



2026 sHero 大奖申请

sHero Awards 2026 Application

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1. sHero 大奖 Awards

表彰全球女性领袖与包容性企业

Honoring Global Women Leaders & Inclusive Enterprises

sHero 大奖由 sHero 社会影响力企业于 2015 年发起，是一个以庆祝女性成就为核心，同时表彰推动性别平等与包容性的企业实践和可持续发展的综合性奖项平台。立足中国、辐射亚太、迈向全球，我们聚焦于在职场、创新及社会影响力领域突破界限的个人与组织。

The sHero Awards, launched by sHero Social Impact Enterprises in 2015, is a comprehensive globally recognized awards platform centered on celebrating women's achievements while also recognizing corporate practices that advance gender equality, inclusion and sustainability. With a footprint spanning China, APAC, and beyond, we spotlight individuals and organizations breaking barriers in workplaces, innovation, and social impact.

关于 sHero About sHero

sHero 通过就业、教育和参与赋能女性。相信每一位女性都有潜质领导，我们提供平台让她们畅所欲言分享故事、提供机会学习和交流，让她们能够蓬勃发展，帮助她们找到人生的动力和幸福，勇敢的做真实的自己，创造一个女性被看见、被倾听、并被重视为完整个体的世界。

Believing in every woman's potential to lead, sHero provides platforms to share stories, access resources, and build networks that empower women to thrive and create a world where women are seen, heard, and valued as whole persons.

愿景：通过为女性提供创新解决方案，构建一个推动包容性、可持续性与归属感的全球性生态体系。

Vision: A global ecosystem that drives inclusion, sustainability, and belonging through innovative solutions for women.

2. 独特框架 Our Unique Framework

sHero 大奖通过最佳公司、女性成就与男性同盟的三维表彰体系，构建全球首个以女性成就为核心、男性同盟为助力的包容性表彰生态，推动职场平等从理念到行动的全面进化--既认可企业在性别平等与包容性职场中的系统性努力，也致敬女性个人突破行业壁垒的卓越成就，形成推动社会进步的双重引擎。

sHero Awards establishes the world's first inclusive recognition ecosystem through a tripartite system of Best Company, Women's Achievement, and Male Allyship, centering on women's achievements with men as allies to drive workplace equality from vision to action, honors both corporate systemic efforts in gender equality and inclusive workplaces, as well as women's individual breakthroughs in shattering industry barriers together driving societal progress.

3. sHero 奖项类别 Awards Categories

最佳公司 Best Company:

最佳公司认可在女性职业发展、性别平等、包容性职场环境、ESG 实践等方面表现卓越的企业。Best Company recognizes organizations excelling in supporting women's careers, fostering inclusive workplaces, and implementing ESG practices.

1. 包容性职场卓越：表彰构建全面包容性职场环境的企业。

Inclusive Workplace Excellence: Recognizes companies building holistic inclusive environments.

2. 最受女性欢迎雇主：表彰在支持女性职业发展方面表现突出的企业。

Prime Employers for Women: Highlights organizations excelling in supporting women's careers.

3. 女性高管最佳公司：表彰在领导层性别平等方面表现卓越的企业。

Best Company for Female Executives: Celebrates firms advancing gender equality in leadership.

4. 女性友好品牌：表彰在产品、服务和营销中优先考虑性别平等的品牌。

Women-Friendly Brands: Honors brands that prioritize gender equality in their products, services, and marketing.

5. ESG 与可持续发展领袖：表彰在环境、社会和治理实践方面表现卓越的企业。

ESG & Sustainability Leaders: Acknowledges companies excelling in environmental, social, and governance practices.

6. 性别平等：评估企业基于其国际妇女节活动的规模、创意和影响力

Gender Equality: Evaluate organizations based on their International Women's Day initiatives.

7. 职场爸爸最佳公司: 旨在表彰那些为职场爸爸提供全面支持的企业。

Best Company for Working Fathers: Recognizes companies providing holistic support for working fathers.

8. 员工资源小组 (ERG) 卓越实践: 旨在表彰在员工资源小组的建立、运营与影响力方面表现卓越的企业。

Employee Resource Group (ERG) Best Practice: Recognizes companies that have demonstrated excellence in the establishment, operation and impact of their employee resource groups.

个人大奖 Individual Awards:

1. 年度女性: 表彰年度最具里程碑成就或变革级影响力的女性领袖。

Women of the Year: Honors female leaders with the most milestone achievements or trans-formative impact in the year.

2. 值得瞩目女性: 聚焦新兴力量与多元领域的女性榜样, 表彰其突破潜力与未来影响力。表彰在领导力、创新、创业、STEM、ESG 等领域取得卓越成就的女性。

Women To Watch: Recognizes emerging female role models across diverse fields, celebrating their breakthrough potential and future impact. Honor women who have achieved excellence in leadership, innovation, entrepreneurship, STEM, ESG, and more.

3. 男性同盟: 表彰在职场和社区中积极倡导性别平等与包容性的男性。

Male Ally-ship: Celebrates men who actively champion gender equality and inclusion in their workplaces and communities.

发布形式 Release Formats

年度盛典: 公布个人大奖获奖者以及最佳公司榜单, 并颁发奖杯。

Annual Ceremony: Announce the winners of the individual awards and the list of top companies, and present the trophies.

4. 核心定位 Our Core Positioning

sHero 大奖重新定义卓越, 表彰那些推动包容性、可持续发展和归属感的女性、男性与组织——无需依赖对立的标签。我们关注实际行动而非空谈, 致敬那些通过领导力、创新和同理心重塑职场、行业和社区的人们。

The sHero Awards redefines excellence by celebrating women, men, and organizations that drive inclusion, sustainability, and belonging—without relying on polarizing labels. We spotlight actionable impact over rhetoric, honoring those who reshape workplaces, industries, and communities through leadership, innovation, and empathy.

5. 年度盛典 Annual Celebration

每年，sHero 大奖以一场盛大的年度盛典作为高潮，汇聚行业领袖、变革者与倡导者，共同庆祝获奖者并分享激励人心的故事。盛典包括主题演讲、圆桌讨论和社交活动，为性别平等与可持续发展的对话与合作提供平台。

Each year, the sHero Awards culminates in a grand Annual Ceremony, bringing together industry leaders, change-makers, and advocates to celebrate the winners and share inspiring stories. The gala features keynote speeches, panel discussions, and networking opportunities, creating a platform for dialogue and collaboration on gender equality and sustainable development.

6. sHero Awards 的发展 The Evolution of sHero Awards

从女性大奖到综合性奖项平台的演变：

The evolution of sHero Awards, transformation from a women ' s award to a comprehensive platform:

自 2015 年首次推出 sHero 国际女性大奖以来，sHero 大奖始终以表彰女性成就为核心使命。Since its inception in 2015 with the launch of the sHero International Women Award, sHero Awards has remained committed to celebrating women' s achievements.

2016 年，我们进一步扩展奖项范围，推出女性影响力大奖，涵盖女性领导力、公益女性、创新和创业精神，旨在让更多女性被看见、被庆祝。

In 2016, we expanded the scope by introducing the WomenIMPACT Award, which recognized women in leadership, philanthropy, innovation, and entrepreneurship, aiming to make more women visible and celebrated.

2019 年，sHero 大奖迈出重要一步，首次推出女性高管最佳公司，将表彰范围从个人扩展到企业，认可那些在女性高管发展方面表现卓越的公司。

In 2019, sHero Awards took a significant step forward by launching the Best Company for Female Executives, extending recognition from individuals to organizations that excel in developing women leaders.

2020 年, 女性大奖进一步丰富, 新增 50 永葆青春大奖、[职场妈妈的选择](#)、[女首席官](#)、[全球 sHero](#) 和女企业家等类别, 覆盖更多年龄、职业和背景的女性。

In 2020, the women' s awards were further enriched with new categories such as the 50 Forever Young Award, Working Mothers Choice, Women CEO, Global sHero, and Female Entrepreneurs, covering women of diverse ages, professions, and backgrounds.

2021 年, sHero [大奖](#)深化对企业实践的关注, 推出[多元公平包容最佳实践奖项](#), 表彰在多元包容表现突出的企业。

In 2021, sHero Awards deepened its focus on corporate practices by introducing awards for DE&I Best Practices, recognizing organizations leading in diversity, equity, inclusion.

2022 年, 我们推出最受女性欢迎雇主和性别平等奖, 进一步推动职场性别平等。

In 2022, we launched the Prime Employers for Women and Gender Equality Award to further advance workplace gender equality.

2023 年, sHero [大奖](#)新增最具包容性品牌和 ESG 最佳公司, 表彰在产品和服务中体现性别平等和可持续发展领域的企业。

In 2023, sHero Awards added the Most Inclusive Brand Award and ESG Best Companies, honoring companies that demonstrate gender equality in their products & services and sustainability

2024 年, 我们推出[职场爸爸最佳公司](#), 首次关注男性在推动职场包容性中的角色, 成为 sHero 大奖的一个重要里程碑。

In 2024, we introduced the [Best Company](#) for Working Fathers Award, marking a milestone by recognizing men' s role in driving workplace inclusion.

2025 年, sHero [大奖](#)进一步优化了评选标准和颁奖典礼设计, 提升专业性和影响力, 致力于成为全球最具影响力的性别平等与包容性奖项平台。

In 2025, sHero Awards further refined its evaluation criteria and ceremony design, enhancing its professionalism and influence, and solidifying its position as a globally impactful platform for gender equality and inclusion.

sHero [大奖](#)不仅是表彰女性成就的舞台, 更是推动企业与个人共同进步的催化剂。我们期待与更多志同道合的伙伴携手, 共创一个更加平等、包容和可持续的未来。

The sHero Awards is not just a stage to celebrate women' s achievements; it is a catalyst for progress, inspiring both individuals and organizations to create a more equal, inclusive, and sustainable future. We look forward to joining hands with like-minded partners to make this vision a reality.

7. sHero 大奖申请 Awards Application

7.1. 2026 年度大奖的日程表 Schedule

- ◆ 2026 年 4 月 8 日 – 8 月 8 日
大奖申请: 审阅年度申请奖项
Award Applications: Review of Annual Award Applications
- ◆ 2026 年 8 月 9 日 – 10 月 7 日
大奖评选: 评选年度获奖提名
Awards Selection: Selection of Nominees for the Annual Awards
- ◆ 2026 年 10 月 8 日 (星期四)
sHero 大奖: 通知年度获奖个人/ 获奖公司
sHero Awards: Announcement of the Year' s Individual and Corporate Winners
***要求获奖个人/ 获奖公司 CEO 或 MD 或 President 本人出席并受奖
***The award-winning individual or the CEO, Managing Director or President of the award-winning company must attend in person to receive the award.
- ◆ 2026 年 12 月 8 日 (星期二)
sHero 盛典暨颁奖典礼: 官宣榜单, 颁发大奖
sHero Gala and Awards Ceremony: Official Announcement of the Rankings and Presentation of the Prizes

7.2. sHero 大奖申请流程 Procedures

sHero 大奖的申请,

To apply for the 2026 sHero Awards, you must:

1. 进入 sHero Awards 大奖 2026 申请奖项, 提交材料: 最佳实践或行动举措。
Complete online 2026 sHero Awards application, submit materials: Best Practices or Initiatives
<https://www.wjx.top/vm/QjUA7VQ.aspx#>
2. 提交奖项申请费
Submit application fee online
<https://yoopay.cn/event/33125481>

sHero 大奖 2026 年度颁奖典礼将于 12 月 8 日（星期二）在上海举办，届时官宣获奖者，获奖公司派高层或管理层代表亲自参加受奖，公司 CEO 或总裁或总经理本人到场并发表获奖感言。At the ceremony we will announce the sHero Awards winners who must have senior representatives from the company to receive the AWARD in person. We strongly encourage the head of company i.e. CEO or Managing Director to be present in person on this occasion also to give a short AWARD ACCEPTANCE Speech.

7.3. sHero 大奖申请需递交的材料 Application documents

公司奖项申请 Company Award Application:

1. 公司中英文简介（WORD 文档格式）
Company profile in both Chinese and English (Word document format)
2. 提供所申请奖项相关的最佳实践（WORD 文档格式）
Details of best practices relevant to the award being applied for (Word document format) Best Practices or Initiatives
 - 1) 名称，譬如 Campaign 活动、Initiative 计划、Program 项目等等。
Name, e.g. campaign, initiative, programme, etc.
 - 2) 时间，开始和结束的时间。如果是重复申请的奖项，请列举不同的、新的最佳实践案例和行动计划。
Start and end dates. If reapplying for the same award, please list different, new examples of best practices and action plans.
 - 3) 结果，譬如取得的成就等等。
Results: For example, achievements attained, etc.
 - 4) 影响，譬如在组织范围内、社会范围内或者财政范围内的影响。衡量标准必须显示出倡议起始年与当年之间的积极变化。
Impact: For example, impact within the organization, on society or financially. The metrics must demonstrate positive changes between the initiative' s start year and the current year.
3. 一旦被接受提名，我们将根据每项被提名倡议的自身价值，并对照以往的获奖者、当前的被提名者库以及以下所列标准，对其进行衡量和评估：
Once a nomination has been accepted, we will assess and evaluate each nominated initiative on its own merits, taking into account previous winners, the current pool of nominees and the criteria set out below.
 - 1) 战略与理由 Strategy & Rationale
 - 2) 高层领导活动 Senior Leadership Activities
 - 3) 责任制与透明度 Accountability & Transparency

- 4) 沟通 Communication
- 5) 员工参与度 Employee Engagement
- 6) 创新 Innovation
- 7) 可衡量的成果 Measurable Results

个人奖项申请 Individual Awards Application:

1. 被提名者的基本信息 Basic information about the nominee
2. 被提名者的上级主管基本信息 Basic information about the nominee's line manager
3. 被提名者的个人照片 A photograph of the nominee
4. 被提名者的个人简单介绍 A brief introduction to the nominee
5. 被提名者的故事并列举被提名理由 (500 字以内) Achievements & Contributions
6. (可选题) 被提名者如何支持其他女性的职业成功和/或女性和/或女孩的教育和培训?
(Optional) How does the nominee support the career success of other women and/or the education and training of women and/or girls?
7. (可选题) 是什么让被提名者成为杰出的领导者? (Optional) What makes the nominee an outstanding leader?

7.4. sHero 大奖活动的联系人 Contact Person

如果对本次活动有合作意向或其他问题, 请邮件联系 awards@sherochina.com, 微信联系 shero_china, 或者手机联系 13801608026。

If you are interested in collaborating on this event or have any other enquiries, please contact us by email awards@sherochina.com, via WeChat (shero_china), or by telephone on 13801608026.

8. sHero 大奖宣传矩阵 Awards Promotion Strategy

获奖感言和最佳实践短视频 Winners Video

我们邀请您分享获奖感言和最佳公司最佳实践或值得瞩目人物故事。

We invite you to share Winners' Remarks and Best Practices or Stories for the sHero Awards Ceremony 2026.

视频录制要求 Video Recording Guidelines:

- 视频时长: 获奖感言不超过 30 秒; 最佳实践不超过 3 分钟。
Video Length: Winners' Remarks in 30 seconds; Best Practise or Stories in 3 minutes.
- 拍摄: 手机横屏录制, 尽量保证拍摄时的稳定性
Shooting: Use a horizontal phone recording, ensuring stability during filming

-
- 环境：保证环境安静、光线充足（非常重要），光源尽量使用正面光
Environment: Ensure a quiet environment with good lighting (front lighting is ideal)
 - 视频参数：分辨率为 1920X1080
Video Parameters: Resolution of 1920X1080
 - 递交：请于 **2026 年 11 月 24 日前**交付视频，优先以百度网盘方式递交
Submission: Please share the video by Baidu Cloud **by November 24, 2026**
 - 录制内容：获奖感言现场播放；公司最佳实践或者值得瞩目人物故事，用以长尾宣传
Content: Winners' Remarks at ceremony; Best Practices or Stories promotion after ceremony

9. 常见问题 FAQs

9.1 申请者如果是 CEO，可以同时申请女性领导力大奖和女首席官？ If an applicant is a CEO, can she apply for both awards of the Women Leadership and the Chief Women Officers?

这两个奖项的表彰角度和侧重点有所不同，以下是具体的区别和申请建议：

These two awards differ in terms of their criteria and focus; below are the specific differences and application recommendations:

女性领导力大奖表彰角度 Perspectives on the Women's Leadership Awards:

- 核心：表彰女性在职场、企业或行业中的综合领导力表现，包括战略决策、团队管理、行业影响力等。
Core: To recognize women's overall leadership performance in the workplace, within organization or across industries, including strategic decision-making, team management and industry influence.
- 适用范围：不仅限于 CEO，还包括高管、部门负责人、创业者等所有女性领导者。
Scope: Not limited to CEOs, but also includes all female leaders, such as senior executives, department heads and entrepreneurs
- 侧重点：
Focus:
 - 领导力与影响力 Leadership & Impact
 - 创新与变革 Innovation & Disruption
 - 多元与包容 Diversity & Inclusion
 - 韧性突破 Resilience & Breakthrough

适合 CEO 申请的场景：

如果 CEO 希望展示自己在综合领导力方面的成就，而不仅限于 CEO 角色的独特贡献，可以申请此奖项。例如：推动企业整体战略的成功、在行业中树立领导地位、通过创新和多元化推动企业变革。

女首席官表彰角度：

- 核心：专门表彰女性 CEO 在最高管理层中的独特贡献，包括战略决策、企业转型、可持续发展等。
- 适用范围：仅限 CEO 或同等最高管理层职位。
- 侧重点：
 - 领导力与战略眼光 Leadership & Strategic Vision
 - 创新与变革 Innovation & Transformation

- 多元与包容 Diversity & Inclusion
- 社会贡献与可持续发展 Social Contribution & Sustainability
- 韧性突破 Resilience & Breakthrough

适合 CEO 申请的场景：

如果 CEO 希望突出自己在最高管理层中的独特贡献，例如：带领企业实现转型或突破、在复杂环境中（如玻璃悬崖）取得卓越成就、推动企业的可持续发展和社会责任。

9.2 sHero 人物大奖只限女性吗？ Are sHero Awards only open to female applicants?

不，sHero 大奖是一个以庆祝女性成就为核心，同时表彰推动性别平等与包容性的企业实践和可持续发展的综合性奖项平台。

No. sHero Awards is a comprehensive globally recognized awards platform centered on celebrating women's achievements while also recognizing corporate practices that advance gender equality, inclusion and sustainability.

9.3 何时知道是否已经入选 sHero 大奖？ When will I know whether selected into sHero Awards?

根据 2026 年度大奖的日程安排，10 月 8 日（星期四）将通知 2026 年度 sHero 大奖的获奖公司以及个人。（特别提醒：正式的颁奖庆典定于 12 月 8 日（星期二）正式举行官宣榜单。在庆典之前，关于获奖情况还限于公司内部沟通。）

According to the schedule of 2026 sHero Awards, we will notify winning companies and individuals on Oct. 08 (Thursday). (Special reminder, all winners will be officially announced on sHero Awards Ceremony on Dec. 08, Tuesday. Prior to the Ceremony, please kindly keep the communications internally ONLY.)

9.4 历年大奖入选率如何？ What is the rate of being selected in past years?

sHero 奖项吸引了来自各行各业的公司，并从中甄选并接收申报。

sHero Awards attract companies from a wide range of industries from which they are selected and receive submissions.

9.5 能了解一下历年获奖公司和个人吗？ How can we learn about the winners of Best Companies, Women to Watch and People to Watch in past years?

欢迎点击以下的链接，了解历年荣获 sHero 大奖的公司和人以及年度庆典的盛况。

Feel free to click on the links below to learn more about the companies and individuals who won sHero awards over the years and the annual celebration.

- 2025 年同行共创，价值共生
2025 From Commitment to Co-creation
https://mp.weixin.qq.com/s/MPh6GPm6JHYdJJa1aWoW_g
https://mp.weixin.qq.com/s/OFsdGaXjo_mydWxLS1HrBg
- 2024 年超越数字，讲述可持续发展的故事 sHero 大奖
2024 sHero Awards Beyond Data: Telling Sustainability Stories
https://mp.weixin.qq.com/s/f_9c5UjOGhGUYRWB9zS2HQ
- 2023 年驱动多元公平包容 sHero 大奖
2023 Driving DE&I sHero Awards Ceremony
https://mp.weixin.qq.com/s/3lATjSp_2WMBMoV1D7img
- 2022 年驱动多元公平包容 sHero 大奖
2022 Driving DE&I sHero Awards Ceremony
https://mp.weixin.qq.com/s/SYDWGy6ym5CUn2mVRux_Dw
- 2021 年引领多元公平包容 sHero 大奖
2021 Leading DE&I sHero Awards Ceremony
<https://mp.weixin.qq.com/s/ym6aDP4rsN02fQbO4RwfnQ>
- 2020 年 sHero 值得瞩目女性大奖
2020 25 Women to Watch sHero Awards
https://mp.weixin.qq.com/s/q9G_RIZEFTB1F6zdBj1ukQ
- 2019 年 sHero 女性高管最佳公司
2019 Global Women & Future Conference
<https://mp.weixin.qq.com/s/IOZJKoQV8TGdQaBVTQIOyw>
- 2016 年 sHero 女性影响力奖
2016 Women Impact Awards
https://mp.weixin.qq.com/s/_BonXUK0abITpHeUsYqq_A
- 2015 年 sHero 国际女性论坛开幕式暨国际女性奖颁奖仪式
2015 Women's Festivals
<https://mp.weixin.qq.com/s/OAWfWmAC7IPS5djnBNBHcA>

9.6 公司加入了 sHero Women's Chapter APAC 是否就可以直接入选年度大奖? If a company becomes a member, will it be selected into the award?

不是。No.

sHero 大奖是一个以庆祝女性成就为核心，同时表彰推动性别平等与包容性的企业实践和可持续发展的综合性奖项平台。

sHero Awards is a comprehensive globally recognized awards platform centered on celebrating women's achievements while also recognizing corporate practices that advance gender equality, inclusion and sustainability.

加入 sHero 亚太女性分会，您将进入一个高价值人脉网络，与变革推动者、投资者及思想领袖同行，共同引领商业、可持续发展与领导力的未来。

By joining sHero Women's Chapter APAC, you gain access to a high-impact network of changemakers, investors, and thought leaders driving the future of business, sustainability and leadership.

9.7 参加年度大奖的评选，是否有费用? Is there an application fee to participate in sHero Awards?

我们会向大奖申请者收取申报费用

A submission fee will be charged to the Award applicants.

- 每个奖项的申报费用是人民币 3,000 元 (NET)
The application fee for each award is RMB 3,000 (NET).
- sHero 会员公司每个奖项的申报费用是人民币 2,400 元 (NET)
The application fee for each award is RMB 2,400 (NET) for sHero Corporate Member companies.

9.8 如果入选年度大奖并计划出席年度盛典，是否需要购买盛典的门票? If I am shortlisted into sHero Awards and plan to attend the annual ceremony, do I need to purchase the ticket?

出席年度盛典暨颁奖典礼需要购买门票。门票形式的资助专用于承办年度盛典的相关费用，感谢各家公司和各位嘉宾历年来对 sHero 盛典的鼎力支持，期望我们能相聚 2026 年 sHero 盛典暨颁奖典礼。

Tickets are required to attend the sHero Award Ceremony. Funding in the form of

tickets is earmarked for the costs associated with hosting the annual event. We thank the companies and guests for their support over the years and look forward to seeing you at the 2026 sHero Awards Ceremony.

- 每张门票的费用是人民币 10,000 元 (NET)
The cost of each ticket is RMB 10,000 (NET).
- sHero 会员公司门票费用为人民币 8,000 元 (NET)
The cost of each ticket is RMB 8,000 (NET) for sHero Corporate Member companies.

2026 年我们推出大奖申请及颁奖盛典的优惠套餐供选择：
In 2026, we launch three premium packages including the awards submission and awards ceremony ticket for your selection.

项目 Item			价格 Price (RMB)	企业会员价格 Price for sHero Corporate Member (RMB)
sHero 奖项申请 Awards Submission			3,000 (NET) /奖项	2,400(NET) /奖项
sHero 年度盛典暨颁奖典礼门票 Celebration Ticket			10,000(NET) /每位	8,000(NET) /每位
特惠套餐 Premium Packages	#1	1 个奖项申请 Award Submission 2 个 sHero 年度盛典暨颁奖典礼门 票 Celebration Tickets	20,000(NET) /套餐	12,000(NET) /套餐
	#2	2 个奖项申请 Awards Submission 3 个 sHero 年度盛典暨颁奖典礼门 票 Celebration Tickets	30,000(NET) /套餐	18,000(NET) /套餐
	#3	3 个奖项申请 Awards Submission 5 个 sHero 年度盛典暨颁奖典礼门 票 Celebration Tickets	48,000(NET) /套餐	29,000(NET) /套餐

9.9 奖项申请人/公司申报材料中的相关信息后续是否会对外公开？ Will the relevant information contained in the application materials submitted by award applicants or companies be made public at a later date?

关于申报材料的公开问题，我们的原则是：严格保护隐私，公开仅限授权内容。

Regarding the disclosure of application materials, our principle is to strictly protect privacy, with disclosure limited to authorized content only.

具体的处理原则：

Specific handling principles:

1. 核心材料严格保密 Core materials are kept strictly confidential

个人介绍、影响力故事、推荐理由等详细申报材料，仅用于评审和内部记录，不会对外公开。评审过程严格保密，所有评委均签署保密协议。

Detailed application materials, such as personal profiles, stories illustrating impact and reasons for recommendation, are used solely for the purposes of assessment and internal record-keeping, and will not be made public. The assessment process is kept strictly confidential, and all judges sign confidentiality agreements.

2. 公开内容仅限授权信息 Public disclosure is limited to authorized information

获奖名单、奖项类别、获奖者姓名、职位及公司名称，将通过官网、社交媒体及合作媒体进行官方发布。

The list of winners, award categories, winners' names, job titles and company names will be officially announced via our official website, social media and partner media outlets.

3. 故事传播须经本人同意 Sharing of stories requires the individual's consent

如我们希望将获奖者的影响力故事用于宣传（如官网案例、媒体报道、视频系列），会提前获得本人书面授权，可选择使用真名、化名或匿名方式呈现。

Should we wish to use a winner's impact story for promotional purposes (such as case studies on our official website, media coverage or video series), we will obtain the individual's written authorization in advance. The individual may choose to be identified by their real name, a pseudonym or anonymously.

9.10 为什么申请个人大奖时需要填写上级主管的联系信息？ Why is it necessary to provide your line manager' s contact details when applying for an individual award?

sHero 大奖不仅是对个人成就的认可，也是对组织内部人才文化的肯定。我们希望获奖信息能够被公司知晓并获得应有的重视——这不仅是对申请人的尊重，也是对推荐公司和奖项严肃性的体现。

The sHero Award is not only a recognition of individual achievement, but also an affirmation of the organization's culture of talent development. We hope that details of the award will be made known throughout the company and given the attention they deserve—this is not only a mark of respect for the nominee, but also a reflection of the integrity of the nominating organization and the award itself.

因此，填写上级主管的联系方式主要用于以下两个目的：

Therefore, providing your line manager' s contact details serves the following two main purposes:

1. 保障知悉与支持：确保申请人的上级对公司的人才获得此项荣誉有所了解，并能在必要时给予支持（如出席盛典、配合宣传等）。Ensuring Awareness and Support: Ensure that the applicant' s line manager is aware that the company' s talent has received this honour and is able to provide support where necessary (e.g. attending the awards ceremony, assisting with publicity, etc.)
2. 确保联系可达性：如因特殊情况联系不上申请人时，我们可通过其主管或公司渠道进行补充沟通，避免信息错漏。Ensuring contact availability: Should we be unable to contact the applicant due to exceptional circumstances, we may liaise with their line manager or via their company to ensure that no information is missed or overlooked.

请注意：该信息仅用于内部沟通和通知用途，不会对外公开，也不会作为评审依据。我们会严格保护所有联系信息的隐私安全。

Please note: This information is intended solely for internal communication and notification purposes; it will not be made public, nor will it be used as a basis for assessment. We will strictly safeguard the privacy and security of all contact details.

9.11 sHero 大奖有进行媒体宣传报道吗？Is there any social media coverage for sHero Awards?

关于 sHero 大奖，我们同各大主流网媒合作以通稿的形式进行报道。

For the sHero Awards, we worked with major online media outlets to provide coverage in the form of press releases.



附件一： 最佳公司评选标准 Evaluation Criteria

1. 包容性职场卓越 Inclusive Workplace Excellence

“包容性职场卓越”旨在表彰在构建包容性职场环境方面表现卓越的企业。通过展示多样化的最佳实践，激励更多企业关注员工福祉、归属感建设、性别平等和多元化发展，共同推动职场包容性进步。

The "Inclusive Workplace Excellence" recognizes companies excelling in building inclusive workplace environments. By showcasing diverse best practices, it inspires more organizations to focus on employee well-being, belonging, gender equality, and diversity, collectively advancing workplace inclusion.

评选标准 Evaluation Criteria

1. 员工福祉 Employee Well-being

- 提供全面的心理健康支持计划（如心理咨询、压力管理课程等）。
- 实施灵活工作政策（如远程办公、弹性工作时间）。
- 定期开展员工福祉调研并采取改进措施。
- Provide comprehensive mental health support programs (e.g., counseling, stress management courses).
- Implement flexible work policies (e.g., remote work, flexible hours).
- Conduct regular employee well-being surveys and take improvement actions.

2. 归属感与文化包容性 Belonging & Cultural Inclusion

- 建立促进包容性的委员会或类似机构。
- 开展定期的文化建设和包容性培训活动。
- 在招聘、晋升和领导力发展中体现公平性和包容性。
- Establish committees or similar bodies to promote inclusion.
- Conduct regular cultural-building and inclusion training activities.
- Demonstrate fairness and inclusivity in recruitment, promotion, and leadership development.

3. 多元化与性别平等 Diversity & Gender Equality

- 实施具体的性别平等计划（如女性领导力发展项目、性别薪酬平等审查等）。
- 在领导层和董事会中实现性别比例平衡。
- 定期发布多元化进展报告，并设定可衡量的目标。
- Implement specific gender equality initiatives (e.g., women's leadership development programs, gender pay gap reviews).

- Achieve gender balance in leadership and board representation.
- Publish regular progress reports on diversity with measurable goals.

4. 创新实践与影响力 Innovative Practices & Impact

- 推出独特的包容性职场倡议或项目（如跨文化沟通平台、无障碍设施优化等）。
- 在员工多样性、公平性和包容性方面取得可量化的成果。
- 通过企业社会责任（CSR）活动推动外部社区的包容性发展。
- Launch unique inclusive workplace initiatives or projects (e.g., cross-cultural communication platforms, accessibility optimization).
- Achieve quantifiable results in employee diversity, fairness, and inclusion.
- Promote inclusive development in external communities through corporate social responsibility (CSR) activities.

5. 员工反馈与参与度 Employee Feedback & Engagement

- 定期收集员工对职场包容性的反馈，并采取实际行动改进。
- 员工参与多元化活动的比例较高，且活动效果显著。
- 在员工保留率和满意度调查中，包容性相关指标表现突出。
- Regularly collect employee feedback on workplace inclusion and take actionable steps to improve.
- Achieve high participation rates in diversity-related activities with significant impact.
- Demonstrate outstanding performance in inclusion-related metrics in employee retention and satisfaction surveys.

2. 最受女性欢迎雇主 Prime Employers for Women

最受女性欢迎雇主，旨在表彰在支持女性职业发展、推动性别平等和构建包容性职场环境方面表现卓越的企业。通过调研亚太地区各行业的女性员工，评选出在性别平等、灵活工作安排、领导层代表性等方面表现突出的雇主，展示多样化的最佳实践，激励更多企业关注女性员工的成长与福祉。

The Prime Employers for Women recognizes companies excelling in supporting women's career development, advancing gender equality, and building inclusive workplace environments. By surveying women across industries in the APAC region, the list identifies employers that stand out in areas such as gender equality, flexible work arrangements, and leadership representation. It showcases diverse best practices and inspires more organizations to focus on the growth and well-being of female employees.

评选标准 Evaluation Criteria

1. 领导层对性别平等的承诺 Executive Commitment to Gender Equality

- 公司高层领导（如 CEO、董事会）公开支持性别平等，并制定明确的性别平等目标。
- 领导层定期审查性别平等进展，并公开承诺持续改进。
- Senior leadership (e.g., CEO, Board) publicly supports gender equality and sets clear gender equality goals.
- Leadership regularly reviews progress on gender equality and commits to continuous improvement.

2. 多元化和包容的文化 Culture of Diversity and Inclusion

- 公司内部设有专门的多元化与包容性委员会或类似机构。
- 定期开展员工培训，提升全员对多元化和包容性的认知与实践。
- 员工调查显示，员工对公司的包容性文化有高度认同感。
- The company has a dedicated diversity and inclusion committee or similar body.
- Regular employee training is conducted to enhance awareness and practices of diversity and inclusion.
- Employee surveys show high levels of satisfaction with the company' s inclusive culture.

3. 全方位的女性招聘渠道 Female Hiring Pipeline from Early Career to Executive Level

- 公司制定并实施针对女性员工的招聘、培养和晋升计划。
- 在早期职业阶段（如校园招聘）和高级管理层中，女性比例显著提升。
- 公司设有女性领导力发展项目，支持女性员工职业成长。
- The company has implemented recruitment, development, and promotion plans specifically for women.
- Significant improvement in the proportion of women at both early career stages (e.g., campus recruitment) and senior management levels.
- The company offers women' s leadership development programs to support career growth.

4. 重视并支持灵活的工作安排 Support for Flexible Working Arrangements

- 公司提供灵活的工作政策，如远程办公、弹性工作时间和兼职选择。
- 灵活工作政策适用于所有员工，尤其是女性员工，以支持工作与生活的平衡。
- 员工对灵活工作安排的满意度高，且政策实施效果显著。
- The company provides flexible work policies, such as remote work, flexible hours, and part-time options.
- Flexible work policies are available to all employees, especially women, to support work-life balance.

-
- Employees report high satisfaction with flexible work arrangements, and the policies have shown significant impact.

5. 提供正式途径，以解决任何有关歧视的问题 Formal Avenues to Address Discrimination Concerns

- 公司设有正式的投诉渠道和调查机制，确保员工可以安全地报告歧视问题。
- 定期审查和更新反歧视政策，确保其符合最新法律和行业标准。
- 员工对公司的反歧视措施和投诉处理机制有高度信任感。
- The company has formal complaint channels and investigation mechanisms to ensure employees can safely report discrimination issues.
- Anti-discrimination policies are regularly reviewed and updated to comply with the latest legal and industry standards.
- Employees have high trust in the company' s anti-discrimination measures and complaint handling mechanisms.

6. 员工福祉与支持 Employee Well-being and Support

- 公司提供全面的心理健康支持计划，如心理咨询和压力管理课程。
- 设有专门的项目支持女性员工的职业发展和个人成长。
- 员工对公司的福祉支持措施满意度高，且相关指标在调查中表现优异。
- The company offers comprehensive mental health support programs, such as counseling and stress management courses.
- Dedicated programs are available to support women' s career development and personal growth.
- Employees report high satisfaction with the company' s well-being initiatives, and related metrics perform well in surveys.

3. 女性高管最佳公司 Best Company for Female Executives

女性高管最佳公司，旨在表彰在女性高管发展和领导层性别平等方面表现卓越的企业。通过展示企业在女性高管选拔、保留和领导力发展方面的最佳实践，激励更多企业推动女性在高级管理层中的代表性。

The Best Company for Female Executives recognizes companies excelling in developing female executives and advancing gender equality in leadership. By showcasing best practices in recruiting, retaining, and developing women in senior leadership roles, the list inspires more organizations to promote women's representation at the executive level.

评选标准 Evaluation Criteria

1. 女性首席官和董事会比例 Percentage of Women in C-Suite and Board

- 公司在首席官（C-suite）和董事会中女性比例显著高于行业平均水平。
- 公司公开承诺并采取措施提高女性在领导层中的代表性。
- The company has a significantly higher percentage of women in C-suite and board positions compared to industry averages.
- The company publicly commits to and takes action to increase women's representation in leadership roles.

2. 女性高管选拔及保留计划 Programs to Include and Retain Women in Senior Leadership

- 公司制定并实施针对女性高管的选拔、培养和保留计划。
- 设有明确的职业发展路径和支持机制，帮助女性员工晋升至高级管理层。
- The company has implemented recruitment, development, and retention programs specifically for women executives.
- Clear career development paths and support mechanisms are in place to help women advance to senior leadership roles.

3. 女性领导力发展项目的实施情况 Implementation of Women's Leadership Development Programs

- 公司提供专门的女性领导力发展项目，如导师计划、高管培训和高管轮岗机会。
- 定期评估女性领导力发展项目的效果，并根据反馈持续优化。
- The company offers dedicated women's leadership development programs, such as mentorship, executive training, and leadership rotation opportunities.
- The effectiveness of these programs is regularly evaluated, and improvements are made based on feedback.

4. 女性友好品牌 Women-Friendly Brands

女性友好品牌，旨在表彰在产品、服务和营销中优先考虑性别平等的品牌。通过考量品牌的包容度、产品适用度、购物体验度和可持续发展，榜单展示那些真正理解并满足女性消费者需求的品牌，推动女性消费力的崛起和女性友好商业模式的创新。

The Women-Friendly Brands recognizes brands prioritizing gender equality in their products, services, and marketing. By evaluating brands on inclusivity, product relevance, shopping experience, and sustainability, the list showcases brands that truly understand and meet the needs of female consumers, driving the rise of women's purchasing power and the innovation of women-friendly business models.

评选标准 Evaluation Criteria

1. 品牌包容度 Brand Inclusivity

- 品牌尊重和包容不同背景的女性消费者，避免性别刻板印象和歧视性内容。
- 在广告、宣传和品牌形象中体现多元化和包容性价值观。
- The brand respects and includes female consumers from diverse backgrounds, avoiding gender stereotypes and discriminatory content.
- Advertising, promotions, and brand image reflect values of diversity and inclusion.

2. 产品适用度 Product Relevance

- 品牌深入了解女性的需求和特质，设计出功能性和情感需求兼具的产品。
- 产品设计、功能和服务充分考虑女性消费者的实际使用场景和体验。
- The brand deeply understands the needs and characteristics of women, designing products that meet both functional and emotional needs.
- Product design, features, and services fully consider the actual usage scenarios and experiences of female consumers.

3. 购物体验度 Shopping Experience

- 品牌提供全程舒适、便捷和愉悦的购物体验，包括线上和线下渠道。
- 在售前、售中和售后环节中，关注女性消费者的个性化需求和反馈。
- The brand provides a comfortable, convenient, and enjoyable shopping experience across both online and offline channels.
- Personalized needs and feedback from female consumers are prioritized during pre-sales, sales, and after-sales processes.

4. 可持续发展 Sustainability

- 品牌践行环保和社会责任，推动绿色消费和可持续生活方式。

- 在产品生产、包装和供应链中采用环保材料和技术，减少对环境的影响。
- The brand practices environmental and social responsibility, promoting green consumption and sustainable lifestyles.
- Eco-friendly materials and technologies are used in product production, packaging, and supply chains to minimize environmental impact.

5. ESG 与可持续发展领袖 ESG & Sustainability Leaders

ESG 与可持续发展领袖，旨在表彰在环境 (Environmental)、社会 (Social) 和治理 (Governance) 实践方面表现卓越的企业。通过展示企业在可持续发展领域的创新举措和显著成果，榜单激励更多企业践行社会责任，推动绿色经济和社会进步。

The ESG & Sustainability Leaders recognizes companies excelling in environmental, social, and governance (ESG) practices. By showcasing innovative initiatives and significant achievements in sustainability, the list inspires more organizations to embrace social responsibility and drive green economic and social progress.

评选标准 Evaluation Criteria

1. 环境责任 Environmental Responsibility

- 企业在减少碳排放、能源效率、资源循环利用和环境保护方面表现突出。
- 采用绿色技术和可持续生产方式，减少对环境的负面影响。
- 公开透明的环境数据报告，定期披露环境目标和进展。
- The company demonstrates outstanding performance in reducing carbon emissions, improving energy efficiency, recycling resources, and protecting the environment.
- Adopts green technologies and sustainable production methods to minimize environmental impact.
- Publishes transparent environmental data reports and regularly discloses environmental goals and progress.

2. 社会责任 Social Responsibility

- 企业在员工福祉、多元化与包容性、社区参与和公益事业方面表现卓越。
- 提供安全、公平和包容的工作环境，支持员工职业发展和个人成长。
- 积极参与社会公益项目，推动社区发展和弱势群体支持。
- The company excels in employee well-being, diversity and inclusion, community engagement, and public welfare initiatives.
- Provides a safe, fair, and inclusive work environment, supporting employees' career development and personal growth.

-
- Actively participates in social welfare projects, promoting community development and support for vulnerable groups.

3. 治理责任 Governance Responsibility

- 企业在公司治理、道德规范、透明度和反腐败方面表现优异。
- 设有完善的治理结构和内部控制机制，确保决策透明和问责制。
- 定期发布 ESG 报告，公开披露治理实践和绩效。
- The company demonstrates excellence in corporate governance, ethical standards, transparency, and anti-corruption practices.
- Establishes robust governance structures and internal control mechanisms to ensure transparent decision-making and accountability.
- Regularly publishes ESG reports, disclosing governance practices and performance.

4. 创新与影响力 Innovation and Impact

- 企业在可持续发展领域的创新举措具有行业领先性和示范效应。
- 通过合作或倡议推动行业和社会在 ESG 领域的进步。
- 可持续发展实践对企业业绩和社会环境产生显著积极影响。
- The company's innovative initiatives in sustainability are industry-leading and serve as a model for others.
- Drives progress in ESG practices through collaborations or industry initiatives.
- Demonstrates significant positive impact on both business performance and the social-environmental landscape through sustainability practices.

6. 性别平等 Gender Equality

性别平等，旨在表彰那些通过国际妇女节庆祝活动和日常实践，积极推动性别平等、激发包容性的企业和组织。该榜单聚焦于展示企业在加速行动（#AccelerateActions）中的具体举措，为行业提供可复制的实践范例，共同打破偏见、建设平等世界。

The Gender Equality recognizes companies and organizations actively advancing gender equality and fostering inclusion through International Women's Day (IWD) initiatives and year-round practices. It highlights concrete actions aligned with the #AccelerateActions theme, providing applicable best practices to inspire industries to break biases and build an equal world.

评选标准Evaluation Criteria

1. 创意传播 Creative Advocacy

- 最佳国际妇女节主题影片（如 #激发包容 短片）。
- 最佳媒体活动（如社交媒体传播、公益广告）。
- Best IWD #InspireInclusion videos or campaigns.
- Most impactful media activities (e.g., social media campaigns, PSAs).

2. 社区与基层影响力 Community & Grassroots Impact

- 支持本地变革的社区服务项目（如女性职业培训、反歧视倡导）。
- 基层组织推动的实质性改变（如性别平等政策倡导、资源分配公平化）。
- Community services driving local change (e.g., women's vocational training, anti-discrimination advocacy).
- Grassroots initiatives for meaningful change (e.g., gender policy advocacy, equitable resource allocation).

3. 跨领域领导力 Cross-Sector Leadership

- 公共部门：推动性别平等的政策制定与执行。
- 体育领域：通过赛事或活动提升女性社会领导力。
- 教育界：开发性别平等课程或研究成果。
- Public sector: Policy development and implementation for gender equality.
- Sports sector: Enhancing women's social leadership through events.
- Education sector: Gender equality curriculum or research contributions.

4. 创新活动设计 Innovative Event Design

- 最佳国际妇女节庆祝活动（如创意“平等蛋糕”设计、员工参与式工作坊）。
- 高效利用IWD活动工具包（#WeAreInspireInclusion），提升活动影响力。

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- Best IWD celebration (e.g., creative “equality cake” events, participatory workshops).
 - Effective use of IWD event packs (#WeAreInspireInclusion).

5. 联盟与合作 Collaborative Networks

- 企业联盟或行业网络推动的成员参与计划（如跨公司导师计划）。
- 慈善机构发起的意识提升活动（如性别平等公益募捐）。
- Member participation programs by industry alliances (e.g., cross-company mentorship).
- Awareness campaigns by charities (e.g., gender equality fundraising).

6. 可持续影响 Sustainable Outcomes

- 可量化的性别平等进展（如女性高管比例提升、薪酬差距缩小）。
- 长期承诺的证据（如年度性别平等报告、员工满意度改善）。
- Quantifiable progress (e.g., increased female leadership representation, reduced pay gaps).
- Evidence of long-term commitment (e.g., annual gender equality reports, improved employee satisfaction).

7. 职场爸爸最佳公司 Best Company for Working Fathers

职场爸爸最佳公司，旨在表彰那些为职场爸爸提供全面支持的企业。这些企业通过制定家庭友好政策、灵活工作安排和职业发展保障，帮助职场爸爸平衡工作与家庭责任，同时营造尊重家庭需求的职场文化。

The Best Companies for Working Fathers recognizes companies providing holistic support for working fathers. These companies implement family-friendly policies, flexible work arrangements, and career development safeguards to help fathers balance work and family responsibilities, while fostering a workplace culture that respects family needs.

评选标准 Evaluation Criteria

1. 家庭支持政策 Family Support Policies

- 提供至少 12 周全薪陪产假、收养假及生育福利。
- 实施分阶段返岗计划，支持职场爸爸逐步过渡回归工作。
- Offer at least 12 weeks of fully paid paternity leave, adoption leave, and fertility benefits.
- Implement phased return-to-work programs to support fathers in transitioning back to work.

2. 儿童保育与应急支持 Childcare & Emergency Support

- 提供企业托儿所、育儿补贴或合作育儿服务，降低育儿成本压力。
- 为异地工作或紧急情况下的育儿需求提供灵活解决方案。
- Provide on-site daycare, childcare subsidies, or partnerships with childcare providers to reduce financial burdens.
- Offer flexible solutions for childcare needs during business travel or emergencies.

3. 灵活工作实践 Flexible Work Practices

- 允许弹性工作时间、远程办公或混合办公模式，优先满足职场爸爸的时间灵活性需求。
- 设立“家庭优先时段”（如无会议时间），减少非必要工作对家庭生活的干扰。
- Allow flexible hours, remote work, or hybrid models to prioritize time flexibility for working fathers.
- Establish “family-first hours” (e.g., no-meeting blocks) to minimize work intrusion into family life.

4. 员工支持网络 Employee Support Networks

- 建立职场爸爸互助小组或资源平台，提供育儿经验分享、心理健康支持等服务。
- 管理层公开倡导工作与家庭平衡，通过自身行为示范消除“全天候工作”的文化压力。

-
- Create peer support groups or resource platforms for fathers, offering parenting advice and mental health resources.
 - Leadership actively models work-life balance to counteract “always-on” workplace pressures.

5. 职业发展保障 Career Development Safeguards

- 确保职场爸爸在晋升、培训和高潜力项目中享有平等机会，不因家庭责任受限。
- 定期跟踪并公布职场爸爸的晋升率、留任率及薪酬数据。
- Ensure equal access to promotions, training, and high-potential programs for working fathers.
- Track and disclose promotion rates, retention rates, and compensation data for fathers.

6. 创新支持举措 Innovative Support Initiatives

- 推出针对性计划（如“爸爸导师计划”和“家庭责任津贴”），解决职场爸爸特有需求。
- 通过行业合作或公共倡导，推动社会关注职场爸爸的挑战与贡献。
- Launch targeted programs (e.g., “Dad Mentorship Program,” “Family Responsibility Stipends”) addressing fathers’ unique needs.
- Advocate for societal recognition of working fathers’ challenges through industry collaborations or public campaigns.

8. 员工资源小组 (ERG) 卓越实践 Employee Resource Group (ERG) Best Practice

表彰在员工资源小组的建立、运营与影响力方面表现卓越的企业。ERG 作为推动多元、公平与包容文化的重要载体，其价值不仅体现在员工归属感的提升，更在于驱动业务创新、人才培养与组织文化的系统性变革。

To recognise companies that have demonstrated excellence in the establishment, operation and impact of their Employee Resource Groups (ERGs). As key drivers of a culture of diversity, equity and inclusion, the value of ERGs lies not only in enhancing employees' sense of belonging, but also in driving business innovation, talent development and systemic change in organisational culture.

评选标准（体现 ERG 对公司整体的战略价值）：

Evaluation Criteria (Demonstrating the strategic value of ERG to the company as a whole):

1. 战略对齐：ERG 的目标如何与公司的整体 DEI 战略及业务目标对齐。
Strategic Alignment: How the ERG's objectives align with the company's overall DEI strategy and business objectives.
2. 影响力与成果：ERG 在提升员工归属感、留存率、领导力发展等方面的可衡量影响。
Impact and Outcomes: The ERG's measurable impact on areas such as employee belonging, retention rates and leadership development.
3. 创新与协作：ERG 是否推动了业务创新，或其他 ERG/部门进行了有效的跨组协作。
Innovation and Collaboration: Whether the ERG has driven business innovation or engaged in effective cross-group collaboration with other ERGs or departments.
4. 包容性与领导力：ERG 在推动包容性文化方面的具体贡献，及其领导者在组织内外的成长。
Inclusion and Leadership: The ERG's specific contributions to fostering a culture of inclusion, and the development of its leaders both within and outside the organisation.

申请材料:

Application Documents:

1. ERG 概况：成立时间、规模、章程、组织结构等基本信息。
ERG Overview: Basic information such as date of establishment, size, articles of association and organisational structure.

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2. 影响力故事：描述 1-2 个最具代表性的年度项目或倡议及其成果。
Impact Stories: Describe 1–2 of the most representative projects or initiatives from the past year and their outcomes.
 3. 数据与证明：提供能证明其影响力的数据（如员工满意度提升、参与率等）及相关证明材料。
Data and evidence: Provide data demonstrating its impact (such as improvements in staff satisfaction, participation rates, etc.) and relevant supporting documentation.
 4. 未来规划：ERG 未来一年的战略重点和发展计划。
Future Plans: ERG' s strategic priorities and development plans for the coming year.

附件二： 个人大奖评选标准 Evaluation Criteria

1. 年度女性 - 传承缔造者 Women of the Year - Legacy Builder

表彰那些将内在的喜悦、才能和全球视野相结合，以提升社区福祉的女性。**她精力充沛、她热情洋溢、她成熟稳健，她建设社区，她激发他人、她成就梦想。我们一起做贡献。**

Recognizes women who combine *inner joy, talent, and global vision to uplift communities. **She is energetic, She is passionate, She is mature, She builds, She inspires, She achieves, together WE contribute!**

评选标准：能量、激情、导师精神以及跨界影响力。

Criteria: Energy, passion, mentorship, and cross-border impact.

2. 值得瞩目女性 Women to Watch

2.1. 女性影响力 WomenIMPACT

女性影响力大奖旨在表彰那些通过领导力、创新和社会行动在全球范围内产生深远影响的女性。她们在公益、环境、社会 and 治理（ESG）等领域推动变革，成为社会进步的重要力量。

The WomenIMPACT Award recognizes women who have made a profound impact globally through leadership, innovation, and social action. They drive change in areas such as philanthropy, environmental sustainability, social justice, and governance (ESG), becoming powerful forces for societal progress.

评选标准 Evaluation Criteria:

1. 全球影响力 Global Impact

- 在国际范围内推动重要倡议或项目，产生广泛的社会影响。
- Drives significant initiatives or projects with broad societal impact on a global scale.

2. 创新与变革 Innovation & Transformation

- 通过创新思维和行动推动社会或行业的变革。
- Drives social or industry transformation through innovative thinking and actions.

3. 社会贡献与公益精神 Social Contribution & Philanthropy

- 在公益事业中表现出色，积极回馈社会，推动社会公平与正义。
- Excels in philanthropic efforts, actively giving back to society and promoting social equity and justice.

4. 可持续发展与 ESG 领导力 Sustainability & ESG Leadership

- 在环境、社会和治理（ESG）领域发挥领导作用，推动企业或组织的可持续发展。
- Plays a leadership role in environmental, social, and governance (ESG) initiatives, driving sustainability within organizations.

5. 激励与榜样力量 Inspiration & Role Model

- 通过自己的行动激励他人，成为社会进步的榜样。
- Inspires others through their actions, serving as a role model for societal progress.

2.1.1. 全球女性 Global Women (Impact Architect 全球影响力构建者)

表彰那些领导国际倡议、推动全球性变革（如气候行动、教育公平）的女性。她们通过跨国合作和战略行动，在解决全球性挑战中发挥关键作用，成为推动可持续发展的先锋。

This award honors women who lead international initiatives and drive global change (e.g., climate action, education equity). Through cross-border collaboration and strategic action, they play a pivotal role in addressing global challenges and pioneering sustainable development.

聚焦跨国倡议与全球影响力，强调协作与可持续性。

Focuses on cross-border initiatives and global impact, emphasizing collaboration and sustainability.

评选标准 Evaluation Criteria

1. 全球领导力 Global Leadership

- 在国际倡议中担任核心领导角色，推动跨国合作与政策落地。
- Serves a central leadership role in international initiatives, driving cross-border collaboration and policy implementation.

2. 影响力与成果 Impact & Outcomes

- 项目对全球或区域性挑战（如气候变化、教育公平）产生可衡量的积极影响。
- Delivers measurable positive impacts on global or regional challenges (e.g., climate change, education equity).

3. 可持续性 Sustainability

- 倡议设计具有长期可持续性，能够持续赋能社区或推动系统性变革。
- Demonstrates long-term sustainability in initiative design, enabling ongoing community empowerment or systemic change.

4. 跨文化协作 Cross-Cultural Collaboration

- 成功整合多元文化背景的团队或合作伙伴，促进包容性解决方案。
- Successfully integrates multicultural teams or partners to foster inclusive solutions.

2.1.2. 公益女性 Women in Philanthropy

表彰在公益事业中表现出色、积极回馈社会的女性。她们通过慈善捐赠、志愿服务或社会创新，解决教育、医疗、扶贫等关键社会问题，成为社会进步的推动者。

This award recognizes women who excel in philanthropic efforts and actively give back to society. Through charitable donations, volunteer work, or social innovation, they address critical issues such as education, healthcare, and poverty alleviation, driving societal progress.

突出社会问题解决能力与社区参与深度。Highlights problem-solving for social issues and deep community engagement.

评选标准 Evaluation Criteria

1. 公益贡献 Philanthropic Contributions

- 通过资金捐赠、资源调配或创新模式显著改善目标群体的生活质量。
- Significantly improves the quality of life for target groups through financial donations, resource allocation, or innovative models.

2. 社会影响力 Social Impact

- 项目覆盖广泛人群，并在解决社会问题中取得可验证的成果(如提高教育率、降低贫困率)。
- Reaches a broad population and achieves verifiable outcomes in addressing social issues (e.g., increased education access, reduced poverty rates).

3. 可持续性与创新 Sustainability & Innovation

- 采用创新方法（如科技赋能公益）确保项目的长期可持续性。
- Employs innovative approaches (e.g., technology-driven philanthropy) to ensure long-term sustainability.

4. 社区参与 Community Engagement

- 深度参与受助社区，确保公益行动符合当地实际需求。
- Engages deeply with beneficiary communities to align philanthropic actions with local needs.

2.1.3. ESG 女性 Women in ESG

表彰在环境、社会和治理（ESG）领域发挥领导作用的女性。她们通过制定可持续战略、推动企业社会责任或倡导透明治理，引领组织向更公平、更绿色的未来转型。

This award recognizes women who play a leadership role in environmental, social, and governance (ESG) initiatives. By developing sustainable strategies, advancing corporate social responsibility, or advocating for transparent governance, they lead organizations toward a fairer and greener future.

强调企业可持续转型中的领导力与系统性变革。

Prioritizes leadership in corporate sustainability and systemic transformation.

评选标准 Evaluation Criteria

1. ESG 战略领导力 ESG Leadership

- 在企业或组织中主导 ESG 战略的制定与实施，推动系统性变革。
- Leads the design and implementation of ESG strategies, driving systemic change within organizations.

2. 环境与气候行动 Environmental & Climate Action

- 在减碳、可再生能源、资源循环利用等领域取得显著成效。
- Achieves measurable results in areas such as carbon reduction, renewable energy, or circular resource use.

3. 社会公平与包容性 Social Equity & Inclusion

- 推动性别平等、多元化招聘或员工福祉计划，提升社会包容性。
- Advances gender equality, diverse hiring practices, or employee well-being programs to enhance social inclusion.

4. 治理透明度 Governance Transparency

- 建立透明、合规的企业治理体系，提升利益相关者信任。
- Establishes transparent and compliant governance frameworks to build stakeholder trust.

2.2. 女性领导力 Women Leadership

表彰那些在企业、STEM（科学、技术、工程、数学）或创意领域中打破障碍、推动变革的女性领导者。她们是建设者、颠覆者和创新者，敢于追梦并付诸行动，打破玻璃天花板，重塑职场环境，为更多人创造机会。

Celebrates women leaders who break barriers and drive change in corporate, STEM, or creative fields. They are builders, disruptors, and innovators—bold thinkers and action-takers who shatter glass ceilings, reshape workplaces, and create opportunities for others.

评选标准 Evaluation Criteria:

1. 领导力与影响力 Leadership & Impact
 - 在职场中展现出卓越的领导力，推动团队、组织或行业的进步；
 - 对女性职业发展产生显著影响，成为他人学习的榜样。
2. 创新与颠覆 Innovation & Disruption
 - 通过创新思维和行动打破传统模式，推动行业或社会变革；
 - 在 STEM、创意领域或企业管理中展现出独特的颠覆性贡献。
3. 多元与包容 Diversity & Inclusion
 - 积极推动职场多元化和包容性文化，为女性及其他少数群体创造平等机会；
 - 在组织内部或外部倡导性别平等和可持续发展。
4. 坚韧与突破 Resilience & Breakthrough
 - 在面对挑战时展现出坚韧不拔的精神，突破职场或行业中的障碍；
 - 在玻璃天花板或玻璃悬崖等复杂环境中取得卓越成就。
5. 社会贡献与可持续发展 Social Contribution & Sustainability
 - 在环境、社会和治理（ESG）领域发挥重要作用，推动企业可持续发展；
 - 通过公益事业或社会倡议为更广泛的社会问题贡献力量。

2.3. 女董事 Women Board of Directors

表彰那些在公司董事会中发挥关键作用的女性领导者。她们在治理和战略决策中表现出色，积极推动企业的可持续发展和社会责任，同时为提升女性在高层治理中的代表性做出贡献。

Recognizes women who play a pivotal role on corporate boards, excelling in governance and strategic decision-making while driving sustainability and social responsibility. They also contribute to increasing the representation of women in top governance roles.

评选标准 Evaluation Criteria:

1. 治理与战略决策 Governance & Strategic Decision-Making

- 在董事会中展现出卓越的领导力和战略眼光;
- 参与制定并推动企业长期发展战略。
- Demonstrates exceptional leadership and strategic vision on corporate boards;
- Participates in developing and driving long-term corporate strategies.

2. 可持续发展与社会责任 Sustainability & Social Responsibility

- 在环境、社会和治理（ESG）领域发挥重要作用，推动企业可持续发展。
- Plays a significant role in environmental, social, and governance (ESG) initiatives, driving corporate sustainability.

3. 多元与包容 Diversity & Inclusion

- 积极推动董事会多元化和包容性文化，为女性及其他少数群体创造平等机会。
- Actively promotes a culture of diversity and inclusion on boards, creating equal opportunities for women and other underrepresented groups.

4. 影响力与代表性 Impact & Representation

- 为提升女性在高层治理中的代表性做出显著贡献;
- 在行业或社会中推动性别平等和女性领导力发展。
- Makes significant contributions to increasing the representation of women in top governance roles;
- Advocates for gender equality and women's leadership development in the industry or society.

2.4. 女首席官 Chief Women Officers

表彰那些在企业最高管理层中取得卓越成就的女性 CEO。她们不仅突破了玻璃天花板，还在复杂的环境中展现出卓越的领导力、战略眼光和韧性，推动企业创新、多元化和社会责任。

Recognizes women CEOs who have achieved excellence in top executive roles, breaking through the glass ceiling and demonstrating exceptional leadership, strategic vision, and resilience in challenging environments. They drive innovation, diversity, and social responsibility within their organizations.

评选标准 Evaluation Criteria:

1. 领导力与战略眼光 Leadership & Strategic Vision
 - 在企业最高管理层中展现出卓越的领导力和决策能力；
 - 制定并推动企业长期发展战略。
 - Demonstrates exceptional leadership and decision-making abilities in top executive roles;
 - Develops and drives long-term corporate strategies.
2. 创新与变革 Innovation & Transformation
 - 通过创新思维和行动推动企业转型或行业变革；
 - 在技术、商业模式或企业文化中实现突破。
 - Drives corporate or industry transformation through innovative thinking and actions;
 - Achieves breakthroughs in technology, business models, or corporate culture.
3. 多元与包容 Diversity & Inclusion
 - 积极推动企业多元化和包容性文化，为女性及其他少数群体创造平等机会。
 - Actively promotes a culture of diversity and inclusion, creating equal opportunities for women and other underrepresented groups.
4. 社会贡献与可持续发展 Social Contribution & Sustainability
 - 在环境、社会和治理（ESG）领域发挥重要作用，推动企业可持续发展。
 - Plays a significant role in environmental, social, and governance (ESG) initiatives, driving corporate sustainability.
5. 韧性突破 Resilience & Breakthrough
 - 在玻璃悬崖等复杂环境中取得突破性成就，带领企业走出困境。
 - Achieves breakthroughs in challenging environments, such as the glass cliff, and leads organizations through crises.

2.5. 创新先锋 Innovation Pioneers

创新先锋大奖旨在表彰那些通过创新思维和行动推动行业、社会或科技变革的女性。她们在创业、科技、创意等领域中展现出卓越的领导力和创造力，打破传统模式，开辟新领域，并为下一代创新者树立榜样。

The Innovation Pioneers Award recognizes women who drive transformative change in industries, society, or technology through innovative thinking and actions. They demonstrate exceptional leadership and creativity in entrepreneurship, technology, and creative fields, breaking traditional norms, pioneering new frontiers, and setting examples for the next generation of innovators.

评选标准 Evaluation Criteria:

1. 创新思维与行动 Innovative Thinking & Action
 - 通过创新思维和行动推动行业或社会变革。
 - Drives industry or societal transformation through innovative thinking and actions.
2. 领导力与影响力 Leadership & Impact
 - 在创新领域中展现出卓越的领导力，并对行业或社会产生深远影响。
 - Demonstrates exceptional leadership in innovation and creates a profound impact on the industry or society.
3. 突破与颠覆 Breakthrough & Disruption
 - 打破传统模式，开辟新领域，推动行业或科技的颠覆性变革。
 - Breaks traditional norms, pioneers new frontiers, and drives disruptive changes in industries or technology.
4. 社会贡献与可持续发展 Social Contribution & Sustainability
 - 通过创新推动社会公益或可持续发展，为更广泛的社会问题贡献力量。
 - Contributes to social causes or sustainability through innovation, addressing broader societal issues.
5. 激励与榜样力量 Inspiration & Role Model
 - 通过自己的行动激励他人，成为下一代创新者的榜样。
 - Inspires others through their actions, serving as a role model for the next generation of innovators.

2.5.1. 创业女性 Women Entrepreneurs

表彰那些通过创新商业模式、产品或服务推动行业变革的女性创业者。她们不仅在企业经营中取得成功，还通过创新思维开辟新领域。

Recognizes women entrepreneurs who drive industry transformation through innovative business models, products, or services. They achieve success in business operations while pioneering new frontiers through innovative thinking.

评选标准 Evaluation Criteria:

1. 创新商业模式 Innovative Business Models

- 通过创新的商业模式推动行业变革。
- Drives industry transformation through innovative business models.

2. 产品与服务创新 Product & Service Innovation

- 开发具有创新性的产品或服务，满足市场需求。
- Develops innovative products or services that meet market needs.

3. 行业影响力 Industry Influence

- 在所发展的业界具有前瞻领航的作用。
- Plays a leading role in her industry.

2.5.2. 创新女性 Women in Innovation

表彰那些通过创新思维和行动推动行业或社会变革的女性。她们打破行业规范，颠覆商业模式，并为下一代创新者树立榜样。

Recognizes women who drive breakthrough progress in industries or society through innovative thinking and actions. They break industry norms, disrupt business models, and set examples for the next generation of innovators.

评选标准 Evaluation Criteria:

1. 创新思维与行动 Innovative Thinking & Action

- 通过创新思维和行动推动行业或社会变革。
- Drives industry or societal transformation through innovative thinking and actions.

2. 行业颠覆者 Industry Disruptors

- 打破行业规范，推动商业模式的颠覆性变革。
- Breaks industry norms and drives disruptive changes in business models.

3. 激励与榜样力量 Inspiration & Role Model

- 通过自己的行动激励他人，成为下一代创新者的榜样。
- Inspires others through their actions, serving as a role model for the next generation of innovators.

2.5.3. STEM 女性 (科技远见者) : 克服偏见, 推动突破性进展。

Women in STEM (Tech Visionaries): Overcoming bias to advance breakthroughs.

表彰那些在科学、技术、工程和数学 (STEM) 领域中通过技术创新推动突破性进展的女性。她们克服性别偏见, 成为科技领域的远见者, 并通过自己的成就和倡导, 加速科技领域的创新与发展。

Recognizes women who drive technological breakthroughs in science, technology, engineering, and mathematics (STEM) fields. They overcome gender bias to become visionaries in technology, accelerating innovation and development in STEM through their achievements and advocacy.

评选标准 Evaluation Criteria:

1. 技术创新 Technological Innovation

- 在 STEM 领域取得卓越成就, 推动科技突破。
- Achieves outstanding accomplishments in STEM fields, driving technological breakthroughs.

2. 行业影响力 Industry Influence

- 在科技领域具有前瞻领航的作用。
- Plays a leading role in the technology industry.

3. 性别多样性倡导 Advocacy for Gender Diversity

- 积极倡导性别多样性, 推动女性在 STEM 领域的参与和发展。
- Actively advocates for gender diversity, promoting the participation and development of women in STEM.

4. 榜样力量 Role Model

- 成为 STEM 领域的榜样, 激励更多女性进入 STEM 领域。
- Serves as a role model in STEM, inspiring more women to enter STEM fields.

2.5.4. 创意女性（创意催化剂）：通过艺术/设计重新定义文化叙事。

Women in Creativity (Creative Catalysts): Redefining cultural narratives through art/design.

表彰那些通过艺术、设计或创意领域推动文化和社会变革的女性。她们作为创意催化剂，通过创新思维和行动重新定义文化叙事，开辟新领域。

Recognizes women who drive cultural and societal change through art, design, or creative fields. As creative catalysts, they redefine cultural narratives and pioneer new frontiers through innovative thinking and actions.

评选标准 Evaluation Criteria:

1. 创意创新 Creative Innovation

- 在艺术、设计或创意领域取得卓越成就，推动文化变革。
- Achieves outstanding accomplishments in art, design, or creative fields, driving cultural change.

2. 社会影响 Social Impact

- 通过创意作品或行动对社会产生积极影响。
- Creates positive social impacts through creative works or actions.

3. 行业颠覆者 Industry Disruptors

- 打破传统模式，推动创意行业的颠覆性变革。
- Breaks traditional norms and drives disruptive changes in the creative industry.

4. 激励与榜样力量 Inspiration & Role Model

- 通过自己的行动激励他人，成为下一代创意人才的榜样。
- Inspires others through their actions, serving as a role model for the next generation of creative talents.

2.6. 下一代变革者 Next-Gen Change Makers

下一代变革者大奖旨在表彰那些通过教育、创业、艺术或社区行动推动社会变革的年轻女性。她们是未来的领导者，用创新思维和行动重新定义可能性，并为更公平、更包容的社会贡献力量。

The Next-Gen Change Makers Award recognizes young women who drive social change through education, entrepreneurship, art, or community action. They are the leaders of tomorrow, redefining possibilities through innovative thinking and actions, and contributing to a more equitable and inclusive society.

2.6.1. 梦想女孩 (25 岁以下)：教育或创业领域的年轻创新者。

Dream Girls (Under 25): Young innovators in education/entrepreneurship.

表彰 25 岁以下在教育或创业领域展现出卓越创新精神的年轻女性。她们是未来的变革者，用自信和行动证明年龄不是限制。

Recognizes young women under 25 who demonstrate exceptional innovation in education or entrepreneurship. They are the change-makers of tomorrow, proving that age is no barrier through their confidence and actions.

评选标准 Evaluation Criteria:

1. 创新精神 Innovative Spirit

- 在教育或创业领域展现出独特的创新思维和行动。
- Demonstrates unique innovative thinking and actions in education or entrepreneurship.

2. 社会影响 Social Impact

- 通过自己的行动对社区或社会产生积极影响。
- Creates positive impacts on the community or society through their actions.

3. 榜样力量 Role Model

- 成为同龄人的榜样，激励更多年轻女性追求梦想。
- Serves as a role model for peers, inspiring more young women to pursue their dreams.

2.6.2. 新锐电影人：以文化遗产或社区变革为主题的短纪录片创作者。

Aspiring Filmmakers: Short documentaries on cultural heritage or community change.

表彰那些通过短纪录片记录文化遗产或社区变革的年轻女性电影人。她们用镜头讲述自己的故事，

传递重要的社会信息，并激励更多女性发声。

Recognizes young women filmmakers who document cultural heritage or community change through short documentaries. They use their lenses to tell their stories, convey important social messages, and inspire more women to speak up.

评选标准 Evaluation Criteria:

1. 主题相关性 Relevance of Theme

- 影片主题围绕文化遗产或社区变革，具有社会意义。
- The film's theme focuses on cultural heritage or community change, with social significance.

2. 创意表达 Creative Expression

- 通过独特的创意表达方式传递故事和信息。
- Conveys stories and messages through unique creative expression.

3. 社会影响 Social Impact

- 影片对观众产生积极影响，激励更多人关注社会问题。
- The film creates a positive impact on the audience, inspiring more people to pay attention to social issues.

4. 技术表现 Technical Execution

- 影片在拍摄、剪辑和叙事方面表现出色。
- Demonstrates excellence in filming, editing, and storytelling.

参赛要求 Criteria:

- 必须是在中国地区的高中或大学就读的女性 Must be a female currently enrolled in high school or university in China;
- 影片必须是 5-10 分钟的短纪录片 The film must be a short documentary, 5–10 minutes in length;
- 无需电影制作经验或培训，项目可以在智能手机上拍摄 No prior film-making experience or training is required; projects can be filmed using a smartphone.
- 影片提示 Film prompts:
 - o 采访致力于为年轻创作者创造变革的社区成员、组织或个人；
 - o 记录或探索与电影制作人接近的家庭或文化传统/庆祝活动。
 - o Interview a community member, organization, or individual working to create change for young creators.
 - o Document or explore a family or cultural tradition/celebration that is meaningful to the filmmaker.

2.7. 职场妈妈 Working Mothers Choice

这一奖项旨在表彰那些在职业生涯中表现出色，同时平衡家庭和社会责任的职场妈妈。她们是坚韧、领导力和多任务处理的榜样，证明了在工作和家庭中都能取得卓越成就的可能性。通过表彰她们的成就，我们希望激励更多女性无界限地追求自己的抱负，并强调支持职场妈妈的重要性。

This award recognizes the extraordinary contributions of working mothers who excel in their professional careers while balancing the demands of family and society. These women are trailblazers, leaders, and role models who demonstrate resilience, multitasking, and an unwavering commitment to both their workplaces and their homes. By celebrating their achievements, we aim to inspire future generations and highlight the importance of supporting working mothers in all spheres of life.

评选标准 Evaluation Criteria:

1. 职场卓越 Professional Excellence

- 在职场中展现出卓越的领导力、创新精神或专业成就。
- Outstanding achievements and leadership in their professional field.
- Demonstrated innovation, impact, or influence in their industry.
- 在职场中展现出卓越的表现、领导力和创新精神。
- Demonstrates outstanding performance, leadership, and innovation in their professional field.

2. 家庭平衡与坚韧 Family Balance & Influence

- 在家庭中扮演重要角色，展现出卓越的平衡能力和责任感。
- Successfully balancing the demands of career and family life.
- Demonstrated resilience in overcoming challenges related to being a working mother.
- 在工作和家庭生活之间成功取得平衡，并为孩子和社区树立积极的榜样。
- Successfully balances the demands of work and family life while serving as a positive role model for their children and community.

3. 社会影响与倡导 Social Impact & Advocacy

- 通过自己的行动影响和激励他人，推动社会公益或女性发展。
- Contributions to society through advocacy, mentorship, or community involvement.
- Efforts to support other working mothers or promote gender equality in the workplace.
- 积极参与社会公益事业，倡导性别平等，或支持赋能女性及职场妈妈的倡议。
- Actively contributes to social causes, advocates for gender equality, or supports

initiatives that empower women and working mothers.

4. 榜样与激励 Role Model & Inspiration

- 在面对职场和家庭的双重挑战时，展现出坚韧不拔的精神。
- Serving as a role model for other working mothers and women in general.
- Inspiring others through their story, achievements, and leadership.

5. Resilience & Grit 坚韧与毅力

- 以决心和力量克服个人和职业生活中的挑战与障碍。
- Overcomes challenges and barriers in both personal and professional life with determination and strength.

6. Mentorship & Community Building 导师精神与社区建设

- 指导其他女性，支持她们的成长，并为职场妈妈建设更具包容性和支持性的社区。
- Mentors other women, supports their growth, and contributes to building a more inclusive and supportive community for working mothers.

2.7.1. 职场妈妈新星奖 Working Mothers Rising Star

- Recognizes young working mothers who have shown exceptional promise and balance early in their careers.
- 表彰那些在职业生涯初期就展现出卓越潜力和平衡能力的年轻职场妈妈。

2.7.2. 职场妈妈开拓者奖 Working Mothers Trailblazer

- Honors working mothers who have broken barriers, pioneered new paths, and inspired others through their leadership and innovation.
- 表彰那些打破障碍、开辟新道路，并通过领导力和创新精神激励他人的职场妈妈。

2.7.3. 职场妈妈传承缔造者奖 Working Mothers Legacy Builder

- Celebrates seasoned working mothers who have made a lasting impact on their professions, families, and communities over the course of their careers.
- 表彰那些在职业生涯中对职业、家庭和社区产生深远影响的资深职场妈妈。

奖项标语：

- "Celebrating the Strength, Balance, and Brilliance of Working Mothers."
(致敬职场妈妈的力量、平衡与 brilliance。)
- "Where Professional Excellence Meets Unwavering Commitment to Family."
(在职场卓越与对家庭的坚定承诺之间找到平衡。)
- "Honoring the Women Who Do It All—And Inspire Us All."

(致敬那些无所不能并激励我们所有人的女性。)

Working Mothers Excellence Award (职场妈妈卓越奖)，可以更好地表彰职场妈妈在社会中的多重角色和卓越贡献。这一奖项不仅能够突出她们的职场成就，还能强调她们在家庭和社会中的影响力，激励更多女性勇敢追求自己的目标，同时推动社会对职场妈妈的支持与认可。

2.8. 无龄感卓越奖 Beyond Age Excellence Award

这个奖项旨在表彰那些不受年龄限制、在不同人生阶段都能展现卓越风采的女性。她们以自信、坚韧和智慧打破社会对年龄的偏见，成为激励他人的榜样。无论是 30 岁、40 岁还是 50 岁以上的女性，她们都在各自的领域中闪耀光芒，展现出无龄感的魅力。

This award aims to recognize women who defy age limitations and demonstrate outstanding achievements at different stages of life. With confidence, resilience, and wisdom, they break societal biases about age, becoming role models who inspire others. Whether they are in their 30s, 40s, or 50s and beyond, these women shine in their respective fields, showcasing the timeless charm of being ageless.

评选标准 Evaluation Criteria:

1. 自我突破与成长 Self-Breakthrough & Growth

- 30 岁及以上 (30+) :
 - 表彰那些在职业生涯中不断追求自我实现、独立思考并勇于突破的女性。她们在事业和生活中展现出强大的自我驱动力，同时获得社会的理解、支持和尊重。
 - Recognizes women who continuously pursue self-actualization, think independently, and dare to break through barriers in their careers. They exhibit strong self-motivation in both their professional and personal lives, earning understanding, support, and respect from society.
- 40 岁及以上 (40+) :
 - 表彰那些在中年阶段敢于突破传统束缚、克服生活和工作中的挑战，展现出坚韧和鼓舞人心的力量的女性。她们的故事激励他人勇敢追求卓越。
 - Honors women who dare to break traditional constraints and overcome challenges in life and work during their mid-life years. They demonstrate resilience and inspiring strength, motivating others to pursue excellence.
- 50 岁及以上 (50+) :
 - 表彰那些在 50 岁及以上依然保持活力、坚定追求个人目标和公益事业的女性。她们在职场和生活中展现出卓越的领导力和影响力，证明年龄不是局限。
 - Celebrates women aged 50 and above who remain vibrant, committed to personal goals, and dedicated to philanthropic causes. They showcase exceptional leadership and influence in their careers and personal lives, proving that age is no

barrier.

2. 社会影响力与社会责任 Social Impact & Responsibility

- 表彰那些在职业生涯中积极回馈社会、推动公益事业发展的女性。她们通过自己的行动影响和激励他人，展现出强烈的社会责任感。
- Recognizes women who actively give back to society and drive the development of philanthropic causes through their careers. They influence and inspire others through their actions, demonstrating a strong sense of social responsibility.

3. 无龄感的魅力与风采 Timeless Charm & Influence

- 表彰那些在不同年龄段都能展现出自信、优雅和智慧的女性。她们通过自己的努力和成就，打破社会对年龄的偏见，成为无龄感的代表。
- Honors women who exude confidence, elegance, and wisdom at different stages of life. Through their efforts and achievements, they challenge societal biases about age, becoming representatives of timeless charm.

4. 创新与领导力 Innovation & Leadership

- 表彰那些在职场中展现出卓越领导力和创新精神的女性。她们通过自己的努力和智慧，推动行业进步，成为他人学习的榜样。
- Recognizes women who demonstrate exceptional leadership and innovative spirit in the workplace. Through their efforts and wisdom, they drive industry progress and serve as role models for others to learn from.

2.8.1. 三十而立新星奖 30&Above Rising Star

表彰那些在职业生涯初期展现出卓越表现和成长潜力的女性。她们通过自我驱动和独立思考，勇敢追求自我实现，并在事业和生活中获得社会的理解、支持和尊重。

Recognizes women aged 30 and above who demonstrate outstanding performance and growth potential in the early stages of their careers. They pursue self-actualization through self-motivation and independent thinking, earning societal understanding, support, and respect in both their professional and personal lives.

评选标准 Evaluation Criteria:

1. 职业成就 Professional Achievement

- 在职业生涯初期取得显著成就，展现出卓越的潜力。
- Achieves notable accomplishments in the early stages of their career, demonstrating exceptional potential.

2. 自我突破 Self-Breakthrough

- 通过独立思考和创新行动，勇敢突破职业或生活中的障碍。
- Breaks through professional or personal barriers through independent thinking and innovative actions.

3. 社会认可 Social Recognition

- 获得社会的理解、支持和尊重，成为同龄人的榜样。
- Gains societal understanding, support, and respect, serving as a role model for peers.

2.8.2. 四十不惑开拓者奖 40&Above Trailblazer

表彰那些在中年阶段敢于突破传统束缚、克服生活和工作中的挑战的女性。她们展现出坚韧和鼓舞人心的力量，激励他人勇敢追求卓越。

Recognizes women aged 40 and above who dare to break traditional constraints and overcome challenges in both life and work. They demonstrate inspiring strength and resilience, motivating others to pursue excellence.

评选标准 Evaluation Criteria:

1. 突破性成就 Breakthrough Achievements

- 在职业或生活中取得突破性成就，开辟新领域。
- Achieves groundbreaking accomplishments in their career or personal life, pioneering new frontiers.

2. 坚韧精神 Resilience & Grit

- 在面对挑战时展现出坚韧不拔的精神，成为他人的榜样。
- Demonstrates resilience and grit in the face of challenges, serving as an inspiration to others.

3. 激励他人 Inspiring Others

- 通过自己的故事和行动，激励他人勇敢追求卓越。
- Inspires others to pursue excellence through their stories and actions.

2.8.3. 五十永葆青春黄金时代奖 50&Above Prime Time

表彰那些在 50 岁及以上依然保持活力、坚定追求个人目标和公益事业的女性。她们在职场和生活中展现出卓越的领导力和影响力，证明年龄不是局限。

Recognizes women aged 50 and above who remain vibrant and committed to personal goals and philanthropic pursuits. They demonstrate exceptional leadership and influence in both their professional and personal lives, proving that age is no barrier.

评选标准 Evaluation Criteria:

1. 领导力与影响力 Leadership & Influence

- 在职场或社会中展现出卓越的领导力和广泛的影响力。
- Demonstrates exceptional leadership and broad influence in the workplace or society.

2. 公益贡献 Philanthropic Contributions

- 积极推动公益事业，为社会带来积极影响。
- Actively contributes to philanthropic causes, creating positive societal impacts.

3. 无龄感魅力 Timeless Charm

- 展现出自信、优雅和智慧，打破社会对年龄的偏见。
- Exudes confidence, elegance, and wisdom, challenging societal biases about age.

3. 男性榜样力量 Men Role Model

表彰这个时代的优秀男性形象 --- 他不必要是永不言弃的"铁人",也不必是只知冲锋的"工作机器"。而是在 Love、Live、Lead 三个维度上, 展现出真实力量与温柔勇气的男性。

Celebrating outstanding male role models of our time — he need not be an ‘iron man’ who never gives up, nor a ‘workhorse’ who knows only how to charge ahead, but rather a man who demonstrates genuine strength and gentle courage across the three dimensions of Love, Live and Lead.

评选标准 Evaluation Criteria:

Love —— 有温度的灵魂 A Soul with Warmth

他爱自己, 也爱别人。他有同理心, 他不冷漠。

He loves himself and he loves others. He is empathetic and not indifferent.

评选方向与具体表现 Selection Criteria and Specific Examples

1. 关爱家人, 承担照护 在家庭中积极承担照护责任, 重新定义“父亲”“丈夫”“儿子”的角色
Caring for family and taking on care-giving responsibilities: Actively assuming care-giving responsibilities within the family, redefining the roles of ‘father’ , ‘husband’ and ‘son’
2. 对他人有真实的关怀 在职场和社区中, 展现出对他人福祉的真诚关注与支持
Genuine concern for others: Demonstrating sincere concern for and support of others’ well-being in the workplace and the community
3. 有价值观, 不随波逐流 在面对压力时坚守正直与原则, 不因外部压力放弃信念
Upholding values, not following the crowd: Remaining steadfast in integrity and principles when faced with pressure, and not abandoning one’ s convictions due to external pressures
4. 敢于展现脆弱与真实 不以“永远坚强”为面具, 勇于展现真实的情感和不完美
Daring to show vulnerability and authenticity: Not hiding behind a mask of ‘eternal strength’ , but having the courage to reveal genuine emotions and imperfections

Live —— 完整的人生 A Fulfilling Life

他不是工作机器。他有生活、有热爱、有生命力。

He is not a workhorse. He has a life, passions and vitality

评选方向与具体表现 Selection Criteria and Specific Examples

1. 平衡工作与家庭 不将人生简化为工作, 在职业与家庭之间寻求有意义的平衡
Balancing work and family: Not reducing life to work alone, but seeking a meaningful

balance between career and family

2. 追求健康的生活方式 关注身心健康，以可持续的方式生活与工作

Pursuing a healthy lifestyle: Prioritising physical and mental well-being, and living and working in a sustainable manner

3. 有工作之外的热爱 拥有工作之外的热爱与追求，活出生命的广度

Having passions outside work: Possessing interests and pursuits beyond work, and living life to its fullest

4. 活出真实的自己 不盲从社会对男性的单一期待，选择自己真正认同的生活方式

Living Authentically: Not blindly conforming to society's narrow expectations of masculinity, but choosing a lifestyle with which he truly identifies

Lead —— 包容的领导力 Inclusive Leadership

他以行动影响他人，是值得追随的榜样。

He influences others through his actions and is a role model worth following

评选方向与具体表现 Selection Criteria and Specific Examples

1. 在组织中展现包容性领导力 在团队中推动公平、信任与包容的文化，不仅关注业绩，也关注人的成长

Demonstrating Inclusive Leadership within the organization: Fostering a culture of fairness, trust and inclusivity within the team, focusing not only on performance but also on personal growth

2. 以行动支持性别平等 不只是“口头支持”，而是以行动为女性创造平等的发展机会

Support gender equality through action: Go beyond mere 'verbal support' to create equal development opportunities for women through concrete actions

3. 以影响力带动他人 其行为具有示范效应，激励身边的人成为更好的自己

Inspire others through influence: Set an example through one's behaviour, motivating those around them to become better versions of themselves

4. 在公共领域倡导平等与包容 在行业或社会中，以公开行动推动包容性文化的建设

Advocate for equality and inclusion in the public sphere: Promote the development of an inclusive culture within the industry or society through public actions

附件三： 个人大奖申请资料指引 Guidance on Individual Awards

核心理念：你不是在填表，你是在为自己写一部短片的脚本。

Core concept: You' re not just filling in a form; you' re writing a short film script for yourself.

sHero 的使命，是记录那些值得被看见、被听见的领导者。我们不只是颁奖，我们更是在保存这个时代最真实、最有力量的领导力故事。

今年起，每一位获奖者都将有机会被收录进我们的 Visionary Video Series——一个用影像记录**领导者如何重新定义职场与未来**的永久档案。你的申请资料，就是这部影像的起点。

我们希望你写申请资料时，把自己当作那个“已经获奖的人”来写——不是因为你要讨好评委，而是因为你相信自己值得被记录。

个人大奖申请资料 · 三大模块

作为个人大奖申请人，你只需要准备三样东西：

1. About Me – 我是谁

你是谁，你在乎什么，你选择成为怎样的人。（150 字以内）

2. Impact Story – 我改变了什么

讲一个真实的成就或转折点——你做了什么？为什么重要？改变了什么？（300–500 字）

3. Why Her – 为什么是她

一句最坚定的推荐理由：为什么这个人值得被看见？（1–2 句话）

简单来说：你是谁 + 你做了什么 + 为什么是你。三部分，讲一个完整的故事。

这是一个关于“你想成为什么样的人”的故事，而不是“你做过什么事”的清单。不同子类别的针对性提示与示例（值得瞩目女性）

一、女首席官 / 女性 CEO 大奖

适合人群：企业最高管理层中的女性 CEO

推荐的故事方向：

- 你如何带领企业穿越危机或实现转型？
- 你如何推动多元与包容文化？

- 你如何用自己的声音和位置，为更多人创造机会？

故事示例：

“三年前，公司面临增长瓶颈。我决定做的第一件事，不是调整产品线，而是重建领导团队的文化——把女性高管比例从 18%提升到 35%，并推动灵活工作制覆盖全员。这不仅带来了员工满意度的提升，也让我们在接下来两年实现了营收翻倍。我相信，改变一家公司，从改变它的‘谁在做决策’开始。”

二、女董事 / 董事会领袖

适合人群：在上市公司或重要组织中担任董事会成员的女性

推荐的故事方向：

- 你如何在董事会层面推动战略决策？
- 你如何影响治理透明度和 ESG 议程？
- 你如何为更多女性进入董事会创造条件？

故事示例：

“在我加入这家上市公司的董事会时，六位董事中只有我一位女性。我推动了一个简单的改变——每次重大决策前，增加一轮‘沉默倾听’环节，让每个人，无论职位高低，都有机会先思考、再发言。这个改变看似微小，却让更多元的声音进入了决策层。”

三、创业女性

适合人群：通过创新商业模式推动行业变革的女性创业者

推荐的故事方向：

- 你如何用一个想法解决了一个被忽视的问题？
- 你如何在资源有限的情况下做出突破？
- 你如何平衡创业者的身份与其他角色？

故事示例：

“四年前，我发现很多农村女性有出色的手工艺技能，却无法连接到市场。我辞去工作，创立了一个连接手工艺人与全球买家的平台。从一个人、一台电脑开始，到如今覆盖 300 位手工艺人、年销售额破千万——我不只是在卖产品，我是在让她们的经济独立被看见。”

四、创新女性 / STEM 女性

适合人群：科技、工程、数学等领域的创新者

推荐的故事方向：

- 你如何克服性别偏见在技术领域站稳脚跟？
- 你如何用技术创新解决一个真实问题？
- 你如何激励更多女性进入 STEM 领域？

故事示例：

“我是团队里唯一的女性工程师。在一次关键项目中，我提出了一个与主流思路完全不同的算法方案，最初被否定了三次。我没有放弃——我用业余时间做了原型验证，并在第四次会议上用数据说服了所有人。如今这个方案已成为我们产品的核心模块。我学会了一件事：在技术领域，最好的说服力是你的代码和结果。”

五、创意女性

适合人群：艺术、设计、文化领域的创意工作者

推荐的故事方向：

- 你如何通过艺术或设计改变人们的认知？
- 你如何将传统文化与现代创意结合？
- 你如何用创造力回应社会议题？

故事示例：

“当我第一次走进贵州的苗寨，看到那些精美的银饰工艺正在消失时，我知道我不能只是记录它——我要让它活过来。我用了两年时间，与苗族银匠一起，把传统图案转化为现代首饰系列，并在上海和巴黎展出。这不仅是设计，更是一场文化复兴。”

六、职场妈妈

适合人群：在职业生涯中表现出色、同时平衡家庭与社会责任的职场妈妈

推荐的故事方向：

- 你如何在平衡中找到自己的节奏？
- 你如何为自己和他人创造更灵活的工作方式？
- 你如何让“妈妈”这个身份成为你的力量而非局限？

故事示例：

“生完第二个孩子后，我在‘职业母亲’和‘母亲’之间反复撕裂。但我决定，不是去适应规则，而是去重新设计它。我推动公司在关键岗位实行灵活工时，并创建了一个职场妈妈互助社群。如今，我不再愧疚——我让团队看到了一个真实的领导者，也可以是一个真实的妈妈。”

七、无龄感卓越

适合人群：30+/40+/50+ 在不同人生阶段持续突破的女性

推荐的故事方向：

- 你如何在不被看好的年纪选择重新开始？
- 你如何打破“年龄天花板”？
- 你如何用经验和智慧继续影响世界？

故事示例：

“45岁那年，我决定离开工作了20年的行业，从头开始做一件我一直想做的事——推广可持续时尚。很多人都说‘这个年纪不要折腾了’，但我相信，最好的时光不是过去，而是你终于敢做自己的那一刻。如今我的品牌已经进入第四年，我比任何时候都更确信：年龄真的只是一个数字。”

八、梦想女孩 (25 岁以下)

适合人群：25 岁以下，在教育、创业或社区行动中推动改变的年轻女性

推荐的故事方向：

- 你如何在一个小行动中看到了改变的可能？
- 你如何说服别人（或自己）相信“我可以”？
- 你希望未来的自己成为什么样的人？

故事示例：

“高中时，我发现身边的女孩很少敢在课堂上发言。我在学校发起了一个‘女孩说’计划，每个月邀请一位女性嘉宾来分享她的故事，并鼓励大家说出自己的想法。最初只有十几个人参加，后来变成了全校最受欢迎的系列活动。我学到的是：有时候，勇敢可以是一个人的决定，但改变需要更多人一起。”

九、女性影响力 / 公益女性 / ESG 女性

适合人群：在社会影响、公益、ESG 领域推动变革的女性

推荐的故事方向：

- 你如何用一个想法解决了一个社会问题？
- 你如何在推动变革中突破了重重阻力？
- 你如何让“被忽略的群体”被看见？

故事示例：

“三年前，我在一所乡村小学做志愿者时，发现很多女孩进入青春期后辍学——不是因为她们不想读书，而是因为没有干净、安全的厕所。我发起了一个公益项目，为7所学校修建了女生专用卫生设施，并配套了健康教育课程。如今，这些学校的女生续读率提升了60%。我做的不是大事，就是让她们可以继续上学这件事。”

为什么我们希望你这样写？

因为你的故事，就是 sHero 要记录的这个时代最真实的领导力样本。

AI 可以写报告、填表格、做分析。但 AI 无法讲述你为什么选择这条路、你如何影响了身边的人、你的经历如何让更多人相信改变是可能的。

今年起，sHero 不仅是一个奖项，更是一个故事档案库。每一位获奖者，都有机会选择将自己的故事收录进我们的 Visionary Video Series——用影像记录你的声音，让你被看见、被听见、被记住。

你写的，不是申请材料。你是在为一部关于你的短片，写下第一版脚本。

附：各奖项类别对应故事方向速查表

- **女首席官/女性 CEO**：战略 · 韧性 · 赋能 转型/突破/包容文化
- **女董事**：治理 · 远见 · ESG 战略决策/多元化治理
- **创业女性**：敢为 · 破局 · 创造 从 0 到 1/商业模式创新
- **创新女性 / STEM 女性**：科技 · 突破 · 偏见 技术突破/克服偏见
- **创意女性**：艺术 · 文化 · 美学 创意与社会变革
- **职场妈妈**：平衡 · 力量 · 真实 多重角色/自我重塑
- **无龄感卓越**：迭代 · 勇气 · 智慧 中年/晚年重新出发
- **梦想女孩 (25-)**：纯粹 · 勇敢 · 想象 第一次发起改变的经历
- **女性影响力/公益/ESG**：影响 · 责任 · 可持续 社会问题解决方案

关于影像记录——让故事被看见

sHero 不仅是一个奖项，更是一个正在生长的故事档案库。今年起，我们将为获奖者提供一项可选择的专业影像记录服务——收录进 Visionary Video Series，用专业级制作记录你的领导力故事。这不是附赠，而是一个经过精心设计的、高品质的制作项目，由专业团队完成，设有不同的制作方案与支持标准。

如果你希望自己的故事被永久记录，可在获奖后联系组委会了解更多详情。此项服务为自愿、付费选择。

如果有公司和个人感兴趣：

“Visionary Video Series 是我们与 DJM Consulting 共同打造的专业影像制作项目。获奖者可以选择参与，我们会根据你的故事方向、场景需求和预算，提供不同的制作方案（从单次采访到故事型纪录片均可）。如果你有兴趣，我们可以在获奖后单独沟通，不需要在申请时做决定。”

针对男性同盟获奖者：

“Visionary Video Series 同样面向男性同盟获奖者开放。我们记录的不仅仅是‘女性领导力’，更是‘重新定义领导力’的人——无论性别。”