Green HRM Awards

Inspiring Greener Tomorrow

INFORMATION BOOKLET

An Initiative of

UNI STEM

01 About the Green HRM Awards

The Green HRM Awards recognise organisations that successfully embed environmental responsibility and sustainability into human resource management. The initiative celebrates leadership and progress in green HR policies, talent practices, employee engagement and sustainable workplace operations. Through a comprehensive evaluation framework, the Awards encourage organisations to strengthen environmental performance, develop sustainability-focused employees and position people management as a strategic contributor to long-term organisational resilience, competitiveness and sustainable development.

02 Why Apply?

It enhances corporate reputation, brand differentiation and credibility with stakeholders, while supporting talent attraction, employee engagement, retention and workplace pride. Green HRM can reduce operating costs through resource efficiency, waste reduction, digitalisation and employee-led innovation. It also helps integrate sustainability into business strategy, reinforce Environmental, Social and Governance (ESG) priorities and strengthen long-term financial resilience. Through independent assessment and recognition, organisations can benchmark their practices, identify improvement opportunities and demonstrate a credible commitment to responsible people management, environmental stewardship and sustainable business performance.



03

Assessment Pillars & Panel of Experts

Applications are assessed against ten complementary pillars covering strategy, employee practices, measurable outcomes and long-term sustainability.

Green HRM Awards

1. **Green HR Strategy, Policy & Leadership**
   Environmental commitments within HR strategy, policies, leadership accountability and governance.
2. **Green Job Design, Recruitment & Selection**
   Embedding green responsibilities and sustainability competencies in job design and hiring.
3. **Green Induction, Training & Development**
   Building employee awareness, knowledge and capabilities for sustainable practices.
4. **Green Performance Management**
   Integrating environmental expectations, objectives and relevant indicators into performance processes.
5. **Green Compensation, Rewards & Recognition**
   Recognising and incentivising environmentally responsible behaviours and contributions.
6. **Employee Engagement, Participation & Green Culture**
   Encouraging employee involvement, shared ownership and a positive green workplace culture.
7. **Green Workplace Practices, Digital HR & Employee-led Innovation**
   Advancing resource-efficient workplaces, digital HR solutions and employee-generated improvements.
8. **Measurement, Results & Continuous Improvement**
   Tracking results, evaluating effectiveness and demonstrating ongoing progress.
9. **Contribution to Sustainable Development Goals (SGDs) & Wider Impact**
   Linking Green HRM efforts to relevant UN Sustainable Development Goals and broader community impact.
10. **Green HRM Sustainability**
    Ensuring green HR practices are embedded, maintained and improved over the long term.

Panel of Judges

The Green HRM Awards are evaluated by a distinguished panel comprising industry professionals and academic experts with expertise in Green Human Resource Management, organisational sustainability and responsible business practices. The panel is led by Emeritus Professor W. Indralal De Silva, Vice-Chancellor of UNISTEM, supporting a rigorous, independent and professionally informed assessment process.

04 Award Categories

Sixteen industry sectors are represented in the Green HRM Awards, recognising progress across a broad range of organisational contexts.



Information Session for Applicants

An information session will be organised for prospective and registered applicants to explain the Awards framework, ten assessment pillars, application requirements, supporting evidence and evaluation process. Participants will have an opportunity to seek clarification and receive practical guidance on preparing a complete and well-supported application. Session details will be communicated to applicants.

05 Registration & Participation

Organisations wishing to participate must complete the official application and registration process. An award participation fee of LKR 100,000 per organisation is payable on or before Thursday, 10th December 2026. Registration and payment instructions will be provided through the Awards Secretariat.

Rewards & Development Opportunities

Every participating organisation is entitled to two complimentary seats in UNISTEM's Certificate Programme in Green HRM.



Standard course fee: LKR 60,000 per participant.
Total complimentary value: LKR 120,000 per organisation.

The programme enables nominated employees to develop practical knowledge and competencies in sustainable people management.

Scholarship Opportunities

Award-winning organisations will also be eligible for exclusive scholarship opportunities for the Masters and Bachelors degree programmes awarded by the University of Northampton, UK and delivered by UNISTEM.

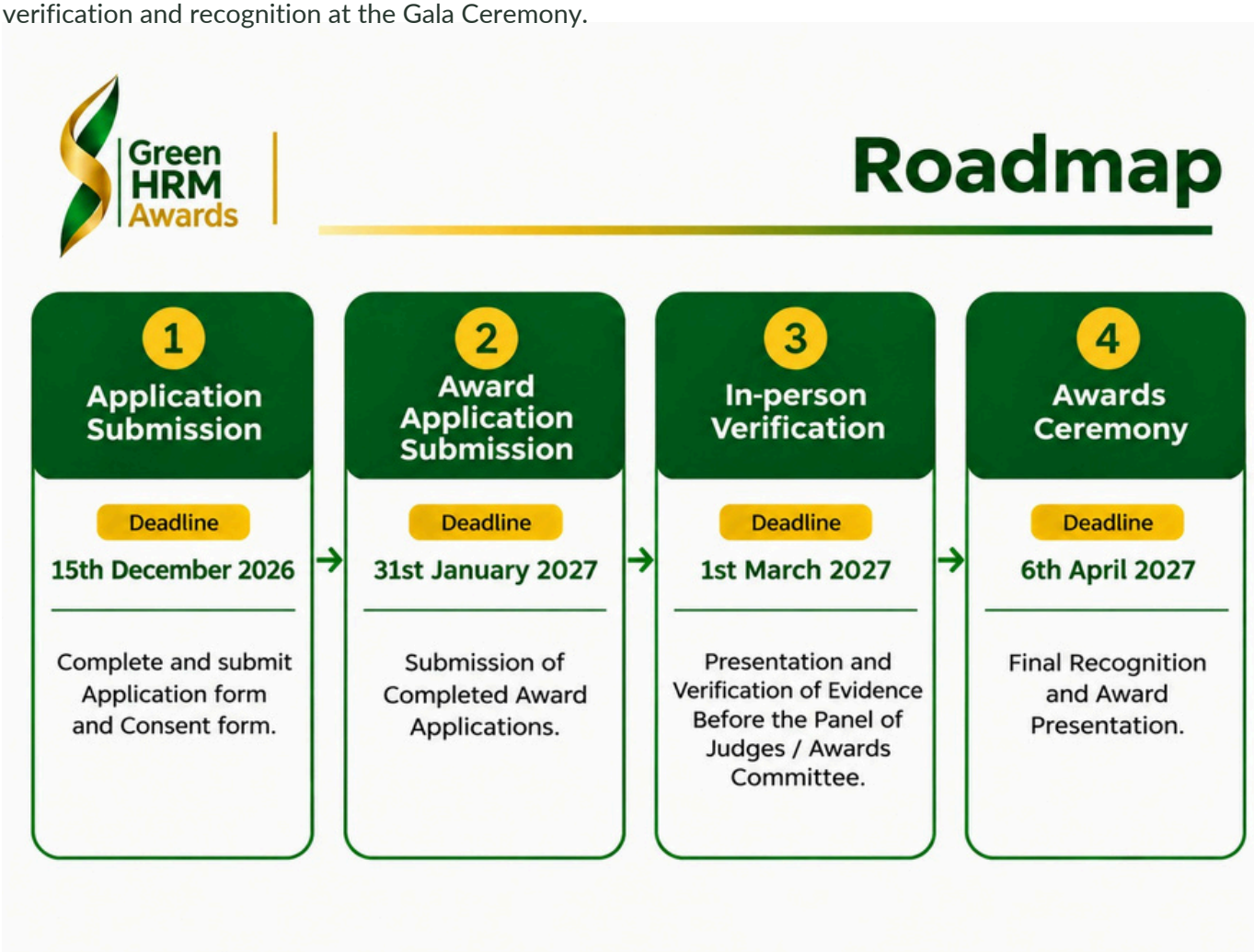
Recognition beyond the ceremony

Participating organisations can build internal capability while award winners may access further academic development opportunities.



06 The Awards Roadmap

The Awards process progresses through initial registration, completed award applications, evidence verification and recognition at the Gala Ceremony.



Green HRM Awards - Gala Ceremony

The Green HRM Awards will culminate in a prestigious Gala Awards Ceremony. The event will bring together corporate leaders, HR professionals and sustainability champions to celebrate excellence in Green HRM. Every participating organisation will receive a complimentary ticket to attend this prestigious event.

6 APRIL 2027 **Cinnamon Lakeside, Colombo**

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