

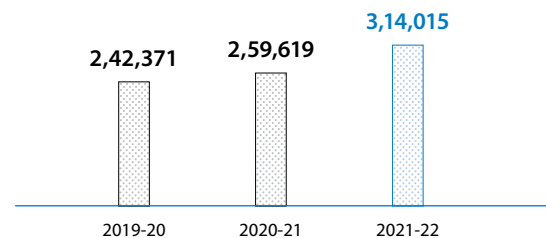
Employees

At Infosys, careers don't stand still and talent transformation is an important focus area. It begins with sensing employee needs and responding with a value proposition that delivers meaning, purpose and value for them. It builds synergy between how we look to differentiate ourselves as a Company and deliver on the expectations of our employees.

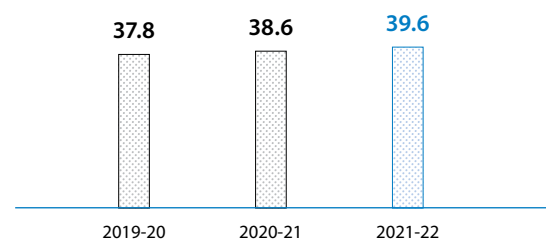
We have a three-pronged strategy to deliver value to our employees:

- Inspire our people with meaningful work and passionate teams, enabling them to find purpose and make an indelible impact.
- Ensure that our people, are continuously learning and progressing in their careers, and shaping our collective future.
- Create opportunities for every employee to navigate further, powered by our culture and partnered by other Infosys with shared aspirations.

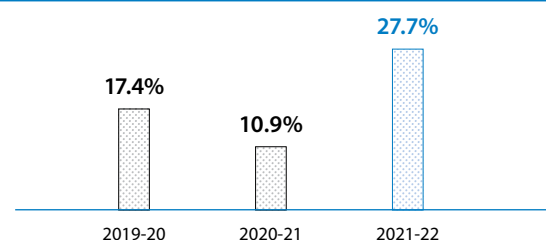
Total no. of employees



% of women employees



Voluntary attrition*



*LTM IT services

Enabling and rewarding managers

We have designed the Infosys manager enablement framework to equip our leaders with the skills and capabilities to help their teams build technical, business and people skills along with a digital mindset to accelerate their development journeys. Managers are encouraged to adhere to a behavior code that has seven principles to ensure efficient management of their teams. Infosys recognizes those managers who are exemplars in living the Manager Code.

- Be the voice of the team
- Connect. Care. Recognize
- Be the navigator – Foster grassroots innovation, collaboration, and deliver client delight
- Be a lifelong learner and teacher
- Live the Infosys Code of Conduct and Ethics, C-LIFE
- Leave no one out
- Collaborate to win

Employee Engagement Framework

Our Employee Engagement Framework – **5C (Connect, Collaborate, Celebrate, Care, Culture)** – helps us to create best-in-class employee experiences and supports our people to stay motivated to deliver their best at all times. We have created common engagement platforms such as QuickStart that allow us to quickly onboard new employees.

Connect helps us to catch up with employees in formal and informal setups and facilitate coaching and mentoring. We are promoting **Collaboration** among teams through Power Teams with programs customized for projects as the nucleus, promoting knowledge-sharing sessions, ideathons, hackathons and coaching by managers. We are **Celebrating** our people's success with RISE, an exclusive recognition platform integrated with our digital marketplace InfyGold+ and InfyAdvantage for employees. We have prioritized employee well-being and **Care**, with a renewed approach to our flagship Health Assessment & Lifestyle Enrichment (HALE) program. Finally, our **Culture** is driven by our strongly rooted values C-LIFE, leaders and managers who embody these values and our people who we call Infosysians, who nurture life at Infosys with vibrant employee resource groups, passionate hobby clubs, culture cafes, peer counselling groups to be the navigators of the future.

Employees

Careers that never stand still

We have programs, partnerships and initiatives that give our employees opportunities to learn continuously and be rewarded with faster growth. With digital technologies changing every day and skills needing constant update, we have made it easy for our people to reskill, upskill, and build new digital muscle. At Infosys, professional growth runs in parallel with career growth.

Infosys Career Gambit is a comprehensive career initiative designed to help employees gain new skills, seek guidance, gauge progress, define career goals, and assist them to get future ready. The features of Career Gambit are:

Get access to world-class learning, personalized learning paths and boost performance with digital readiness.

Set themselves up to win, acquiring SKILL TAGS and setting sights on specialized careers.

Go forward in their career through multiple pathways into new and exciting technology spaces.

Employee wellness and safety

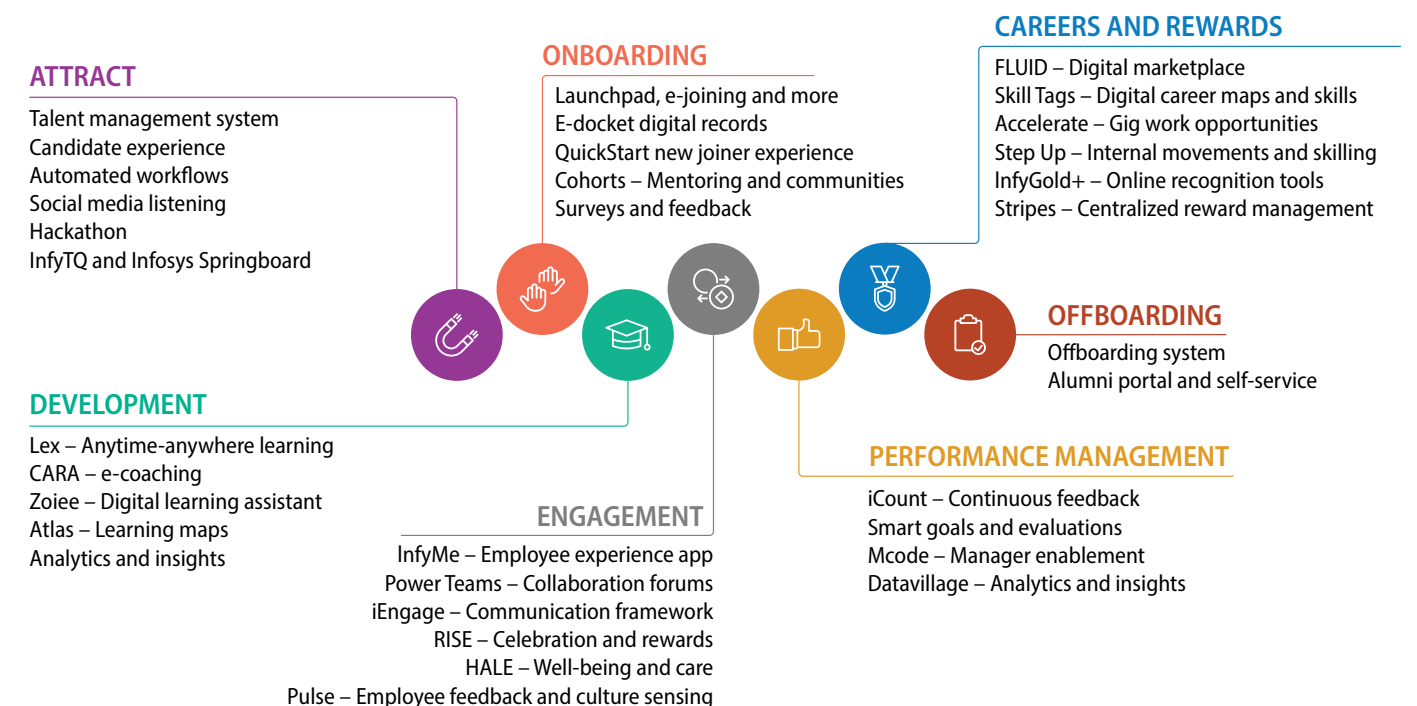
The Infosys employee well-being journey is two decades strong. We continuously strive towards enhancing the well-being of our employees through our award-winning HALE (Health Assessment and Lifestyle Enrichment) program, that is aimed at increased awareness, reduced stress levels, safe work environment and improved productivity levels, resulting in good health and well-being.

The four pillars of HALE are

- PHYSICAL WELLNESS
- EMOTIONAL WELLNESS
- SOCIAL WELLNESS
- SAFETY

Employee experience map: Digital first

We have transformed ourselves into a Live Enterprise, offering digital-first personalized experience for our employees across life-cycle events.



Read more in the [Infosys ESG Report 2021-22](#)