



HCL recognised as Britain's Top Employer for the Eighth Consecutive Year

London/Noida – March 12, 2014 – For the eighth successive year, CRF Institute recognised [HCL Technologies](#) as one of Britain's Top Employers for its employee friendly HR policies and practices. The award ceremony was attended by the business leaders and HR experts from across industries in London on March 11th.

The certification is based on detailed independent research conducted by the CRF Institute, which validated HCL Tech's outstanding HR policies, practices and employee-driven initiatives. Companies were judged on the basis of their scores in the HR related activities, which include Primary and Secondary Benefits, Company Culture, Training and Development, Working Conditions and Career Development.

"It is a matter of immense pride for us to receive the award yet again. The recognition reinforces that the tenets of our management model - Employee First, Customer Second, continue to create a distinctive experience for people working at HCL in United Kingdom" said **Prithvi Shergill, Chief Human Resources Officer, HCL Technologies**. "Over the last year we have refreshed our performance, learning, reward, career and talent management processes to reflect our culture of 'ideapreneurship™' that engages, enables and empowers people to ideate, decide and act. We remain committed to 'invert the pyramid' and support our people in creating value for our clients and stakeholders making our workforce the differentiator in our strategy", he added.

Eleanor Nickerson, Manager of UK Operations for Top Employers Institute said, "In 2013 we've seen trends of the last couple of years starting to come to fruition with many Top Employers starting to reap the results from the coaching, mentoring, and apprenticeship programmes they've implemented."

"We're seeing a heavier focus on succession planning, in particular with companies developing their current and future leadership. Many of our certified companies have developed creative and inclusive leadership programmes that help to develop their top talent and ensure that it's a win-win situation – you have engaged employees who have an exciting and rewarding career path ahead of them, and organisations with talented, long-term leadership that's aligned with their business."

ideapreneurship™, HCL's distinctive culture strengthens the sense of purpose with which work is done, encourages autonomy and builds mastery in the workforce that leads to organizational and in turn individual growth. The unique culture has led to acclaim by the industry experts of innovation seen in functional areas across talent development, acquisition and HR technology. Recently, HCL has received the 2014



Leadership Award awarded by UN Women and UN Global Compact to recognize it as a champion of the articulated Women's Empowerment Principles.

The CRF Institute has 20 years' experience in supporting organisations in creating genuine and differentiated employer brands. The Britain's Top Employers project is a unique combination of HR policy-based research, certification and promotion. All participants are asked to complete a comprehensive research programme called the HR Best Practices Survey, which is designed to give deep insights into a company's performance across 11 key areas of HR practice.

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 emergence on global landscape after its IPO in 1999, HCL has focused on 'transformational outsourcing', underlined by innovation and value creation, offering an integrated portfolio of services including software-led IT solutions, remote infrastructure management, engineering and R&D services and Business services. HCL leverages its extensive global offshore infrastructure and network of offices in 31 countries to provide holistic, multi-service delivery in key industry verticals including Financial Services, Manufacturing, Consumer Services, Public Services and Healthcare & Life sciences. HCL takes pride in its philosophy of 'Employees First, Customers Second' which empowers its 88,332 transformers to create real value for the customers. HCL Technologies, along with its subsidiaries, had consolidated revenues of US\$ 5.0 billion, as on 31st December 2013 (on LTM basis). For more information, please visit www.hcltech.com

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.

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