Employees with disabilities

Our commitment to enabling employees is deeply woven into our diversity, equity, and inclusion strategy, driving us to create barrier-free, accessible, and empowering environments across all our workplaces. There are 1,095 employees who have voluntarily declared disabilities, as on March 31, 2025.

Focused hiring and retention

Our targeted hiring and retention initiatives for employees with disabilities have yielded positive results, reinforcing our belief that diversity strengthens our business and our culture. Through structured programs and ongoing support, we are creating pathways for individuals with disabilities to thrive and grow within Infosys.

#AccessibleByDesign

We are fostering a culture of inclusion through our **AccessibleByDesign (ABD)** campaign, that raises awareness and builds critical skills for designing and implementing inclusive software and solutions. To support continuous learning, we have developed a dedicated digital **Accessibility Learning Channel** on our internal platform, LEX, featuring over 60 resources and three certifications, ranging from basic to advanced levels. To date, more than **22,300 Infoscions** have completed their ABD learning


journeys, enhancing our collective ability to build accessible experiences for all.

We continue to champion a barrier-free workplace through curated e-learning courses that educate employees on the various types of disabilities and the practical steps needed to create accessible and inclusive environments.

Accessibility Living Lab

Infosys Accessibility Living Lab is a unique learning space to experience digital accessibility firsthand. Through simulated interactions and real-world scenarios, the lab fosters empathy and awareness of accessibility challenges, introduces users to assistive technology and facilitates the creation of digitally accessible solutions. The lab also features Infosys Accessibility Platform, an AI-first, cloud-ready accessibility, and inclusivity solution with a patented audit tool to identify and address accessibility gaps and AI-based functions to confirm inclusivity.
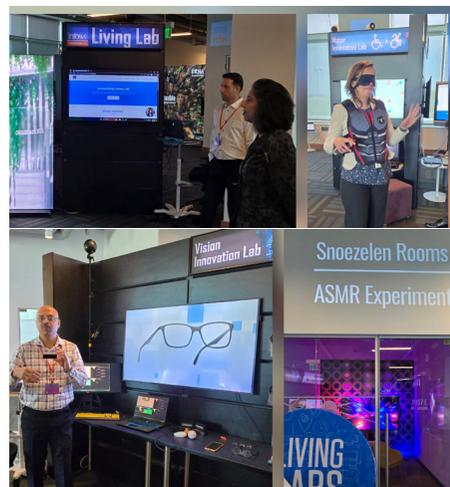
Creating opportunities beyond the workplace

Our support extends beyond the corporate walls. With a focus on livelihood development for persons with disabilities, we proudly restarted the MITTI Café at our Bengaluru Development Center (DC), a venture that provides dignified employment opportunities and fosters greater inclusion within our workplace communities.

Partnerships to empower talent

Through our partnership with Microsoft under the **Microsoft Enabler Program,** we participated in the **Prepare for Employment Program (PEP),** offering training and mentorship to students, job seekers, and early-career individuals with disabilities. In the first PEP batch, **100+ mentees** benefitted from workshops and mentoring focused on critical career readiness and technical skills.

LGBTQIA+

Fostering a workplace where every individual can thrive, irrespective of gender identity or sexual orientation, is core to our vision of an inclusive, forward-looking organization. As a signatory to the UN Free & Equal campaign, we reaffirm our commitment to building an environment where members of the LGBTQIA+ community feel seen, respected, and empowered.

Creating a culture of awareness and allyship

Our journey of inclusion is rooted in education and advocacy. We create allyship through three specialized learning modules on our Inclusion Learning Channel. These modules equip employees with knowledge, empathy, and actionable tools to become better allies and champions for the LGBTQIA+ community.

We also amplify voices from within and beyond the organization. **Personal stories, blogs, and expert interviews** featuring well-known personalities from the LGBTQIA+ community are hosted regularly on our Inclusion Learning Channel, fostering understanding, connection, and celebration of diverse experiences.

Building inclusive infrastructure & policies

In fiscal 2025, Infosys introduced inclusive restrooms across all India campuses, taking a tangible step toward making our physical spaces welcoming and safe for all gender identities. Recognizing the unique experiences and challenges faced by transgender individuals, we have also launched specialized courses on the inclusion of transgender employees in the workforce, driving deeper awareness and building a supportive ecosystem for their success. Read more.