

This Can Happen Awards 2022 – Terms & Conditions

Terms and Conditions

SBL Ideas Ltd is the sole and rightful owner and organiser of the This Can Happen Awards to be held in London, UK, and online, in June 2022. The terms and conditions (T&Cs) shall apply to these awards. By entering the Awards (which occurs by starting a submission of one or multiple entries to the This Can Happen Awards entry system), the Entrant Companies agree to be bound, and abide, by the T&Cs. SBL Ideas Ltd has an absolute discretion to amend the T&Cs from time to time, with the applicable version of the rules to be as that published on the following website: <https://www.thiscanhappenawards.com/>

1. Eligibility

The This Can Happen Awards are open to all workplaces and individuals who champion mental health. The awards will celebrate and recognise companies and individuals who have shown excellence in their approach towards positive mental health for their employees and colleagues. This Can Happen Awards are open for submissions from all countries, and all types of workplaces, from small start-ups and agencies of all sizes, to not-for-profits and big and small companies from all industries.

Strategies and campaigns can have been implemented locally, regionally or globally.

If submitting for a client, the entrant must have the permission from the client to enter the campaign into the awards. SBL Ideas Ltd reserves the right to check with the client if the permission has been given.

Entries cannot be withdrawn after 17th March 2022. Entries that have infringed any of their country of origins' voluntary or regulatory codes of practice are not eligible. Entrants should withdraw their work should an infringement arise

SBL Ideas Ltd may in its absolute discretion and at any time refuse to allow entry into the awards, or withdraw an entry, those entries which: breach laws, regulations or industry recognised codes of practice; b. offend national sentiments, religious sentiments or public taste; c. do not meet eligibility rules or in any other way contradict the Rules.

2. Entry Requirements

All entry forms must be completed online at <https://thiscanhappen.awardsplatform.com/>. There are no limits to the number of categories a submission can be entered for, as long as the entry is relevant to the category. However, entrants must pay for each entry. The entry submission will only be confirmed when all parts have been fully completed. The

information on the entry can be changed up until the closing date, even after payment has been made.

2.1 Workplace Recognition Categories

All written submissions should include the entering company names or any contributing companies, should there be any. The entry submission will only be confirmed when all parts have been fully completed. The information on the entry can be changed up until the closing date, even after payment has been made.

For all entering categories all entrants will need to provide:

- **Entering workplace**

The entrant workplace is the organisation that submits an entry for the consideration of the awards. In the case of the entry being shortlisted, this is the company being named on the shortlist. In case of winning an award, the entrant company is the entity receiving the trophy. There can be only one entrant workplace.

- **Workplace size**

This is the number of employees employed at the workplace for which the submission is entered.

- **Entering country**

The entering country is based on the location of the entrant company.

- **Entry title**

This is the name given to the entry for a certain strategy that was implemented. In the case of the entry being shortlisted this is the title used in publication. The entry title should be the same over different categories for the same strategy.

- **Industry**

This is the sector the workplace is part of. For example, automotive, FMCG, healthcare

- **Dates of the activity**

The timeframe in which the strategies have been implemented at the workplace.

- **Credits**

If applicable, a list of all companies that were involved in the creation & implementation of the strategies, e.g. consultancies, or team members involved.

- **A client contact**

Contact name & email of the client, if the entry is submitted on behalf of a client.

- **Company logo**

High-res version of the workplace's logo – will be used for publication.

- Written submission

A write up to explain the background, strategy, execution & implementation and the following results & impact of the mental health strategies.

- Testimonials

Max. 3 testimonials to support your entry, e.g. from employees, clients, senior leaders.

- Supporting material

Max. 3 pieces to showcase and support your entry, such as video, link to articles, company policy, etc.

2.2 Individual Recognitions Categories

All written submissions should include the entering company names or any contributing companies, should there be any. The entry submission will only be confirmed when all parts have been fully completed. The information on the entry can be changed up until the closing date, even after payment has been made.

For all entering individual recognition categories all entrants will need to provide:

- Nominee's name

In the case of the entry being shortlisted, this is the nominee being named on the shortlist. In case of winning an award, the nominee is the entity receiving the trophy.

- Nominee's workplace

Name of workplace where nominee is employed. Will be included in shortlist announcement in case entry is being shortlisted.

- Nominee's job title

Position that nominee is currently holding. Will be included in shortlist announcement in case entry is being shortlisted.

- Workplace size

This is the number of employees employed at the workplace for which the submission is entered.

- Entering country

The entering country is based on the location of the entrant company.

- Industry

This is the sector the workplace is part of. For example, automotive, FMCG, healthcare

- Nominee's description

Brief overview about individual, their role, history within the workplace and their responsibilities within wellness / HR / mental health prevention.

- Nominee's Bio

Nominee's official bio, will be used for future publication.

- Three Referee Testimonials

Short testimonial about the performance and impact of nominee

- Confirmation of right to enter

If entry is submitted on behalf of nominee.

- Headshot

High-quality headshot of nominee – will be used for publication.

- Company logo

High-res version of the workplace's logo – will be used for publication.

- Written submission

A write up to explain why the nominee should be considered for an award in the entered category.

- Supporting material

Max. 2 pieces to showcase and support your entry, such as video, link to articles, etc.

2.3 General Entry Condition

The organisers of the This Can Happen Awards reserve the right to request additional material to verify accuracy. Each entry should be submitted in English.

Information in the entry form will remain confidential until the end of the first judging round. SBL Ideas Ltd. reserves the right to reproduce submitted material and summaries of entries on its website as well as for its eBook, winner of the night publication, other events, digital materials and publications. With submitting and paying for the entry you give SBL Ideas Ltd the right to reproduce and publish submitted information.

3. Supporting Materials requirements

You can add and upload up to three pieces of supporting materials to support your entry. For example, a video or web activity, copy of an internal communication piece, video of an event, copy of a company policy, etc.

All supporting materials must be sent in a digital format and uploaded directly onto the entry website. All material must be in English or have English subtitles / translations.

Please note that in addition to the judging room we may showcase some of the material at the Awards presentation. Supporting materials not provided by the deadline given may not be considered for judging.

4. Confidentiality Information

Information submitted into the entry form will remain confidential until the end of the first judging round. SBL Ideas Ltd reserves the right to reproduce submitted material and summaries of entries for its publications and promotion. This includes using all or part of the data or details in the submitted material for SBL Ideas Ltd.

5. Judging

A jury assembled based on factors such as knowledge, skills sets, expertise and diversity will judge the This Can Happen Awards. The panel will be formed of industry experts and leading senior figures from different backgrounds, championing mental health at the workplace. Through an online judging process, entries will first be reviewed by the panel, leading to a shortlist of the by the panel recommended entries.

SBL Ideas Ltd shall have the absolute discretion to make amendments to the judging rules and process as necessary to add clarity or resolve any ambiguity. The decision of the Jury in all matters relating to the awarding of prizes will be final and binding. SBL Ideas Ltd shall have absolute discretion in determining any ambiguity of the T&Cs or any dispute regarding the interpretation of the T&Cs, whether a correction is necessary to ensure the accuracy and integrity of the This Can Happen Awards, and to make such amendments to the T&Cs as are necessary to add clarity or resolve any ambiguity.

The shortlist will be announced on 19 May 2022. The Jury will meet prior to the This Can Happen Awards presentation, to choose the final winners.

6. Awards

There are 15 categories that are available to enter. There are further 2 non-entering awards to be given out by the judges, the This Can Happen Grand Prix Winner & Founder's Choice Award. All entering categories can be rewarded a winner and up to 2 highly commended mentions. In certain circumstances the Judges may decide that no outright winner be selected in a category. The non-entering categories will be awarded only one winner for each category. The



Organisers reserve the right to combine categories at their discretion. The winners of This Can Happen Awards 2022 will be announced in June 2022.

Results cannot be disclosed until the official announcement and date and venue of the Awards are subject to change.

7. Disqualification

SBL Ideas Ltd reserves the right to disqualify any entries that do not adhere to the entry guidelines, e.g. any entries that do not fit the eligibility criteria or are considered as scam. Any decision to disqualify will be final. If an entry needs to be withdrawn based on breaking the rules and not adhering to the entry guidelines, entries will be non-refundable after the official final deadline.

8. Fees

Entries submitted and paid for on or before the deadline of 17 February 2022 will cost £129+VAT (where applicable). Entries submitted and paid for after 17 February and on or before the deadline of 17 March 2022 will cost £169+VAT (where applicable). SBL Ideas Ltd. reserves the right to extend the deadline should there be demand. Any entries submitted after 17 March 2022 will incur a £30 late fee on top of the standard fee.

With using the entry system, the entrant company agrees to oblige to the T&Cs. For every completed entry SBL Ideas Ltd reserves the right to remove any entry from the competition if full payment has not been made before the shortlist announcement. Please note your payment will be processed in GBP. Payments must be made online by debit card or credit card (Visa, American Express or Mastercard) via the entry system.

All entries must be paid for by 17th March 2022 unless otherwise agreed in writing between the Award entrant and SBL Ideas Ltd.

All completed entries registered on the Awards submissions site when the site is closed on 18th March 2022 will be judged and must be paid for. Entries may be withdrawn after the final deadline, however will not be eligible for a refund. Entries that have been completed will become liable to payment, even if deciding to withdraw from the festival. All This Can Happen Awards entries cancellations requests before the 17th March 2022 are refunded at the discretion of the SBL Ideas Ltd. Management and will occur an admin fee of £30.

Entrant Companies must comply with the T&Cs in full. SBL Ideas Ltd management will not provide any refund to any entrant company whose entry fails to comply with the T&Cs (including, for the avoidance of doubt, the rules which set out the conditions for eligibility for an entry).

9. Credits

The original entrant is responsible for the credits provided (i.e. entering workplace, country, entry title etc.) and has to ensure that all involved parties are credited correctly. After the entry system is closed, no more changes can be made to the entrant workplace. In exceptional cases based on substantial changes in the entrant company (such as name or internal structural change) SBL Ideas Ltd reserves the right to amend the entrant workplace if seen as necessary to represent the entrant correctly. However, in no case can the entrant be replaced by another company. Once the shortlist is announced there is a five working day window for any credit change requests belonging to the “other credit” section. After the five working days period, all information on the shortlist will be considered final and no further information or request for credit amendments will be considered.

10. Trophies

Please note that all trophies must be collected at the awards reception, if there will be a physical event. If the event will be online only, trophies will be sent to the winners. Shortlisted entrants will be offered a free ticket to attend in case of a physical event, and in return commit to send at least one representative to the Awards Reception. Those who collect the trophies on-site will be requested to provide their contact details to the This Can Happen Award team. For the collected trophies on-site, SBL Ideas Ltd does not take any responsibility for trophies once the trophies have been handed out to the winners on stage.

If the entrant is unable to attend the winners’ announcement in order to collect the trophy, an admin fee and extra shipping costs will apply to the entrant company. Deliveries outside of the UK may be subject to import duties and taxes when the order reaches its destination. Recipients are responsible for payment of any import duties. SBL Ideas Ltd has no control over these import charges and cannot predict their application or amount. Please contact your local customs office for further information. If the recipient fails to pay any import charges and the product is held, returned or destroyed, recipients agree that SBL Ideas Ltd has no liability and is not obliged to replace the order, refund the cost or pay any further shipping costs.