

## Assessment Scoring Guide

Each entry to this category will be evaluated based on the **9 criteria**: six project-related criteria and three criteria related to the overall workplace-related performance of the company and overall response to Covid 19 crisis. Maximum score is 100.

Evaluation Criteria	The judges would be looking for:	Score Range
<b>Project-related criteria - max. 70 % of total score</b>		
<i>Planning</i>		
1. Relevance of the problem	Problem/need/ targeted by the initiative is relevant and correctly identified	0-10 points
2. Efficient and innovative strategy/solution	Solution selected is efficient and innovative	0-10 points
<i>Implementation</i>		
3. Activities and Management	Efficient and diversified activities implemented; the process is effectively managed; whether and how the company monitors implementation and overcomes challenges.	0-10 points
4. Comprehensive/inclusive approach to employee well-being	Complex approach to the problem; various needs/various challenges employees have faced are considered and addressed; scale of the support provided to employees	0-10 points
5. Quick response and continuity of the initiative	Rapid reaction to the challenges posed by Covid 19 crisis; not a one-shot assistance but continued support provided	0-10 points
<i>Results</i>		
6. Results achieved	The entry clearly identifies results and benefits of the initiative for the employees; quantitative /measurable results and evidence are presented; initiative has contributed to the alleviation of a problem; the number of beneficiaries impacted by the initiative.	0-20 points
<b>Overall strategy and performance – max. 10% of total score</b>		
7. Overall workplace policy and performance (beyond response to Covid 19)	Company has consistent workplace policy; initiatives/activities directed towards employee health and safety, wellbeing and professional development are implemented and results achieved; efficient management systems are in place	0-10 points
<b>Overall response to Covid 19 – max. 20% of total score</b>		
8. <i>Overall responsibility towards employees during Covid 19</i>	Company demonstrates complex, responsible and immediate response to covid 19 outbreak to ensure employee health and wellbeing; initiatives directed to employee health – work from home, safety measures etc.- started before official lockdown and government regulations	0-10 points
9. <i>Comprehensive response to covid 19</i>	Company demonstrated complex approach and implemented various initiatives/activities to support customers, suppliers, partners and society	0-10 points

**Please note:** During the evaluation the scale of the activities and results will be assessed in relation to the size of the company.