Diversity and inclusion

Foster diversity and nurture inclusion

Diversity and inclusion is key to building a balanced and inspired workforce. Our anti-discrimination and anti-harassment policies apply to everyone in the company, including employees, clients and suppliers.

Ambition

- Creating a gender-diverse workforce at Infosys with 45% women

We are a UNGC signatory and are supporting the protection and elevation of human rights in accordance with the following:

Signatory to UNGC

Abide by UN Universal Declaration of Human Rights	Abide by UN Guiding Principles on Business and Human Rights
Abide by ILO Declaration on Fundamental Principles and Rights at Work	Member of Australian Network on Disability (AND)
Signatory to UN Women's Empowerment Principles (WEP)	Signatory to UN Fair & Equal (LGBTI Charter for Business)
Founder member of WEF Partnering for Racial Justice in Business	

A well-defined governance framework

- Our **Human Rights Statement** provides the broad framework to ensure respectful and dignified treatment of our employees with no tolerance towards acts of human rights violations or abuse.

- Our **Supplier Code of Conduct** enables us in managing and addressing concerns on sustainable business practices within our supply chains and enhances the effectiveness of their efforts.

Diversity Councils

Our business-led diversity and inclusion efforts are championed through Diversity Councils across geographies and business unit levels. Diversity goals are a part of the corporate scorecard and helps measure our business leaders' contribution. Diversity Councils comprise members from business and enabler functions, who work under the leadership of a Diversity Council Head. Periodic reviews of diversity and inclusion metrics and programs enable teams to enhance the effectiveness of their efforts.

Code of Conduct

We swear by a **Code of Conduct and Ethics**, communicated to employees worldwide. Equal opportunity and fair treatment are an essential part of this Code, along with ensuring equal pay for equal work and an environment free from discrimination and harassment. We focus on performance of employees irrespective of race, color, religion, disability, gender, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status or any other legally protected status.

Read more +

Closing the gender gap

Our ambition is to have 45% women in our workforce by 2030, and we are 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.

38.6%
women in the workforce in Infosys Group

22%
of the Non-Executive Board members are women, i.e. 2 of 9 members

66%
of the ESG Committee of the Board comprise women

10.8%
women at the leadership level across Infosys Group

Women-centric initiatives

#IamTheFuture: It is a program by Infosys Leadership Institute to train women for leadership roles. The program accelerates the readiness of women leaders, strengthening the pipeline and fostering an inclusive ecosystem and culture. Designed as a year-long program running till fiscal 2022, in partnership with Stanford GSB, #IamtheFuture program provides holistic development opportunities for our women leaders globally.

NASSCOM partnership programs: We sponsored 400 of our women employees for the Women Wizards Rule Tech (W2RT) program in fiscal 2021. The program is designed to skill 10,000 women in the Indian industry on new and emerging technologies and is led by 120 of our mentors and 12 of our technology gurus.

For NASSCOM's Tech4All learning program, we sponsored 500 women this year. A collaboration with Confederation of Indian Industry (CII) to enable women to network with a larger community of professional women in the country through workshops, seminars, learning sessions and mentoring programs.

Parental leave for employees

In fiscal 2021, 7,097 men and 4,731 women availed parental leave. A strong return to work post- maternity program has ensured 92% women returning to work and 88% continuing in their professional journeys with us after 12 months of resuming work. Read more about our Return to Work post Maternity interventions here.

Read more +
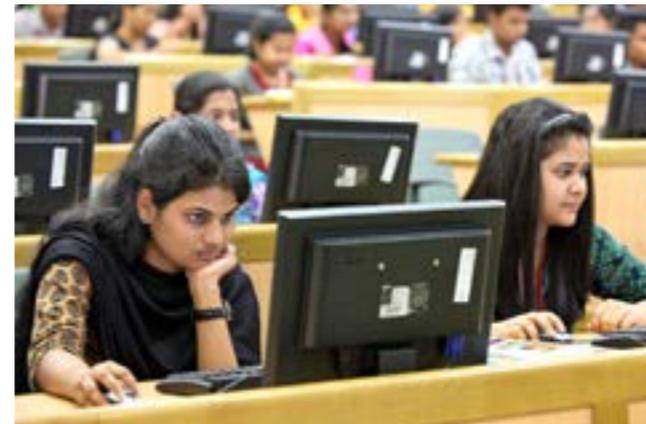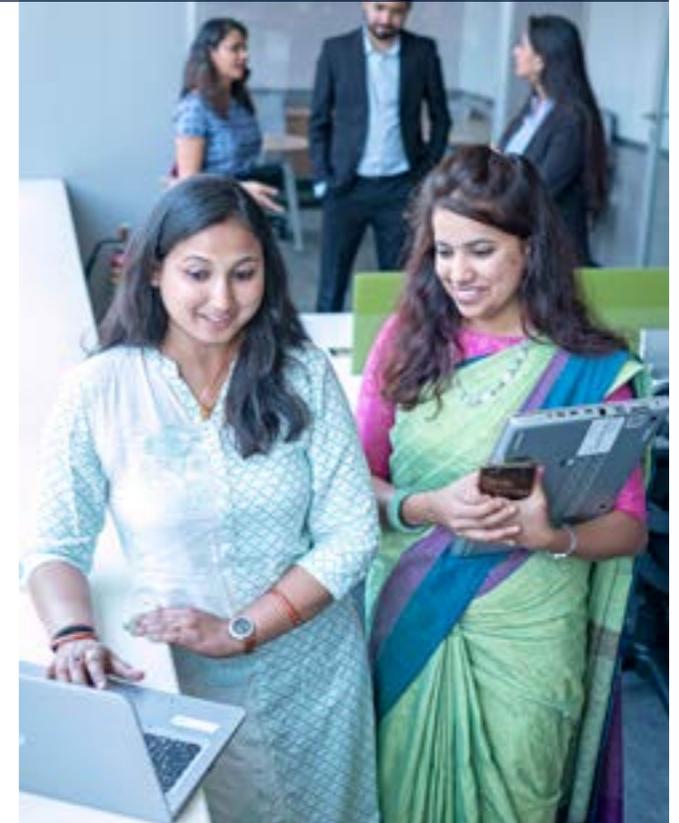
We do not differentiate our compensation offering to employees (basic salary and remuneration) based on gender or any other diversity in background, in any of the locations where we operate. The remuneration is based on the role of the employee and total years of work experience.

Read more on Pay Parity for EU +

Fostering inclusion

Our Code of Conduct governs our inclusion strategy, a key tenet of which includes respecting each other and creating an equal opportunity workplace that ensures equal pay for equal work and a discrimination- and harassment-free work environment. This is irrespective of race, color, religion, disability, gender, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status or any other legally protected status.

Read more +

Supporting people with disabilities

We formulated focused initiatives in hiring, retention and accessibility of our physical and virtual infrastructure to support those with disabilities. We launched the Accessibility Lab as a treasure trove of learning resources, expert talks and simulations, which are contributed to by a network of accessibility experts to build awareness and skills on digital accessibility for our software engineers.

Infosys' Accessibility Testing Tool (iATT) was listed as one of the w3.org's recommended tools. iATT is an intelligent accessibility compliance analyzer with a robust rules-engine and exhaustive features that enable intuitive data to reach accessibility analysis.

Read more +

Safe space for the LGBTQIA+ community

As a signatory to the UN Standard of Conduct for Businesses on Tracking Discriminations against LGBTQIA+ people, we encourage and maintain an inclusive workplace for members of the LGBTQIA+ community. We launched an enhanced Health Insurance Plan for our employees based in India, which covers partners (same-sex, domestic, civil) as dependants, gender conformation surgeries, among others.

The enhanced Health Insurance Plan for employees includes coverage for surrogacy, egg freezing procedures and mental health therapy.

153
nationalities

620
people with disabilities (voluntary disclosures)

95
fiscal 2021 rating in Corporate Equality Index for LGBT inclusion from 80 last year

Employee Resource Groups (ERGs)

Empowered Employee Resource Groups (ERGs) are helping bring a change in organizational mindset. Besides creating a broad-based understanding of diverse groups, they help organizations craft inclusive workplace policies and practices, enabling everyone to bring their best selves to work and participate fully. ERGs also reflect local and geo-specific diversity dimensions.

Recognitions from around the world

Top 10 Working Mother and AVTAR Best Company for Women in India in 2020

Silver Award Excellence in Diversity and Inclusion, 2020

Champion of Inclusion Award of Working Mother & AVTAR Most Inclusive Companies Index 2020

Read more on our D&I initiatives +