



HQ/CS/CL.24B/15883  
7 April 2016

Sir,

**Sub: Tata Communications named an Aon Best Employer India 2016.**

Please find attached herewith the press release on the captioned subject being issued today.

Thanking you,

Yours faithfully,  
For Tata Communications Limited

A handwritten signature in black ink, appearing to read 'Manish Sansi', written over a horizontal line.

Manish Sansi  
Company Secretary &  
General Counsel (India)

To:

- 1) Security Code 500483, BSE, Mumbai. Fax No.(22) 2272 3121
- 2) Security Code TATACOMM, The Asst. Manager (Listing), National Stock Exchange of India Limited. Fax Nos.: (22) 2659 8237,238, 347,348.

**TATA COMMUNICATIONS**

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CIN : L64200MH1986PLC039266

## PRESS RELEASE

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## Tata Communications named an Aon Best Employer India 2016

*Recognised for high employee engagement, compelling employer brand, effective leadership and a culture that enables high performance*

New Delhi, India – April 7th 2016 – [Tata Communications](#), a leading provider of A New World of Communications™, today announces its recognition as a 2016 Best Employer in India by Aon Hewitt, the global talent, retirement and health solutions business of Aon plc (NYSE: AON). The Aon Best Employers program measures and recognises employer excellence worldwide. Aon Hewitt has recognised Tata Communications for its organisational culture that ranks high on employee development and engagement, a compelling employer brand, effective leadership and an enabler of consistent high performance.

As a leading global organisation, the award is a testament to Tata Communications' resolve on building an employee-centric culture that emphasises on driving curiosity and a passion for continuous learning. With over 8,500 employees across 30 countries and 40 nationalities, the company's commitment to diversity is reflected through its workforce. Tata Communications' HR practices recognise the 'unconscious bias', reassessing the approach to talent management, strategic decision making, inclusion and organisational culture. This allows the company to leverage the power of diversity, creativity and innovation to optimise the talent potential and employee experience - the key enablers of organisational success.

**Aadesh Goyal, Chief Human Resources Officer, Tata Communications, says,** "We are honoured to receive this recognition from Aon Hewitt. It is a validation of our people practices that are not only designed to deliver business results but to create immense value for the employees as well. We strongly believe that business results are driven by effective people practices. With our scale and truly global nature of operations, it is imperative for us to continuously reinvent ourselves. Being recognised for our efforts in India and winning the Best Employer award validates our commitment towards building a strong, diverse and inclusive global workforce."

The Aon Hewitt study's research methodology involves a rigorous process, conducted over a nine-month period that culminates in a solid, credible list of Best Employers. The Aon Hewitt award recognises and felicitates companies for robust people practices with key focus on career development and engagement through career opportunities, leadership development, internal communications processes, robust human resource policies and execution.

"We congratulate Tata Communications on being adjudged an Aon Best Employer. Tata Communications has embarked on a unique journey to align its Strategy, Culture and Employee experience with its focus on making their customers more efficient, agile and competitive. The organisation's emphasis on investing in leaders for tomorrow to drive the required Strategy and Culture gives it the edge," says **Tarandeep Singh - Partner, Talent and Performance Consulting, Aon Hewitt India.**

The Aon Best Employers program is the most comprehensive study of its kind in Asia Pacific. It is run in 12 markets: China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Singapore, Taiwan, Thailand, Australia and New Zealand.

**PRESS RELEASE**

Ends...

**About Tata Communications**

Tata Communications Limited (CIN no: L64200MH1986PLC039266) along with its subsidiaries (Tata Communications) is a leading global provider of A New World of Communications™. With a leadership position in emerging markets, Tata Communications leverages its advanced solutions capabilities and domain expertise across its global and pan-India network to deliver managed solutions to multi-national enterprises, service providers and Indian consumers.

The Tata Communications global network includes one of the most advanced and largest submarine cable networks and a Tier-1 IP network with connectivity to more than 240 countries and territories across 400 PoPs, as well as nearly 1 million square feet of data centre and collocation space worldwide.

Tata Communications' depth and breadth of reach in emerging markets includes leadership in Indian enterprise data services and leadership in global international voice. Tata Communications Limited is listed on the Bombay Stock Exchange and the National Stock Exchange of India.

<http://www.tatacommunications.com>

**About Aon Hewitt's Best Employers Study**

The Aon Hewitt Best Employers program is the most comprehensive study of its kind in Asia Pacific. It is run in 12 markets: China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Singapore, Taiwan, Thailand, Australia and New Zealand. The study's research methodology involves a rigorous process, conducted over a nine-month period that culminates in a solid, credible list of Best Employers.

Being recognized as an Aon Hewitt Best Employer means that:

- The organization inspires strong commitment and superior performance from its people;
- It drives business results through effective people practices; and,
- It manages its business in ways that build long-term success and sustainability.

While the Best Employers study recognizes organizations that display standards of excellence, the journey to get there is one that Aon Hewitt recommends for every organization to embark upon.

Participation in the program brings a wide range of benefits for organizations, such as finding out how employees perceive and rate their employer, the reasons why they are attracted to certain employer brands, and the type of organizational culture they value sufficiently to "stay and strive". The study also provides a benchmark against company competitors in the market. Participating organizations gain access to Aon Hewitt's latest market research insights, along with the best and most innovative people practices of Best Employers.

Aon Hewitt's Best Employers India 2016 this year was hosted in partnership with Businessworld and Bloomberg TV.

**About Aon**

Aon plc (NYSE:AON) is a leading global provider of risk management, insurance brokerage and reinsurance brokerage, and human resources solutions and outsourcing services. Through its more than 72,000 colleagues worldwide, Aon unites to empower results for clients in over 120 countries via innovative risk and people solutions. For further information on our capabilities and to learn how we empower results for clients, please visit: <http://aon.mediaroom.com>.

**Forward-looking and cautionary statements**

Certain words and statements in this release concerning Tata Communications and its prospects, and other statements, including those relating to Tata Communications' expected financial position, business strategy, the future development of Tata Communications' operations, and the general economy in India, are forward-looking statements. Such statements involve known and unknown risks, uncertainties and other factors, including financial, regulatory and environmental, as well as those relating to industry growth and trend projections, which may cause actual results, performance or achievements of Tata Communications, or industry results, to differ materially from those expressed or implied by such forward-looking statements. The important factors that could cause actual results, performance or achievements to differ materially from such forward-looking statements include, among others, failure to increase the volume of traffic on Tata Communications' network; failure to develop new products and services that meet customer demands and generate acceptable margins; failure to successfully complete commercial testing of new technology and information systems to support new products and services, including voice transmission services; failure to stabilize or reduce the rate of price compression on certain of the company's communications services; failure to integrate strategic acquisitions and changes in government policies or regulations of India and, in particular, changes relating to the administration of Tata Communications' industry; and, in general, the economic, business and credit conditions in India. Additional factors that could cause actual results, performance or achievements to differ materially from such forward-looking statements, many of which are not in Tata Communications' control, include, but are not limited to, those risk factors discussed in Tata Communications Limited's Annual Reports. The Annual Reports of Tata Communications Limited are available at [www.tatacommunications.com](http://www.tatacommunications.com). Tata Communications is under no obligation to, and expressly disclaims any obligation to, update or alter its forward-looking statements.

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