AWARDS

THIS CAN HAPPEN GLOBAL.

in association with

A&O SHEARMAN

This Can Happen Awards 2027 – Terms & Conditions

Terms and Conditions

SBL Ideas Ltd is the sole and rightful owner and organiser of the This Can Happen Awards. 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 and wellbeing. The awards will celebrate and recognise companies, campaigns and individuals who have shown excellence in their approach towards positive mental wellbeing 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 are welcome. 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Entries cannot be withdrawn after 24th June 2027. 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: a. 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.

Any fees paid to enter the awards where the entrant wishes to withdraw the entry, will not be entitled to a refund of those fees.

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 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. SBL Ideas Ltd may from time to time invite shortlisted entries to discuss their entry in an open forum such as a webinar, roundtable or conference setting. Should the shortlisted entrant be invited to discuss their entry no fees or expenses will be paid by the Organiser to the entrant for any incurred costs.

3. Supporting Materials requirements

You can add and upload up to two 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.

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 14th September 2027. The Jury will meet prior to the This Can Happen Awards presentation, to choose the final winners.

6. Awards

There are 28 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 & Founders' Choice Award. All entering categories can be rewarded a winner and up to 4 highly commended mentions. In certain circumstances the Judges may decide that no outright winner be selected in a category. The Organisers reserve the right to combine categories at their discretion. The winners of This Can Happen Awards 2027 will be announced at the ceremony in November 2027.

Results cannot be disclosed until the official announcement. Further, the date and venue of the Awards Ceremony 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 25th February 2027 will cost £249+VAT (where applicable). Entries submitted and paid for after 25th February 2027 up until 24th June 2027 will cost a standard fee of £349+VAT (where applicable). Standard fee for The Wellbeing Provider of the Year and Best Employee Assistance Programme categories is £399 +VAT. SBL Ideas Ltd. reserves the right to extend the deadline should there be demand. Any entries

submitted after 24th June 2027 will incur a £60+VAT late fee on top of the standard fee.

With using the entry system, the entrant organisation/individual 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 24th June 2027 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 24th June 2027 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 competition.

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 must 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 2 free tickets to attend the awards ceremony, 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.

© SBL Ideas Ltd.