

Mphasis ranked amongst the 2022 100 Best Companies for Women in India



~ Recognized as “Exemplar of Inclusion” in the fourth edition of the Most Inclusive Companies Index (MICI) by Avtar & Seramount

Bangalore, November 23, 2022

[Mphasis](#) (BSE: 526299; NSE: MPHASIS), an information technology (IT) solutions provider specializing in [cloud](#) and [cognitive](#) services, today announced that it was recognized as one of the 2022 100 Best Companies for Women in India by the [Avtar Group](#), India’s premier Diversity, Equity, & Inclusion solutions firm. Mphasis has also been awarded the “Exemplar of Inclusion in 2022” award by Avtar Group along with [Seramount](#), a strategic professional services firm dedicated to advancing Diversity, Equity, and Inclusion in the workplace.

Avtar & Seramount are dedicated to creating awareness, sensitization, and training around diversity and inclusion and for it to become a critical aspect of company culture. Over its past six editions, the study has established itself as corporate India’s most comprehensive gender analytics exercise. Every edition of the study had over 300 companies participating, culminating in the listing of the Top 10 and 100 Best Companies for Women.

Mphasis was commended for its focused pursuit of DEI which is fitting for a culturally driven company. The company was recognized for its impactful women-oriented programs and for adopting best practices and DEI initiatives as an organization. Mphasis has scaled realms ranging across gender, identity, generation, culture, and disability, and has built a culture that celebrates the true spirit of diversity.

“Diversity and inclusion are integral and essential to Mphasis. These awards are of great value to us and a testament to the relentless effort that the Mphasis DEI team has undertaken in driving an inclusive and diverse culture. We hope to continue our efforts to successfully launch progressive initiatives and enable an increasingly diverse workforce,” said **Nitin Rakesh, Chief Executive Officer, and Managing Director, Mphasis.**

“We are honored to receive this prestigious award. A diverse workforce is a business imperative and we as a company believe that an inclusive culture in the workplace promotes reliability, trustworthiness, and opportunity. This recognition affirms our commitment to creating an equal and inclusive workforce,” said **Srikanth Karra, CHRO, Mphasis.**

On the occasion, **Dr. Saundarya Rajesh, Founder-President, Avtar Group** said, “The results of the 7th edition of the Best Companies for Women in India (BCWI), the largest and the most comprehensive diversity analytics exercise in the country, conducted by Avtar in association with Seramount (Formerly Working Mother Media), are a glowing testimony to the relentless efforts of organizations in India towards including diversity talent. There has been an approximate 10% rise in women’s workforce participation from the time of the study’s inception, which today stands at a promising 34.8%. There is a steady pace of DEI progress in the Best Companies with 77% of them reporting an upsurge in their DEI momentum post covid. These are the companies that have reaped the fruit of raising the bar in their DEI efforts by way of increased operating profits. When the DEI best practices of these role model organizations go beyond their internal cultures to the ecosystem of vendors, partners, customers, and community we will create a society where our future generations can thrive and succeed.”

“The 2022 BCWI-MICI results illustrate a clear path to progress. The 100 Best Companies continue to lean in on career advancement for women in the form of sponsorship, mentorship, and return ship programs, as well as benefits that support their working mothers. The Most Inclusive Companies Index places emphasis on identifying and developing diverse talent, utilizing best practices in DEI training, holding managers accountable for their DEI results, and more. It is

through measures like these that ensure inclusive workplaces are built. We at Seramount are proud to honor these forward-thinking organizations.” said **Subha V. Barry, President, Seramount**, part of EAB.

About Avtar

Avtar set up in 2000, is India’s premier Diversity, Equity & Inclusion solutions firm. Led by the visionary Dr. Saundarya Rajesh, Avtar has helped charter Diversity, Equity, & Inclusion plans for several organizations in the IT/ITES, BFSI, FMCG, Pharma, Retail, and Engineering Industries in the country. As the earliest firm in India to provide end-to-end DEI solutions, Avtar’s services span a broad spectrum, including Diversity Recruitment (including gender, People with Disabilities, and members of the LGBTQ community), Audits & Advisory support towards strategic DEI planning, Conferences & Events that host very pertinent DEI discussions and Training interventions towards building DEI capability. To know more, visit www.avtarinc.com

About Seramount

Seramount (formerly Working Mother Media), now part of EAB, is a strategic professional services firm dedicated to advancing diversity, equity, and inclusion in the workplace. Over four decades, partnering with some of the most iconic companies in the world, we’ve built a deep, data-driven understanding of the employee experience, which lays the groundwork for everything we do. Our comprehensive DE&I toolkit includes actionable research and insights, membership, strategic guidance, and consulting, and inspiring events, meeting each client’s needs no matter where they are on their journey and guiding them along an ever-changing landscape. Seramount has empowered over 450 organizations to realize the business benefits of diversity, equity, and inclusion. To know more, visit www.seramount.com

About Mphasis

Mphasis’ purpose is to be the “*Driver in a Driverless Car*” for global enterprises by applying next-generation design, architecture, and engineering services, to deliver scalable and sustainable software and technology solutions. Customer-centricity is foundational to Mphasis, and it is reflected in Mphasis’ [Front2Back™](#) Transformation approach. Front2Back™ uses the exponential power of cloud and cognitive computing to provide a hyper-personalized ($C=X2C2^{TM}=1$) digital experience to clients and their end customers. Mphasis’ Service Transformation approach helps ‘shrink the core’ through the application of digital technologies across legacy environments within an enterprise, enabling businesses to stay ahead in a changing world. Mphasis’ core reference architectures and tools, speed and innovation with domain expertise and specialization, combined with an integrated sustainability and purpose-led approach across its operations and solutions are key to building strong relationships with marquee clients. Click [here](#) to know more. ([BSE: 526299](#); [NSE: MPHASIS](#))

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