose to give an authorisation to fellow jury member Tim Baart (chairman of Time4Society) or jury presidents Fons Leroy or Monica De Jonghe.

STEP 3: second voting round

All website visitors and VBO-FEB communication channels can cast their vote for one of the five Sustainability Professionals 2025 in Dutch and one of the five elected Sustainability Professionals 2025 in French. They can cast one vote per language group. Their vote counts for 25% of the points. This online voting round will take place from February 3th, 2025 to February 20th, 2025.

STEP 4: winner

During the event night, the chairmen/women of the jury will announce the two winners of the sustainability Professional 2025 award (one for each language group: Dutch-speaking and French-speaking).

Furthermore, the jury presidents will announce who is awarded as the Sustainability Pioneers 2025 (one for each language group: Dutch-speaking and French-speaking).

4. Jury

The composition of the jury can be consulted on the www.sustainabilityprofessional.be. All jury members are expected to handle all information concerning the candidacies in full discretion. The jury will decide in a completely objective way, with the focus on the aspect of quality at all times. There will be no further communication about the results.

The participants and the winners of the election agree to appear with their name, photograph and supplied information in press releases and publications of e.g. VBO-FEB etc.

JURY CRITERIA

When judging the dossiers of the nominated Sustainability Professionals 2025, the jury finds it important that the candidate not only has a strong dossier, but also demonstrates great commitment, creativity and persuasiveness to:

1. include all stakeholders in the organisation's Sustainability -strategy,
2. creatively implement Sustainability in the organisation,
3. realise the desired Sustainability goals within the 6 P's (People, Planet, Prosperity, Partnership, Peace and Pleasure),
4. and also to measure those Sustainability goals.

In the dossier the candidates are asked how the 4 verdict criteria of the 6P-Challenge are integrated in their company. Along with every criteria, the personal contribution of the Sustainability Professional in these matters is verified. Each one of these 4 verdict criteria counts for a score. The total score is a score out of 100.

¹ Bob Elsen from Joker and Nathalie Bekx from Time4Society published in September 2024 the Travel towards a more sustainable entrepreneurship with your mission as your compass.

Development: The Sustainability -activities of the company are known, understood and encouraged. Furthermore, the story of sustainability is co-created and renovated by all the companies' stakeholders.



Integration: Sustainability is integrated in the mission, strategy, charters, processes, systems and culture of the company. Both the internal and the external communication about sustainability integrated in the company is clear and transparent. There is evidence of conversation and co-creation.

Realisation: The candidates of the Sustainability Professional are asked what the company realizes in the areas of the 6 P's and to which one of the SDG's the biggest contribution is made.

Measurement: An assessment of the routine and timing of measurements, and the reporting of accomplishments in the area of sustainability.

Extra: This year we are also assessing the efforts of sustainable entrepreneurship to report in accordance with the CSRD legislation.

DEONTOLOGY

The organiser and jury members make sure that the qualitative aspect is key when judging a candidate. All jury members are subjected to the code of ethics and agree to not communicate about the candidates, the dossiers and the results of the election in any way. Only the jury presidents, Fons Leroy and Monica De Jonghe, and the CEO of Time4Society are responsible for announcing the results of the Sustainability Professional 2025 and Sustainability Pioneer 2025 Award on **Thursday the 20th of February 2025**.

5. Disputes

5.1. Barring a serious or deliberate mistake, neither Time4Society or VBO-FEB, nor its employees, nor any involved third parties, can be held accountable for any damage, of any nature whatsoever, arising from the organization this contest, including participation, the announcement of the winner and the awarding of the prizes.

5.2. Under the same proviso, neither Time4Society or VBO-FEB association nor the aforementioned persons shall be held accountable for any technical problem that may arise during the course of this contest, by themselves, a participant and / or a third party (notably by faults on the Internet, communication disorders or connection problems) which would lead to the interruption of the contest, a delay in the participation or organization or for any corruption or loss of data (including participation mail / form) of the participant. Barring a serious or deliberate mistake, Time4Society and VBO-FEB cannot be held accountable for the loss of participation mails / forms or delays in its reception by Time4Society and VBO-FEB.

5.3. If in case of force majeure or an event that occurs outside the will of Time4Society and VBO-FEB, the contest is cancelled, interrupted or modified, the participants will not be compensated by any means.

5.4. Time4Society and VBO-FEB reserves itself the right to modify the contest (fully or partially), to delay, shorten or cancel it when any unforeseen circumstances arise, or when legislation changes. The participants or other third parties are not entitled to any kind of compensation.

5.5. All complaints about the contest or arising from the relationship between the participants / winners on the one hand, and Time4Society and VBO-FEB other the hand, need to be reported directly to the jurypresidents. To be admissible, any complaint about the competition by registered letter needs to be addressed to the jurypresidents: Mr. Fons Leroy, Jef Denynplein 14, 2800 Mechelen or Monica De Jonghe, Ravensteinstraat 4, 1000 Brussels, two weeks after the end of the contest at the latest. After this period, no complaints will be accepted.

5.6. All disputes fall under the jurisdiction of the Belgian courts applying Belgian law.