

INFOSYS LIMITED

RESPONSIBLE SUPPLY CHAIN AND SUPPLIER DIVERSITY POLICY

1. BACKGROUND AND INTRODUCTION

More and more organizations across the globe are pledging their commitment towards creating responsible and diverse supply chains. The idea is not only to reduce the social and environmental risks but to also tap the rich diversity of the regions they operate in to amplify their core businesses while at the same time creating a positive social and environmental impact.

Infosys believes in and is committed to partnering with the highest quality diverse 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, 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 & Supplier Diversity Policy is an expression 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. We are committed to partnering with suppliers with integrity, in an ethical manner, while at the same time supporting and encouraging the aspirations of diverse businesses.

2. SCOPE AND COVERAGE

The policy covers all Infosys suppliers. We have classified suppliers into three major categories, viz.,

- (i) **Suppliers of People:** Partners who help us meet our manpower requirements (employees and contractors)
- (ii) **Supplier of Services:** Partners who provide services
- (iii) **Supplier of Goods:** Partners who supply products (such as IT hardware, software, Physical Infrastructure, electrical / electronic equipment, furniture, heavy equipment, stationery etc.)

The policy applies to Infosys' global operations

3. POLICY STATEMENT

Infosys is committed to providing fair and equal opportunities for all high performing competitive suppliers as part of our effort to build a sustainable supply chain. We welcome and promote businesses owned by diverse suppliers and businesses operated in a manner consistent with leading ESG practices. Partnering with sustainable and diverse suppliers is a significant component of our overall commitment to create a socially conscious, responsible, diverse, and inclusive world.

4. WHAT OUR SUPPLIERS CAN EXPECT FROM US

Towards achieving our goal of nurturing responsible and diverse supply chains, we commit to the following:

1. Providing opportunities to diverse suppliers to compete fairly and ensuring non-discrimination in the award and administration of business.
2. Implementing a 'code of conduct' for all supplier relationships <[supplier-code-conduct.pdf](#)> ensuring clarity on what we expect from our partners.
3. Constantly benchmarking and improving our existing supply chain processes and systems as part of our efforts towards business responsibility.
4. Providing support and enabling mechanisms to all stakeholders to create awareness, enable value creation and creating a climate conducive for ensuring and rewarding compliance.
5. Investing in supplier education and entrepreneurship competency building.
6. Providing mechanisms to engage, train and assess our suppliers with the objective of improving their processes and taking them to a higher level of maturity.
7. Ensuring access to grievance redressal mechanisms and ensuring confidentiality and non-retaliation in grievance handling

5. EXPECTATIONS FROM OUR SUPPLIERS

Infosys selects and awards contracts to suppliers based on criteria including, but not limited to, the best fit Product and Service offerings, cost, timelines and results of periodic performance reviews of suppliers. We look for the following while evaluating our prospective suppliers' proposals:

- (i) **Superior quality at right price:** At Infosys, we set high standards of performance while delivering to our clients. We expect the same focus from all our suppliers.
- (ii) **Service:** We seek suppliers who highly value customer service excellence.
- (iii) **Innovation:** We seek suppliers who have a continuous product and process improvement mindset.
- (iv) **Ethics in doing business:** We expect all our suppliers to always adhere to our supplier code of conduct in letter and spirit. <[supplier-code-conduct.pdf](#)>
- (v) **ESG focus and compliance:** We expect our suppliers to integrate ESG into their business and operations and enable Infosys' ESG Vision and ambitions.

6. REVIEW

This policy will be reviewed periodically