Infosys
Navigate your next

ESG REPORT 2020-21

Defining our ESG Ambitions

In October 2020, we launched our ESG Vision and Ambitions for 2030.
These serve as a point of reference for maintaining leadership and addressing
global challenges proportionate to our capacities.

Environment

Vision: Serve the preservation of our planet by shaping and sharing technology solutions

Material topics

Climate change

Leverage technology to support the transition to a low-carbon world

Ambitions
- Maintaining carbon neutrality across Scope 1, 2 and 3[1] emissions every year
- Reducing absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 75%[2]
- Reducing absolute Scope 3 GHG emissions by 30%[3]
- Engaging clients on climate actions through our solutions

Water

Reduce our water footprint and enhance water availability in the communities where we operate

Ambition
- Maintaining 100% wastewater recycling every year

Waste

Reduce, reuse and recycle to minimize waste, including e-waste

Ambition
- Ensuring zero waste to landfill

1 Business travel, employee commute, and transmission and distribution losses

2 Corresponds to 75% renewable energy usage globally. This will be measured annually against business-as-usual scenario

3 Measured against 2020 baseline

Social

Vision: Serve the development of people by shaping a future with meaningful opportunities for all

Material topics

Enabling digital talent at scale

Facilitate skilling to ensure progress for all

Ambition
- Extending digital skills to 10 mn+ people, including employees, clients' workforce, students, teachers and communities (2025)

Tech for good

Partner with society to harness the power of technology solutions in their everyday

Ambition
- Empowering 80 mn+ lives via tech for good programs in e-governance, healthcare and education (2025)

Diversity and inclusion

Foster diversity and nurture inclusion

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

Energizing local communities

Enable opportunities for communities locally

Ambition
- Delivering 33% of work by leveraging flexible/remote work options

Employee wellness and experience

Ensure fulfilling careers for our employees

Ambition
- Facilitating best-in-class employee experience and being recognized among the best employers in our key operating regions

Governance

Vision: Serve the interests of all our stakeholders by leading through our core values

Material topics

Corporate governance

Be a leader and get benchmarked for world-class corporate governance

Ambitions
- Bringing interests of all stakeholders to the fore through our empowered, diverse and inclusive Board
- Building sustainable and responsible supply chains
- Ensuring robust compliance and integrity practices
- Engaging with stakeholders through various channels and earning trust through transparent communication

Data privacy

Ensure the safety of stakeholder data

Ambition
- Adopting leading data privacy standards across all global operations

Information management

Uphold the digital trust of our stakeholders

Ambition
- Being recognized as industry leader in our information security practices

ESG REPORT 2020-21

A year of making substantial progress

Environment

Carbon neutral
across Scope 1,2 and 3 emissions in fiscal 2021

83.6%
absolute Scope 3[1] emissions reduced

46.12%
of our scope 1 and 2 emissions reduced against Business-as-usual (BAU)[2]

20+
projects executed for clients facilitating climate change actions

Minimizing
waste to landfill

(1) Includes business travel, employee commute, upstream leased assets, waste and work from home

(2) This corresponds to renewable energy usage against BAU

Social

2.02 mn
users are learning on Infosys Wingspan platform

>80 mn
lives empowered through Tech for good

38.6%
women in the workforce

96.5%
of our employees are working remotely

Infosys is among

Top Employers and Great Place to Work

Top Employers Global 2021 certification in 20 countries across Europe, the Middle East, Asia Pacific and North America, as well as a Great Place to Work® certification in India and the US, and ranked by Fortune among the Best Big Companies to Work For™ 2021 in the US

Governance

22%
women on the Board

71%
of our spend is local (India)

Recognized as one of the

World's Most Ethical Companies in 2021

ISO 27701 certified
Privacy Information Management System (PIMS), among the first few companies in the world to receive this accreditation