



SOLDIERING ON AWARDS JUDGING PROCESS

After nominations close on 02 April 2024, a stringent process of evaluation and judging will begin. This ensures due diligence and complete objectivity throughout the process. The steps are:

1. Eligibility Verification

- Basic criteria check and pre-screening for complete information, carried out by our in-house team.

2. Category Award Judges

- All approved entries are assessed against the judging criteria by a panel of four independent **category judges** for each category.
- Entries are scored independently through an on-line portal to enable individual assessment and scoring without the influence of other judges.

3. Award Category Assessment, Evaluation and Recommendation

- Scores are collated and the shortlist of the aggregated top nominations is prepared by the Soldiering On Awards team.
- A video meeting is held with each Category Judging Group to agree on a proposed initial shortlist of potential finalists per category.

4. Independent Judging Panel

- All shortlisted finalists are assessed by an Independent Judging Panel. No prior knowledge or information from the category judges scores is shared.
- Three provisional finalists (including the winner) are identified for each category. For categories with a public vote, only the provisional finalists are named, as the winner will be chosen by the people who vote.

5. Post Independent Judging Panel

- Final due diligence and validation of finalists' information will take place in June.
- Finalists will be announced at the end of June 2024.