
Infosys
QUALITY SYSTEM DOCUMENTATION

References

Human Rights Statement

2020

**INFOSYS LIMITED,
Bangalore.**

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Template Revision History

Ver #	Date	Author	Reviewer	Comments
1.00	Jan 01, 2013	Aruna C Newton/Bhaskar R Venugopal	SVP & Group Head - HRD	Statement Created
1.1	Jan 01, 2015	Bhaskar R Venugopal	SVP & Group Head - HRD	Relevance of Supply Chain highlighted
1.2	May 02, 2019	Aruna C Newton	EVP, Group Head HRD	Reviewed
1.2.1	Apr 10, 2020	Tanuja Manohara	Aruna C Newton Head – Diversity and Inclusion	Error in ‘Child Labor’ clause corrected

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1. OBJECTIVE

As a signatory to the “United Nations Global Compact”, Infosys Limited supports the protection and elevation of human rights in accordance with the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights (“UN Guiding Principles”) and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work (“ILO Declaration”). We are also signatories to the “UN standards of Conduct for Business” in tackling discrimination against Lesbian, Gay, Bi, Trans and intersex people. Our Human Rights statement provides a broad framework to ensure that all employees are treated with respect and dignity and that a common set of principles apply to our business practices to ensure that we do not condone human rights violations or abuses. Our Supplier Code of Conduct helps us manage and address this important aspect of sustainable business in our supply chains.

2. SCOPE

This statement covers all our employees across the globe.

3. ELIGIBILITY

All Infosys across all job levels are included in this statement

4. MAIN CONTENTS OF THE POLICY

4.1 Equal Opportunity Employer

Company policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration made unlawful by Central, state, or local laws

4.2 Harassment Free Work place

The Company is committed to providing a work environment free of unlawful harassment. Company policy prohibits sexual harassment and harassment based on pregnancy, childbirth or related medical conditions, race, religious creed, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis protected by federal, state, or local law or ordinance or regulation.

4.3 Workplace Diversity

We aim to create an inclusive work place and leverage the power of diversity for sustainable competitive advantage, where employees from different backgrounds have the opportunity to participate, develop and contribute freely and equitably. By an inclusive environment, we mean creating a place free of barriers in which every employee has the opportunity to participate, contribute and develop freely and equitably.

Our Diversity Philosophy celebrates the common values that bring joy, happiness, energy and enthusiasm to the community and focuses on bridging differences by enhancing commonalities among the diverse work pool.

4.4 Freedom of Association

Company recognizes the employees' right to assemble, communicate and join association of their choice in matters related to their employment within the purview of the policies and procedures of the Company. We respect the rights of our employees to associate or not associate through Internal Employee resource groups and seek representation, to bargain or not bargain collectively in accordance with local laws.

4.5 Abolition of Forced Labor

Company is against any form of coerced or prison labor, use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

4.6 Abolition of Child Labor

Company is against the exploitation of children (any person below the age of 18 years) through any form of work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially or morally harmful.

4.7 Health, Workplace Safety and Environment

Company is committed to demonstrating a high standard of environmental protection and provision of a safe and healthy work place. Company has in place various practices, policies and financial & non-financial measures to ensure a safe and healthy workforce.

Company also has Health, Safety and Environmental (HSE) Policy in place which commits to conservation of resources, prevention of pollution, adherence to all applicable legislations and elimination of accidents, occupational illnesses and injuries at work.

Company covers its employees and family members under the Health Insurance Policy which is country specific. The insurance policies cover all employees and provide reasonable financial support for treatment of various illnesses/ailments.

4.8 Sustainability

Company envisions a better future by enhancing global sustainability practices. To make this vision a reality, Company has identified the following three sustainability tracks to pursue the sustainability journey:

- Social contract
- Resource intensity
- Green innovation

Company publishes annual sustainability reports adhering to the Global Reporting Initiative (GRI).

As a responsible corporate citizen, we collaborate with clients and industry bodies to develop sustainable solutions and governance frameworks.

4.9 Anti-Corruption and Bribery

The Company is committed to compliance with all relevant anti-corruption legislations, including the Foreign Corrupt Practices Act (US), and the Bribery Act 2010 (UK) and the Prevention of Corruption Act, 1988 (India).

*The Infosys Code of Business Code and Ethics, Employee Handbook as well as the global and regional policies address these elements as mentioned in the Human Rights Statement.

5. EXCEPTIONS

None

6. EFFECTIVE DATE

This Policy is effective from January 1, 2015.