

Gender Pay Gap Report 2017

Infosys Limited -
UK Branch



Introduction

At Infosys, we recognize the need for greater **Diversity and Inclusion** at the workplace, and on this journey, we place special emphasis on **enabling gender diversity**. Women form an integral part of our company and we do all that we can to build an inclusive, supportive and safe workplace for them.

We **value our women**, who form over **36% of our global workforce**. As we include more gender balance in our workforce we expect our pay gap to reduce. This includes **our competitive pay structure**.

Our comprehensive Diversity and Inclusion strategy, with its strong focus on gender, is powered by a **supportive leadership** and is making strides at the workplace. We will keep marching on, to strengthen our strategy and drive positive outcomes.



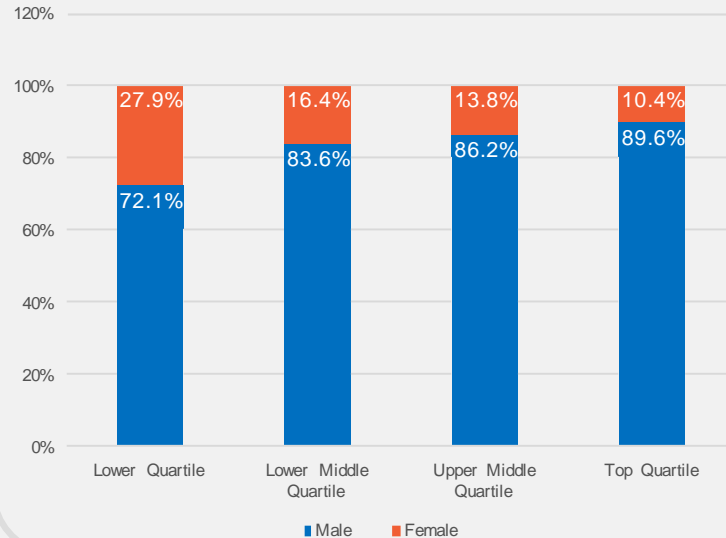
Understanding the gap

Our pay gap is caused, like many other companies in our industry, by having less women in senior roles and/or being employed in certain roles e.g. sales roles.

As a company we now have just over **36% women in the workforce**. We are moving in the right direction but we know we still have a way to go and will continue to strive to redress this gender imbalance.

Our aim going forward is to achieve a year on year improvement in our gender pay gap. We hope that as we strive to achieve greater gender balance across the company and in the senior roles, the result will be that our gender pay gap will reduce.

Proportion of males and females according to quartile pay bands



Proportion receiving bonus

16.9% of female employees and **22.8%** of male employees receive bonuses

Mean gender pay gap of **17.9%**
Median gender pay gap of **18.0%**

Mean bonus pay gap of **49.7%**
Median bonus pay gap of **53.1%**

Initiatives for balanced diversity

We have created a number of employee resource groups that address the need of our **diverse workforce**, including community participation, networking, cultural enrichment, and support based on affinity, ability and gender. The programs include **mentorship of women to grow in their career**, women in tech, return to work, and special events and celebrations to **endure continuous engagement** with our diverse workforce.

Some examples

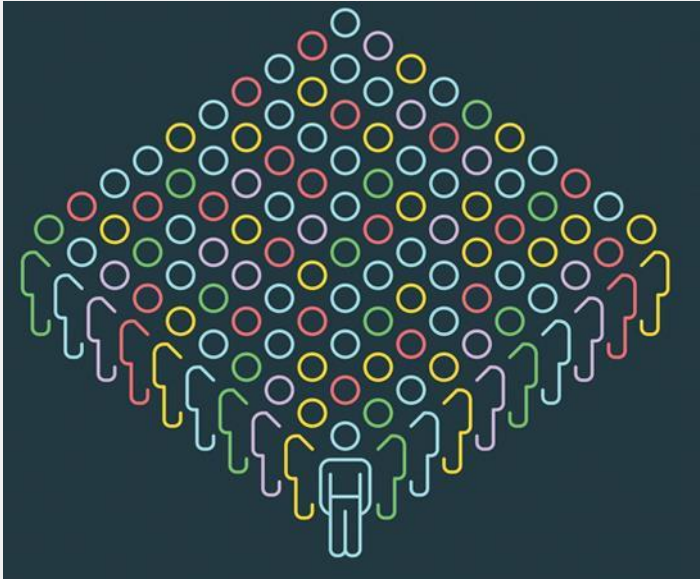
Family Matters: In a world where long workdays are increasingly becoming the norm, striking that perfect balance between work and life is no easy task. Family matters was instituted to extend the Infosys family to include every Infoscion's family, offering support and help when needed.



Infosys Women's Inclusivity Network (IWIN): IWIN was designed to cater to the needs of our female workforce. It facilitates greater flexibility, exclusive training, mentoring, and experience sharing programs for female Infoscions.

Creating Common Ground: At Infosys, we provide the best training for the skills you need to succeed in a global environment. Employees are part of an environment where Infoscions across the globe assimilate into one culture.

Building lifelong careers



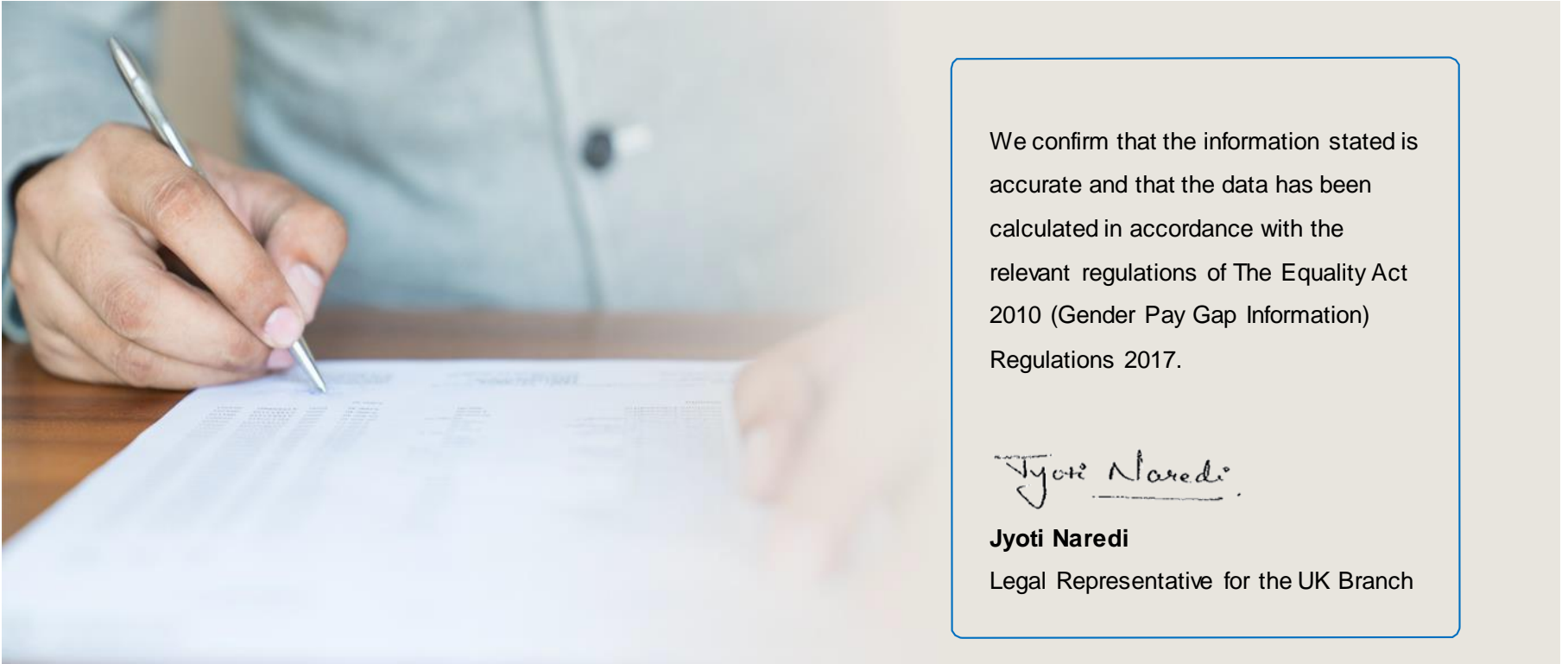
We will continue to actively attract and recruit women into all areas of Infosys' business to try to create a truly inclusive environment.

Our employees are our biggest assets. Our priority is to attract and retain the best talent in the right locations with the right skills. We therefore focus on the overall well-being of our employees, providing them with a fulfilling, lifelong career. Amongst other initiatives, education **and flexible work models** are successful and well received examples of our strong commitment to build a balanced workforce.

We believe **education and training** are integral parts of a successful career. In an attempt to balance career aspirations, we instituted a unique Talent Fulfilment function – a central, organization-wide talent management function to plan for our talent needs, enhance utilization of existing talent, improve employee morale through continuous engagement and re-skill the workforce to the changing business needs.

Our diverse approach to addressing individual needs helps us to achieve conclusive results for the organization, while helping the individual maintain a balance between work and life. We support our employees with programs such as **parental leave, part-time and flexi-hours**.

Declaration



We confirm that the information stated is accurate and that the data has been calculated in accordance with the relevant regulations of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jyoti Naredi

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Legal Representative for the UK Branch