ramco

August 06, 2019

National Stock Exchange of India Ltd
Exchange Plaza, 5th Floor
Plot No:C/1, G Block
Bandra Kurla Complex, Bandra (E)
Mumbai – 400 051
Scrip: RAMCOSYS

BSE Ltd.,
Corporate Relationship Department
Phiroze Jeejheebhoy Towers
Dalal Street, Mumbai – 400 001
Scrip: 532370

Dear Sirs,

<u>**Sub: Press Release**</u>

Please find enclosed the press release, titled **"AVERDA'S GROWTH SUPPORTED BY RAMCO'S NEXT-GENERATION WORKFORCE TECHNOLOGIES"** which is being released to the press from our end.

We request you to kindly take the above on record.

Thanking you,

Yours faithfully
For **RAMCO SYSTEMS LIMITED**

P R KARTHIC
COMPANY SECRETARY

Encl: As above

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AVERDA'S GROWTH SUPPORTED BY RAMCO'S NEXT-GENERATION WORKFORCE TECHNOLOGIES

Facial recognition, Near Face Communication integration and productivity hardware boosts efficiencies, enhances safety and safeguards site-security

Dubai, UAE/ Chennai, INDIA – August 06, 2019 – Averda, the leading international environmental services provider, is to integrate processes for its 15,000+ employees across countries in the Middle East and Africa, to support its strategy for streamlined, sustainable growth and gold-standard employee relations.

The Company has chosen **Ramco Systems**' Time & Attendance (T&A) solution to roll out across the Congo, Gabon, Morocco, South Africa, the Kingdom of Saudi Arabia, Oman, Qatar, and the UAE, with its modules for scheduling, absence and leave management, compliance and self-service. Ramco will also automate Averda's time and attendance processes, enabling Averda to scale its international growth in step with workforce capabilities, safety and security.

Mazen Chebaklo, Averda's Chief Growth and Operations Officer, commenting on the decision to adopt Ramco Systems' T&A solution, said: "The development of an integrated Time & Attendance solution by Ramco means we can continue to scale our business steadily and in line with what has been a fast and exponential growth rate over recent years. We now have a single system that enables us to manage all employee requirements, from attendance monitoring to on-time salary payments, which is good for the company and great for employees."

Averda has seen growth across it markets in recent years, with major contracts being awarded in Morocco and Oman, and activity ramping up in target Asian markets. The immediate adoption of Ramco's cutting-edge T&A solution, called 'RamcoGEEK!', will boost Averda's ability to scale up in these new markets whilst seamlessly tracking and tallying attendance information, providing for real-time productivity analysis at multiple locations. The solution also benefits from security features, including: Age Detection, Liveness Detection, and Breath Analysers to estimate Blood Alcohol Content, which are critical for a business with a large driver workforce.

Virender Aggarwal, CEO of Ramco Systems commented: "Organisations today are rethinking the employee experience. By enabling a truly seamless integration with existing systems and by automating time management processes, we are saving staff hours hitherto wasted on workforce management operations."

"The technologies will allow Averda to capture employee information, introduce biometric devices, Near Face Communication based phones, and facial recognition to achieve greater transparency and unbeatable access security."

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About AVERDA

For over 35 years, averda has been a global provider of integrated waste management services. Averda's extensive service portfolio helps address a broad range of environmental needs, including cleaning and collecting, recovering and recycling, and diverting and disposing of all forms of solid and liquid waste for all industries. Averda's numerous successful partnerships with both private and public sector organizations help preserve pedestrian, residential, commercial and industrial areas, has seen Averda become the largest service provider of its kind. With more than 14,000 employees serving millions of people every day, Averda has an extensive network covering Saudi Arabia, the United Arab Emirates, Oman, Qatar, Morocco, Republic of Congo, Gabon, South Africa, the United Kingdom and the Republic of Ireland.

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About Ramco Systems

Ramco is a next-gen enterprise software player disrupting the market with its multi-tenant cloud and mobile-based enterprise software in HR and Global Payroll, ERP and M&E MRO for Aviation. Part of the USD 1 billion Ramco Group, Ramco Systems focuses on Innovation and Culture to differentiate itself in the marketplace. On Innovation front, Ramco has been focusing on moving towards **Active ERP** leveraging Artificial Intelligence and Machine Learning and Event Driven Architecture by building features such as **Talk It -** which allows transactions to be carried out by simple voice commands, **Bot it** – which allows users to complete transaction using natural conversations; **Mail It** – transact with the application by just sending an email; **HUB It** - a one screen does it all concept built to address all activities of a user; **Thumb It** – mobility where the system presents users with option to choose rather than type values and **Prompt It** – a cognitive ability which will let the system complete the transaction and prompts the user for approval.

With 1900+ employees spread across 24 offices, globally, Ramco follows a flat and open culture where employees are encouraged to share knowledge and grow. No Hierarchies, Cabin-less Offices, Respect work and not titles, among others are what makes the team say, Thank God it's Monday!

Only APAC vendor to be positioned in Gartner Magic Quadrant for ERP, Cloud Financials, Cloud HCM and EAM;
Leader in NelsonHall's NEAT Matrix for Next Gen Payroll Services;
Winner Global Payroll Transformation Project of the Year – 2019 by Global Payroll Association;
Winner of 2018 ISG Paragon Awards Australia, for 'Best Imagination' Award

For more information, please visit http://www.ramco.com/payroll
Follow Ramco on Twitter @ramcosystems / @ramcohcm and stay tuned to http://blogs.ramco.com

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