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Series: EQ

Sub: Press Release

Dear Sir(s),

Please find enclosed herewith a press release titled "*Zensar featured in the 100 Best Company for Women in 2019 Working Mother & Avtar Best Companies for Women in India and 'Exemplar of Inclusion' in the Working Mother & Avtar Most Inclusive Companies in India (MICI).*"

This is for your information and dissemination purpose.

Thanking you,
Yours sincerely,

For **Zensar Technologies Limited**


Gaurav Tongia
Company Secretary



Zensar featured in the 100 Best Company for Women in 2019 Working Mother & Avtar Best Companies for Women in India and 'Exemplar of Inclusion' in the Working Mother & Avtar Most Inclusive Companies in India (MICI)

Pune, India, November 21, 2019: Zensar, a leading digital solutions and technology services company that specializes in partnering with organizations across industries on their digital transformation journey, announced it has been featured in the **'100 Best Company for Women in 2019 Working Mother & Avtar Best Companies for Women in India' (BCWI)** and **'Exemplar of Inclusion' in the Working Mother & Avtar Most Inclusive Companies in India (MICI)**. The same was announced at a well-attended ceremony in Chennai, India. The BCWI focuses on initiatives taken by companies to increase women's participation in the workforce. This comprehensive study considers participating companies across various parameters like women focused benefits, safety and security measures, work-life balance, work culture, retention policies, opportunities, work culture etc.

Sandeep Kishore, Chief Executive Officer and Managing Director, Zensar said, "It gives us immense pleasure to be featured in this esteemed list yet again, as our women workforce keeps contributing value, creating a culture of success and growth. To me and our leadership, encouraging women associates to be the trailblazers is a commitment we take very seriously. Recognitions from the industry for our efforts helps us push ahead with new milestones."

Commenting on the findings, Dr. Saundarya Rajesh, Founder – President, AVTAR Group said "The year on year progress of companies, who have put themselves on a fast-track, via innovative practices and deep commitment is exemplary. Evidence of top Leadership keenly driving inclusion is seen in organizations' increased focus on other dimensions of diversity including Generations, Persons with Disabilities (PwD) and LGBTQ."

Adding to this, Ms. Subha V. Barry, President – Working Mother Media, said, "Each year, we look forward to celebrating the 100 Best Companies in India by shining a spotlight on the work they are doing on behalf of women throughout the country. Much progress has been made. We are also excited to launch the Most Inclusive Companies Index in partnership with Avtar. We applaud these organization's diversity and inclusion efforts, and by setting a high bar, we hope other organizations will follow their lead so we can work toward a more inclusive world."

Commenting on this inclusion, Vivek Ranjan, Senior Vice President and CHRO, "This is the second year in a row that we are included in the list of 100 Best companies for women in India as well as in the list of Most Inclusive companies in India. We set up a focused team with a clear charter to build our Diversity & Inclusion initiative, taking it across our global locations. We are working towards creating an organizational culture which is led by industry benchmarks, to create happier associates and customers, alike."

Zensar has an all-inclusive work culture that is energetic and performance driven. Zensar develops and retains talent for a valuable long-term association by focusing on its commitment to people and the community as its primary objective. The culture of Zensar thrives on transparency and openness.



Diversity & Inclusion (D&I) Centre of Excellence (CoE) in Zensar was formed with the objective to anchor and lead Inclusion practices through a Global D&I Council with representatives from a diverse group of our global workforce. One of the key tenets is to represent Zensar's inclusion practices in the industry and create awareness on the importance of having an inclusive work environment. Global D&I Council is guided by an Advisory Board, on initiatives that are of high impact to the society, with a direct business impact on the success of the company. Keeping aware of global standards, knowledge exchange as well as creating D&I champions across the company is one of the key focus areas of the council.

About Zensar (www.zensar.com)

Zensar is a leading digital solutions and technology services company that specializes in partnering with global organizations across industries on their digital transformation journey. A technology partner of choice, backed by a strong track record of innovation; credible investment in digital solutions; and unwavering commitment to client success, Zensar's comprehensive range of digital and technology services and solutions enables its clients achieve new thresholds of business performance. Zensar, with its experience in delivering excellence and superior client satisfaction through myriad technology solutions, is uniquely positioned to help its clients surpass challenges they face running their existing business most efficiently, helping in their legacy transformation, and planning for business expansion and growth through innovative and digital ways.

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About RPG Enterprises (www.rpggroup.com)

RPG Enterprises, established in 1979, is one of India's fastest growing business groups with a turnover of Rs 23000 Cr. The group has diverse business interests in the areas of Infrastructure, Tyres, Pharma, IT and Specialty as well as in emerging innovation led technology businesses.

For any queries please feel free to reach out:

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Safe Harbor

Certain statements in this release concerning our future growth prospects are forward-looking statements which involve a number of risks and uncertainties that could cause actual results to differ materially from those in such forward-looking statements. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties regarding fluctuations in earnings, our ability to manage growth, intense competition in IT services including those factors which may affect our cost advantage, wage increases in India, our ability to attract and retain highly skilled professionals, 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, liability for damages on our service contracts, withdrawal of governmental fiscal incentives, political instability, legal restrictions on raising capital or acquiring companies outside India, and unauthorized use of our intellectual property and general economic conditions affecting our industry. 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 Avtar:

Avtar, set up in 2000, is India's first diversity advocate & workplace inclusion expert. Renowned for its extensive work in the space of Diversity & Inclusion and more specifically, women's workforce participation, it is the country's largest provider of second career opportunities for women and is also the earliest to begin working on diversity audits and measurement. Led by the visionary Dr. Saundarya Rajesh, Avtar has ventured into areas of women's empowerment and career creation, which are firsts to India, such as – 1) Creating a marketplace for second career women to meet potential employers, 2) Developing a comprehensive set of career enablers which companies can implement in their workspaces, 3) Spearheading original research that has provided cutting edge insights to organizations 4) Re-Skilling, Up-skilling and Counselling of women to pursue sustainable career paths and 5) Building career intentionality amongst under privileged girl children. Over its 18 years of existence, Avtar has helped charter Diversity & Inclusion plans for several organizations in the IT, FMCG and Financial sectors in the country.

About Working Mother Media:

Working Mother is a role model, mentor and advocate for the U.S.'s more than 24 million mothers who are devoted to their families and committed to their careers. Working Mother is a celebrated gender parity champion in the United States. With their website, magazine, research, social networks, video, and powerful events, Working Mother provides its readers with the community, solutions and strategies they need to thrive. Their annual list of the Working Mother 100 Best Companies celebrates its 33rd anniversary this year. It is one of the most prestigious lists in the U.S. and sets the standards for work life practices for U.S. companies. It continues to raise awareness of the issues women face in the workplace and encourages the development of programs to address those issues.

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