

# Golden Peacock GLOBAL Award for Excellence in Corporate Governance (GPGAECG)



## ***Guidelines-cum-Application Form***

*'The questionnaire forming part of the Self-Appraisal Report has been carefully developed with due diligence to enhance the effectiveness of the overall system and to further accelerate the pace of organizational improvement'.*

(Instituted by the **Institute of Directors (IOD), India**)

**ISSUE – 2026**

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## **WINNING WORKS WONDERS**

***Winning the Golden Peacock GLOBAL Award for Excellence in Corporate Governance (GPGAECG)*** delivers wide-ranging benefits across all forms of business and trade—from multinational corporations to small, family-run enterprises.

- *The Award logo serves as a prestigious symbol of excellence in Corporate Governance and reflects a strong, competitive, and forward-looking organization.*
- *National and regional publicity enhances brand visibility and helps strengthen the customer and client base.*
- *The recognition boosts staff morale, motivation, and engagement, while reinforcing the organization's commitment to Corporate Governance at the corporate level.*
- *The Award provides a distinct competitive advantage, enhancing brand credibility in today's rapidly evolving marketplace.*

**Competition has always been a driving force that brings out the very best in our businesses and our society.**

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So, let us celebrate the outstanding achievements of some of the most forward-looking organizations—assessed based on the Golden Peacock Awards Excellence Model.

# **GOLDEN PEACOCK GLOBAL AWARD FOR EXCELLENCE IN CORPORATE GOVERNANCE**

## **AWARD SCHEME**

Golden Peacock Awards, instituted by **Institute of Directors** in 1991, are now regarded as benchmark of Corporate Excellence worldwide.

Today, Golden Peacock Awards Secretariat receives over 1,000 entries per year for various awards, from several countries worldwide. Golden Peacock Awards has been instituted to celebrate and honour the best as recognition of their unique achievements to build a brand.

Golden Peacock Awards Secretariat has great pleasure in inviting applications for the **Golden Peacock GLOBAL Award for Excellence in Corporate Governance**. The Award Scheme for Corporate Governance is instituted to encourage initiatives in Corporate Governance globally, among developed and developing economies.

### **The Award**

The Golden Peacock Award, named after India's national bird—the **Peacock**—is conferred annually. **Each winner receives a trophy along with a certificate. Award recipients are authorized to use the Golden Peacock Award Logo** with the corresponding year on their printed and promotional materials.

In addition, selected organizations may be conferred a **Certificate of Commendation** by the Jury.

### **Why This Award?**

'**Golden Peacock GLOBAL Award for Corporate Governance**' has been instituted to stimulate and help organizations to rapidly accelerate the pace of stake-holder oriented improvement process. It is a powerful self-assessment process and a way to build an organizations' brand equity on '**Corporate Governance**'. The preparation for the award helps to inspire and align the entire work force and management functions to this end. The knowledge gained by the organization in describing and self-assessing its operations, would lead to improved organizational performance in this field.

### **Who can Apply?**

Any organization from India or any other country—across all nationalities—engaged in trade, business, manufacturing, or service delivery, regardless of size or scale, including government entities or departments, is eligible to apply for this Award.

### **Eligible Organizations**

Manufacturing or Service organizations or divisions of organizations (self accounting profit/cost centres), in the private and public sectors, and government organizations **operating globally** may participate in '**Golden Peacock GLOBAL Award for Excellence in Corporate Governance**'.

The operations of the applicant organization must be carried out independently, meaning that responsibilities, authorities, results etc., are clearly defined, and suitably covered in the organization's Annual Report, if any. The details of operations of the applicant must reasonably correspond to the Award criteria, which are verifiable at the time of evaluation.

## **Evaluation Process Overview:**

All applications undergo a rigorous **three-tier review**:

- 1. Initial Assessment**

Conducted by an independent assessor with domain expertise, scoring each application out of **1,000 marks**.

- 2. Peer Review**

Applications scoring **80% and above** are forwarded for a detailed peer review by the **Assessment Board**.

- 3. Final Selection**

The top-scoring application (above 80%) in each sector is then recommended to the **Jury**, comprising eminent and independent professionals, for final consideration and approval and selection of winners.

## **Business Sectors**

'**Golden Peacock GLOBAL Award for Excellence in Corporate Governance**' will be considered & evaluated across various business sectors, as deemed appropriate by the Jury, at their sole discretion during the final assessment. Applicants are requested to indicate the specific business sector to which their organization belongs in the relevant column of Annexure-1 – Application Form.

## **Rules & Regulations**

- The decision of the Award Jury shall be final and binding. No correspondence or appeal will be entertained in this regard.
- The Award Secretariat reserves the right to declare more than one organization as a winner and/or to withhold the Award(s) if, in its opinion, the required standards are not met.
- An Award for a specific sub-sector may be conferred even if only one application is received in that category, provided it satisfies the eligibility and evaluation criteria as determined by the Jury.
- Shortlisted (finalist) applicants may be invited to make a brief presentation to the Jury, and/or an assessor may be appointed to verify or validate the information through a site visit. Any related travel and accommodation expenses shall be borne by the applicant.
- While all reasonable precautions will be taken to maintain confidentiality, the Award Secretariat accepts no liability for any loss arising from the disclosure of information to Assessors or Jury members.
- The Award Secretariat cannot undertake to return any documents or supplementary materials submitted with the application.
- The Award Secretariat reserves the right to amend or modify the Award Scheme at any time without prior notice.

## **Non-Disclosure & Confidentiality**

- All information submitted by applicants will be treated as strictly confidential and used solely for the purpose of assessment.
- The names of applicants, along with all commentary and scoring information generated during the evaluation process, are considered proprietary and will be kept confidential. Such information will be accessible only to individuals directly involved in the assessment and administrative processes.

- The Golden Peacock Awards Secretariat will take all reasonable precautions to ensure that applications and the information contained therein are handled in strict confidence. However, the Golden Peacock Awards Secretariat shall not be held responsible for any loss of confidentiality involving third parties, nor liable for any damage (to persons or property) or financial loss arising from any breach of confidentiality by the applicants or any third party.
- Subsequent to the Award Presentation, the Golden Peacock Awards Secretariat reserves the right to publish salient details of the innovative methods, processes, improvement initiatives, or schemes of the Award Winners, solely for knowledge sharing and to help raise overall industry & business standards.

## **Application Fees**

**The Application Fee is USD 1500 plus 18% GST as applicable.**

*The Application fee should accompany the Application. The Application Fee is required to be paid on or before the due date of submission of application.*

**APPLICATION WILL NOT BE CONSIDERED WITHOUT THE APPLICATION FEE.**

**The Application Fee can be paid through the following payment modes:**

**i) Demand Draft/Cheque in favor of 'Institute of Directors', payable at New Delhi.**

**OR**

**ii) Through Bank Transfer as per the following details:**

Bank Name:	<b>Union Bank of India</b>	MICR Code:	<b>110026324</b>
	M-3, Greater Kailash Part-II,	IFSC CODE:	<b>UBIN0902861</b>
	New Delhi-110048, India	PAN No.:	<b>AAABI0002J</b>
	Tel. No. 011-29210959	SWIFT CODE:	<b>UBININBBNGK</b>
Account Name:	<b>Institute of Directors</b>	GSTIN:	<b>07AAABI0002J1Z9</b>
Account No.:	<b>510101006113450</b>		
A/C Type:	<b>Current A/C</b>		

**OR**

**iii) Through Credit Card by logging on to <https://pages.razorpay.com/gpas>**

### **Note:**

1. Overseas Applicants may also make the payment towards the Application Fee in convertible Indian National Rupees (INR), as applicable on the day of payment.
2. In order to initiate the payment process before the submission of application, Original Tax Invoice/Proforma Invoice will be generated Only upon Request from an applicant organization.
3. TDS on the Application Fee may be deducted as per Income Tax Act 1961.
4. Applicable GST (18% GST, as on date) is not applicable for Foreign Applicants, if the Payment is being made into the IOD Bank Account. This is subject to payment being made in Foreign Currency only.
5. Applicable GST (18% GST, as on date) shall apply on all other payment modes.
6. In case of a Vendor Registration requirement by an applicant organization, the relevant documents may be sent to the GPA Secretariat for appropriate action.

## Procedure for Sending Application

1. The completed application (Annexures 1, 2 & 3), along with all supporting materials, must be submitted in soft copy via email only to **INFO@GOLDENPEACOCKAWARD.COM**, including the following:
  - I. Table of Contents
  - II. Annexure 1 – Application Form
  - III. Annexure 2 – Business Overview (summary of the applicant's business)
  - IV. Annexure 3 – Self-Appraisal Report
  - V. Supporting Materials (list all attached documents)
2. If the file size is too large to send by email, applicants may share the soft copy via platforms such as WeTransfer, Google Drive, OneDrive, or any other convenient platform, but send only to **INFO@GOLDENPEACOCKAWARD.COM**
3. Do not copy any other IOD or GPA Secretariat email addresses to maintain security and confidentiality. The Secretariat is not responsible for data leakage if sent to any email other than **INFO@GOLDENPEACOCKAWARD.COM**
4. Ensure that the GPA Secretariat can download the application from the shared platform.
5. The application must follow the GPGAECG Guidelines and criteria, which consist of a structured set of questions. Answers, supported by objective evidence, will help assess the organization's excellence.
6. Every question must be answered in the designated section. References to supporting materials must include specific page numbers.
7. Simply stating "Refer to Supporting Material" is not sufficient. Answers must be provided in the application itself.
8. Supporting materials should be derived from the organization's self-assessment and closely aligned with the Award assessment criteria. Criteria are intentionally non-prescriptive to allow flexibility in presenting relevant information.
9. All supporting materials must be properly numbered (e.g., Enclosure I, II / Supporting Document I, II / Appendix I, II) and cross-referenced in your responses.
10. Supporting Materials must be submitted separately from the main application.
11. Do not provide web links or hyperlinks as supporting material.
12. Do not provide image links as supporting material.
13. All supporting materials must be submitted as downloaded copies.
14. Annexure 1 must be signed on every page by the highest-ranking official or authorized signatory. Applications without signatures will not be considered.
15. Attach a high-resolution soft copy of your organization's logo separately.
16. Hard copy submission is not required.
17. The Application Fee must be submitted on or before the due date. Applications will not be considered without the Application Fee.
18. Do not attach the Award Scheme guidelines with your completed application (Annexures 1, 2 & 3).
19. There is a **Page Limit** for the completed application. **Annexure 2 – Business Overview** is required to be completed within **4-5 pages** and **Annexure 3 – Self-Appraisal Report** in **50-70 pages**.
20. Provide precise answers in the application, and include detailed information in supporting materials with proper cross-referencing.

**APPLICATION FORM – GPGAECG**

**Instructions:**

1. Annexure-1 must be typed.
2. Annexure-1 must be duly Signed on both the pages. **Application will not be considered without the Signature of the Highest-Ranking Official/Authorized Signatory.**
3. If the Highest-Ranking Official is unavailable to sign, an Authorized Signatory may sign on his/her behalf.
4. Please mention the Payment Details under Point No. 9 of Annexure-1. **Application will not be considered without the Application Fee.**

1. Full name of Applicant Organization \_\_\_\_\_

Address \_\_\_\_\_

Website \_\_\_\_\_

2. Name of Contact Person (Mr./Ms.) \_\_\_\_\_ Designation \_\_\_\_\_

Telephone (Office) \_\_\_\_\_ (Mobile) \_\_\_\_\_

E-mail \_\_\_\_\_

Contact Address (if different from above) \_\_\_\_\_

3. Name of the Highest-Ranking Official of the Organization (Mr./Ms.) \_\_\_\_\_

Designation \_\_\_\_\_

Telephone (Office) \_\_\_\_\_ (Mobile) \_\_\_\_\_

E-mail \_\_\_\_\_

Contact Address (if different from above) \_\_\_\_\_

4. Location of Principal Sites \_\_\_\_\_

5. Name of the Parent Organization, if any \_\_\_\_\_

Address \_\_\_\_\_

Telephone (Office) \_\_\_\_\_ E-mail \_\_\_\_\_

6. Industrial Sector the applicant organization falls under \_\_\_\_\_

7. Logo of the organization (**Please attach a High-Resolution Logo in JPEG Format separately**)

8. Is the organization listed in any stock exchange?

Yes

No

If yes, please give the Name(s) of Stock Exchange(s) \_\_\_\_\_

**Signature of Highest-Ranking Official/Authorized Signatory**

**Name: (Mr./Ms.)**

**Designation:**

**Email:**

9. PLEASE MENTION THE PAYMENT DETAILS [(paid by either of the following) Application will not be considered without the Application Fee]:

(A) Cheque at Par or Demand Draft payable to Institute of Directors, New Delhi

Bank \_\_\_\_\_ Cheque/Draft No. \_\_\_\_\_ Dated \_\_\_\_\_

(B) Through Bank Transfer (UTR Number) \_\_\_\_\_

(C) Credit Card: Please log on to <https://pages.razorpay.com/qpas> for online payment.

(D) GSTIN Number of your company (Also specify, if unregistered) \_\_\_\_\_

#### 10. Declaration

I do hereby declare that

- (a) We shall fully abide by the rules and regulations of the **Golden Peacock GLOBAL Award for Excellence in Corporate Governance** Scheme, and understand and accept that the decision of the Award Jury is final in all respects, and that no correspondence or appeal will be accepted on Jury's decision.
- (b) The organization has faced no Penal action during the last 2 years, nor any case is pending against it for any corporate or other statutory compliance failure.
- (c) The organization is eligible to take part in this competition, and all information and accompanying documents, are correct.

Date

Signature of Highest-Ranking Official/Authorized Signatory

Name: (Mr./Ms.)

Designation:

Email:

(In case, the Highest-Ranking Official is not present to sign the document, any other Authorized Signatory may also sign on his/her behalf.)

## **BUSINESS OVERVIEW**

(All Business Overview questions in Annexure-2 are to be answered sequentially and point-wise.)

### **Instructions:**

1. **Supporting Materials are required to be submitted Separately.**
  2. **Please Do Not provide Web Links/Hyperlinks as Supporting Material.**
  3. **Please Do Not provide any Image Links as Supporting Material.**
  4. **All Supporting Materials have to be submitted in the form of a Downloaded Copy.**
  5. **Indian applicants are required to give all the financial figures only in terms of Rs. (in Crore).**
  6. **Overseas applicants may give financial figures in \$ Million.**
- 

### **Organizational Description**

- Full Name of Applicant Organization
- Location
- Brief Description of the Applicant Organization (in about 50 words)
- Ownership
- Year of Establishment (of the applicant unit and not of parent company)
- Organization's main products/services
- Annual Turnover – covering last 2 financial years
- Total Number of employees **(of the applicant unit and not of parent company)**
- Business Sector of the applicant organization
- Name of Parent Organization (if applicable)\*
- Is the organization listed in any stock exchange? If yes, please give the Name(s) of Stock Exchange(s).
- Stock Exchange:
  - Minimum & Maximum values, during last two financial years (year-wise).
  - Dividends during the last two financial years (year-wise).
- VISION, MISSION and VALUES of the organization.

*\* If the applicant is an independent self-accounting subsidiary or a unit of a larger company, a brief description should be given of the organizational relationship to the 'parent' organization. Briefly describe how the applicant's products and services relate to those of the parent and/or other units of the parent organization.*

# **GOLDEN PEACOCK GLOBAL AWARD FOR EXCELLENCE IN CORPORATE GOVERNANCE**

## **SELF-APPRAISAL REPORT**

(All Self-Appraisal Report questions in Annexure-3 are to be answered sequentially and point-wise, even if some repetition is involved.)

### **Information to facilitate the compiling of the application:**

- i. The **performance data** should cover the **previous two (2) completed financial years**. Applicants are also required to enclose the relevant information / data / supporting documents, for assessment, wherever necessary.
- ii. The term '**stakeholder**' should be understood to include not only customers / clients and shareholders, but also suppliers, employees, community and the government, wherever appropriate.
- iii. This is a **common questionnaire for all the business sectors**. If any particular question is not applicable / relevant to your industry / organization, please answer it as "**Not Applicable**" (**NA**) and provide justification for why it is "Not Applicable" (NA). Just writing NA is an incomplete response.

### **NOTE:**

1. **Supporting Materials are required to be submitted Separately.**
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## **SECTION A - OVERVIEW OF GOVERNANCE STRUCTURE AND LEADERSHIP**

### **A.1 POLICY AND ORGANIZATION**

- (a) Provide details of organizational structure and responsibilities of the Board.
- (b) Describe Corporate Governance Policy and its Principles.
- (c) Describe process for developing strategy to identify and manage risks.

### **A.2 STAKEHOLDER RELATIONSHIPS**

- (a) Describe how you identify Major Stakeholders (e.g., employees, investors, suppliers, customers, local authorities, public interest groups, non- governmental organizations etc.).
- (b) Describe approaches to stakeholder consultation (e.g., surveys, focus groups, community panels, corporate advisory panels and written communications, with frequency of each).

### **A.3 BOARD**

- (a) Does the company have separate Chairperson and CEO?
- (b) Provide total number of Directors and Number and percentage of Independent Directors and Women Directors on the Board.
- (c) How many Board Meetings were held each year during the last two years, (separately for each year)?
- (d) Describe Code of Ethics for Directors and its implementation.

#### A.4 ACCESS TO INFORMATION

- (a) How is access to Board's and organization's performance and records ensured for all Directors?

#### A.5 PUBLIC DISCLOSURE POLICY

- (a) Explain company's Public Disclosure Policy.
- (b) Describe Whistle Blower Policy and its implementation in the organization.

### **SECTION B - COMMITTEES AND NON-EXECUTIVE DIRECTORS**

#### B.1 (a) Provide the Composition, Role, and Powers of the Board Committees.

- (b) What was the frequency of Internal Audit and reporting to the Board and action taken by the Board?

- (c) Does the Audit Committee routinely review 'High exposure risk areas'? What has been its impact on performance?

#### B.2 Does the company have a Sustainability Committee or ESG Committee? If yes, what is its compositions and responsibilities?

#### B.3 Does the Company have 'Risk Management' and 'Nomination & Remuneration' Committees? What are their compositions, roles and responsibilities?

#### B.4 What roles does Audit Committee play as a watchdog on Related Party Transaction?

### **SECTION C - EFFECTIVENESS IN THE BOARDROOM**

#### C.1 Which overarching principles of Corporate Governance help in improving the effectiveness of the boardroom?

#### C.2 What is the role played by the Board in relation to driving leadership for Excellence & Innovation?

#### C.3 How is ethical behavior practiced and frauds controlled by the Board?

#### C.4 How spirit of diversity is integrated into formation of the Board and what has been the impact? If not, why?

#### C.5 Does the Board lay emphasis on future strategy or is it more concerned with compliance?

#### C.6 In a digital world, how do governance, risk, security and compliance included in top Boardroom Agenda in the organization? How does the organization align with internal control and risk management plans?

#### C.7 How does the Board monitor ESG and CSR efforts?

#### C.8 How Sustainability Reporting Standards are being encouraged or implemented in the organization? Attach 'Sustainability Report', if published.

#### C.9 What is the Role of Independent Directors in Boardroom Effectiveness?

### **SECTION D - ROLE OF STAKEHOLDERS**

#### D.1 STAKE HOLDER COMMUNICATION

Detail the Policy to communicate timely and effectively with its shareholders, other stakeholders and the public generally. If no such Policy exists, give reason.

#### D.2 GRIEVANCE COMMITTEE

Is any Shareholders/Investors Grievance Committee in place? What have been its contribution?

### D.3 INSIDER TRADING

What effective mechanism is applied to prohibit insider trading?

### D.4 LISTING IN STOCK EXCHANGES

Give the names of the stock exchanges where your company is listed, in India and abroad, and since when.

## **SECTION E - FINANCIAL REPORTING, TRANSPARENCY & AUDIT**

### E.1 REPORTING

- (a) Describe Corporate Governance framework to ensure timely and accurate disclosure of financial performance and its frequency.
- (b) Are disclosures limited only to financial results of the organization, or do they also cover foreseeable risk factors? Describe the factors considered for reporting.

### E.2 INTERNAL CONTROL

- (a) Describe the system of internal risk assessment and controls on financial reporting and regulatory compliance.
- (b) Describe the Internal Audit Committee's independence in reporting of internal controls and Accounting Standards to the Board.
- (c) Give details of compliance of conditions of Corporate Governance, as stipulated and annexed, in the Directors' Annual Report.

## **SECTION F - SOCIAL PERFORMANCE/CORPORATE SOCIAL RESPONSIBILITY**

F.1 What is the role of the board in CSR programs of the company?

F.2 Describe company's CSR policy, strategy and budget, both in absolute terms and as a percentage of net profit.

F.3 Describe major CSR projects on community development, including education and healthcare, in progress presently. Give details of their impact on society and brand image of the organization.

## **SECTION G – OTHER INITIATIVES**

G.1 Is the organization making use of artificial intelligence to promote excellence in its corporate governance strategy and/or applications? If yes, provide details.

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**\*\*\*\*END\*\*\*\***