

Press Release

HCL Technologies certified as one of Britain's Top Employers

Global IT services provider receives award for the fifth consecutive year

London – 5th April 2011 – HCL Technologies, a leading global IT services provider, has been certified by the Corporate Research Foundation (CRF) Institute as one of Britain's Top Employers for 2011. The CRF Institute announced the leading organizations at its awards dinner last night at The Landmark Hotel in London, in recognition of the organizations that have met the highest standards of HR. The Institute aims to identify the front-runners in HR management.

Global IT powerhouse HCL Technologies achieved five stars in the Company Culture and Primary Benefits, due to its innovative "Employees First" philosophy. By giving staff support, knowledge, recognition, empowerment and transformation, HCL ensures its employees are excelling professionally and contributing to the company's growth. This is the 5th time in a row that HCL Technologies has been awarded as one of Britain's Top Employers and recognized for its transformational practices and policies based on their Employees First, Customers Second principles.

The certification is based on independent research done by the CRF Institute and audited by management consulting group Grant Thornton, which has validated that HCL Technologies has outstanding HR policies and offers excellent working conditions. 58 organizations were certified in this year's Britain's Top Employers project and companies were judged on the basis of their scores in these HR-related areas: Primary Benefits, Secondary Benefits & Working Conditions, Training and Development, Career Development, and Company Culture.

"The combination of an aging workforce, the economic recovery, and staff shortage in certain industries is making employers increasingly aware of the importance of selecting and retaining the right people and making sure they come to work every day feeling motivated and engaged," says Steven Veenendaal, CEO of the CRF Institute. "The 58 certified organizations have put the welfare of their employees at the top of their list of priorities and are doing exceptionally well in offering their employees the best working conditions. You will see that translated in the long-term sustainability of these companies."



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 have completed a comprehensive research programme called the HR Best Practices Survey, designed to give deep insights into a company's performance across 11 key areas of HR practice.

Rajiv Govil, Head of HR, HCL Europe, said: "Enabling transformation in employees leads to value creation for all stakeholders," said. "There are three key attributes that drive our behaviour and policies, namely trust, transparency and flexibility. Emphasising these attributes are the egalitarian principles on which the company is run. Regardless of the level that an employee might be on, they always come first of mind within our organisation. The whole intent of Employees First, Customers Second is to do everything we can to enable employees to create the greatest possible value. A major attraction is the spirit of entrepreneurship and the flexibility in the system if someone has an idea – to improve a process, for example – the ethos is 'go for it' - and people do."

For further details on all the certified companies, log onto Britain's Top Employers' website www.britainstopemployers.co.uk and the Daily Telegraph microsite www.telegraph.co.uk/britainstopemployers.

Notes to editors:

- The CRF Institute is the independent organization behind the Top Employers projects. Since 1991 the CRF Institute has developed its proprietary methodology, research and deliverables. It has grown into an international organization with operations in 12 countries on three continents. The CRF Institute's mission is to inspire top employers to stand out.
- The CRF Institute 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 organizations since 1991.

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 72,267 transformers to create a real value for the customers. HCL Technologies, along with its subsidiaries, had consolidated revenues of US\$ 3.1 billion (Rs. 14,101 crores), as on 31st December 2010 (on LTM basis). For more information, please visit www.hcltech.com



About HCL

HCL is a \$5.7 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 79,000 professionals of diverse nationalities, who operate from 31 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.com

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