

# Gender Pay Report 2022



# Introduction

In October 2020, we launched our ambitious ESG Vision 2030. As a part of this vision, we have committed to strengthening diversity, equity and inclusion in the corporation and achieving 45% women in our workforce by 2030. We are also committed to provide a safe and positive work environment to all employees. A signatory to UN Women's Empowerment Principles (WEP), our efforts on gender diversity in the workplace emphasizes the participation of women in technology, management and leadership. Our workplace policies and investments focus on learning and development and specific interventions for women in navigating their personal and professional life.

- Women constitute **66%** of the ESG Committee of the Board.
- Women comprise **39.6%** of our global workforce in fiscal 2022



# Gender Pay Gap 2022

Indicator	Points obtained	Maximum points
1. Average salary	31	40
2. Pay rise (excluding promotions)	10	20
3. Promotions	15	15
4. Pay rise after return from maternity leave	15	15
5. Number of top 10 highest-paid employees of the under-represented gender	5	10
<b>TOTAL</b>	<b>76</b>	<b>100</b>



# Strengthening women's participation in technology and business

**The ESG Committee of the Board governs our ESG vision.** DEI Goals are part of the corporate scorecard and flow into leader and manager goal sheets. DEI councils at business unit, location and geo levels provide a rich matrix of responsibilities and relationships to collaborate on the strategic intent of the organization to build inclusion for everyone. DEI Councils at geos enable us to be responsive and tap into the 'local' diversity needs of employees in the geo and address them in a timely fashion. We have a number of interventions for leadership development and mentoring focused on strengthening the talent pipeline. We also take pride in strengthening the participation of women in core technology through our Women in Technology programs which are well subscribed. Enabling women to continue pursuing their careers in their areas of specialization on their return from maternity has ensured among the highest rates of women returning to work post maternity.



## Some of our programs

**Infosys Women's initiative (IWIN):** Our Employee Resource Group to strengthen women inclusion serves as a great forum to ensure continuous engagement with women stakeholders across the enterprise.

**Restart With Infosys:** Is a special program focusing on hiring professionals who have taken breaks for any reason and are looking to come back and pursue a career in corporations. The program supports skill development before getting into live projects.

**Women in Technology:** Our flagship program is focused on strengthening the participation of women in technology. Infosys also works with the community to strengthen the participation of women in STEM and computer education.

# Strengthening women's participation in technology and business

## Some of our programs (contd.)

**Women of Infy** - is a popular blog column on InfyMe. It is a fortnightly showcase of women at Infosys and their stories of courage, grit and accomplishment and is a source of great inspiration for all employees.

**Women in Management (WIM):** is an immersive, 3-day, residential workshop focusing on building competencies in self, teams, clients and business.

**Women in Executive Leadership (WIEL):** is an exclusive intervention targeted to strengthen women in the leadership talent pipeline. The program contains online learning modules, facilitator led sessions, expert-led workshops on identified topics and project work. Around 50+ women attended this exclusive learning intervention in fiscal 2022.

**Special facilitator led workshops for women include** - Striking the right balance; Emotions at work; Power Play; Inclusive Manager; Accelerate Her Achievements (AHA); Emerging Me (EMME)

**#IamTheFuture** - is a program organized by the Infosys Leadership Institute that is focused on training women for leadership roles and accelerating their readiness for these roles. It fosters an inclusive ecosystem and culture. Designed as a year-long program, in partnership with Stanford GSB, it provides holistic development opportunities for our women leaders globally

**Orbit Next-** is our program to strengthen the talent pipeline of women in middle management. Over 150+ women are part of this program currently and these efforts have seen women advancing in their careers with us

# Strengthening women's participation in technology and business

## Some of our programs (contd.)

**Return to Work post Maternity Program** - A strong return to work post maternity program has ensured 87% women returning to work and 75% continuing in their professional journeys with us after 12 months of resuming work in fiscal 2022. In fiscal 2022, 16,871 men and 4,788 women availed parental leave.

**Family Matters-** Family Matters is an ERG that focuses on family, health and relationships. In addition to bringing Infosys expert sessions in these areas, it also serves as a great network for Infosys on matters concerning family, children's educations, health and relationships.

**Women's safety-** is an important business priority. A strong independent Anti Sexual Harassment Initiative and grievance redressal board ensure impartial investigations. Communication and awareness on safety for women both on and off campus happen periodically through the year. Leveraging technology to enhance safety we have deployed a smartphone-based emergency app.

# Targets of Progression

Indicator	Current stats	Target stats
1. Average salary	7.3% (in favour of men)	<7%
2. Pay Increase	4.3% (in favour of men)	<2%
5. Number of top 10 highest-paid employees of the under-represented gender	2/10 (women out of top ten)	3/10

A group of approximately 15 diverse individuals of various ages and ethnicities are gathered in a circle on a light-colored floor. They are all smiling and looking towards the center, where their hands are joined together in a supportive gesture. The background is a plain, light-colored wall.

Thank you