



Globe of Honour 2025 Question Set and Marking Scheme

Background

This marking scheme relates to the written application component of the 2025 Globe of Honour scheme. The final marks for each submission will be determined by reference to applicants' performance in the written application only. The results of the Five Star Audit process will not be considered other than as a right of entry to the awards.

Please note that the marking descriptors are indicative by nature. For example, two organisations may adopt differing approaches to the written application and score equally well. Nonetheless, high-scoring organisation will typically answer all aspects of the question, clearly following the marking scheme, provide site-specific references (evidenced and referenced through the audit report) and fully utilise, but not exceed the specified word allowance per response.

Scoring criteria

- A maximum of 60 marks are available for the written application. Applicants must score a minimum of 45 marks to remain eligible for the award.
- A minimum of two individual responses must be scored within the top mark band (11-15 marks).
- Submissions will become ineligible for the Globe of Honour award should any individual responses be scored within the lower mark band (0-5 marks).
- Responses to each sub-question must not exceed 750 words per sub-question (i.e. 3,000 words overall per submission).
- The two optional questions for the Innovation and Development award will be marked separately by a panel. The grades for these questions will not be included in the overall score of the main application.

New for 2025, a sample of applicants will be randomly selected to validate the responses given on their application in a virtual interview. This selection will be made following the application submission deadline on the 23 September 2025 and the selected applicants will be notified with a MS Teams placeholder invite for the week beginning on the 29 September 2025.

		11-15 marks	6-10 marks	0-5 marks
1.	<p>With relevant reference to the outcomes from your recent Five Star Environmental Audit:</p> <p>Explain how the site ensures the participation of <i>all</i> employee groups in the continual improvement of the Environmental Management System (EMS) and associated arrangements.</p>	<p>A full description of how the organisation ensures full (all) employee participation, and a full description/discussion of how these groups were identified i.e. RACI, employee job family assessment etc.</p> <p>A full discussion of the methods used to encourage and facilitate participation i.e. focus groups, environmental/sustainability forums, suggestion schemes and a full discussion of the arrangements made to enable this.</p> <p>The response is supported with clear examples of when and how this is done and how these contributed to continuous improvement and in turn incident reduction/cultural improvement(s).</p> <p>All examples are clearly related to the outcomes of the recent Five Star Environmental Audit.</p>	<p>An adequate description of how the organisation ensures full (all) employee participation. Some reference to how these groups were identified.</p> <p>Some reference to the methods used to encourage and facilitate participation but lacking depth.</p> <p>The response is supported with some examples of when and how this is done and how these contributed to continuous improvement and in turn incident reduction/cultural improvement(s).</p> <p>Some examples are clearly related to the outcomes of the recent Five Star Environmental Audit.</p>	<p>A basic description of how the organisation ensures full (all) employee participation. No reference to how these groups were identified.</p> <p>Some reference to the methods used to encourage and facilitate participation but lacking in discussion.</p> <p>The response is supported with some examples of when and how this is done but lacking reference to how these contributed to continuous improvement and in turn incident reduction/cultural improvement(s).</p> <p>Few or no examples are clearly related to the outcomes of the recent Five Star Environmental Audit.</p>
2.	<p>With relevant reference to the outcomes from your recent Five Star Environmental Audit:</p> <p>Describe how your organisation will use innovation (e.g. research, technology, tools & equipment, training, management information/data etc.) in future plans/programmes to improve environmental performance.</p>	<p>A full description of how the organisation uses innovation – hard and soft e.g. research, technology, tools & equipment, training, management information/data etc. in current/future plans/ programmes to improve environmental performance.</p> <p>The response contains a wide range of relevant examples and tools used all examples provided within the response are clearly related to relevant outcomes of the audit.</p> <p>All examples are clearly related to the outcomes of the recent Five Star Environmental Audit.</p>	<p>An adequate description of how the organisation uses innovation in the broadest sense to improve environmental performance.</p> <p>The response contains some examples of tools and approaches used and these examples are provided within the response and are clearly related to relevant outcomes of the audit.</p>	<p>A basic description of how innovation – lacking specific context to the organisation. Little or no discussion of how this is used to improve environmental performance.</p> <p>Few or no examples are clearly related to the outcomes of the recent Five Star Environmental Audit.</p>

<p>3. With relevant reference to the outcomes from your recent Five Star Environmental Audit:</p> <p>Describe how the senior management team lead and manage so as to improve the environmental performance of the organisation both now and in the future.</p>	<p>A full explanation of how Senior Management is defined at the site and how they both lead and manage the environmental agenda.</p> <p>identifies the significant contribution this community makes to compliance, culture and engagement on environmental matters and discusses the role they play in driving continual improvement both now and in the future i.e. targets, initiatives and activities such as SBTI, Carbon reduction commitments etc.</p> <p>The response is supported with clear examples of the methods used to determine relevance and the actions taken (planned or actual) to drive continual improvement of your environmental performance at the site.</p> <p>All examples clearly related to the outcomes of the recent Five Star Environmental Audit.</p>	<p>An adequate explanation of how Senior Management is defined at the site and some discussion of how they lead and/or manage the environmental agenda.</p> <p>Identifies the role, not fully appreciating the contribution, this community makes to compliance, culture and engagement on environmental matters. Shows some appreciation of the short term/long term considerations required.</p> <p>Does not adequately discuss continual improvement and the</p> <p>Some examples clearly related to the outcomes of the recent Five Star Environmental Audit.</p>	<p>A basic explanation of how Senior Management is defined at the site – no reference to how they both lead and manage the environmental agenda.</p> <p>Identifies the role, not fully appreciating the contribution, this community makes to compliance but lacks discussion around culture and engagement on environmental matters.</p> <p>No reference to timescale(s).</p> <p>Does not adequately reference continual improvement.</p> <p>Few or no examples are related to the outcomes of the recent Five Star Environmental Audit</p>
<p>4. With relevant reference to the outcomes from your recent Five Star Environmental Audit:</p> <p>Explain how you intend to use the output of the recent Five Star Environmental Audit to improve environmental performance and associated culture.</p>	<p>A full description of how the organisation identifies the significant outcomes and relevant recommendations and how these are used – operationalised and brought to life - to drive improvements in environmental performance and associated culture and the positive organisational impact this can have.</p> <p>The response is supported with clear examples of the methods used to determine relevance and the actions taken (planned or actual) to drive continual improvement of your environmental performance and culture.</p> <p>All examples are clearly related to the outcomes of the recent Five Star Environmental Audit.</p>	<p>An adequate description of how the organisation identifies the significant outcomes and relevant recommendations and how these are used to drive improvements in environmental performance. Lacking discussion of the associated cultural impact.</p> <p>The response has some examples of the actions taken to drive continual improvement of your environmental performance and culture.</p> <p>Some examples are related to the outcomes of the recent Five Star Environmental Audit.</p>	<p>A basic description of how the organisation identifies the significant outcomes and identifies recommendations.</p> <p>Inadequate discussion of how these are used to drive improvement in environmental performance.</p> <p>Few or no examples are related to the outcomes of the recent Five Star Environmental Audit.</p>