

Gender Pay Gap Report 2023

Infosys[®] | CONSULTING

Introduction

- In October 2020, we launched our ambitious ESG Vision 2030. As a part of this vision we have committed to strengthening diversity, equity and inclusion in the corporation and achieving 45% women in our workforce by 2030.

We are also committed to provide a safe and positive work environment to all employees. A signatory to UN Women's Empowerment Principles (WEP), our efforts on gender diversity in the workplace emphasizes 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 life.

- **Women make up 22% of our Non- Executive Board and 66% of the ESG Committee of the Board**
- **Women comprise 39.5% of our global workforce**

Gender pay gap 2023

	2023
Mean gender pay gap	31.6%
Median gender pay gap	30.2%
Mean bonus gap	57.0%
Median bonus gap	55.3%
Proportion of men receiving a bonus	77.6%
Proportion of women receiving a bonus	72.3%
Lower quartile (percentage women)	53.5%
Lower-mid quartile (percentage women)	35.2%
Upper-mid quartile (percentage women)	21.7%
Upper quartile (percentage women)	6.2%

What's causing our gender pay gaps

Ours is a male dominated workforce: just 30% of roles are held by women. The reason that we have a gender pay gap is because women are underrepresented in our more senior consulting roles. For example:

- 23% of our Principal roles are held by women (21.1% in 2022)
- 5% of our Senior Principal roles are held by women (2.6% in 2022)
- 13% of Associate Partner roles are held by women (11.1% in 2022)
- 10% of our Partner roles are held by women (0% in 2022)

We have made some progress since our last report in 2022, but we need to do more. Our gender pay gaps have reduced a little, but women remain underrepresented.

If we are to hit our target of having 45% of our workforce be women by 2030, and to also reduce our gender pay gap, we need to recruit, retain and promote more women in Infy Consulting, but particularly in these better paid and more senior roles.

Around 50% of our most junior consulting roles are held by women. This shows we have a good pipeline of female talent and must ensure that we can retain these women and provide support so that they can reach the more senior roles.

What we are doing

We are committed to reducing our gender pay gaps and supporting the success of women in our workplace. Our commitment is governed by the ESG Committee of the board, and we make managers and leaders accountable for achieving DEI goals. Infosys Women's initiative (IWIN) is our Employee Resource Group to strengthen gender inclusion serves as a great forum to ensure continuous engagement with women stakeholders across the enterprise.

We know that to reduce our gaps we need to recruit, retain and promote more female talent in our workplace. We have developed a range of initiatives aimed at tackling specific issues that women face in the workplace.

What we are doing: recruitment

We have a range of measures in places aimed at recruiting more women into all roles at Infosys.

- **Policy** - We have deployed evidence-backed measures that are shown to be effective at reducing the gender pay gap. These include: **gender neutral language** in job adverts, **advertising senior roles as being available on a part time, remote and flexible basis by default**, adopting **gender balanced interview panels**, ensuring at **least two women shortlisted** for every senior/management role and using structured interviews. We have also set targets of increasing the proportion of women in roles of **Senior Principal level or above** to 30% by 2030

What we are doing: retention

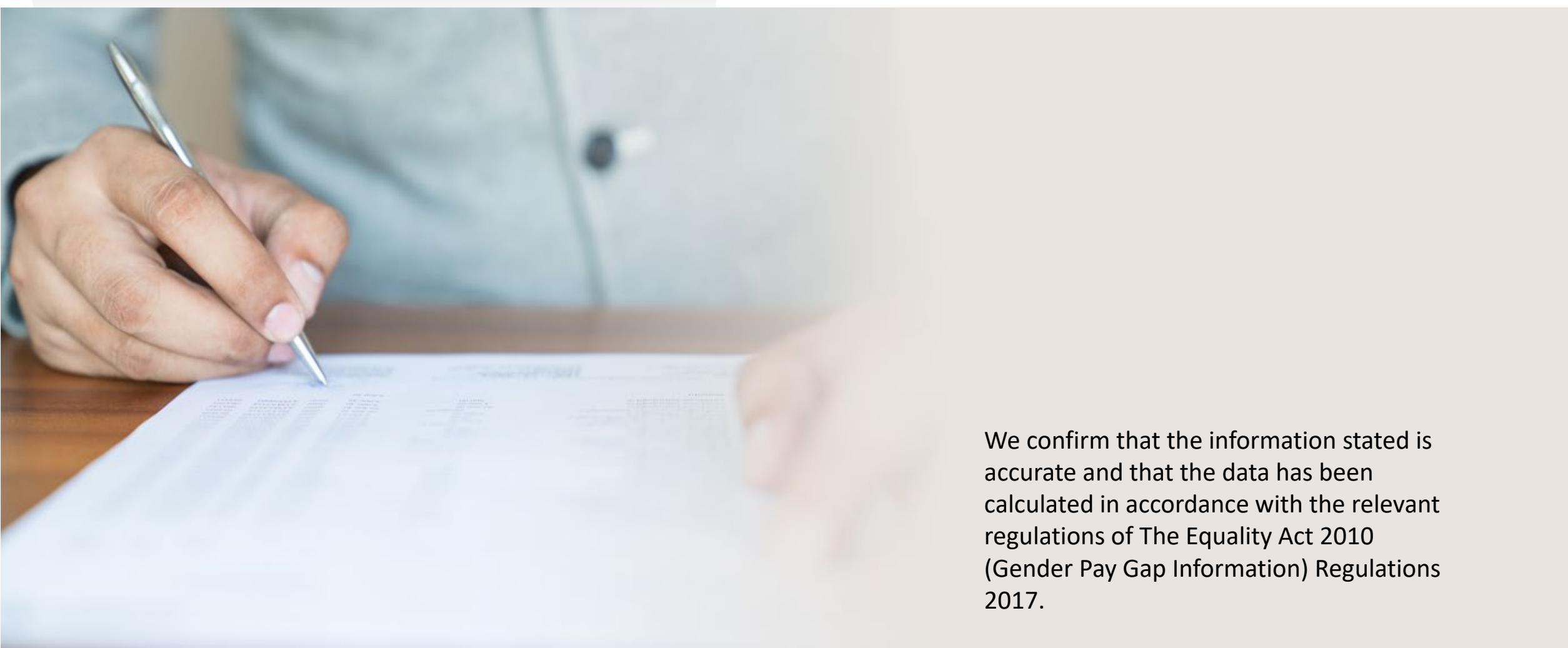
To make sure we can retain our female talent, we need to have a supportive culture where every is able to make the most of their skills, talent and potential. We have a range on initiatives in place aimed at doing this.

- **Women of Infy.** This weekly posting on our intranet runs through the year showcases the accomplishments of ordinary women and their extraordinary journeys. The blog series is one of the most widely read features and continues to inspire both men and women across the organisation.
- **Family Matters.** This is a forum that provides employees the space to discuss parenting, relationships, family health, nutrition, children's education, elder care and more. These are facilitated by external experts and serve as a great learning and collaboration platform for employees while also enabling them to build peer support networks.
- **Women's safety** This is an important business priority. A strong independent Anti Sexual Harassment Initiative and grievance redressal board ensure impartial investigations. Communication and awareness on safety for women both on and off campus happen periodically through the year. We have also deployed a smartphone-based emergency app.

What we are doing: promotion

We have developed a series of programs aimed at equipping women with the skills, knowledge and experience to reach our most senior roles. These initiatives help women at all levels of our business and include:

- **#IamTheFuture Women in Leadership Program.** The #IamTheFuture Women in Leadership Program is focused on enabling women leaders with interventions focused on contemporary digital capabilities, thus preparing them not just for today but for the future.
- **Women in Management (WIM).** This is an immersive 3 day residential workshop focuses on competencies in the areas of self, teams, clients and business.
- **Women in Executive Leadership (WIEL).** This is an exclusive intervention targeted to building the leadership talent pipeline of women. The program contains online learning modules, facilitator led sessions, expert-led workshops on identified topics and project work. Ar.



We confirm that the information stated is accurate and that the data has been calculated in accordance with the relevant regulations of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paul Dillon
Partner, European Head