

**Date:** December 18, 2020

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**Symbol:** ZENSARTECH

**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 2020 Working Mother & Avtar Best Companies for Women in India*"

This is for your information and dissemination purpose.

Thanking you,

Yours sincerely,

For **Zensar Technologies Limited**

Gaurav Tongia  
**Company Secretary**

Encl. as above

**Zensar featured in the 100 Best Company for Women in 2020 Working Mother & Avtar Best Companies for Women in India**

**Pune, India, December 18, 2020:** 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 2020 Working Mother & Avtar Best Companies for Women in India’(BCWI)** . The same was announced in the first week of October 2020. 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,** “Our inclusion in this report underlines our initiatives towards creating balanced leadership has shown results. We are fully committed to working on creating a culture where our women associates can realize their full potential. We will continue to leverage such industry platforms to learn, grow and evolve as a diverse, global team.”

**Commenting on the occasion, Dr Saundarya Rajesh, Founder – President, Avtar,** said “The half-decade long journey of BCWI, which took us through the deepest alleys of corporate diversity statistics, has indeed been a revelation. From seeing substantial increase in women’s representation to companies increasing their intent towards reshaping their workplace to be gender-inclusive, the study has evolved into handbook of impactful D&I strategies. It is heartening to see the efforts of BCWI helping companies unlock an array of potential and growth by enabling their women’s workforce consciously.”

“It is also laudable that these companies are increasingly invested in creating a culture of inclusion and ally ship. As per the data from 2020 Working Mother & Avtar Most Inclusive Companies Index (MICI), 33% of Diversity & Inclusion spend in organizations is for D&I learning,” **explains Dr Saundarya.**

**Adding to this, Subha Barry, President of Working Mother Media, said,** “Each year, we look forward to celebrating the 100 Best Companies in India by shining a spotlight on the progress women have made in the workforce. We are also excited to reveal the results from our second annual Most Inclusive Companies Index (MICI) in partnership with Avtar. We applaud these organizations’ diversity and inclusion efforts. These trailblazing organizations are paving their way for a more inclusive future.”

**Commenting on this announcement, Vivek Ranjan, Senior Vice President and CHRO, Zensar said,** “it is a matter of great pride and honour for us to be included consistently in this reputed list. Our D&I Council strives to train future women leaders, create platforms for women associates to thrive and carry out both their personal responsibilities along with pursuing their career ambitions. We will keep working towards creating women leaders by introducing new programs and initiatives.”

Some key initiatives include:

- Complete virtual work-place framework through Work from Anywhere model that we introduced recently for freshers

- Gender parity norms adherence during performance evaluation of team members, performance rating for women on / during maternity breaks and promotions
- Our D&I programs – Second Innings, Mandatory Gender Sensitization programs, Enablement Policies, Diverse Hiring, Development opportunities for Women in Tech
- Enhanced policies and programs to support our associates who continue to be in the Work from home mode
- Ongoing communication on our EAP, wellness sessions focusing on physical, mental and spiritual health for everyone, personal stories from associates

**About Zensar ([www.zensar.com](http://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](http://www.rpggroup.com))**

RPG Enterprises, established in 1979, is one of India's fastest growing business groups with a turnover of US\$ 4 Billion. 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.

**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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**Safe Harbor**

Certain statements in this release concerning our future prospects are forward-looking statements which involve a number of underlying identified / non identified risks and uncertainties that could cause actual results to differ materially. This release and other statements – written and oral –that we periodically make contain forward-looking statements that set out anticipated results based on the management's plans and assumptions. However the same are subject to risks and uncertainties, including but not limited to, our ability to manage growth; fluctuations in earnings /exchange rates; intense competition in IT services including factors affecting cost advantage; wage increases; ability to attract and retain highly skilled professionals; time and cost overruns on fixed price, fixed-time frame or other contracts; client concentration; restrictions on immigration; our ability to manage international operations; reduced demand for technology in our service offerings; disruptions in telecommunication networks; our ability to successfully complete and integrate acquisitions; liability for damages on our service contracts; government measures in India and countries where our customer operate, withdrawal of governmental fiscal incentives; economic downturn in India, and/or around the world, political instability, legal restrictions on raising capital or acquiring companies; and unauthorized use of intellectual property and general economic conditions affecting the industry.

In addition to the foregoing, global pandemic like COVID-19 may pose an unforeseen, unprecedented, unascertainable and constantly evolving risk(s), inter-alia, to us, our customers, delivery models, vendors, partners, employees, general global operations and may also impact the success of companies in which



we have made strategic investments, demand for Company's offerings and the onshore-offshore-nearshore delivery model.

The results of these assumptions made relying on available internal and external information are the basis for determining the carrying values of certain assets and liabilities. Since the factors underlying these assumptions are subject to change over time, the estimates on which they are based, are also subject to change accordingly. These forward-looking statements represent only the Company's current intentions, beliefs or expectations, and any forward-looking statement speaks only as of the date on which it was made. The Company assumes no obligation to revise or update any forward-looking statements, whether as a result of new information, future events, or otherwise.

