

2024
DIE BESTEN

#AHKAWARDS

GERMAN
ROMANIAN
BUSINESS AWARDS

AHK AWARDS
German-Romanian Business Awards

- Rules and Regulation-



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1. Preamble

- i. The purpose of the present regulation is to define the rules for participation and the organizational conditions for the Romanian-German business awards. By participating in the competition, the companies agree to the following regulations.
- ii. The Romanian-German business awards are the first bilateral prizes awarded by the German-Romanian Chamber of Commerce and Industry (AHK Romania) with the aim of honoring and promoting companies and projects in the current economic context.
- iii. Participation in the competition is not dependent on membership in the German-Romanian Chamber of Commerce and Industry.
- iv. The winners of the four categories will be presented at an event organized by AHK Romania.

2. The awarded categories are:

I. Business Excellence

Successful companies are characterized by the ability to use new challenges to their advantage. They review their structures and processes and continuously initiate effective improvement projects.

In this category you can find:

- companies with a successful development strategy,
- companies with growth or increasing turnover,
- companies that have reached the top position on the Romanian market,
- companies that have successfully introduced a new product or process,
- companies that have contributed to the development of the entire industry after an investment,

proven in the last 2-3 years.

II. Our employees - our success

The current job market is characterized by constant changes and challenges. Companies must recognize the signs of the times and offer their existing and future employee's appropriate opportunities in order to remain an attractive employer. Successful companies are characterized by the ability to strategically establish HR issues in the corporate development process.

In this category you can find:

- Excellent HR projects (recruitment process, internship stages, internship programs or induction programs, health and wellbeing programs, etc.) that have a direct impact on company development,
- Companies with high-quality education projects in dual vocational education with the aim to assure their long-term qualified personnel,
- Projects of cooperation between companies and universities, with concrete objectives and results,
- Contribution of the company to the development of the education system in Romania (proposals for improvement of the legislation framework, participation in various working

groups and committees, maintaining relationships with the relevant state institutions and stakeholders),

- Special training programs for employees (training, coaching, mentoring, career planning, talent management, leadership), that have a proven impact on the overall development of the company,
- Policies and programs that promote the representation and participation of different groups of individuals, diversity, equity and inclusion as values.

III. Responsibility for the future

Sustainability means for companies doing business well with the aim of switching from the linear economic model to the circular economy. In addition to independent profit generation, future viability should also be ensured. A constant balance between economic, ecological and social interests should be maintained. Products and services offered by the company should contribute to the sustainable development of society.

In this category you can find:

- Projects with proven social impact and particularly sustainable economic activity,
- Development of long-term projects for the local community,
- Initiative of the private sector that meets a real need of the community,
- Projects that contribute to saving resources,
- Projects that reduce pollution of any kind,
- Special projects anchored in both countries.

IV. Innovation and new technologies

Innovations and new technologies are changing the world and the lives of everyone. A lot of what was still a vision of the future yesterday, is part of everyday life today and may already be outdated tomorrow. It is therefore essential to invest in research and innovation to make companies competitive and create long-term economic growth, prosperity and new jobs.

In this category you can find:

- Implemented business development strategies that are innovation and research oriented,
- Successful development of innovative products or services,
- Projects to promote research and development activities in Romania,
- Know-how exchange between Romania and Germany, with concrete results on company development,
- R&D relevant collaboration with the academic environment, with specific goal and impact.

The marketing of the AHK Awards is organized based on sponsorships from AHK Romania members. Partnerships are used solely to cover promotional costs. The prize is at your own discretion and does not consist of material goods and/or financial benefits.

3. Conditions of Participation

Participation in the competition is free.

3.1 Eligibility

The following legal forms are eligible to participate:

- Companies
- Cooperation between business and science organizations or NGOs

3.2 Conditions of Participation

Participants must meet all of the following conditions:

- based in Romania or Germany
- possess German and/or Romanian capital
- participate in German-Romanian economic relations
- have a good reputation
- are not under suspicion of fraud or corruption.

To participate, an application must be made by completing the online application form.

Recommendations of eligible projects can be made for a specific category and can be forwarded to AHK Romania. In this case, AHK Romania will give the recommended company the opportunity to apply for the competition.

With their own application, the participants ensure that the information provided is true and that the submitted applications do not infringe the rights of third parties.

Participants fill out the application form by the registration deadline. Only complete and on time applications will be considered. Entrants selected as finalists cannot withdraw from the competition.

A company may compete in multiple categories, but must create separate application for each category.

4. Jury

4.1 Composition

The composition of the jury consists of representatives of the economy, the administration, the civil society as well as representatives of the media and academia.

The jury will be based on the following structure:

- President of the AHK Romania
- General Manager of the AHK Romania

- representatives of the business¹, academic administrative environment and civil society
- business journalists

The nominal composition of the jury will be announced on the competition website².

4.2 Competence and Conditions

The task of the jury is to establish the evaluation criteria in order to evaluate and record each application for the competition (see point 5. Procedure). The jury selects the finalists and the winner for each category.

The jury has the right to declare invalid applications that do not meet the admission requirements mentioned in point 3.

The executive board member of the AHK Romania takes over the management of the jury meetings. The jury must ensure that decisions are taken by simple majority.

All members of the jury are obliged to maintain the confidentiality regarding the applications, the competing companies, the data they provide and the ratings.

5. Process for selecting finalists and winners

Participants fill in the online application form and send it along with any other relevant documents. After the jury meeting, in which they receive all applications, each jury member evaluates each individual candidacy and sends the information to AHK Romania.

Depending on the number of applications, three or five finalists will be selected for each category. After judging, the three or five finalists in each category will be publicly announced.

The winners will be announced at the event organized by AHK Romania.

5.1 Stipulations for Finalists and Winners

The finalists and winners will be published in the various communication channels of AHK Romania and mentioned at the award ceremony.

The finalists and winners may use the AHK Awards logo on their website and in all company materials and documents.

The organizer is not responsible for the applications submitted by the participating companies. The organizer assumes no liability for possible violations of property rights through submitted or won applications. It will not be checked whether the submitted contributions infringe the rights of third parties.

¹Cannot evaluate applications from their own company. If this is the case, the jury member will be excluded from evaluation in the specific category.

² www.ahkawards.ro

In the unlikely event that a prize is awarded and subsequently the terms and conditions set out in Section 3 of these regulations are breached, the organizer reserves the right to withdraw the prize.

5.2 Prize

The Romanian-German Business Prize is the first bilateral prize awarded by the Romanian-German Chamber of Industry and Commerce. The aim is to recognize and promote companies and projects in the current economic context.

The award is also an opportunity to exchange best practices.

The prize is symbolic and does not consist of material goods and/or financial rewards.

6. Data Protection

Personal data are collected and processed by Asociația Camera de Comerț și Industrie Româno-Germană Deutsch-Rumänische Industrie- und Handelskammer AHK, in strict compliance with its Security Policy Concerning the Processing of Personal Data, which you can receive by request or find [here](#). A Privacy Notice will be provided to each participant during the application process.

AHK Romania stores and processes the information provided by the participants in the application form. Such data will be used exclusively for the Romanian-German Business Prize competition.

7. Confidentiality

AHK Romania shall keep the confidential information provided by the participants confidential and shall not disclose it without the written consent of the participant, except for the cases when its disclosure is mandatory under the applicable legislation. Furthermore, the jury will maintain confidentiality regarding the information provided by the participants in their applications, as well as regarding the competing companies, the data they provide and the ratings.

8. Antitrust

The participants shall observe the applicable law in matters of competition and antitrust when completing the application form. Participants shall not disclose sensitive business information which could lead to the prevention, restriction or distortion of the competition in the market (e.g. fixing prices, sharing markets or customers, limiting production or sales, reducing uncertainty between competitors, etc.).