Equal Opportunity Policy – India
(Pursuant to The Rights of Persons with Disabilities Act, 2016)

At Infosys, we strive to provide a work environment free of discrimination and harassment. We are an equal opportunity employer and employment decisions are based on merit and business needs.

Infosys complies with all applicable laws prohibiting discrimination or harassment against any applicant or employee. This prohibition includes without limitation discrimination or harassment based on race, color, gender, national origin, religion, creed, disability, covered veteran status, genetic information, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, marital status, citizenship status, ancestry, financial status, caste, skin color, belief, social status, tribe or clan and perceived or real HIV and/or AIDS status and any other personal characteristic protected by applicable law. This statement applies to all personnel actions including, but not limited to recruitment, hiring, placement, promotion, transfer, separation, compensation, benefits, training, and education.

The inclusion of persons with disability is an integral part of our Code of Conduct and Ethics which has guided us to craft the following practices.

1. Guidelines:

   a) Infosys has implemented a Practice Guideline for building an inclusive workplace. This guideline details practices and recommendations intended to enable stakeholders to make informed choices in their line of duty towards facilitating an inclusive and equal opportunity workplace. Infosys does not differentiate or discriminate in the manner of selection of persons with disabilities in regard to any position for which the employee or applicant is qualified.

   b) Infosys has a special Loan policy for employees with disability working in India locations which enables them to purchase assistive devices that improve their overall ability and quality of life.

   c) Infosys shall ensure that no employee is discriminated on the grounds of his/her disability in regard to any position for which the employee or applicant is qualified, except in cases where such act/omission is a proportionate means of achieving a legitimate or organizational aim.

2. Accessible Workplace supports:

   a) Reasonable Accommodations are facilitated, where required, to improve accessibility and create an inclusive work environment (e.g., manual and motorized wheelchairs, comfortable workstations, screen readers and other supporting assistive devices, as needed). (Reasonable accommodation means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case on the company, to ensure to persons with disabilities the enjoyment or exercise of rights equally with others in the offices of Infosys).

   b) Infosys aims to ensure that our physical infrastructure (buildings, facilities and services in the building/campus) adheres to the accessibility standards as prescribed by the applicable law.

3. Learning and Awareness

   a) Learning and awareness interventions include specific modules on learning about various disabilities, breaking workplace barriers, creating inclusive work cultures and more through our internal learning platform called LEX. This is complemented with leadership talks, inspiring stories of employees with disability, celebrating various days for disability awareness, for example- International Day for Persons with Disability to laud
accomplishments of persons with disability in an effort to build a disability-friendly ecosystem and Global Accessibility Awareness Day (GAAD) to strengthen awareness on accessibility.

b) A special Digital Accessibility learning channel on our internal learning platform LEX provides learning and certification programs on digital accessibility for our software engineers, programmers and testers to enable them to create accessible products and services.

4. Employee Resource Group:

Infyability is an Employee Resource Group (ERG) for Infosys’ employees with disability and their allies. This ERG aims to create a safe and inclusive work environment for employees with disability. The ERG runs campaigns and programs to not only sensitize employees, but also invite employees to provide their inputs on how they can foster inclusion of employees with disability.

5. Extra Leave:

An employee’s request for extra leave, for a reason related to her/his disability, will be treated as authorized unpaid absence from work.

6. Grievance Handling:

a) In case of any grievances, the employees can raise a complaint on Infy Me mobile/web application or write to HEAR@infosys.com

b) Infosys will not retaliate nor discriminate against any employee or applicant because he or she has opposed any unlawful employment practice or filed a charge of employment discrimination, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing related to employment practices.

For more information on disability inclusion at Infosys, please reach out to:

Contact person: Aruna Newton
Designation: VP- Head Diversity, Equity and Inclusion
Email: infyability@infosys.com