



Diversity, equity, and inclusion



At Infosys, we work to build and sustain an inclusive, non-discriminatory, and equal opportunity workplace with the vision of taking everyone forward. Our Diversity, Equity, and Inclusion (DEI) vision is an integral part of the Infosys Code of Conduct and Ethics contained in the powerful tenet of 'Respecting each other'.

DEI governance

Our ESG ambition commits to strengthening Diversity, Equity and Inclusion (DEI) in the Company and achieving 45% women in our workforce by 2030. DEI goals are a part of the corporate scorecard and flow into leader and manager goal sheets. DEI councils at the global, business unit, location and geo levels provide a rich matrix of responsibilities and relationships to collaborate on the strategic intent of the organization to build inclusion for everyone. DEI councils at geos enable us to be responsive and tap into the 'local' diversity needs of employees in the geo. Diversity Councils comprise members from business and enabler functions, who work under the leadership of a Diversity Council Head. Periodic reviews enable teams to enhance the effectiveness of their efforts.

DEI leadership tool

The DEI leadership tool provides DEI-related data 24*7 to business and HR leadership to facilitate timely decision-making on hiring, growth, and retention of the diverse talent pool.

Building cultures of inclusion and belonging

Learning

A dedicated learning channel on DEI in Lex contains a plethora of learning modules, certifications and experience-sharing through human libraries, blogs, and leadership talks.

Award for Excellence

An award category for DEI in the prestigious Infosys Awards for Excellence (AFE) inspires DEI commitment and action.

DEI Ally Award

In fiscal 2024, we introduced a quarterly DEI Ally award to recognize and promote allyship.

Employee Resource Groups (ERGs)

Beyond leadership commitment and policy, there is a larger focus on where employees experience inclusion in their everyday workplace, interacting with colleagues and immediate teams. To strengthen these micro ecosystems, ERGs act as huge enablers.

Our ERGs include



Infosys Women's Inclusivity Network (iWIN) for women employees and their allies



iPride for members of the LGBTQ+ community and their allies



Multicultural ERG (MERG) to celebrate a multicultural workforce and enable collaboration across cultures



iBELIEVE for our Black employees and the Black diaspora



Family Matters, focusing on building awareness on parenting, relationships, health and wellness



InfyVets for Infosians who are military veterans and their allies



Young Employees Network (iYEN) for the young and young at heart



InfyAbility for employees with disabilities and their allies



Hispanic Organization for Latinos. Creates a sense of community and belonging for Hispanic employees, provides development opportunities and fosters an inclusive work environment whereby this constituency can feel heard, valued, and supported.

Women

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.



Focusing on women's career progression

Some of our interventions in fiscal 2024

Towards realizing our ESG 2030 Vision, [IamtheFuture](#) program brings a concerted and holistic approach to enabling women leaders for senior leadership roles in the organization. The program, through various phases spread over three years, focuses on key leadership and business skills as well as helping women leaders navigate their careers.

Since its inception four years ago, more than 500 women leaders have successfully completed

Parental leaves

In fiscal 2024, the return to work post maternity program ensured 99% women returned to work and 74% continue in their professional journeys with us after 12 months of resuming work. A total of 6,733 men and 7,746 women availed parental leave.

various phases of their learning journey offered in partnership with Stanford GSB. The current focus is on artificial intelligence and its implications on business growth. IamtheFuture program has been recognized globally with various awards as well as internal awards. The strategic focus program continues with tremendous executive sponsorship.

More than 90% of women who are a part of the program continue their career with Infosys.

Orbit Next is a year-long program for high-performing women in middle management. The current cohort includes 1,200 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.

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.

TechCohere, in its third year, continues to drive several initiatives for women experts and practitioners with over 100 sessions done by women techies. This is close to 25% of the technology sessions conducted during the year. Over 40 women techies have been rewarded as part of Quarterly Technology Awards and 9 white papers have been published. Quarterly Women In Technology (WIT) weeks offer an exclusive platform to women tech speakers.

We have a strong community of 1,000+ women experts and architects. As part of the Techzooka DEI track, the team organized panel discussions with women leaders, demos by GenZ techies, fireside chat and deep-dive sessions with practitioners. TechCohere, in collaboration with the Infosys Leadership Institute and the Education, Training and Assessment unit, is also driving the CTO Mindset cohort program for a select batch of senior architects, including women architects.

Women of Infy is a popular blog column on InfyMe, the Infosys employee experience platform. It is a monthly showcase of women at Infosys. Their stories of courage, grit and accomplishment serve as a source of inspiration for all employees.

12+ Women of Infy stories published during the year on InfyMe, the Infosys intranet.

Winspire Portal is an exclusive portal for women at Infosys to inspire personal growth and careers.

Exclusive learning modules have been introduced for inclusion of women in the workplace.

39.3% women in the workforce



Women in Management program participants

Restart with Infosys

The program aims to bring back professionals who have taken a break in their careers. To bring them up to speed in their careers, Infosys offers them a learning platform, mentorship, and the opportunity to work on client projects to give them the support and confidence required to transition back to their careers.

Family matters

Family Matters is an ERG that focuses on family, health, and relationships. In addition to bringing expert sessions to employees, it also serves as a great network for them on matters concerning family, children's education, health, and relationships.

15+ sessions conducted
for employees globally

Our Mother's Day special this year included sessions on different aspects of parenting, future of child safety, fertility care, the impact of 'atomic habits', health-related topics and more.

Employees with disabilities

Our focused hiring and retention efforts for employees with disabilities have yielded positive results. There are 1,130 employees who have voluntarily declared disabilities, as on March 31, 2024.

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 fix accessibility gaps and AI-based functions to confirm inclusivity. The platform is being widely used by our clients like Indian government agencies and US-based financial firms for making their digital content accessible for all users.

Persons with disabilities internship program – The program focuses on strengthening the talent pool of professionals for the industry and has seen great interest from the student community. In fiscal 2024, we onboarded 10 interns with disabilities.

Learnings on disabilities and creating a barrier-free workplace In fiscal 2024, we introduced micro lessons on different kinds of disabilities and also how to create a barrier-free workplace.

LGBTQ+

As a signatory to the UN Free and Equal, we are committed to strengthening and supporting an inclusive workplace for members of the LGBTQ+ community. We have curated three learning modules on our DEI learning channel under the aegis of 'Ally for Change,' to build awareness and learning in the organization.

We celebrate important milestones, share personal stories through human libraries and blogs. Interviews with experts and famous personalities from the community are hosted on our DEI Learning Channel. We launched the use of pronouns in MS Office 365 in fiscal 2024.

We also introduced courses on the inclusion of transgenders in the workforce.

Global recognition

1. Infosys has been ranked among the **Top 10 Best Companies for Women in India (BCWI)** by Avtar & Seramount, 2023. We have also been featured in the "100 Best – Hall of Fame" for having made it to the list of top 10 in five editions.
2. Infosys has been recognized as the **Champion of Inclusion in the Most Inclusive Companies Index (MICI)** by Avtar & Seramount, 2023.
3. Infosys scored 100 / 100 in the **Corporate Equality Index (CEI)** assessment for LGBTQ+ Inclusion in the US, in 2023.
4. Infosys is Silver Award winner in **India Workplace Equality Index (IWEI), 2023** awarded by Stonewall and Keshav Suri Foundation.
5. Infosys won the **Economic Times Best Organizations for Women Award, 2023**
6. Infosys has received the **Disability Confident Recruiter Accreditation for 2024** from the Australian Network on Disability (AND).