

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