

Gender Pay Report 2020

Infosys Limited, France



Introduction

Our employees are our biggest assets. To meet the evolving needs of our clients, our priority is to attract and engage 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 and lifelong career. Diversity and Inclusion at the workplace is a key aspect of employee well-being.

We use a multi-pronged approach to promote Diversity and Inclusion within Infosys. The principles and goals of the Universal Declaration of Human Rights are at the center of our Diversity and Inclusion (D&I) strategy. With a strong focus on gender, the strategy is powered by **supportive leadership** and is making great strides.

- Women make up **22%** of our Board strength. We have continued to strengthen our efforts towards achieving our diversity goal to improve participation of women in the executive leadership of the Company.
- Women comprise **38%** of our global workforce. With improved gender balance in our workforce, we expect the pay gap to reduce.



Gender Pay Gap 2020

Indicator	Points obtained	Maximum points
1. Average salary	36	40
2. Pay rise (excluding promotions)	20	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	0	10
TOTAL	86	100

Strengthening women's participation in technology and business

Improving the participation of women in executive leadership of the Company is an important goal on our corporate scorecard. Our interventions are focused on supporting the various career and life-stages of our women talent. In addition to 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 interventions

Infosys Women's initiative (IWIN): our employee resource group to strengthen gender inclusion serves as a great forum to ensure continuous engagement with women stakeholders across the enterprise.

Restart Her: this special initiative focuses on hiring women who have taken breaks for any reason and are looking to come back and pursue a career in corporations. The program supports skill development through internship and exposure to 'live' project environments.

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. In India, Infosys has collaborated with NASSCOM in one of the largest national skilling initiatives to train 10,000 women in the new and emerging technologies for India.



Strengthening women's participation in technology and business

Some of our interventions (contd.)

Women of Infy - Valuable 'real estate' on the Infosys intranet, Sparsh, is reserved for a special feature, viz., Women of Infosys. This weekly that runs through the year showcases the accomplishments of ordinary women and their extraordinary journeys. The blog series is one of the most widely read features and continues to inspire both men and women across the organization.

Bridge Academy - facilitates the skilling of women who are considering inter-career stream movements

Learning Corridors - Learning Corridors is a flagship program offering customized learning interventions including a healthy mix of e-learning and webinar based sessions by industry experts, project work and peer evaluation

Mentoring programs- dedicated sponsorship and mentoring programs for women in leadership and hi-potential women to strengthen the talent pipeline at all levels are an important focus

#IamTheFuture - Digital- led transformation is impacting all industries, our clients and the way we do business and the #IamTheFuture Women in Leadership Program is focused on enabling women leaders with interventions focused on contemporary digital capabilities, thus preparing them not just for today but for the future.

Strengthening women's participation in technology and business

Some of our interventions (contd.)

Return to Work post Maternity Program

A strong Return to Work post Maternity program has ensured a whopping **89%** women return to work post maternity.

- **Mom's Net:** Physical infrastructure in our campuses provide a great integration space for returning mothers. The Mom's net infrastructure contains well-appointed workstations, interaction spaces and lactation rooms –ensuring a safe and comfortable environment to returning mothers.
- **Childcare Facilities:** Infosys offers a host of options for childcare from inhouse facilities on campus, to proximity tie ups and even network options for parents preferring childcare support close to their homes.
- **iMother:** Infosys' new digital experience landscape for employees has a service designed to help women stay connected, relevant and inspired during this important stage of their personal and professional lives.

Family Matters- is a forum that provides employees the space to discuss parenting, relationships, family health, nutrition, children's education, elder care and more. These are facilitated by external experts and serve as a great learning and collaboration platform for employees while also enabling them to build peer support networks.

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.