

# Gender Pay Gap Report 2024

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# Introduction

Our priority at Infosys Consulting is to foster a culture that exemplifies teamwork, embraces innovation and values diversity, equity and inclusion to achieve mission excellence.

Infosys Consulting is a subsidiary of Infosys Limited, a global leader in consulting and technology. Infosys Consulting is a leading management & technology consultancy, committed to advising international companies on strategy, process optimisation and IT-enabled transformation.

In October 2020, we launched our ambitious ESG Vision 2030. Under the social pillar of our ESG 2030 roadmap, we have committed to a gender-diverse organisation and having our workforce comprise of 45% women 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 emphasises 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 Board and 67% of the ESG Committee of the Board
- Women comprise 39.3% of our global workforce.

# Gender Pay Gap 2024

- **Gender Pay Gap:** The mean gender pay gap stands at **27.9%**, while the median gap is **29.0%**.
- **Bonus Gap:** The mean bonus gap is **55.2%**.
- **Female Representation at Senior Levels:** Women make up **10.4%** of the upper pay quartile.

	2017	2018	2019	2020	2021	2022	2023	2024
<b>Mean gender pay gap</b>	29.0%	25.7%			28.0%	32.5%	31.6%	<b>27.9%</b>
<b>Median gender pay gap</b>	28.3%	26.4%			23.0%	31.3%	30.2%	<b>29.0%</b>
<b>Mean bonus gap</b>	37.9%	21.5%			50.9%	58.0%	57.0%	<b>55.2%</b>
<b>Median bonus gap</b>	43.3%	23.3%			42.7%	47.7%	55.3%	<b>47.7%</b>
<b>Proportion of men receiving a bonus</b>	84.4%	87.5%			74.7%	64.1%	77.6%	<b>83.6%</b>
<b>Proportion of women receiving a bonus</b>	89.9%	86.8%			71.4%	49.2%	72.3%	<b>80.0%</b>
<b>Lower quartile (percentage women)</b>	41.5%	35.2%			40.0%	54.7%	53.5%	<b>57.1%</b>
<b>Lower-mid quartile (percentage women)</b>	29.2%	36.8%			27.1%	32.1%	35.2%	<b>33.8%</b>
<b>Upper-mid quartile (percentage women)</b>	18.5%	17.3%			15.7%	20.8%	21.7%	<b>21.8%</b>
<b>Upper quartile (percentage women)</b>	9.1%	5.6%			7.0%	6.6%	6.2%	<b>10.4%</b>

# What's causing our gender pay gaps

Not unlike other organisations operating in our market space, we have a male dominated workforce: with 31% of roles in the organisation being held by women (recent statistics indicate that women make up 29% of the 'UK Tech' workforce).

A primary driver of our gender pay gap is underrepresentation of women in our more senior consulting roles. For example:

- 23% of our Principal roles are held by women (unchanged from 2023)
- 12% of our Senior Principal roles are held by women (5% in 2023)
- 14% of Associate Partner roles are held by women (13% in 2023)
- 10% of our Partner roles are held by women (unchanged from 2023)

We have made marginal improvements at some organisational levels since our last report in 2023, but we need to do more

It is imperative that we recruit, retain and promote more women in order for us to realise our target of having our workforce consist of 45% women by 2030. 57% of our most junior consulting roles are held by women. This shows we have a strong pipeline of female talent and must ensure that we can retain these women and provide support so that they can advance to more senior roles.

# What we are doing

We are committed to reducing our gender pay gaps and supporting the success of women in our workplace. Our commitment to increasing pay parity is governed by the ESG Committee of the board, and our managers and leaders are playing a critical role in bearing accountability for achieving our diversity, equity & inclusion (DEI) goals.

Our employees are encouraged to be active contributors to shaping a vibrant, diverse and inclusive corporate culture through Infosys Women's Initiative (IWIN) - an Employee Resource Group (ESG) whose purpose is to strengthen gender and ensure continuous engagement for women stakeholders across the enterprise.

**We recognise that to reduce our gaps we need to recruit, retain and promote more female talent in our workplace** and to this end, we have developed a range of initiatives aimed at tackling specific issues that women face in the workplace.

# What we are doing: Recruitment

We have a range of measures in places aimed at recruiting more women into all roles at Infosys Consulting.

- **Policy** - We have deployed evidence-backed measures that are shown to be effective at reducing the gender pay gap. These include: **gender neutral language** in job adverts, conducting best practice training for interviewers encompassing how to use a structured interviews to reduce biases in selection decisions, adopting **gender balanced interview panels**, consideration of candidates desirous of flexible working arrangements, and wherever possible having at **least two women are shortlisted** for every senior/management role. We have also set targets of increasing the proportion of women in roles of **Senior Principal level or above** to 30% by 2030.

# What we are doing: Retention

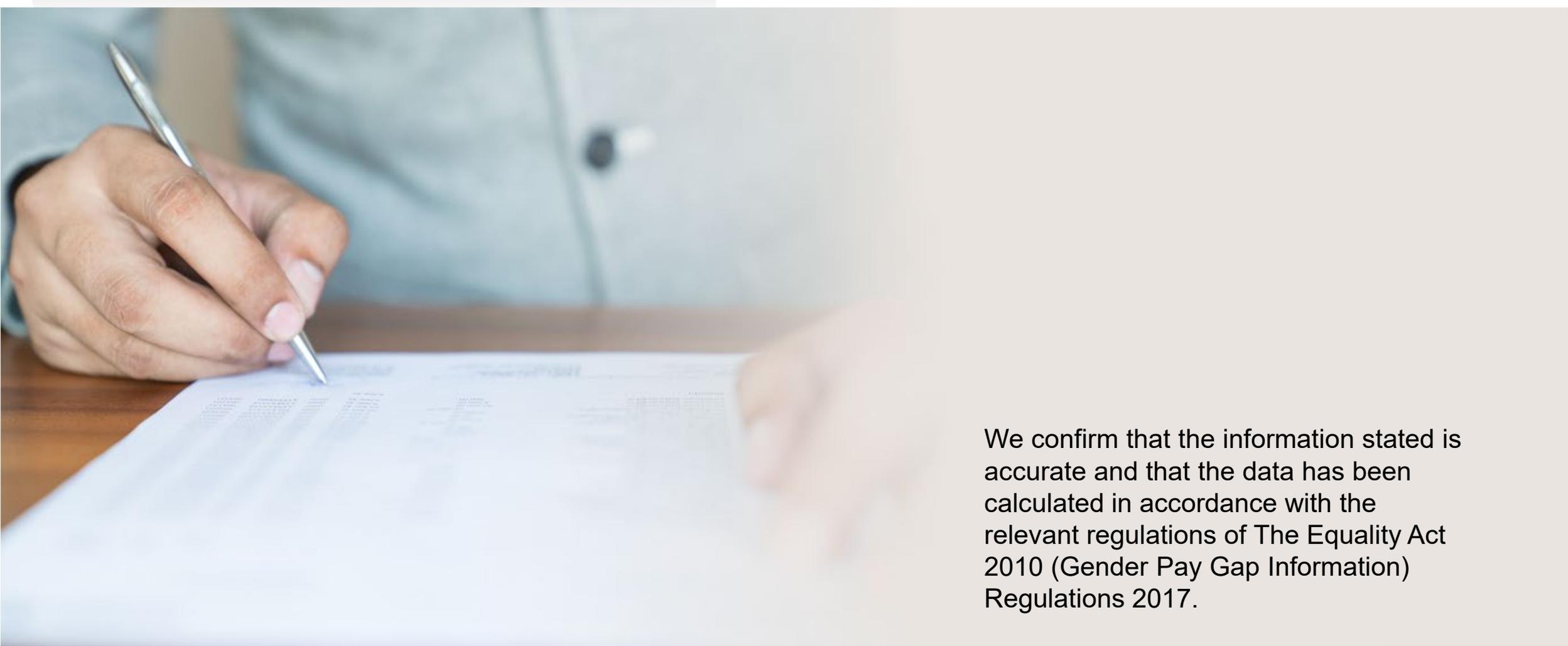
To make sure we can retain our female talent, we need to have a supportive culture in which every individual is able to make the most of their skills, talent and potential. Our enabling initiatives include:

- **Women of Infy.** This weekly posting on our intranet runs through the year, showcasing the accomplishments of our diverse female workforce and their extraordinary journeys. This blog series is one of the most widely read internal communication features and continues to inspire both men and women across the organisation.
- **Family Matters.** This is an online forum that provides employees the space to discuss parenting, relationships, family health, nutrition, children's education, elder care and more. Webinars are regularly 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.** This is an important business priority. A strong independent Anti Sexual Harassment Initiative and grievance redressal board ensure impartial investigations. Communication and awareness campaigns on safety for women are run both on and off site throughout the year. Employees also have access to a smartphone-based emergency app.

# What we are doing: Promotion

We have developed a series of programs aimed at equipping women with the skills, knowledge and experience to reach our most senior roles. These initiatives help women at all levels of our business and include:

- **#IamTheFuture Women in Leadership Program.** The #IamTheFuture Women in Leadership Program is focused on equipping women leaders through learning interventions focused on growing contemporary digital capabilities, thus preparing them not just for today but for the future.
- **Women in Management (WIM).** This is an immersive 3-day residential workshop focused on competency building in the areas of individual, teams, client and business development.
- **Women in Executive Leadership (WIEL).** This is an exclusive intervention targeted at building the leadership talent pipeline of women. The program encompasses online learning modules, facilitator-led sessions, expert-led workshops on identified topics and project work.

A close-up photograph of a person's hands writing on a document. The person is wearing a light blue button-down shirt. The document is open on a wooden desk, and the person is using a silver pen to write. The background is a soft, out-of-focus light color.

We confirm that the information stated is accurate and that the data has been calculated in accordance with the relevant regulations of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Paul Dillon'.

**Paul Dillon**  
Partner, European Head