



McDonald's recognised as a Great Place to Work®

~Restaurant chain among top 10 workplaces in the retail sector for fourth year in a row ~

Mumbai, February 22, 2018: Hardcastle Restaurants Private Limited (HRPL), the master franchisee for McDonald's West and South India has once again been ranked among top 10 workplaces in the retail sector by the Great Place to Work® Institute. This is the fourth year in a row that the restaurant chain has received this prestigious recognition for its commitment to creating a growth-oriented and vibrant workplace.

Commenting on the recognition, **Seema Arora Nambiar, Senior Vice President – Strategy, Innovation & Capability, HRPL (McDonald's India - West & South)** said, "McDonald's family is honoured to be one of the best companies to work for in India. The fact that we have been receiving this recognition every year since 2015 shows that we are doing the right things for our people. Our founder Ray Kroc used to say, 'McDonald's is not just a burger company serving people, we are a people company serving burgers'. We never lose sight of his philosophy while framing employee policies, programmes and practices and this certification is an acknowledgment of our culture of mutual respect and camaraderie that we celebrate every day at work."

The Great Place to Work Institute's study takes into account parameters like special and unique benefits, empowerment and responsibility, appreciation and fun at work, opportunities for career growth, egalitarian treatment, gender representation, and empowerment and responsibility while certifying companies. McDonald's has fulfilled all the specifications because at McDonald's you are not just given a job but an opportunity to make a career out of it.

The company follows its Employee Value Proposition of Fun, Flexibility & Future to the tee, thus making it an attractive workplace for young talent. Each and every employee is given equal training and growth opportunities because the company believes that only a team of well-trained individuals coming from diverse backgrounds can create amazing experiences for customers and drive value for stakeholders. McDonald's has always believed in being an equal opportunity provider irrespective of race, caste, creed, sex or disability. Nearly 25 per cent of its employees in the restaurants are women.

Ms. Basuri Dutta, Practice Head – Great Place to Work® Institute, India commented, "Once again McDonald's has made it to the list of India's Top 10 Best Workplaces in Retail - 2018, a study conducted by the Great Place to Work® Institute, in partnership with the Retailers Association of India (RAI). The Great Place to Work® Institute puts all organizations, competing for honours, through a rigorous process of assessment. The results this year yet again bear testimony to the fact that McDonald's has successfully built a High-Trust, High-Performance Culture by consistently delivering a superior quality of workplace experience to their employees."



The employees of McDonald's reinforce this by saying that they trust the management that they work for, take pride in their job and enjoy the company of the people they work with."

Thus, the honour of being recognised yet again as one of the best company to work for in retail sector in India reflects the trust the company's employees place in HRPL and the pride they take in their work while serving over 200 million customers annually.

About Great Place to Work® Institute

The Great Place to Work® recognition highlights work done by companies in building a superior work environment that resonates with their people policies. Great Place to Work® Institute is a global research, consulting and training firm that helps organisations identify, create and sustain great workplaces through the development of high-trust workplace cultures.

About Westlife Development:

Westlife Development Limited (BSE: 505533), focuses on putting up and operating Quick Service Restaurants (QSR) in India through its subsidiary Hardcastle Restaurants Pvt. Ltd. (HRPL). The Company operates a chain of McDonald's restaurants in west and south India, having a master franchisee relationship with McDonald's Corporation USA, through the latter's Indian subsidiary. Marquee investors such as Arisaig India Fund Ltd, SBI Mutual Fund, Tree Line Asia Master Fund (Singapore) and Ward Ferry Fund, among others are stakeholders in WDL.

About Hardcastle Restaurants:

Hardcastle Restaurants Pvt. Ltd. (HRPL) is a McDonald's franchisee with rights to own and operate McDonald's restaurants in India's west and south markets. HRPL has been a franchisee in this part of India since its inception in 1996.

HRPL serves approximately 200 million customers, annually, at its 271 (as of December 31, 2017) McDonald's restaurants across 37 cities in the states of Telangana, Gujarat, Karnataka, Maharashtra, Tamil Nadu, Kerala, Chhattisgarh, Andhra Pradesh, Goa and parts of Madhya Pradesh, and provides direct employment to over 8,000 employees. McDonald's operates through various formats and brand extensions including standalone restaurants, drive- thru's, 24/7, McDelivery, dessert Kiosks. The menu features Burgers, Finger Foods, Wraps, Hot and Cold Beverages besides a wide range of desserts. Several of the McDonald's Restaurant feature in-house McCafé.

The pillars of the McDonald's system – Quality, Service, Cleanliness and Value – are evident at each of the restaurants where HRPL operates.

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