

Diversity



Infosys Diversity and Inclusion Approach Creating Common Ground



“We see challenges as opportunities to create an inclusive work culture where everybody enthusiastically takes ownership for the future of the corporation and becomes a change agent in transforming the organization”

N. R. Narayana Murthy,
Chief Mentor, Infosys

Diversity is one of our most important assets



Our success depends on the collaborative distributed development model: international teams working together in different parts of the world to develop solutions for our customers. Diversity in talent is not an option but a key driver for our success. Our vision is to create an inclusive work place and leverage the power of diversity for sustainable competitive advantage. We believe that inclusion can give to our employees the opportunity to participate, develop and contribute freely and equitably.

Global talent is what we want to attract and retain; in order to do that we offer the best diversity opportunities. We de-emphasize differences and celebrate commonalities. In the process of embracing diversity we ensure that the unique advantage of every minority becomes a part of the Infosys core values [C-LIFE](#) (Customer Delight, Leadership by Example, Integrity, Fairness, and Pursuit of Excellence).

Managing differences is part of our winning strategy



We all have differences and commonalities. Some differences are obvious and need to be recognized for creating an inclusive work place. The intent is to help us remove barriers that we may face, prevent dissimilarities affecting business decisions and leverage the advantages that diversity offers. The demographic profiles of our employees change as the Company evolves. It is important to recognize that workplace integration needs arising from these changes for establishing and providing appropriate support systems, policies and practices. The principles and the goals of the Universal Declaration of Human Rights are at the center of our Diversity and Inclusion (D&I) strategy. We are an Equal Opportunity Employer and our recruitment and promotion policies are based on meritocracy.

Our diversity and inclusion approach is incremental and business driven - The Diversity Team at Infosys focuses on propagating and promoting Diversity and Inclusivity among employees (internal perspective) through **ACTION**, before proceeding with the external stakeholders (suppliers, vendors, marketplace) focus.

ACTION stands for:

Audit inclusivity and diversity levels,

Create change agents,

Train the managers,

Initiate and implement alternate work models,

Organize and assist affinity groups,

Network with external bodies to bench mark practices.

Bringing employees together through inclusion programs



To foster inclusivity, we encourage employees to participate and contribute their views through focus-based affinity networks. We have been experiencing diversity in terms of gender, national origin, physical ability, parental status and work experience.

**Infosys
Women's Inclusivity
Network
(IWIN)**

Infyability

**Family Matters
Network**

Infosys Women's Inclusivity Network (IWIN)

was launched in 2003 to create a gender sensitive and inclusive work environment at Infosys. This network addresses the worklife balance and developmental needs of our women employees. A special mentoring program for women was launched in 2008. We believe in supporting and recognizing employees' volunteerism. We continue to partner with major gender networks and fora across the globe to benchmark our practices in inclusivity and publish research papers.

Infyability

Since 2006, it has been our conscious effort to support employees with physical disabilities through the Equal Opportunities team. We have established a platform to help employees come together and benefit by sharing experiences and knowledge, leading to skill enhancements. We deploy focused interventions such as training, campaigns and celebrate World Disability Day to sensitize employees on disability and allow them to share their thoughts on creating an inclusive work environment.

Family Matters Network

This network was launched in 2008 to help employees with parenting and work-life balance issues. Employees are given online expert counseling and provided referral services on daycare and information on schools for their children. The annual Petit Infoscion Day recognizes children of employees who have exhibited commendable performance in the areas of academia and extracurricular activities. On this day, a large number of employees and their extended families participate in carnivals, contests, and theme parties organized at our campuses.

From D&I to DNA: stakeholders engagement



We believe that success is based on integrated efforts. The Diversity Team collaborates and co-creates programs with various internal and external stakeholders. Inclusivity levels are measured across the organization through a patent-pending Inclusivity Index which we developed in 2007. The index helps us track our progress in promoting diversity within the company. Diversity dashboards act as ready reckoners for sensitizing and influencing key internal stakeholders

The **inclusion** area concerns the affinity networks which help employees overcome differences, celebrate commonalities and create synergies based on the complementarities of talents. The **influence** area targets our managers who are engaged and involved in building diversity awareness and in suggesting support policies. The **integration** work aims at assessing diversity and at making it accountable through periodic surveys and reviews. Last but not least, our D&I strategy wants to position Infosys as the employer of choice. Infosys not only has been sharing its Diversity and Inclusion experience with industry bodies, NGOs, the Academia but has been communicating to the public its social impact through sustainability reports based on the GRI guidelines.

For more information, please visit
www.infosys.com



For more information, contact askus@infosys.com

About Infosys

Many of the world's most successful organizations rely on Infosys to deliver measurable business value. Infosys provides business consulting, technology, engineering and outsourcing services to help clients in over 30 countries build tomorrow's enterprise.

For more information about Infosys (NASDAQ:INFY), visit www.infosys.com.