

# Clever.

# Creative.

# Thriving.



## Virtual Event



Managed by:



Major Sponsors:



# A Message From the Chamber President

The Geelong Business Excellence Awards have been a vital part of the Geelong business calendar for a number of years. As a Board we felt we could not cancel the awards as many businesses had started entries and in the light of a constantly changing pandemic we felt our business community needed to be celebrated.

In deciding to continue we must thank all of our sponsors, but in particular our major sponsors LBW Business + Wealth Advisors & Deakin University for without their unwavering support these awards could not be held. Our sponsors like us want the awards to be a cause of celebration in these tough times. It is worth noting these are the only business awards program in Victoria to continue this year.

We have had a wonderful number of entries, in numbers very close to previous years. Each of these entries should be congratulated, whether they win or not, for in the most difficult of business circumstances they have entered and want to celebrate their achievements.

The judging team lead by Simon Flowers have had to adjust to suit COVID rules and have been clever and creative in doing so. I commend them for their diligence and professionalism. Our thanks to the whole judging team.

I would also like to thank the Awards Team of Tennille McInnes and Cathy Harper and the whole team at the Geelong Chamber led by Ben Flynn for the outstanding effort in bringing together an awards like no other. If ever there was a time we had to be clever and creative and to ensure our awards continued to thrive is now, and the team have been fantastic. Well done and thank you.

I wish all entrants the very best of luck and look forward to a great celebration of the very best of the Geelong business community.

**Mark Edmonds**  
*President*  
*Geelong Chamber of Commerce*



**geelong**  
chamber of commerce  
THE VOICE OF BUSINESS

# Order of Proceedings

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A Message From Major Sponsor

# LBW Business + Wealth Advisors

The Geelong Business Excellence Awards celebrate Geelong businesses and recognise organisations that have achieved business excellence in the Geelong region. At LBW Business + Wealth Advisors (LBW), the success of Geelong businesses - is our business.

As leading business advisors that support the ongoing growth of local organisations, big and small, it seemed fitting to join as Major Sponsor in 2020, when growth and support of local business is more crucial than ever. LBW is committed to partnering with businesses and providing them with the compliance and advisory support they need to successfully face any challenge and prosper.

We are excited to help identify and celebrate these incredibly talented, hardworking individuals and collectives. Our 12-year history with the GBEA, including judging panel and Chamber Board representation, takes the next step in 2020 as Major Sponsor.



Learn more about how LBW Business + Wealth Advisors can support your business at [lbwca.com.au](http://lbwca.com.au)

## A Message From Major Sponsor

# Deakin University

Deakin University, with its headquarters in Geelong, is one of the world's leading young universities. It has a reputation for being open and collaborative, and for excellence in both education and research as judged by students' satisfaction and outcomes, and by external assessments of research quality.

Deakin's priorities are to deliver an outstanding education experience and foster an environment where ideas flourish - goals which align with the spirit and purpose of the Geelong Business Excellence Awards, which value and recognise innovation and entrepreneurialism.

In 2020, it is more important than ever that we nurture and reward our local talent. Deakin is proud to sponsor this year's awards and be a category sponsor of the Young Entrepreneur of the Year.



Learn more about Deakin University's education and research opportunities at [deakin.edu.au](https://deakin.edu.au)

# Young Entrepreneur of the Year

Recognises entrepreneurial achievement among business professionals and business owners (aged between 18 and 40 years) who demonstrate vision, leadership and success.

Proudly sponsored by Deakin University [deakin.edu.au](https://deakin.edu.au)

Deakin values and fosters entrepreneurship because we know that creative and adaptable graduates are the ones who will make meaningful contributions to our local communities and the world. Entrepreneurialism is an invaluable mindset for all graduates. It's a mindset that can influence how students solve challenges, cultivating new ways of doing things rather than accepting the way they have always been.



# Corporate Social Responsibility

Celebrates a business who has accepted their corporate social responsibility and promoted inclusion in the workplace, community or other area which has lead towards the enrichment of the lives of those who have a disability or are disadvantaged.

Proudly sponsored by genU [genu.org.au](https://genu.org.au)

We are genU, building inclusive communities since 1952. Corporate Social Responsibility is fundamental to our organisation's mission and vision. Across our history to today, genU provides support and services to people with a disability, the unemployed, people experiencing disadvantage, students and older Australians. With over 3,000 staff and volunteers across 220+ locations, we form a unique community, with one common cause - to empower the clients that we serve to reach their full potential. From genU to you we say: Congratulations to all of this year's finalists and good luck!



# Innovation, Research & Development

Recognises leadership through the practical application of innovative solutions

**Proudly sponsored by VIVA Energy Australia** [vivaenergy.com.au](http://vivaenergy.com.au)

As a local manufacturing company committed to continuous improvement and innovation, Viva Energy is delighted to sponsor the Innovation, Research and Development category. During a year where so many businesses were devastated by the COVID pandemic, innovation has never been more important. Viva Energy's vision for the development of a Geelong Energy Hub shows our continued focus on transformation and the future of energy requirements in Victoria. Our refinery remains a proud supporter of local businesses and we are pleased to be able to provide this support and recognition to Geelong's visionaries, pioneers and trailblazers. Congratulations to all winners and finalists.



# Digital Engagement

Recognises a business that has demonstrated the effective use of digital tools and techniques to produce strategic, resourceful content to engage people, and create meaningful interactions.

**Proudly sponsored by Web Force 5** [webforcefive.com.au](http://webforcefive.com.au)

Web Force 5 are long term supporters of the GBEA. We champion digital strategy (from websites and apps to branding) as a crucial part of any business, and believe in the power of possible. And that's why we have sponsored this important award - to uplift business owners innovating their companies through tech. We extend our congratulations to all finalists and look forward to celebrating the 2020 winner.



# Sustainable Business

Celebrates a business that has demonstrated eco-efficient initiatives that are good for the business and the environment.

**Proudly sponsored by Barwon South West Waste & Resource Recovery Group** [reduce-recycle.com.au](https://reduce-recycle.com.au)

Barwon South West Waste and Resource Recovery Group (BSWWRRG) is excited to sponsor the Sustainable Business category this year. Encouraging and celebrating businesses to work sustainably and move to circular economy principles is a key pillar of our work. We work with businesses, community and councils across the Barwon South West region to find ways to reduce and recycle waste and plan for future waste and recycling needs. We are working closely with the Victorian Government to support the implementation of Recycling Victoria - a new economy.



**Barwon South West  
Waste & Resource  
Recovery Group**

# Home-based & Micro Business

Recognises a businesses that operates with 1 to 3 full time or equivalent employees.

**Proudly sponsored by City of Greater Geelong** [geelongaustralia.com.au/business](https://geelongaustralia.com.au/business)

The City of Greater Geelong Economic Development team is very proud to sponsor the Geelong Business Excellence Awards again in 2020. This year, it's more important than ever to celebrate local businesses and the benefits they bring to our region. Almost two-thirds of Greater Geelong businesses are home-based and micro-businesses. These businesses make a huge contribution to our local economy and we're thrilled to acknowledge this through the Geelong Business Excellence Awards.





# Health & Wellbeing Promoting Workplace

Celebrates a business that has demonstrated a recognition of & commitment to delivering health & wellbeing workplace initiatives.

**Proudly sponsored by Barwon Health** [barwonhealth.org.au](http://barwonhealth.org.au)

In a year where we are all adapting how we work because of COVID-19 it is now more important than ever to support workers wellbeing. Supporting the Business Excellence Awards award category for 'Health & Wellbeing Promoting Workplace' is an honour for Barwon Health and we are pleased to have sponsored this category for the past four years. We look forward to celebrating the winner of the 2020 award.



# Safe & Healthy Business

Recognises a business that has demonstrated an understanding of, and commitment to protecting the health and safety of their employees and clients.

**Proudly sponsored by WorkSafe Victoria** [worksafe.vic.gov.au](http://worksafe.vic.gov.au)

WorkSafe Victoria are a proud and active supporter of the Geelong community. We are pleased to sponsor the Safe and Healthy Business award to recognise the commitment of employers to protect the health, safety and wellbeing of their employees and clients.



# Tourism & Hospitality

Recognises a business that operates in the hospitality and tourism industry.

**Proudly sponsored by Tourism Greater Geelong & The Bellarine** [visitgeelongbellarine.com.au](http://visitgeelongbellarine.com.au)

Until March 2020, tourism in Geelong and The Bellarine was on track to have its best year ever. 6.4 million visitors, \$1.1 billion dollars and 7,500 jobs. COVID-19 has been particularly cruel to the travel industry when restricting the movement of people has been necessary to manage the health crisis. Despite lockdowns and limitations, the industry has been stoic. The optimism that's emerged from businesses facing the greatest challenge of their existence has been incredible. The fact so many are among the 2020 Geelong Business Excellence Awards finalists is testament to their character and professionalism. Tourism Greater Geelong and The Bellarine is proud of their achievements.



# Small Business or Division/Department of a Business

Recognises a business that operates with 4 to 20 full time or equivalent employees.

**Proudly sponsored by Bendigo Bank** [bendigobank.com.au](http://bendigobank.com.au)

Bendigo Bank is proud to sponsor the Small Business category, in support of the celebration and recognition of small businesses who stimulate our local economy, strengthen our communities and provide opportunities for employment. As Australia's fifth biggest retail Bank, who consistently rates high in both satisfaction and trust; our Greater Geelong team of over 200 staff are committed to providing a personalised and considered approach to business banking. We are always here to work hard on offering the right financial solutions so that your business can always be a winner, not just on Awards night. Bendigo Bank, the better big bank.



# Medium to Large Business or Division/Department of a Business

Recognises a business that operates with 21 or more full time employees.

**Proudly sponsored by Lyons Construction** [lyonsconstruction.com.au](http://lyonsconstruction.com.au)

Lyons Construction is thrilled to be a long-term sponsor of these awards. As a past Overall Winner, we recognise and celebrate the importance of showcasing clever and creative businesses within the Geelong region. As a construction company, we are lucky enough to be able to support a number of local subcontractors and suppliers directly through our work, but we love that each year these awards enable us to uplift and promote companies outside of the construction industry. We congratulate all finalists in this year's awards. To learn more about us and our commitment to Geelong, check out [www.lyonsconstruction.com.au](http://www.lyonsconstruction.com.au)



# Retail Business

Recognises a retail business that sells commodities directly to consumers.

**Proudly sponsored by Roderick Insurance Brokers** [roderick.com.au](http://roderick.com.au)

Roderick Insurance Brokers have been big supporters of the Geelong Business Excellence Awards for many years. Being inducted into the Hall of Fame remains one of our proudest achievements in our company's 34 year history. The Awards are an integral part of the Geelong business community, providing a great forum which recognises the achievements of the many enterprises in our region. We hope it inspires businesses to become more innovative through exposure to leading edge ideas and local success stories.



# Best First Year Entry

Celebrates a business that has not previously entered the Geelong Business Excellence Awards

Proudly sponsored by Harwood Andrews [harwoodandrews.com.au](http://harwoodandrews.com.au)

Harwood Andrews has been a proud supporter of the Geelong Business Excellence Awards for many years. We are now excited to be part of the innovative way in which the GBEA has adapted to an extremely challenging environment this year. Congratulations to the Awards team, and all the 2020 finalists.

**HARWOOD  
ANDREWS**

# Inclusive & Accessible Business

Celebrates a business that has demonstrated a high level of understanding towards inclusive & accessible workplace practices.

Proudly sponsored by Transport Accident Commission (TAC) [tac.vic.gov.au](http://tac.vic.gov.au)

We are delighted to be supporting the 2020 Geelong Business Excellence Awards to enhance the Geelong region as a great place to live and work. With the TAC's headquarters in Geelong and many of our employees and their families living and working here, we are proud to be involved with activities that contribute to building a stronger community.

**TAC** Transport  
Accident  
Commission

# Business Leader of the Year

Celebrates a business professional who has demonstrated successful management skills.

**Proudly sponsored by Bay 93.9** [bay939.com.au](http://bay939.com.au)

In 2020 strong and confident leadership has never been more important. This year bay 93.9 are again very proud to recognise outstanding leadership through our sponsorship of the Business Leader of the Year category. Geelong's bay 93.9 is extremely delighted to be associated with the Geelong Business Excellence Awards. Local business is the life blood of our amazing region and we are honoured to be associated in recognising outstanding business achievements. On behalf of bay 93.9, we wish all finalists the best of luck and have a wonderful 'virtual' celebration!



# Emerging Business - Under 3 Years

Celebrates a newcomer (operating less than 3 years) that has just started out but has already made a significant impact.

**Proudly sponsored by The Gordon** [thegordon.edu.au](http://thegordon.edu.au)

A Geelong icon and one of the largest regional TAFEs in Victoria, The Gordon has been helping people gain real skills and great employment outcomes for more than 130 years. We pride ourselves on delivering progressive and innovative training in Geelong, and around Australia. Students can choose from hundreds of accredited courses across apprenticeships, traineeships, certificates and diplomas, as well as industry skill sets. We are delighted to support the Geelong Business Excellence Awards which foster improvement and recognise excellence in our business community. Together we can ensure our workforces and our workplaces are achieving best practice.



# Advanced Manufacturing & Industry

Celebrates a business operating in the manufacturing, engineering, building or trade industries.

**Proudly sponsored by Geelong Manufacturing Council** [geelongmanufacturingcouncil.com.au](http://geelongmanufacturingcouncil.com.au)

The Geelong Manufacturing Council is proud to sponsor the Advanced Manufacturing & Industry category. We work with our members and stakeholders to encourage and promote the pursuit of excellence across manufacturing our region. Through facilitation of innovation, collaboration, networking, leadership development, access to funding and promoting career pathways within advanced manufacturing and industry, we aim to build a prosperous and internationally competitive manufacturing centre in the Geelong region. We are delighted to recognise businesses who are leading the way.



# Regional Business

Recognises a Geelong based business that operates 10 km or more from Geelong CBD

**Proudly sponsored by The Victorian Chamber of Commerce and Industry** [victorianchamber.com.au](http://victorianchamber.com.au)

The Victorian Chamber of Commerce and Industry (VCCI) is delighted to support the Geelong Chamber of Commerce and local businesses by sponsoring the Geelong Business Excellence Awards. VCCI is the largest and most influential business organisation in Victoria, informing and servicing more than 20,000 members, customers and clients across the state. We provide membership support services designed to help businesses achieve excellence, and help local businesses grow and prosper. Find out how VCCI can support your business by visiting the Victorian Chamber website, or by contacting our Regional Manager of Geelong & South West James Gulli via email at [jgulli@victorianchamber.com.au](mailto:jgulli@victorianchamber.com.au) or phone on 0419 754 775.



# Customer Service

Celebrates a business that has demonstrated a high standard of customer service using resources to the maximum efficiency while consistently looking to improve.

Proudly sponsored by Hardings Hardware [hardingshardware.com.au](http://hardingshardware.com.au)

As a long term sponsor of these Awards, Hardings is once again thrilled to sponsor the Customer Service Category. We strive to deliver excellent service to all our customers both large and small and we believe the Geelong Business Excellence Awards is a vital tool in encouraging local businesses to assess and improve their business, which can only lead to a stronger and vibrant Geelong.



# Business of the Year

The most prestigious award of them all, selected from the category winners.

Proudly sponsored  
by LBW Business +  
Wealth Advisors

[lbwca.com.au](http://lbwca.com.au)



## Why LBW sponsors the Business of the Year Award:

The Business of the Year Award celebrates the culmination of grit, hard work and determination to succeed. The award celebrates the outcome, but also the journey to get here. A journey that LBW witnesses day to day when working with local businesses whose values align directly with our own. Innovative, accountable, respectful, curious, with a learning mindset to continually improve. We are committed to working together with the community and businesses, supporting them to achieve their business goals to grow and succeed. We are honoured to sponsor Geelong's most prestigious business accolade and help shine a light on the region's thriving business community.

## Congratulations to our finalists!

# Thank you to our partners

## GREATER GEELONG

# A CLEVER and CREATIVE FUTURE

### Award Partner

We are proud to once again support the Geelong Business Excellence Awards.

This year's theme, '*Clever. Creative. Thriving*', aligns closely to the community's 30-year vision, *Greater Geelong: A Clever & Creative Future*, and is also a fitting description of our local business community.

2020 has been extremely tough for local businesses and has demanded adaptation to the challenging COVID-19 environment. We commend everyone for their resilience and ability to pivot in the face of unprecedented adversity.

We would like to acknowledge the excellence demonstrated by the award nominees and congratulate everyone in the business community for their unwavering creativity, resilience and hard work.

[geelongaustralia.com.au/clevercreative](http://geelongaustralia.com.au/clevercreative)

## GEELONG Independent

### Print Media Partner

The Geelong Independent is the local paper of choice to connect people with their community. It incorporates a suite of products designed to reach readers using a multi-platform approach. Complemented by specialty titles *GC Home & Lifestyle* and *GC Kids* and supported by dedicated websites and social media channels.

[geelongindy.com.au](http://geelongindy.com.au)



### Media Partner

Each week over 175,000 people listen to Geelong radio! At Geelong Broadcasters we employ over 60 "locals" and proudly offer the region's only local newsroom to operate seven days a week. bay 93.9 is a bright, fun & proudly local adult contemporary radio station targeting the 35-54 demographic. We are the number one station in Geelong for people aged 25+...so, thanks for listening.

[bay939.com.au](http://bay939.com.au)



### Award Partner

The Victorian Government is proud to sponsor the 2020 Geelong Business Excellence Awards and support Geelong's small businesses so they can continue to contribute to the community, grow the economy and create jobs. Through Small Business Victoria, the Victorian Government provides support service, practical resources and expert advice for anyone planning to start or grow a small business.

[vic.gov.au](http://vic.gov.au)



PROVENANCE  
WINES

### Award Partner

Provenance Wines is a proud sponsor of GBEA 2020. As part of the local farming, wine production, hospitality and tourism community we believe in the potential of our region and applaud the significant efforts of likeminded local business. Congratulations to all entrants, we wish you great success and when it comes, don't forget to celebrate with a glass of delicious local wine.

[provenancewines.com.au](http://provenancewines.com.au)





#### Event Partner

The Pier Geelong is honoured to sponsor the most prestigious business awards program in Geelong. We are inspired by your incredible dedication, resilience and courage. The program encourages us to reflect on our own constant development & innovation. Superior customer service and food innovation have been our major focus. Congratulations to the 2020 Finalists!

[thepiergeelong.com.au](http://thepiergeelong.com.au)



For the love of print  
Geelong

#### Award Partner

As past finalists, the team at Snap Geelong are delighted to be an Awards Partner for GBEA 2020. The process not only shines a spotlight on the many successful and innovative businesses in our region, it also provides an avenue for thorough self-assessment and helps to set goals for future business success – it is an enriching and rewarding process. Well done to all winners and entrants in this year's Awards.

[snap.com.au/snap-geelong](http://snap.com.au/snap-geelong)



#### Event Partner

Geelong Entertainment Services have been providing Geelong and the Surf Coast audio visual and entertainment solutions for over 15 years. GES has provided AV production & entertainment for many events; *Catwalk for Cancer* and *Cure 4CF* at *The Pier* are some of our highlights; as well as staging, sound and entertainment for *World Cider Day* and *Toast to the Coast* at *Flying Brick*. We are thrilled to be a part of the Geelong Business Excellence Awards as the AV partner in 2020.

[geelongentertainment.com.au](http://geelongentertainment.com.au)



#### Award Partner

We're a video production studio privileged to tell the stories of many great Geelong businesses. Everyone has a tale to tell and a message to say. Whether it be through the lens of a camera or vibrant animation we bring these stories to life. We're excited again to support the Geelong Business Excellence Awards.

[truesouthfilm.com.au](http://truesouthfilm.com.au)



#### Event Partner

MILK are an award winning team of videographers with over a decade of experience in all aspects of film, TV and advertising, from intimate corporate videos to big budget sets for network television; our journey has taken us all over the world, and it all started right here in Geelong. GBEA is an integral part of recognising the incredible talent Geelong has to offer and we would like to congratulate all the finalists on their achievements this year, and wish them the best of luck.

[milkvideo.com.au](http://milkvideo.com.au)



#### Award Partner

As a Geelong based design studio, Entity is proud to be a partner and support GBEA 2020 in recognising the astounding effort that the Geelong business community has made to pull through the calamity that the year has been. Congratulations to all of the entrants, finalists and winners in this year's awards!

[entitystudio.com.au](http://entitystudio.com.au)



#### Event Partner

We are proud to support the Geelong Business Excellence Awards 2020. Together, we are facing an exceptional challenge in the form of the COVID-19 pandemic. Our Telstra Business Technology Centre Victoria West team congratulate finalists and winners of the Awards for their achievements and contributions to our community and commend them all for boosting resilience through creativity and hard work.

[telstrabusinesstech.com.au](http://telstrabusinesstech.com.au)



#### Award Partner

At Geelong Arts Centre, we believe the arts have the power to shape people, society and the world. We exist to foster artists & creative communities of Geelong, and be the window to view talent and share incredible stories. We are a proud 2020 GBEA event partner, celebrating amazing local businesses. Congratulations to all entrants, finalists and to those involved!

[geelongartscentre.org.au](http://geelongartscentre.org.au)

# A Special Thank You

The Awards would not be possible without the dedication of our reviewers, judging panel and guest judges.

## *Reviewers*

Barry Cooper

Simon Jackson

Susie Thomas

## *Guest Judges*

Elizabeth Elms

*Barwon Disability Resource Council*

Dr Wayne Read

*Deakin University*

Jodie Dunn

*Envisage HR Solutions*

## *Judging Panel*

Simon Flowers *Chair of Judging Panel*  
*LBW Business + Wealth Advisors*

Amelia Trethowan  
*Adelia Fine Foods*

Daniel Goldsworthy  
*Deakin University*

David Tudor  
*Bendigo Bank*

Gillian Costa  
*GAICD Director Holroyd Pier Trust*

Kate Kent  
*WorkSafe Victoria*

Keelie Hamilton  
*The Gordon*

Nicola Wojcik  
*WorkSafe Victoria*

Paul Gray  
*Harwood Andrews*

Peter Temple  
*Torquay Bowls Club*

Sarah Thomas  
*SJ Personnel*

Tina Perfrement  
*City of Greater Geelong*

Tony Spence  
*Prestige Jayco*

Victoria Murrihy  
*Retired Business Owner*



geelong  
chamber of commerce  
THE VOICE OF BUSINESS

## Be a part of Geelong's Biggest Business Community

The Geelong Chamber of Commerce is committed to providing a range of new and dynamic support for our members. Our networking events, webinars, podcasts and masterclasses give members the opportunity to learn new skills and connect with other businesses. Raise your business profile, stay connected and keep up to date with all the latest business news & events.

**Connect. Grow. Succeed.**

**Become a member today!**

Visit: [geelongchamber.com.au](http://geelongchamber.com.au) or call 0439 393 664

## Business Mentoring Register Today!

Have you ever considered how mentoring could support your personal and business growth? A business mentor will guide you in the right direction, so you keep moving on your professional path. Register your interest and we will connect you with an experienced mentor.

[geelongchamber.com.au/mentoring](http://geelongchamber.com.au/mentoring)



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CITY OF GREATER  
**GEE LONG**



# Clever. Creative. Thriving.

**#GBEA**

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**@** @gbeawards

**t** @geelongchamber

**2020**  
Geelong  
Business  
Excellence  
**Awards**



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**entity**  
entitystudio.com.au