

# Gender Pay Gap Report 2020

Infosys BPM Limited- UK  
Branch



# Introduction

Our employees are our biggest assets. To meet the evolving needs of our clients, our priority is to attract and engage the best talent in the right locations with the right skills.

We therefore focus on the overall well-being of our employees, providing them with a fulfilling and lifelong career. Diversity and Inclusion at the workplace is a key aspect of employee well-being.

We use a multi-pronged approach to promote Diversity and Inclusion within Infosys. The principles and goals of the Universal Declaration of Human Rights are at the center of our Diversity and Inclusion (D&I) strategy. With a strong focus on gender, the strategy is powered by **supportive leadership** and is making great strides.

- At an overall organization level, women are at approximately **44%** of the total workforce. The focus is to ensure that these women grow and build their careers in the company through regular and defined interventions.



# Strengthening women's participation in technology and business

Improving the participation of women in executive leadership of the Company is an important goal on our corporate scorecard. Our interventions are focused on supporting the various career and life-stages of our women talent. In addition to a number of interventions for leadership development and mentoring focused on strengthening the talent pipeline we also take pride in strengthening the participation of women in core technology through our Women in Technology programs which are well subscribed. Enabling women to continue pursuing their careers in their areas of specialization on their return from maternity has ensured among the highest rates of women returning to work post maternity.



## Some of our interventions

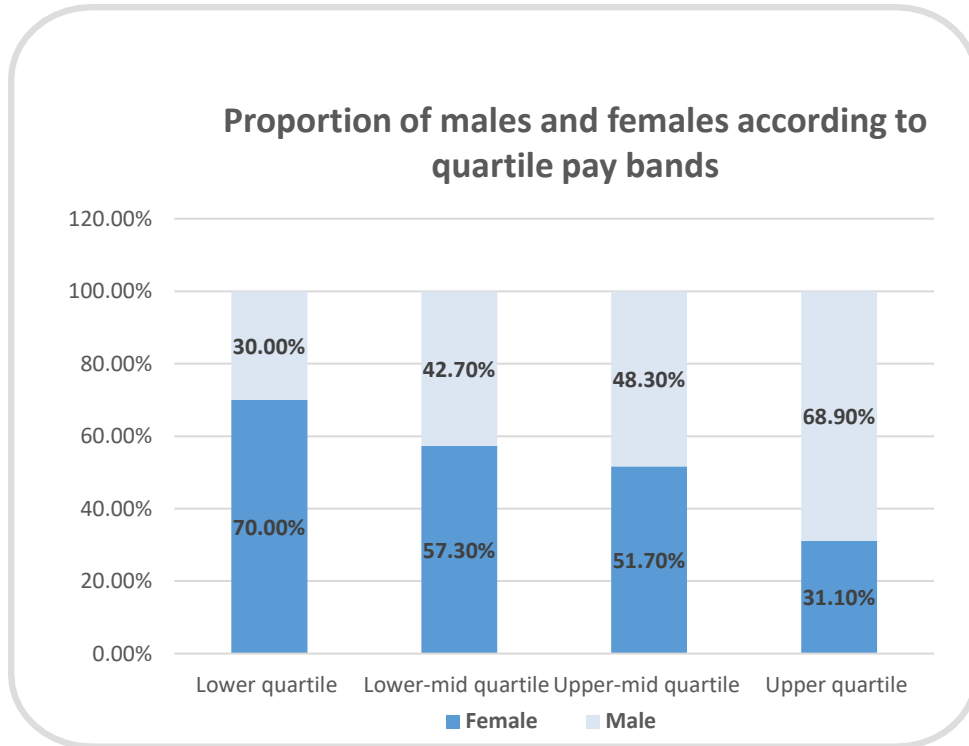
**Infosys Women's initiative (IWIN):** our employee resource group to strengthen gender inclusion serves as a great forum to ensure continuous engagement with women stakeholders across the enterprise.

**Restart Her:** this special initiative focuses on hiring women who have taken breaks for any reason and are looking to come back and pursue a career in corporations. The program supports skill development through internship and exposure to 'live' project environments.

**Mentoring programs-** dedicated sponsorship and mentoring programs for women in leadership and hi-potential women to strengthen the talent pipeline at all levels are an important focus

**#IamTheFuture** - Digital- led transformation is impacting all industries, our clients and the way we do business and 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.

# Understanding the gap



### Proportion receiving bonus

**98.1%** of female employees and **92.0%** of male employees receive bonuses

Mean gender pay gap of **40.9%**

Median gender pay gap of **25.6%**

Mean bonus pay gap of **83.7%**

Median bonus pay gap of **47.8%**

# Understanding the gap

The Gender Pay gap reporting shows that there is a difference in average earnings between men and women across IBPM in the UK. Our statistics demonstrate an overall median pay gap of 25.6% and a median bonus pay gap of 47.8%.

IBPM's pay and bonus gaps are primarily due to:

- Lower proportion of female employees in senior leadership roles
- Lower proportion of women in sales positions, which tend to have higher bonuses/variable pay
- Higher proportion of women in part time positions than men. Bonus pay for part time positions is pro-rated, however the gender pay reporting legislation does not account for this.

# Declaration

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.



*Dependra Mathur*

**Dependra Mathur**  
**Head – Human Resource Development**  
**Infosys BPM Ltd**