LONDON CHAMBER OF COMMERCE

# Large Business of the Year

*Award Category Charter and Application Questions*

2027 Business Achievement Awards

## Award format

Four finalists will be selected.

## Purpose

Recognizes sustained excellence by a large London business with significant economic, workforce and civic impact and a strong record of leadership, performance and adaptation.

## Eligibility

- The business must have completed at least five years of commercial operation.
- This category ordinarily applies to businesses with 50 or more full-time equivalent employees. Where employee count gives a misleading picture, the Chamber may consider revenue, capital intensity, franchise or network scale, locations, market reach and operating complexity, and may reclassify an applicant.
- Chamber membership is not required and shall not influence eligibility, scoring or selection.
- The applicant must have a substantive London connection through its operations, workforce, market activity, investment or demonstrated contribution to the city.
- The applicant must be financially viable and operating on a sustainable footing.
- An organization in which a Business Achievement Awards judge is materially involved is ineligible to apply during that judge's service and for the next two complete awards cycles following the end of that service.
- An applicant may apply in one Business of the Year category and one specialist category but may be named a finalist in only one competitive category in an awards cycle.
- Before applications are submitted to judges, the Chamber may recommend that an applicant move to another category. The applicant's consent is required for any transfer.
- An organization that receives a competitive Business Achievement Award is ineligible to apply for that same award during the next five complete awards cycles following the year of its win. It may apply again in that category after the restriction expires.
- An organization that receives a competitive Business Achievement Award is ineligible to apply for any other competitive Business Achievement Award during the next three complete awards cycles following the year of its win.
- A Corporate Icon recipient is ineligible to apply for Small, Medium or Large Business of the Year for ten complete awards cycles. A recipient of any of those three awards is ineligible to apply for Corporate Icon during the same ten-cycle period.
- These post-award restrictions apply to relevant awards received before 2027 as well as future awards. Applications during an ineligibility period will not be accepted. The restrictions apply to the organization as a whole, including where it has been rebranded, reorganized or operates through a successor. The Chamber determines whether an applicant is substantially the same organization.

## Criteria and marks (100 marks available)

| Criterion | Maximum marks | Assessment focus |
|---|---|---|
| Business performance and achievement | 30 marks | Sustained performance, investment, employment, productivity, market reach, customer results and contribution to London's economy. |
| Leadership, people and organizational capacity | 20 marks | Leadership, governance, workforce development, employee experience, safety, succession and organizational capacity. |

| Criterion | Maximum marks | Assessment focus |
|---|---|---|
| Community and civic contribution | 15 marks | Partnerships, local procurement, philanthropy, volunteering, culture, reconciliation, civic leadership and contribution beyond the enterprise. |
| Innovation, adaptability and future readiness | 15 marks | Technology, investment, process improvement, risk management, sustainability, market development and long-term resilience. |
| Equity, Diversity, Inclusion and Race Relations | 20 marks | Actions, accountability and evidence of progress in equity, diversity, inclusion, positive race relations and accessibility, assessed in the context of the organization's activities and capacity. |

An otherwise eligible applicant who provides no relevant evidence for a criterion, including EDIRR, receives zero marks for that criterion and is not disqualified on that basis.

## Key Results

The following indicators are illustrative rather than a mandatory checklist. Select measures that demonstrate sustained business performance over a meaningful period, ideally three years, with comparison or context. Exact revenue figures are not required; use percentages or reasonable ranges where commercially sensitive.

| Indicator | Current | Comparison | Change / context |
|---|---|---|---|
| Employment and revenue or market-performance measure | Current / range | Three years ago / baseline | Change / trend |
| Productivity, customer results or operating-performance measure | Current / range | Prior comparison | Change / context |
| Retention, training or workplace-practice measure | Current | Prior comparison | Change / context |
| London investment, procurement or community contribution | Current / period total | Prior period | Outcome / context |
| Two EDIRR indicators or examples selected by the applicant | Current evidence | Earlier position / context | Change / learning |

## Application questions

### 1. Business Performance and Achievement

Describe your business's principal achievements. Provide quantitative evidence of sustained financial or operating strength, investment, productivity, customer results, resilience and market position.

*Maximum: 600 words.*

### 2. Leadership, People and Organizational Capacity

Describe your business's leadership, governance and workplace practices. Provide relevant evidence of retention, safety, training, advancement, employee engagement, succession or organizational capacity.

*Maximum: 600 words.*

### 3. Community and Civic Contribution

Describe your business's contribution to London through investment, local procurement, volunteering, partnerships, philanthropy, culture, reconciliation or civic leadership. Provide evidence of outcomes where practical.

*Maximum: 600 words.*

### 4. Innovation, Adaptability and Future Readiness

Explain how your business has improved its operations, products or services, adapted to change and prepared for future resilience or growth. Provide measures of the results where available.

*Maximum: 600 words.*

### 5. Equity, Diversity, Inclusion and Race Relations

Describe how your organization advances equity, diversity, inclusion, positive race relations and accessibility. Identify the barriers you have addressed, the actions taken, who is accountable, and the progress made in areas such as your workplace, community experience, procurement or partnerships. Provide at least two indicators or examples of progress that are meaningful for your organization. These may include numbers, documented changes, feedback or impact storytelling.

*Maximum: 600 words.*

## Additional Supporting Information

### Organization Information

Company name, Address, Organization leader (name, title, phone & email), Primary application contact (name, title, phone & email), and number of employees

### Organization Description (max 50-75 words)

Provide a brief 50–75 word description of your organization, outlining what you do and the products or services you offer. If selected as an award finalist, this description will be included in the gala program and media kit.

### Company Logo

Please forward your high-resolution logo to julia@londonchamber.com

### Release Statement

I agree to all terms of the Business Achievement Awards and confirm that the information provided in this application is true and accurate. I authorize the London Chamber of Commerce to share my company's contact information with the media for promotional purposes.

*Designate Signature, Title, Date*