

# Gender Pay Report 2019

Infosys Limited – France Branch



# Introduction

Our employees are our biggest assets. To meet the evolving needs of our clients, our priority is to attract and engage the best talent in the right locations with the right skills.

We therefore focus on the overall well-being of our employees, providing them with a fulfilling and lifelong career. Diversity and Inclusion at the workplace is a key aspect of employee well-being.

We use a multi-pronged approach to promote Diversity and Inclusion within Infosys. The principles and goals of the Universal Declaration of Human Rights are at the center of our Diversity and Inclusion (D&I) strategy. With a strong focus on gender, the strategy is powered by **supportive leadership** and is making strides at the workplace.

- Women make up **33%** of our Board strength. We have continued to strengthen our efforts towards achieving our diversity goal to improve participation of women in the executive leadership of the Company.
- “Women comprise 36% of our global workforce. In France the pay gap is actually in favour of women, whose earnings are 9% higher than male colleagues (based on the index)”.
- We also work towards achieving **25%** women in executive leadership of the Company.



# Gender Pay Gap 2018

Indicator	Points obtained	Maximum points
1. Average salary	27	40
2. Pay rise (excluding promotions)	20	20
3. Promotions	15	15
4. Pay rise after return from maternity leave	15	15
5. Number of top 10 highest-paid employees of the under-represented gender	0	10
<b>TOTAL</b>	<b>77</b>	<b>100</b>



# Initiatives for balanced diversity

Improving the participation of women in executive leadership of the Company is an important goal on our corporate scorecard. Towards this, we have a number of initiatives targeted at leadership development and mentoring, strengthening the pipeline of talent available for leadership positions, increasing the participation of Women in Technology as well as improving post-maternity return-to-work rates.



## A few initiatives



**Diversity Award:** A Diversity Award has been introduced in the Company's Awards for Excellence to recognize leadership of business units that have strengthened the participation of women in executive leadership



**Press for Progress:** The 2018 UN theme for the International Women's Day (IWD), #PressforProgress, was in many ways a bold articulation of a journey well on its way to a glorious destination, spelling success for the many endeavors that women have undertaken, and are yet to undertake. The Infosys IWIN (Infosys Women's Inclusivity Network) team adopted the UN theme for 2018 '#PressforProgress' and thoughtfully planned multiple activities focusing on education, fitness, creative expression, empowerment and entertainment.



**Aspiring Architect Program:** Infosys launched the Aspiring Architect Program with a view to increase the participation of women in technology. The six-month intervention saw over 450 registrations globally. Business units have assigned mentors and coaches to each of the participants. Peer-learning groups in the Company's development centers also provide a supportive ecosystem for development.

# Building lifelong careers

Nurturing future leaders is key to Infosys' approach to learning and growth. Gender diversity is a priority, and the Infosys Leadership Institute supports women leaders' engagement through **mentoring and specific women leadership experience workshops**. Through varied interventions and initiatives, we continuously strive towards facilitating an ecosystem that helps leaders invest in their own development and become better at not just what they do but also influence the kind of leaders they become.

## UNIFIED LEARNING INTERVENTIONS:

**Bridge Academy** – In order to improve the quality of career movements into Sales roles and to provide enablement based on a sales competency framework for employees aspiring for Sales Roles, a Bridge Academy program has been envisaged. **(23% of the 120 employees who have participated so far are women)**

**Womeninspire** - Sessions by and for women colleagues with **senior leaders' within and outside Infosys** have been conducted. The leaders share their career journey, best practices, experiences and ways to maintain work life balance.

**Cohort** - Face-to-face sessions to equip our top performers with new knowledge and skills. Sessions are conducted by internal & external faculty and face-time interaction with senior leaders is enabled. Minimum women participation in the sessions is **5%**.

We continue to focus on improving the participation of women in technology and executive leadership of the Company



# THANK YOU