

We have employees with physical disability, visual, speech and hearing impairment and cerebral palsy. The disability inclusion initiative is an integral part of the Diversity & Inclusion Policy and comprises the following elements:

### 1. Policies and guidelines:

- a. Diversity & Inclusion policy of Infosys focuses on disability and aims to work towards creating an accessible and inclusive workplace.
- b. Special Loan policy for employees with special abilities working in India locations. This policy enables employees with disabilities to purchase assistive devices that improve their overall ability and quality of life.
- c. Infosys has also 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 building an inclusive workplace.

### 2. Accessibility for all:

- a. Providing an accessible workplace which includes a constant effort to improve both physical (infrastructure) and digital communication accessibility.
- b. Reasonable Accommodations: Provision of assistive devices for those with special needs to improve accessibility and to create an inclusive work environment (e.g. providing accessible transportation in our Development Centers (DCs) for easy commute across the campus, manual and motorized wheelchairs, conformable workspace at each work station, screen readers and other supporting assistive devices as needed).
- c. The employees with orthopedic disabilities are placed in all roles. Employees with hearing impairment are placed in all roles, excluding roles that involve in speaking over the phone to the clients/vendors/employees. Employees with visual impairment are mostly placed in support functions and business roles where we have reasonable accommodation in place.

### 3. Communication/Education:

- a. These include awareness sessions on 'Disability in the Workplace', promoting inspiring stories of employees with disability, information booklets; celebrating International Day for Persons with Disability to laud accomplishments of persons with disability and efforts to build a disability-friendly ecosystem.
- b. Internal social media campaigns to promote learning on inclusion at the workplace and sensitize employees on aspects of disability inclusion at workplace.

### 4. Employee Resource Group:

Infyability is an Employee Resource Group (ERG) for Infosys employees with disability. This ERG aims to create a safe, accessible and inclusive work environment. The ERG runs campaigns to not only sensitize employees, but also invite employees to provide their inputs on how they can make differently-abled employees feel included in all aspects of work life.

### 5. Collaboration:

Infosys is one of the founding members of Business Disability International (bdi), a unique global business consortium working for the mutual benefit of business, people with disabilities, and the societies and economies we influence.

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

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