



unseen business awards 2025

NOMINATION GUIDELINES



about the awards

Bold leadership and brave ideas is what turns good intentions into real change.

Do you know a company or individual who's walking the talk? Someone who's going beyond box-ticking to lead with purpose and integrity? Now's your chance to shine a light on their impact.

The [Unseen Business Awards](#) were launched in 2023 to celebrate the bold leadership across all sectors—recognising the people and organisations confronting exploitation head-on, transforming supply chains, and proving that business can be a powerful force for good.

Now in our third year, these awards have grown into a powerful platform to honour action and inspire more of it. No matter your size, sector, or where you are on the journey—if you're taking real action, this is your chance to be recognised.

This year we will present five awards, selected by a panel of [expert judges](#). **The deadline for nomination submission is Monday 30 June at 23.59pm BST.** Winners will be announced at the Unseen Business Awards event on Thursday 25 September.



Above: Shiva Hotels receive the Impact Award at the 2023 Unseen Business Awards night

WHY ENTER?

Participating offers a unique opportunity to:

- Gain recognition for your anti-slavery efforts across your industry and inspire others.
- Benchmark your progress against industry best practices.
- Position yourself as a leader in ethical and sustainable business practices.

WHO CAN BE NOMINATED?

The awards are open to businesses and individuals of all sectors, sizes and locations taking meaningful action to tackle modern slavery. We encourage nominations for:

- Those with innovative approaches to ending exploitation.
- Those collaborating with others to drive positive change.
- Those demonstrating long-term commitment and measurable results.

WHAT ARE WE LOOKING FOR?

We invite nominations for projects, strategies, or ideas implemented within the past two years. Nominees must demonstrate a commitment to effective change and the benefits it has brought to their organisation and the wider anti-slavery sector.

Focus your submission on:

- Clear strategy: a well-defined plan for tackling modern slavery across your operations and supply chain.
- Effective implementation: demonstrating successful execution of the strategy.
- Positive impact: measurable results and improved anti-slavery practices.
- Tangible outcomes: data and evidence showcasing the initiative's success.

Examples of impactful actions could include:

- Actively increasing worker rights awareness exploitation identification.
- Improving organisational reporting and compliance with anti-slavery regulations.
- Conducting risk assessments and integrating findings into your anti-slavery approach.
- Creating and implementing an effective modern slavery strategy.
- Launching modern slavery training programmes across your organisation
- Championing worker voice.
- Developing new initiatives or technology to combat modern slavery.
- Demonstrating a continuous improvement approach with long-term goals.
- Building strong relationships with key stakeholders like suppliers and recruiters to effectively identify and mitigate modern slavery risks.
- Prioritising open and honest communication with suppliers to tackle exploitation within your supply chain.
- Going above and beyond as a small or medium-sized enterprise (SME) to integrate modern slavery solutions into wider organisational goals.
- Collaborating with the wider anti-slavery sector to strengthen the collective effort

the awards

This year, we're awarding prizes in the following two categories:

1. Business awards

These awards recognise businesses demonstrating exceptional leadership in tackling modern slavery within their operations and supply chains.

BUSINESS IMPACT

This award honours a business that has created a **significant positive impact** in its response to modern slavery. This may include championing worker voices, raising awareness of the issue, significantly improving their anti-slavery approach, or being transparent about challenges they've faced.

INNOVATION

This award celebrates a business that disrupts the status quo through **innovative approaches** to tackle exploitation. Examples may include using creative methods to support survivors, increase supply chain traceability, or drive sustainability efforts that combat modern slavery.

PARTNERSHIP

Recognising the power of teamwork, this award celebrates businesses that excel in **collaborative efforts** against modern slavery. Whether it's supplier engagement, raising awareness with industry peers, or forging strong partnerships with NGOs or government agencies, nominate a business making a difference through collaboration.

2. Individual awards

These awards celebrate individuals within businesses who go above and beyond in the fight against modern slavery.

INDIVIDUAL IMPACT

This award honours individuals who have taken a **leading role** in combating modern slavery. This may include spearheading their organisation's anti-slavery strategy, rolling out training programmes, or fostering collaboration with the anti-slavery sector.

UNSEEN STAR OF THE YEAR

A personal award, presented by Unseen, to an individual who has demonstrated **outstanding support for Unseen** and the wider anti-slavery sector.

This award is chosen internally by Unseen and its trustees. **It is not open to nominations.**

judging criteria

Our esteemed panel of judges will be looking for inspiring businesses and individuals who demonstrate a significant positive impact on tackling modern slavery. All submissions will be scored out of a total of 100 points based on the following four key criteria. Scores will be used solely to support the judges' decision-making process and **will not be shared with individual nominees**.

Please note: While these points offer guidance, nominations do not need to address every question within each criterion. By showcasing the nominee's dedication, collaboration, innovation, and measurable impact, you can strengthen your nomination and increase their chances of winning an Unseen Business Award.

COMMITMENT (20)

- How has the nominee demonstrated a dedication to improving lives of workers affected by modern slavery?
- Is there evidence of senior leadership support for their anti-slavery efforts?
- Has the nominee's commitment led to the development of a long-term strategy for combating exploitation?

COLLABORATION (20)

- Has your nominee effectively partnered with the anti-slavery sector such as NGOs or government agencies?
- How has the nominee collaborated with suppliers to improve anti-slavery practices within their supply chains?
- Has the nominee collaborated with other businesses in the sector to share best practices and drive systemic change?
- What evidence shows the nominee is building strong, sustainable relationships with suppliers to promote ethical sourcing?

INNOVATION (20)

- Has the nominee implemented innovative approaches to combat and future proof their response to worker exploitation?
- How has the nominee harnessed technology to strengthen their anti-slavery efforts?
- Does the nominee incorporate survivor experiences into their approach, promoting a person-centred perspective?

IMPACT AND TANGIBLE RESULTS (40)

- Can the nominee demonstrate measurable improvements in their approach to modern slavery? This could include:
 - Increased awareness of modern slavery risks within their operations and supply chains.
 - Positive impact on worker lives, such as improved working conditions, fair wages, and worker empowerment.
 - A more robust anti-slavery strategy with clear goals and monitoring mechanisms
 - Concrete evidence to support the claimed impact

submitting a nomination

ELIGIBILITY

The Unseen Business Awards are open to all businesses and individuals taking meaningful action to tackle modern slavery. We only consider recent or current business strategies or initiatives implemented within the past two years. You're welcome to submit nominations for as many awards as you wish.

WHAT YOU'LL NEED TO MAKE A NOMINATION

- Nominee Details: Name and contact information of the business/individual you're nominating, along with their consent to be nominated for an Unseen Business Award.
- Endorser: Name and email address of a second person who can corroborate your nomination.

HOW TO NOMINATE ONLINE

Head to the [Unseen Business Awards page](#) and [complete the online nomination form](#). You'll need to provide contact details for both yourself and your nominee.

The deadline for nominations is Monday 30 June at 23.59pm BST.

NEXT STEPS

- Shortlisted candidates will be contacted by the Unseen team by the end of August, and invited to the Unseen Business Awards event in London on **Thursday 25 September**, where the winners will be announced.

Please note: The judges' decision is final. Correspondence regarding the selection process will not be disclosed, nor will the internal results used by the judges to inform their decisions.



Left: Charlotte Davis, Lloyds Banking Group, receives the Unseen Star Award at the 2023 Unseen Business Awards night

frequently asked questions (FAQs)

CAN I NOMINATE MYSELF?

Yes, self-nominations are welcome. Just ensure you're highlighting recent or current business initiatives or strategies implemented within the past two years.

WHO HAS PREVIOUSLY WON THE UNSEEN BUSINESS AWARDS?

Curious about last year's winners? Explore their achievements [here](#) and be inspired by the fantastic work driving positive change in the fight against modern slavery.

WHY CAN'T I NOMINATE FOR THE UNSEEN STAR OF THE YEAR AWARD?

The Unseen Star of the Year Award is a special recognition chosen by our Business Engagement Team. Throughout the year, we collaborate with a network of dedicated individuals continuously striving to make a difference. This award allows us to celebrate and acknowledge exceptional contributions from those we've worked closely with.

Interested in exploring how we empower businesses and other organisation to tackle modern slavery? Visit our dedicated business services page and learn more about the resources and support we offer [here](#).

WILL I RECEIVE FEEDBACK ON MY NOMINATION?

We understand the desire for feedback. However, due to the judging process's nature, unfortunately, judges won't be able to provide feedback to nominees before, during, or after the judging period.

**thank you for your interest
in the Unseen Business Awards**

