

Building sustainable and responsible supply chains

Infosys believes in and is committed to partnering with the highest quality suppliers to ensure that we deliver best-of-breed business and IT solutions to our clients. As a signatory to the United Nations Global Compact, Infosys leverages the UNGC principles covering human rights, labor, environment, and anti-corruption as foundational principles for building and improving its sustainable supply chain practices. [The Company's Responsible Supply Chain and Supplier Diversity Policy](#) is an expression of our commitment to integrate these principles into our supply chain relationships and towards building long-term environmental, social, and economic opportunities for diverse businesses. This commitment is manifested in our internal activities and processes, as well as through the organizations we engage with externally. Integrity and ethics govern all our supplier partnerships, while also supporting and encouraging the aspirations of diverse businesses.

Infosys Supplier Code of Conduct

Infosys prides itself in the way it conducts its business and has always been a company with a strong commitment to ethical business practices and sustainability. Infosys encourages its suppliers to join in this commitment, based on a shared set of values and principles. Infosys pursues mutually beneficial relationships with its Suppliers and seeks to work with businesses that are committed to act fairly and with integrity towards their stakeholders, observing the applicable rules of law. The Supplier Code of Conduct (SCoC) draws inspiration from the Infosys Code of Conduct and Ethics and the principles of the UNGC. It provides a detailed account of material topics that we are focused on to nurture and sustain responsible supply chains.

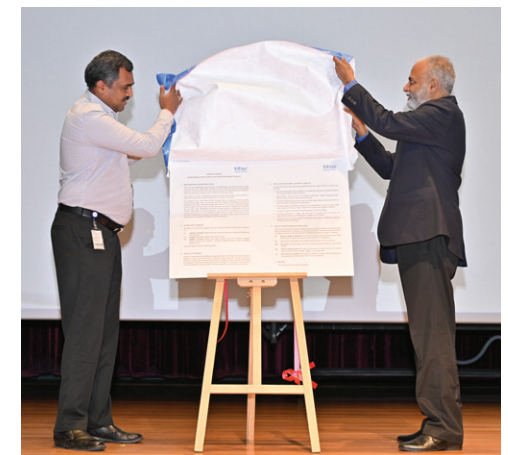
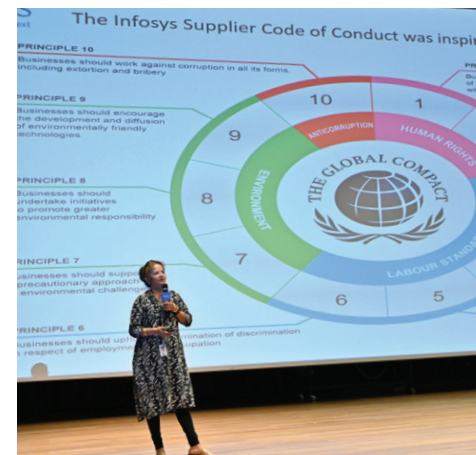
Diligence before empanelment

As part of the pre-contract and evaluation, we perform exhaustive due diligence of suppliers in sanctions, corruption, financial crimes, litigations and ESG issues at the time of onboarding and periodically thereafter, with the help of a third-party tool. This assessment covers compliance, adverse media, information security, physical security and sustainability, based on the type of vendor. We have onboarded 1946 new suppliers in fiscal 2023. Additionally, we have incorporated ESG criteria into the supplier onboarding process. 45% of our new suppliers were screened using the third party tool.

Sambandh

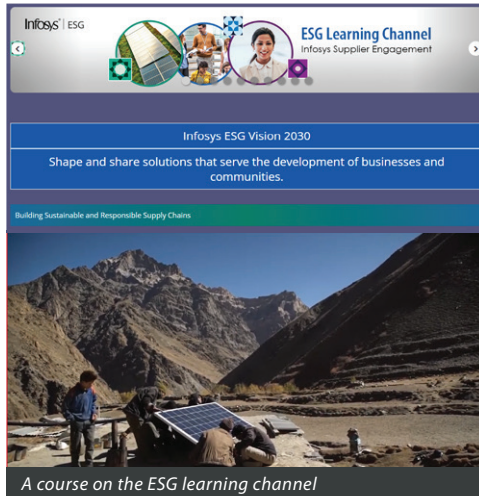
Sambandh is our biannual supplier meeting. This year, the theme at Sambandh was 'Sustainable procurement through engagement'.

Over 700 suppliers engaged in Sambandh across locations in India. The engagement included workshops and discussions on the principles contained in the Infosys SCoC and ESG-compliant procurement practices.



ESG learning for suppliers

We launched a dedicated ESG learning channel for our suppliers on Infosys Springboard. The portal contains ESG learning and best practices and provides learners an opportunity to discuss, ideate and engage on ESG topics.



ESG assessments

In 2021, we made a commitment to assess 100 of our top suppliers (by spend) on ESG over a four-year period. As on fiscal 2023, we have covered 46 suppliers through this assessment. The assessments covered governance, ethics and compliance with law, fair business practices, labor practices and human rights, health and safety, and environment. The assessment is based on a protocol which leverages the Infosys Supplier Code of Conduct (SCoC), ISO 26000, GRI, UNHRC, Ethical Trading Initiative (ETI) and other international frameworks. The Infosys Supplier Code of Conduct leverages the UNGC principles including protecting and upholding internationally proclaimed human rights, endorsing treating all persons with respect and dignity while safeguarding their rights, the elimination of forced and compulsory labor, the abolition of child labor in the supply chain and strong corporate governance practices including anti-corruption and anti-bribery and promoting fair business practices across the supply chain. As an environmentally conscious organization, Infosys also urges suppliers to protect the environment and make abstemious use of scarce natural resources in their business processes. As part of the onboarding process, all vendors have to accept the Infosys SCoC, and this is ensured and tracked by the procurement team.

Our centralized procurements are in India, but we engage with local suppliers for local needs across geographies. The proportion of spending on local suppliers (in India) was nearly 66% in fiscal 2023. We did not have any significant actual and potential negative environmental and social impacts in the supply chain. We did not have any significant changes to our supply chain in fiscal 2023.

