



Terms, Conditions & Awards Guidelines

The Women in MICE Awards, proudly presented by 4Mal Media Management (Pty) Ltd, celebrates excellence, innovation and leadership across the Meetings, Incentives, Conferences and Exhibitions (MICE) industry.

These Awards are designed to recognise individuals who have made an exceptional contribution to the industry while ensuring a fair, transparent and independent judging process.

By submitting a nomination, accepting a nomination, sponsoring the Awards or attending the event, all participants agree to these Terms, Conditions & Awards Guidelines.

1. General

- 1.1 The Women in MICE Awards is owned and managed by 4Mal Media Management (Pty) Ltd.
- 1.2 The organisers reserve the right to amend these Terms & Conditions where necessary to protect the integrity and successful delivery of the Awards.
- 1.3 The organisers reserve the right to interpret these Terms & Conditions and make decisions on matters not specifically covered herein.
- 1.4 Participation in the Awards constitutes acceptance of these Terms & Conditions.

2. Nominations

- 2.1 Nominations are free of charge.
- 2.2 Individuals may nominate themselves or be nominated by another person.
- 2.3 Multiple nominations received for the same individual and category may be consolidated into one official nomination.
- 2.4 All nominations are reviewed for completeness, relevance and eligibility before being submitted for judging.
- 2.5 The organisers reserve the right to request additional supporting documentation where required.
- 2.6 The organisers reserve the right to move a nomination to a more suitable category should this better reflect the nominee's achievements.
- 2.7 The organisers reserve the right to merge, divide or withdraw categories should nomination numbers or quality require this.
- 2.8 Submission of a nomination does not guarantee progression to judging, shortlisting or selection as a winner.

3. Eligibility

- 3.1 Nominees must be actively working within, or making a significant contribution to, the Meetings, Incentives, Conferences and Exhibitions (MICE) industry.
- 3.2 Nominees must meet the eligibility requirements for the category in which they are nominated.
- 3.3 Incomplete or inaccurate nominations may be excluded from the judging process.

4. Judging Process

- 4.1 Judging is conducted independently by an external panel of respected industry professionals.
- 4.2 The organisers do not score nominations or select winners.
- 4.3 Each judge independently evaluates every eligible nomination using an official scoring framework.
- 4.4 Judges' scores remain confidential.
- 4.5 The judges' decisions are final.
- 4.6 No correspondence regarding scoring, rankings, judging discussions or final decisions will be entered into.

5. Confidentiality

- 5.1 All nomination information and supporting documents are treated as confidential.
- 5.2 Nomination information is shared only with the official judging panel for evaluation purposes.
- 5.3 Judges are required to maintain strict confidentiality throughout and after the judging process.
- 5.4 Nomination material may not be copied, distributed or used for any purpose other than judging.

6. Shortlisted Nominees

- 6.1 Depending on the number and quality of nominations received, the organisers may announce shortlisted nominees.
- 6.2 Shortlisting is not guaranteed for every category.
- 6.3 Shortlisted nominees will be contacted directly by the organisers.
- 6.4 Being shortlisted does not guarantee selection as a winner.

7. Winners

- 7.1 Winners remain strictly confidential until officially announced during the Awards Ceremony.
- 7.2 No winner will be informed prior to the official announcement.
- 7.3 This policy ensures fairness, impartiality and equal treatment for every nominee, regardless of geographical location.
- 7.4 The organisers will not disclose winners to nominees, employers, sponsors or any third party before the Awards Ceremony.
- 7.5 Should a winner be unable to attend the Awards Ceremony, arrangements will be made for their trophy and any applicable prizes to be delivered thereafter.

8. Attendance

- 8.1 Attendance at the Awards Ceremony is encouraged but is not compulsory.
- 8.2 A nominee does not need to attend in order to be eligible to win.
- 8.3 Registration for the event does not indicate whether a nominee has been shortlisted or selected as a winner.
- 8.4 The organisers reserve the right to limit attendance where venue capacity requires.

9. Travel & Accommodation

- 9.1 Unless otherwise stated in writing, all travel, accommodation, transfers and incidental expenses remain the responsibility of attendees.
- 9.2 The Women in MICE Awards is a sponsor-supported event and is currently unable to provide travel or accommodation assistance.
- 9.3 As the Awards continue to grow, the organisers remain committed to expanding the programme and exploring opportunities for to provide additional support for attendees travelling from outside Gauteng and internationally in future editions.

10. Sponsorship

- 10.1 Sponsorship of the Awards or an individual category does not influence the judging process or the selection of winners.
- 10.2 Sponsors have no access to judging scores, deliberations or confidential nomination information.
- 10.3 Sponsorship does not guarantee any nominee, company or individual will receive an award.

11. Campaigning & Contacting Judges

- 11.1 The Women in MICE Awards is not a public voting competition.
- 11.2 Public campaigns, social media campaigns, endorsements or promotional activity do not influence judging outcomes.
- 11.3 Nominees, employers, colleagues, sponsors or third parties may not attempt to influence the judging process.
- 11.4 Judges may not be contacted regarding nominations, scoring or award outcomes.
- 11.5 Any attempt to improperly influence the judging process may result in disqualification.

12. Verification of Information

- 12.1 The organisers reserve the right to verify employment, achievements, qualifications, references or any other information submitted within a nomination.
- 12.2 False, misleading or fraudulent information may result in immediate disqualification.
- 12.3 The organisers reserve the right to withdraw an award should significant false information be discovered after judging.

13. Awards & Prizes

- 13.1 All prizes are subject to the individual terms and conditions of the prize sponsors.
- 13.2 Prizes are non-transferable unless otherwise agreed by the prize sponsor.
- 13.3 Should a sponsor be unable to fulfil a prize, the organisers is not obliged to substitute the prize with one of similar nature or value where possible.
- 13.4 The organisers cannot be held responsible for prize availability beyond the commitments made by sponsoring partners.

14. Photography & Media

14.1 By attending the Awards Ceremony, guests consent to being photographed, filmed and recorded.

14.2 Images, video and recordings may be used across print, digital, editorial, marketing and social media platforms by the organisers and official media partners.

14.3 No compensation shall be payable for the use of such material.

15. Event Changes

15.1 The organisers reserve the right to postpone, reschedule or amend the Awards Ceremony due to circumstances beyond their reasonable control.

15.2 Should significant changes occur, registered attendees will be notified as soon as reasonably possible.

15.3 The organisers shall not be liable for any travel or accommodation costs incurred because of changes beyond their control.

16. Organisers' Rights

16.1 The organisers reserve the right to refuse or withdraw any nomination that does not meet the spirit, integrity or objectives of the Awards.

16.2 The organisers reserve the right to amend award categories where necessary.

16.3 The organisers reserve the right to disqualify any participant who breaches these Terms & Conditions.

16.4 Any decision taken by the organisers to protect the fairness, integrity and reputation of the Women in MICE Awards shall be final.

17. Contact

For any queries relating to the Women in MICE Awards, please contact:

Women in MICE Awards

Email: enquiries@4mal.co.za | antois-leigh@4mal.co.za

Our Commitment

The Women in MICE Awards exists to celebrate excellence, inspire future leaders and recognise the individuals who continue to shape the Meetings, Incentives, Conferences and Exhibitions industry.

Every decision throughout the Awards programme is guided by the principles of fairness, transparency, independence, integrity and respect. We are committed to ensuring that every nominee is evaluated equally, every judge remains independent, and every award reflects genuine achievement.

As the Women in MICE Awards continues to grow beyond South Africa and into the broader African business events community, we remain dedicated to continually improving the experience for nominees, judges, sponsors and attendees while preserving the integrity that defines these Awards.