

INFOSYS LIMITED – MODERN SLAVERY ACT STATEMENT

PURPOSE OF THE STATEMENT

Modern Slavery covers harassment through forced and compulsory labor and human trafficking in the supply chains of businesses. This Statement is made by “Infosys Limited”, and its relevant subsidiaries (Refer Annexure A), **all collectively hereinafter referred to as “Infosys”** pursuant to Section 54 (1) of the UK Modern Slavery Act 2015, Section 3 of the Australia Modern Slavery Act, 2018 and any other applicable Modern Slavery regulations for the year ending 31 March 2024. We are committed to uphold human rights and the steps we have undertaken to ensure that slavery and human trafficking do not operate within our business or our supply chain.

OUR BUSINESS

Infosys is a global leader in next-generation digital services and consulting. We enable clients in over 50 countries to navigate their digital transformation. Our vision to earn the respect of our stakeholders continues to inspire our endeavors. Our values, referred to collectively as C-LIFE include Client Value; Leadership by Example; Integrity and Transparency; Fairness and Excellence, and these values guide our actions.

As a responsible business we believe that success includes embracing actions across all three dimensions of sustainable performance viz., environmental, social and economic. Our Annual Reports and Sustainability Reports on www.infosys.com provide more information on our sustainable business performance. Also visit www.infosys.org to gain a deeper insight into our social and environmental sustainability initiatives.

OUR SUPPLY CHAIN

We have classified our suppliers into three major categories:

- i. Suppliers of People: This covers our contractors who work on our campuses/client projects and support our business.
- ii. Supplier of Services: This covers our partners who provide essential services (such as catering, food and beverage counters, transportation, construction etc.) on our campuses.
- iii. Supplier of Products: This covers our partners who supply products (such as IT hardware, software, electrical / electronic equipment, furniture, heavy equipment, stationery etc.) to us.

POLICIES AND PROCESSES

We are signatories to the United Nations Global Compact and uphold these principles in our business and in the wider supply chain. Our Code of Conduct and Ethics and Supplier Code of Conduct which are available on our corporate website www.infosys.com lay down the expectations that we have from our employees and suppliers in the conduct of business activities globally.

The Infosys Code of Conduct (“Code”) <https://www.infosys.com/investors/corporate-governance/documents/codeofconduct.pdf>, which is the foundation of our Compliance and Integrity Program, sets forth our core values, shared responsibilities, global commitments and promises. The Code expresses Infosys’ commitment to conducting business ethically. Our values are the ethical backbone of the Code. The Code is supplemented by additional policies such as the Anti-Harassment and Anti-Discrimination Policy and the adoption of the Human Rights Statement that work to ensure an equal opportunity workplace free from discrimination or harassment. Our Whistleblower Policy provides our stakeholders with a safe process to raise concerns without fear of retaliation. Similarly, our Supplier Code of Conduct <https://www.infosys.com/investors/corporate-governance/documents/supplier-code-conduct.pdf>, describes the expectations that we have of our suppliers, including on forced labor, discrimination-free workplace, wages and benefits, ethical dealings.

As part of our responsible supply chain efforts, we undertake the following:

- During onboarding, our suppliers are required to sign the Supplier Code of Conduct.
- We insist, in our agreements, that our suppliers comply with local laws. In addition, we have updated our standard contractual terms to include obligations on our suppliers to comply with our position regarding anti-slavery and human trafficking. We build long-standing relationships with local suppliers and make clear our expectations of business behavior.
- We will also strive to ensure that slavery and human trafficking is not taking place within any of our supply chain business partners and will not tolerate such activities either within the supply chain or within any part of Infosys’ business.
- We audit our people suppliers in India at regular intervals for payment of minimum wages and social security contributions and train them on the Infosys Code of Conduct. Our payments are always above the stipulated minimum wages. In our non-India locations, we ensure checks to comply with the requirements of local law in our supply chains
- We have systems in place to encourage the reporting of concerns and the protection of whistleblowers. The Whistleblower policy can be referred at <https://www.infosys.com/investors/corporate-governance/Documents/whistleblower-policy.pdf>

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we conduct training to relevant members of our supply chain on the benefits they are entitled to as well as on anti-sexual harassment policies. We also require our suppliers of people to provide training to their employees on their rights, including relating to wages, benefits and grievance redressal forums. We have also circulated a training module to create awareness on modern slavery and human trafficking to our employees who manage the supply chain.

RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAINS

Infosys is in digital services and consulting industry and its activities involve low risk of Modern Slavery (human trafficking, slavery, forced labor, servitude, etc.). We have a robust process to ensure the risks of Modern Slavery in our Supply Chain is evaluated on an ongoing basis. Moreover, our Supplier Code of Conduct, our empanelment process and our contracting framework with our vendor partners have processes to evaluate any risks of Modern Slavery in our Supply Chain. Modern Slavery is a complex challenge which requires ongoing, evolving and continually improving efforts. We will continue to review our internal processes to ensure that our obligations under the Modern Slavery legislations are met.

We use the following key performance indicators to help us sustain our efforts and measure the effectiveness of the steps undertaken to remove modern slavery and human trafficking from our supply chains:

- Working with our suppliers to acknowledge and socialize the Supplier Code of Conduct
- Providing information to support staff on our campuses in India on their rights, including relating to sexual harassment.
- Periodic audits by our internal audit team along with remedial action.

Reviewing issues raised through our grievance redressal mechanisms and initiating corrective action. We will continue to identify ways to improve employee and supplier awareness of Infosys commitment to respect human rights and efforts to prevent modern slavery and human trafficking.

The policies, practices and procedures regarding responsible business, ethics and compliance apply to all the entities, collectively referred to as 'Infosys'. We have a process for an ongoing consultation and regular trainings with all our entities and stakeholders.

This statement was approved by the Board of Infosys Limited on April 19, 2024.

For Infosys



Salil S. Parekh
Chief Executive Officer & Managing Director
Infosys Limited

Annexure – A

Entity Names in UK	
1	Infosys BPM UK Limited
2	Brilliant Basics Limited
3	Brilliant Basics Holdings Limited
4	Inky Consulting Company Limited
5	Infosys Fluido U.K. Ltd
6	Guide Vision UK Ltd
Entity Names in Australia	
1	Infosys Technologies Limited
2	Infosys BPM Limited
3	Infosys Management Consulting Pty Limited
4	Portland Group Pty Limited
5	Simplus Anz Pty Ltd
6	Simplus Australia Pty Ltd.