



Building sustainable and responsible supply chains

Our upstream value chain consists of more than 9,000 suppliers across three categories – suppliers of people, suppliers of products and suppliers of services. Supplier relationships include longterm, short-term, contractual, and project-based relationships. Our procurement from MSMEs amounted to 9.7% of our overall spend. The entities downstream from us are our clients. We serve a variety of clients across diverse industries ranging from aerospace, automobile, financial services, healthcare, life sciences, utilities and more. For more information, read Business Consulting Services and Technology Services offered at Infosys.

Infosys believes in and is committed to partnering with the highest quality suppliers to ensure that we deliver best-of-breed business and IT solutions to our clients. As a signatory to the United Nations Global Compact (UNGC), Infosys leverages the UNGC principles covering human rights, labor, environment, and anti-corruption as foundational principles for building and improving its sustainable supply chain practices. The Company's Responsible Supply Chain and Supplier Diversity Policy is an expression of our commitment to integrate these principles into our supply chain relationships and towards building long-term environmental, social, and economic opportunities for diverse businesses. This commitment is manifested in our internal activities and processes, as well as through the organizations we engage with externally. Integrity and ethics govern all our supplier partnerships, while also supporting and encouraging the aspirations of diverse businesses.

Infosys Supplier Code of Conduct

Infosys is proud of the way it conducts its business and has always been a Company with a strong commitment to ethical business practices and sustainability. We encourage our suppliers to join in this commitment, based on a shared set of values and principles. We pursue mutually beneficial relationships with our suppliers and seek to work with businesses that are committed to act fairly and with integrity towards their stakeholders, observing the applicable rules of law. The [Supplier Code of Conduct](#) (SCoC) draws inspiration from the Infosys Code of Conduct and Ethics and the principles of the UNGC. It provides a detailed account of material topics that we are focused on to nurture and sustain responsible supply chains. As part of the onboarding process, all vendors must accept the Infosys SCoC. This is tracked diligently by the procurement team. Violations to the Supplier Code, can be reported through <http://oic.infosys.com> and the Infosys Helpline numbers, whistleblower@infosys.com and vendorincident@infosys.com. There were no supplier complaints in fiscal 2025.

Screening before empanelment

As part of the pre-contract and evaluation, we perform exhaustive due screening of suppliers in sanctions, corruption, financial crimes, litigations, and ESG at the time of onboarding with the help of a third-party tool. This assessment covers compliance, adverse media, information security, physical security, and sustainability, based on the type of vendor. We onboarded 2015 new suppliers in fiscal 2025. Additionally, we have incorporated

ESG criteria into the supplier onboarding process. 38% of new suppliers were assessed on social and environmental parameters.

Local procurement

Our centralized procurements are in India, but we engage with local suppliers for local needs across geographies. We track and report diverse spends and make this information available to our clients on request. The proportion of spending on local suppliers was about 25.6% in fiscal 2025. We did not have any significant actual and potential negative environmental and social impacts in the supply chain.

Supplier engagement

Sambandh is our biannual supplier meeting. Our theme at Sambandh was 'Sustainable procurement through engagement'. Over 700 suppliers engaged in Sambandh across locations in India through fiscal 2024 and fiscal 2025. The engagement included workshops and discussions on the principles contained in the Infosys SCoC and ESG-compliant procurement practices.

ESG assessments

As of fiscal 2025, we have covered 800+ supplier groups through ESG assessments. The assessments cover governance, ethics and compliance with law, fair business practices, labor practices and human rights, health and safety, and environment. The assessment is based on a protocol which leverages the Infosys SCoC, ISO 26000, Global Reporting Initiative (GRI), United Nations Human Rights

273 suppliers engaged to enhance their climate performance

Council (UNHRC), Ethical Trading Initiative (ETI) and other international frameworks. The Infosys SCoC leverages the UNGC principles including protecting and upholding internationally proclaimed human rights, treating all persons with respect and dignity while safeguarding their rights, the elimination of forced and compulsory labor, the abolition of child labor in the supply chain and strong corporate governance practices including anti-corruption and anti-bribery and promoting fair business practices across the supply chain. During the assessment no actual and potential negative environmental and social impact was identified in the supply chain.



Sambandh supplier meet



Deepening our responsible supply chain commitment

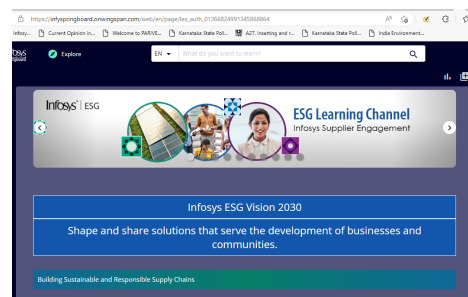
In fiscal 2025, we onboarded a third-party managed services provider to help assess our suppliers and guide their efforts in incorporating responsible business practices in their organizations. This program includes supplier assessments on a globally consistent framework along with industry benchmarks, supplier self-assessments through a questionnaire-led approach and capacity-building programs. This effort enables us to baseline supplier performance on ESG, encourage sharing of best practices and engage actively on improvement opportunities.

ESG learning channel for suppliers

We launched a dedicated learning channel for our suppliers on Infosys Wingspan. The portal contains ESG learning and best practices and provides learners an opportunity to discuss, ideate, and engage on ESG topics.

Decarbonizing the supply chain

Infosys has been a leader in climate action for many years due to its bold action in mitigating climate change impacts. Our ambitious ESG Vision 2030 and our goal to become climate positive in 2030 are important actions in this endeavor. We have been disclosing environmental information



ESG learning channel for Suppliers

through the Carbon Disclosure Project (CDP) since 2006 and remain on CDP's leadership quadrant for the ninth year in a row. Our Science Based Target Initiative (SBTi) endeavors to reduce our environmental impact, mitigate risk and, promote environmental stewardship in our operations, including our supply chains. To meet these ambitious goals, Infosys expects its supply chain partners to align with the Company's environmental vision and ambitions. To support our suppliers' efforts for early adoption, we organized in-person four training sessions for suppliers representing a large part of our capex in fiscal 2025 on climate change and the knowledge required to facilitate accurate climate change disclosures including best practices monitoring, maintaining, and improving data capture methodologies, emissions monitoring as well as calculation techniques applicable to the organization. The workshops leveraged Infosys' benchmark practices in environmental sustainability

while offering learners an opportunity to experience our campuses, referred to as 'living labs' for clean technologies.

For more information please read the section on [Climate Change in this ESG report](#).

