

Enter the Eric Samson Awards for *Excellence*



Dear Macsteelers,

The past few years have required our resilience, truly pushing us to our limits and beyond. In the face of unprecedented challenges, we have witnessed the steadfast strength and resilience of employees at Macsteel. It is with great admiration of our Macsteelers that we launch the first Eric Samson Awards for Excellence. We invite you to help us find the most outstanding Macsteelers.

To nominate someone, simply complete the nomination form available at HR or in the link below and don't forget to attach your motivation, explaining why your employee/ colleague/ manager deserves this prestigious recognition. Join us in celebrating excellence and innovation at Macsteel by submitting your form no later than 6 September 2024.

Here are the guidelines and rules:

- Entries open on **19 August 2024** and closes on **6 September 2024** (performance period for the awards - **1 September 2023 to 31 August 2024**).
- Completed entry forms need to include your motivation, outlining why the nominee deserves the prestigious recognition linking this to the specific requirements in the category.
 - Entries must clearly specify how the nominee/s qualify for the award in their specific category – documented evidence could be requested.
 - Full details of the nominees.
 - Branch information.
 - Finalists will be interviewed by the judges if required as well as site visits.
 - Executives NOT to be nominated.**
- Depending on the description, nominees could be individuals \ teams \ or branches.
- Nominated persons must meet at least two of the category requirements.
- The judging process is based on qualitative criteria and NOT a quantitative process.
- Once entries have been received, the judges will select five potential winners per category.
- All nominations and supporting documents to be sent to HR.
- Awards will be presented on 10 October 2024. This will be a formal event by invite only.

Awards Categories	Category Requirements
Mastermind Award (Management to nominate)	<ul style="list-style-type: none">• Demonstrates the successful implementation / development of innovative technologies in steel production such as automation, digitalisation, or sustainable practices.• Pursues reinvention strategically and contributes to sustainable practices, such as reducing carbon footprint, implementing eco-friendly technologies, or promoting responsible sourcing of materials.• Focuses on achieving business growth, market share expansion, or financial success.• Performed well academically whilst still maintaining expected work output.

Leadership Award (Employees to nominate)	<ul style="list-style-type: none"> • Displays effective leaderships skills in managing teams or projects within the Company. • Has the ability to set clear visions for the team and develops effective strategies to achieve goals and objectives. • Displays skills in building and leading high-performing teams, fostering a culture of collaboration, and empowering team members to achieve excellence. • Excellent communication skills, including the ability to inspire, motivate, and engage employees. • Contributes to the continuous learning and development of team members to ensure we remain a step ahead.
2024 Excellence Award (Management to nominate)	<ul style="list-style-type: none"> • Demonstrated exceptional results, accomplishments, or achievements that have had a significant positive impact on the organisation. • Consistently delivers high quality work that exceed standards of excellence and contribute to organisational goals. • Committed to continuous learning, improvement, and innovation in processes. • Has the ability to overcome challenges, adapt to change, and demonstrates resilience in the face of adversity. • Has a positive impact and influence on others.
2024 Safety Award (Management \ Safety Reps to nominate)	<ul style="list-style-type: none"> • Is your Branch or Department at the forefront of health, safety, environmental and wellness? If so, then tell us how. This award recognises the best achievement in workplace prevention that encompasses innovation, continues improvement and dedication to prevention practices. • Best prevention project or innovation award. Do you have a game-changing prevention project or innovation that has taken your efforts to new heights? This award recognises that innovation transforms prevention, driving improvement and elevating prevention performance. Show us how your BU or department are pushing the boundaries. • Rising star of the year award - This award is for the remarkable individual. Whether they are an artisan, technician, employee, or a supervisor. If they left a lasting impact on health and safety or well-being standards within their team, department, or organisation, let their star shine bright with this award. • Best compliance awards - Is your Branch or department leading in health, safety and environmental compliance systems and protocols. Then tell us how. This award recognises the best achievement in workplace SHE compliance systems and best practices. Show us how your BU or Department are pushing the boundaries to meet and maintain compliance obligations. • Best quality assurance & processes award - This award focuses on the best quality products, processes and services established and maintained. Show us how your Branch or department is the forefront and leading quality processes and assurance.
2024 Warehouse Award (Management to nominate)	<ul style="list-style-type: none"> • Initiative and Problem-Solving: Recognize individuals who demonstrate initiative in identifying and resolving issues within the warehouse, such as organizing the layout for better efficiency or suggesting process improvements. • Positive Attitude and Professionalism: individuals who consistently demonstrate a positive attitude, professionalism, and a willingness to support the goals and values of the organization, in the warehouse space. • Efficiency and Productivity: Measure the ability of warehouse personnel to optimize workflow, minimize downtime, and efficiently process incoming and outgoing shipments. • Continuous Improvement: Recognize efforts to seek out learning opportunities, implement best practices, and contribute to the overall improvement of warehouse operations. • Accuracy in Inventory Management: Assess the accuracy of inventory counts, picking, packing, and shipping to ensure minimal errors and discrepancies.

2024 Driver Award (Management to nominate)	<ul style="list-style-type: none"> • Demonstrated commitment to safe driving practices, including adherence to traffic laws, accident-free driving, and maintaining a clean driving record. • Provides excellent customer service, including courteous and professional interactions with customers, timely deliveries, and responsiveness to customer needs and inquiries. • Consistently meets or exceeds delivery schedules and deadlines, ensuring timely and efficient transportation of material. • Takes responsibility for the maintenance and upkeep of the vehicle, conducting pre-trip inspections, reporting issues promptly, and ensuring the vehicle is in safe operating condition. • Demonstrates efficiency in fuel conservation practices and minimising idle time to maximise productivity and cost-effectiveness. • Someone who displays the ability to manage unexpected challenges or issues on the road effectively and make sound decisions to ensure timely deliveries. • Effectively communicates with transport controller, and colleagues to relay important information, provide updates on delivery status, and collaborates as a team to achieve objectives.
2024 Production Award (Management to nominate)	<ul style="list-style-type: none"> • Demonstrates proficiency in operating specific machinery, equipment, or systems, including the knowledge of operational procedures, safety protocols, and maintenance practices. • Consistently achieves high levels of productivity, operational efficiency, and quality standards in performing operational tasks or processes. • Responsible for the maintenance and upkeep of equipment, conducting routine inspections, identifying, and reporting any issues promptly, and ensuring optimal performance of equipment at all times. • Able to troubleshoot equipment malfunctions or operational challenges effectively, make informed decisions, and implement solutions to minimise disruptions. • Ensures that the product quality meets or exceeds standards through careful monitoring, adjustments, and adherence to quality control procedures. • Communicates with team members, supervisors, and other departments to provide updates, report issues, and seek assistance when necessary.
2024 Sales Award (Management to nominate)	<ul style="list-style-type: none"> • Displays effective leadership skills in managing teams or projects within the company. • Has the ability to set clear visions for the teams and develops effective strategies to achieve goals and objectives. • Displays skills in building and leading high-performing teams, fostering a culture of collaboration, and empowering team members to achieve excellence. • Excellent communication skills, including the ability to inspire, motivate, and engage employees. • Contributes to the continuous learning and development of team members to ensure we remain a step ahead.
2024 Innovation Award (Management to nominate)	<ul style="list-style-type: none"> • Innovative ideas contributed to more efficient processes. • Innovative ideas add value to the Company while containing or reducing costs. • Innovative ideas are original and creative and can be used to improve aspects of the Company. • Innovative ideas develop solutions that offer unique benefits or advantages of high quality.
2024 Mighty Mac Award (Anyone can nominate)	<ul style="list-style-type: none"> • Someone who upholds high ethical standards, integrity, professionalism, and reliability in all aspects of work, serving as a role model to colleagues. • Someone who reinforces Macsteel's values in their day-to-day routines. • Someone who goes the extra mile and acts before being asked. • Someone who inspires and motivates others through their positive attitude, enthusiasm, encouragement, and leading by example to foster a culture of excellence and achievement. • Team Player, collaborates with colleagues and consistently supports them, fosters positive relationships, and contributes to a harmonious work atmosphere.

MACSTEEL AWARDS - NOMINATION FORM

(Closing date: 6 September 2024)

NOMINATOR'S INFORMATION

Name	
Position	
Branch	

NOMINEE'S INFORMATION

Name	
Position	
Branch	
Department	
Years of Service	

CATEGORIES

Please choose the award category you are nominating this employee for:

- | | |
|---|---|
| <input type="checkbox"/> Mastermind Award (*) | <input type="checkbox"/> Driver Award (*) |
| <input type="checkbox"/> Leadership Award | <input type="checkbox"/> Production Award (*) |
| <input type="checkbox"/> Excellence Award (*) | <input type="checkbox"/> Sales Award (*) |
| <input type="checkbox"/> Safety Award | <input type="checkbox"/> Innovation Award (*) |
| <input type="checkbox"/> Warehouse Award (*) | <input type="checkbox"/> Mighty Mac Award |

Positions marked with an asterisk (*) can only be nominated by managers.