Gender Pay Report 2021

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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 make up **22%** of our Non- Executive Board and **66%** of the ESG Committee of the Board.
- Women comprise **39.5%** of our global workforce.

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Gender Pay Gap 2021

Indicator	Points obtained	Maximum points
1. Average salary	31	40
2. Pay rise (excluding promotions)	20	20
3. Promotions	10	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
TOTAL	**81**	**100**

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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 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 With Infosys: Is a 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.

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Some of our interventions (contd.)

Women of Infy - Valuable 'real estate' on the Infosys intranet, InfyMe 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.

Women in Management (WIM): an immersive 3 day residential workshop focuses on competencies in the areas of self, teams, clients and business.

Women in Executive Leadership (WIEL): is an exclusive intervention targeted to building the leadership talent pipeline of women. 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 2021.

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 - 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.

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Some of our interventions (contd.)

Return to Work post Maternity Program - A strong Return to Work post Maternity program has ensured a whopping **92%** women return to work post maternity and **88%** continuing in their professional journeys with us after 12 months of resuming work in FY21.

iMother - Infosys' new digital experience landscape for employees InfyMe 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.

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Targets of Progression

Indicator	Current stats	Target stats
1. Average salary	7.1% (in favour of men)	<7%
3. Promotions	3.9% (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

Thank you

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