

## Press Release



### **HCL Technologies Recognised as one of Britain's Top Employers for the Fourth Consecutive Year**

**London, 25 March, 2009** – HCL Technologies Ltd. (HCL), a leading global IT services provider, has been named as one of Britain's Top Employers 2010 by the Corporate Research Foundation (CRF) Institute, the independent business research organisation, for the fourth consecutive year.

Recognised alongside other top British employers, including industry peers like IBM and customers such as the Co-Operative Group, HCL achieved consistently high employee feedback scores in CRF's HR Best Practices Survey, which is designed to give deep insights into a company's performance across 11 key areas of HR practice.

HCL received the highest possible rating in CRF's survey analysis for its company culture, thanks principally to its 'Employee First' structure and was singled out from the other top British employers for the CRF Institute's 'Best in Culture' award. HCL's approach emphasises employee engagement and development over the typical customer-centric business strategy.

D K Srivastava, Corporate Vice President of HR at HCL commented, "While a departure from traditional business practice, placing employees at the centre of our strategy has paid dividends in terms of customer retention and satisfaction. Ensuring that our employees are engaged has also helped us win significant new contracts in recent months with organisations including the Equitable Life Assurance Society and GlaxoSmithKline."

According to the CRF Institute, this year's survey results highlight the importance of employee engagement in stimulating growth and profitability. Steven Veenendaal, CEO of the CRF Institute, said, "The year 2009 will be remembered as one of the most challenging in living memory. As the UK emerges from the recession, companies recognise that in order to improve their productivity and profitability, they must continue to attract and retain the best talent."

The Britain's Top Employers project is a unique combination of HR policy-based research, certification and promotion. Participants in Britain's Top Employers are evaluated on criteria that are then used to benchmark their performance with peer group organisations. These include talent management and engagement; communication; employee development; and reward and recognition. This detailed benchmarking exercise highlights areas of relative strength and gives HR professionals and senior executives valuable insight to their employer brand.



### **About HCL Technologies**

HCL Technologies is a leading global IT services company, working with clients in the areas that impact and redefine the core of their businesses. Since its inception into the global landscape after its IPO in 1999, HCL focuses on 'transformational outsourcing', underlined by innovation and value creation, and offers integrated portfolio of services including software-led IT solutions, remote infrastructure management, engineering and R&D services and BPO. HCL leverages its extensive global offshore infrastructure and network of offices in 26 countries to provide holistic, multi-service delivery in key industry verticals including Financial Services, Manufacturing, Consumer Services, Public Services and Healthcare. HCL takes pride in its philosophy of 'Employee First' which empowers our 55,688 transformers to create a real value for the customers. HCL Technologies, along with its subsidiaries, had consolidated revenues of US\$ 2.5 billion (Rs. 11,833 crores), as on 31st December 2009 (on LTM basis). For more information, please visit [www.hcltech.com](http://www.hcltech.com)

### **About HCL**

HCL is a \$5 billion leading global technology and IT enterprise comprising two companies listed in India - HCL Technologies and HCL Infosystems. Founded in 1976, HCL is one of India's original IT garage start-ups. A pioneer of modern computing, HCL is a global transformational enterprise today. Its range of offerings includes product engineering, custom & package applications, BPO, IT infrastructure services, IT hardware, systems integration, and distribution of information and communications technology (ICT) products across a wide range of focused industry verticals. The HCL team consists of over 62,000 professionals of diverse nationalities, who operate from 26 countries including over 500 points of presence in India. HCL has partnerships with several leading Global 1000 firms, including leading IT and Technology firms. For more information, please visit [www.hcl.in](http://www.hcl.in)

### **Forward-looking Statements**

Certain statements in this release are forward-looking statements, which involve a number of risks, uncertainties, assumptions and other factors that could cause actual results to differ materially from those in such forward-looking statements. All statements, other than statements of historical fact are statements that could be deemed forward looking statements, including but not limited to the statements containing the words 'planned', 'expects', 'believes', 'strategy', 'opportunity', 'anticipates', 'hopes' or other similar words. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties regarding impact of pending regulatory proceedings, fluctuations in earnings, our ability to manage growth, intense competition in IT services, Business Process Outsourcing and consulting services including those factors which may affect our cost advantage, wage increases in India, customer acceptances of our services, products and fee structures, our ability to attract and retain highly skilled professionals, our ability to integrate acquired assets in a cost effective and timely manner, time and cost overruns on fixed-price, fixed-time frame contracts, client concentration, restrictions on immigration, our ability to manage our international operations, reduced demand for technology in our key focus areas, disruptions in telecommunication networks, our ability to successfully complete and integrate potential acquisitions, the success of our brand development efforts, liability for damages on our service contracts, the success of the companies / entities in which we have made strategic investments, withdrawal of governmental fiscal incentives, political instability, legal restrictions on raising capital or acquiring companies outside India, and unauthorized use of our intellectual property, other risks, uncertainties and general economic conditions affecting our industry. There can be no assurance that the forward looking statements made herein will prove to be accurate, and issuance of such forward looking statements should not be regarded as a representation by the Company, or any other person, that the objective and plans of the Company will be achieved. All forward looking statements made herein are based on information presently available to the management of the Company and the Company does not undertake to update any forward-looking statement that may be made from time to time by or on behalf of the Company.

### **About CRF Institute**

The CRF Institute is the independent organisation behind the Top Employers projects. Since 1991 the CRF Institute has developed its proprietary methodology, research and deliverables. It has grown into an international organisation with operations in 12 countries on three continents. CRF's mission is to inspire top employers to stand out. CRF is active in the UK, Belgium, China, Denmark, France, Germany, Italy, the Netherlands, Poland, Spain, South Africa and Switzerland. It has certified more than 2,500 organisations since 1991.

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