



Diversity, equity and inclusion

At Infosys, we work to build and sustain an inclusive, non-discriminatory and equal opportunity workplace with the vision of taking everyone forward. Our Diversity, Equity and Inclusion (DEI) vision is an integral part of the Infosys Code of Conduct and Ethics contained in the powerful tenet of 'Respecting each other'.

DEI governance

Our ESG ambition commits to strengthening diversity, equity and inclusion in the Company and achieving 45% women in our workforce by 2030. DEI goals are a part of the corporate scorecard and flow into leader and manager goal sheets. DEI Councils at the global, business unit, location and Geo levels provide a rich matrix of responsibilities and relationships to collaborate on the strategic intent of the organization to build inclusion for everyone. DEI Councils at Geos enable us to be responsive and tap into the 'local' diversity needs of employees in the Geo. Diversity Councils comprise members from business and enabler functions, who work under the leadership of a Diversity Council Head. Periodic reviews enable teams to enhance the effectiveness of their efforts.

Our global memberships

Signatory to the **United Nations Global Compact (UNGC)**

Signatory to the **UN Women's Empowerment Principles (WEP)**

Signatory to **UN Fair and Equal (LGBTQ+ Charter for Business)**

Founder member of **WEF Partnering for Racial Justice in Business**

Some of our many DEI partnerships include:

IN THE US

- Black Tie Dinner, Inc
- FairyGodBoss
- InHerSight
- National Black MBA (NSBMBA)
- RecruitMilitary – Focus on hiring Veterans
- Thurgood Marshall College Fund (TMCF)
- Women in Technology International (WITI)
- Women of Color STEM Conference (WOC)

IN INDIA

- Pride Circle
- Periferry
- Solidarity Foundation
- American India Foundation
- Sarthak India
- Jobs for Youth
- Enable India
- Giftabled
- NASSCOM DEI Council
- CII DEI Council

IN AUSTRALIA

- Australian Network on Disability (AND)

DEI leadership tool

The DEI leadership tool provides DEI-related data 24*7 to business and HR leadership to facilitate timely decision-making on hiring, growth and retention of the diverse talent pool.

75+ Data points on gender available in the tool.

Building cultures of inclusion and belonging

Learning

A dedicated learning channel on Diversity, Equity and Inclusion (DEI) in Lex contains a plethora of learning modules, certifications and experience-sharing through human libraries, blogs and leadership talks.

Award for Excellence

An award category for DEI in the prestigious Infosys Awards for Excellence (AFE) inspires DEI commitment and action.

Employee Resource Groups (ERGs)

Beyond leadership commitment and policy, there is a larger focus on where employees experience inclusion in their everyday workplace, interacting with colleagues and immediate teams. To strengthen these micro ecosystems, ERGs act as huge enablers.

8 ERGs

To strengthen inclusion and belonging.



Our ERGs include



Infosys Women's Inclusion Network (iWIN) for women employees and their allies



iPride for members of the LGBTQ+ community and their allies



Multicultural ERG (MERG) to celebrate a multicultural workforce and enable collaboration across cultures



iBELIEVE for our Black employees and the Black diaspora



Family Matters, focusing on building awareness on parenting, relationships, health and wellness



InfyVets for Infosians who are military veterans and their allies



Young Employees Network (YEN) for the young and young at heart



InfyAbility for employees with disabilities and their allies

Women

39.4% Women in the workforce in fiscal 2023

A signatory to the UN Women's Empowerment Principles (WEP), our efforts on gender diversity in the workplace emphasize the participation of women in technology, management and leadership. Our workplace policies and investments focus on learning

and development and specific interventions for women in navigating their personal and professional ambitions.

International Women's Day 2023 with the theme 'Embrace Equity' was celebrated across Infosys. More than 30 campaigns, 50 panel discussions and a 100 guest speakers, including clients, experts and leaders, made the occasion memorable.



Parental leaves

In fiscal 2023, the return to work post maternity program ensured 99% women returned to work and 68% are continuing in their professional journeys with us after 12 months of resuming work. A total of 6,713 men and 6,976 women availed parental leave.

Focusing on women's career progression

Some of our interventions in fiscal 2023

1. **lamtheFuture** is an integrated program, in collaboration with Stanford, designed to realize our ESG Vision 2030 of developing women leaders who are not only better prepared to take up expanded responsibilities, but also inspire those who follow them. The program design is based on three foundational pillars of accelerating the readiness of the leaders, fostering an inclusive ecosystem, and strengthening the leadership pipeline. Since its inception in 2021, the program has received positive feedback from the participants, managers, mentors, sponsors and leaders. Over 35,000 learning hours have been invested by participants. About 4,300 assignments have been submitted and graded by Stanford.

450 women leaders have completed the lamtheFuture program

2. **Orbit Next** is a year-long program for high-performing women in the middle management level. The current cohort includes 1,200 women high performers. The program has four key levers – a profile assessment through business simulation by DDI India, interventions to strengthen the digital quotient levels through additional reskilling and upskilling, Tech Talks by subject matter experts and an Impact to Elevate program to hone leadership skills.

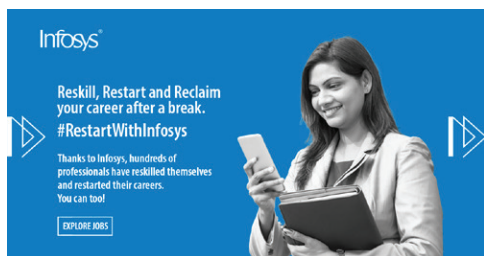
26% of women from the Orbit Next program have been promoted

3. **TechCohere** This program reaches out to 7,000+ engineers and focuses on nurturing and building a vibrant, collaborative tech community of engineers, architects and technologists to learn, share, teach, practice and refine architecture design and software engineering practices. This year, over 50 sessions and panel discussions were conducted by women technologists.

11 Whitepapers **37** PoVs authored by women were published

4. **Women in Management (WIM)** is an exclusive two-day program for women managers at Infosys. The program enables women managers to understand the challenges that might be keeping them from progressing in their careers. This program covers a series of modules on making difficult choices, strengths-based leadership, striking the right balance assertively, power of networking and more.
5. **Women of Infy** is a popular blog column on InfyMe, the Infosys employee experience platform. It is a fortnightly showcase of women at Infosys. Their stories of courage, grit and accomplishment serve as a source of inspiration for all employees.

25+ Women of Infy showcases



Restart with Infosys

This unique program, launched in 2018, focuses on hiring professionals who are on career breaks.

365 Women hired through Restart with Infosys in 2023

The program includes a component of learning and competency-building, mentoring and working on client projects to give these professionals the support and confidence required to transition back to their careers.

External collaborations

We encourage our women employees to participate in industry events as part of their professional growth journeys. This enables them to strengthen their social interaction skills and networks.

EVEmpower Mentoring Initiative of Confederation of Indian Industries (CII) IWN Southern Region, saw 30 women employees from Infosys participate as mentors and mentees.

Women Wizards Rule Technology (W2RT) is a year-long program in collaboration with NASSCOM (National Association of Software and Services Companies, India) to build a talent pool of 10,000 women in the new and emerging technologies for India. The program has online learning content, industry mentors, workshops led by industry leaders and hands-on project opportunities. It also offers learners access to conferences organized by NASSCOM.

102 Women employees participated in the W2RT program in fiscal 2023



Family matters



Family Matters is an ERG that focuses on family, health and relationships. In addition to bringing to employees expert sessions in these areas, it also serves as a great network for employees on matters concerning family, children's education, health and relationships.

Our Mother's Day special this year included sessions on different aspects of parenting, future of child safety, fertility care, panic healing, the impact of 'atomic habits', health-related topics and more.

21+ Sessions conducted for employees globally

Employees with disabilities

Our focused hiring and retention efforts for employees with disabilities have yielded positive results.

Key efforts during the year

- **Digital Accessibility Learning** – A digital accessibility learning channel on Lex, our internal learning platform, has been launched. This contains learning modules, videos and certifications to enable employees to gain a deeper understanding of accessibility needs of people with disability and design inclusive solutions. Infosys' Accessibility Testing Tool (iATT) is listed as one of the w3.org's recommended tools and is an intelligent accessibility compliance analyzer with a robust rules

engine and exhaustive features that enable intuitive data to facilitate accessibility analysis.

- **External collaborations** with our alliance partners to strengthen our inclusion efforts.
- **Launch of persons with disabilities internship program** – The program focuses on strengthening the talent pool of professionals for the industry and has seen great interest from the student community.

1,357 Employees have voluntarily disclosed their disabilities

Global recognition

1. Infosys has been recognized as **Top 10 Best Company for Women in India (BCWI)** by Avtar & Seramount, 2022. We have also been featured in the "100 Best – Hall of Fame" for having made it to the list of top 10 in five editions.
2. Infosys has been recognized as the **Champion of Inclusion in the Most Inclusive Companies Index (MICI)** by Avtar & Seramount, 2022.
3. Infosys has been rated as **"Most Noteworthy"** Company by DiversityInc, USA.
4. Infosys won the **Advancement of Women in India Award** sponsored by Credit Suisse at the 2022 Community Business Awards.
5. Infosys was named among the top three employers for Building Disability Confidence in India at the 2022 Community Business Awards.
6. Infosys scored 100 / 100 in the **Corporate Equality Index (CEI)** assessment for LGBTQ+ Inclusion in the US, in 2022.
7. Infosys is Silver Award winner in **India Workplace Equality Index (IWEI), 2022** awarded by Stonewall and Keshav Suri Foundation.
8. Infosys won the **Asset Triple A ESG Awards 2022** for Diversity and Inclusion.
9. Infosys won the **ICAI Sustainability Reporting Awards 2021-22** for Gender Equality.
10. Infosys won the **Economic Times Best Organisations for Women Award, 2023**
11. Infosys has been certified by **Australian Network on Disability (AND)** as a **Disability Confident Recruiter for 2022**.
12. Infosys has achieved the #1 position in two out of five leadership categories (Transparency and Social Impact) in the **'ESG India Leadership Award 2022'** rankings by ESG Risk Assessments & Insights Limited.
13. IamtheFuture program won the **Brandon Hall Gold Award** for Best Advance in Leadership Development for Women.
14. IamtheFuture won the **Women Icons Asia D&I Champions Award** in the category of advancement of women in 2022.

LGBTQ+

As a signatory to the UN Free & Equal, we are committed to strengthening and supporting an inclusive workplace for members of the LGBTQ+ community. We have curated three learning modules on our DEI learning channel under the aegis of 'Ally for Change,' to build awareness and learning in the organization.

We celebrate important milestones, share personal stories through human libraries and blogs. Interviews with experts and famous personalities from the community are hosted on our DEI Learning Channel. We have launched Infosys' first global virtual Toastmasters Club for members of the iPride ERG in response to the need for a safe platform to improve communication skills and build leadership capabilities.

Cultural diversity

With over 160 nationalities in our workforce, our DEI effort continues to focus on the diversity of culture and experiences, enhancing learning, awareness and collaboration across employees and teams.

Cross-cultural skills and learning

We make continued investments in cross-cultural enablement through learning interventions. The Culture Café initiative is a favorite with employees.

Culture chats

As part of this initiative, we help bridge culture gaps, enhance understanding of business culture and provide employees with an opportunity to interact with their colleagues in other locations.