Infosys®
Navigate your next
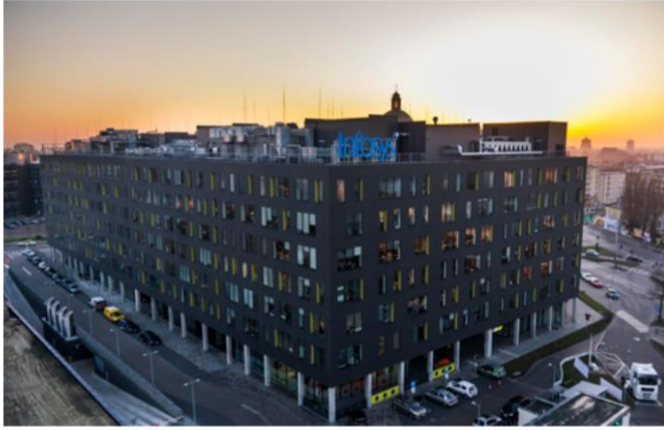
DIVERSITY & INCLUSION REPORT FY20

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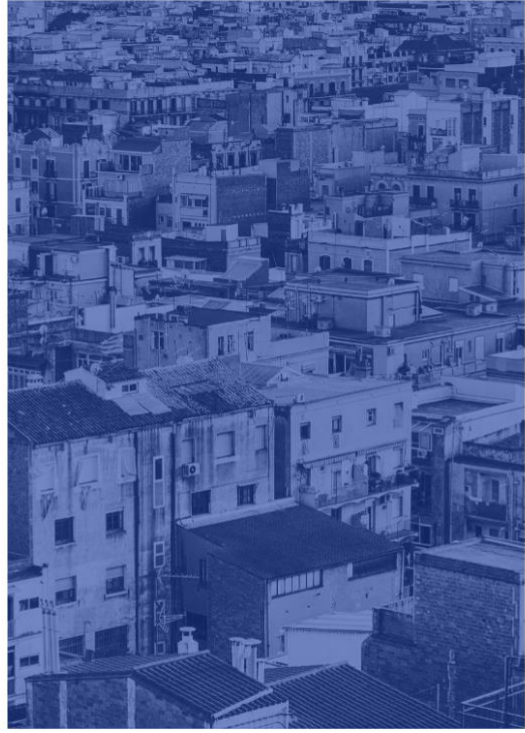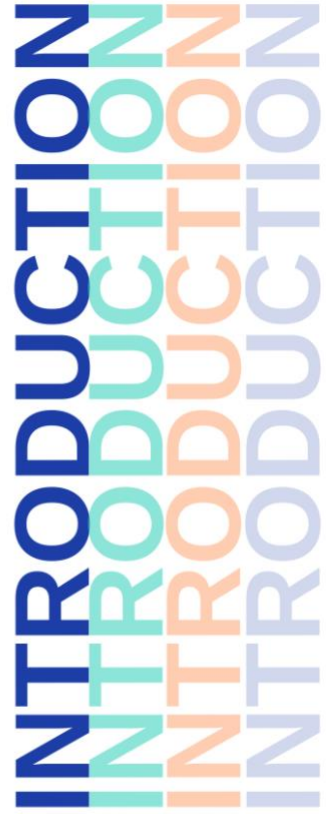
One of our core values at Infosys is Integrity & Transparency. In our endeavor to be true to our values we decided to introduce the first Infosys Poland Diversity report.

This report is a testimonial to the importance we accord at Infosys to Diversity and Inclusion.

The result of this report will help us better understand our strengths and areas for improvement in our quest for excellence.

The result of this report

METHODOLOGY
METHODOLOGY
METHODOLOGY
METHODOLOGY

In this first Infosys Poland Diversity & Inclusion report, we are providing a comprehensive analysis of the demographic of Infosys Poland workforce. The report focuses on two main elements of diversity which are gender and geographic origin. The exclusion of the other elements of Diversity such as sexual orientation and disability is due to data sensitivity.

The report does not compare the data with the national numbers when it comes to minorities representation as Infosys can be considered a trailblazer in Poland by having a workforce of 19% foreigner-born employees against 1% for the country.

For the analysis of the geographic regions, we limited it to the analysis of geo-regions with a count of more than 20 employees.

Job levels split:

Entry-level: Job Levels 2 & 3
Middle management: Job Level 4
Upper management: Job Level 5+

Report timeframe:

From April 2019 **to** March 2020

CURRENT
WORKFORCE
DEMOGRAPHIC

Gender split
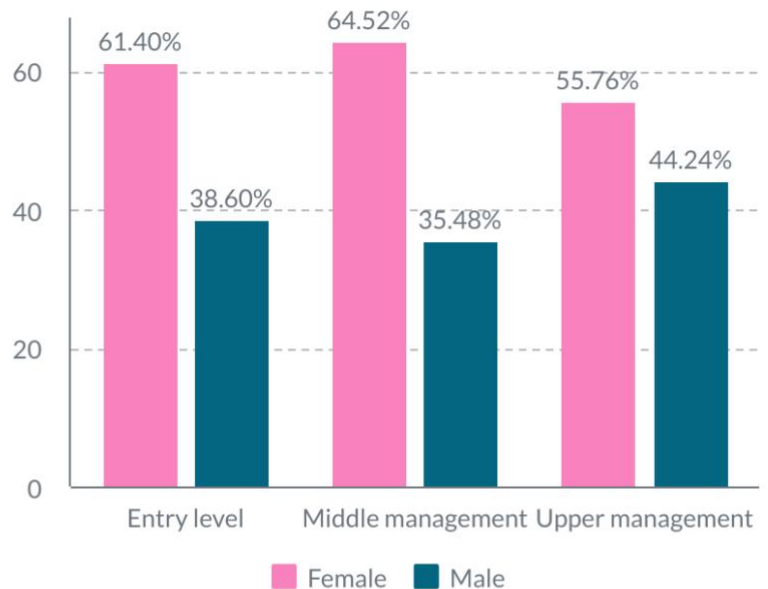

Female (61.57%) Male (38.43%)
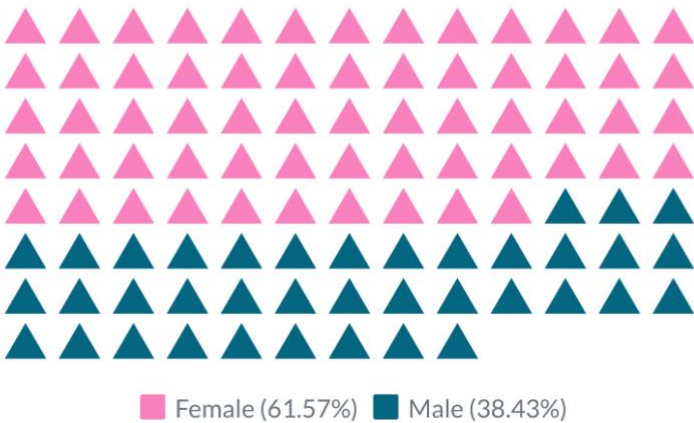
The gender composition of Infosys Poland shows a predominately female demographic of the organization.

The gender representation across the different job levels shows a healthy split between male and female relatively aligned with the general gender split of the organization.

Gender split by position

61.40% 64.52% 55.76%
38.60% 35.48% 44.24%

60
40
20
0

Entry level   Middle management   Upper management

Female Male

Average tenure by gender

Female — 4.11 yrs

Male — 3.04 yrs

0   1   2   3   4
Years
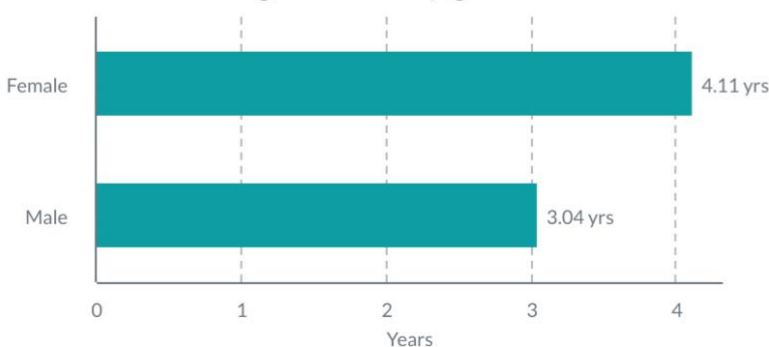
On average female Infoscions stay longer in the organization compared to their male colleagues.

ETHNIC
&GEOGRAPHICAL ORIGIN

WHERE DO INFOSCIONS COME FROM?

Polish & foreign-born split
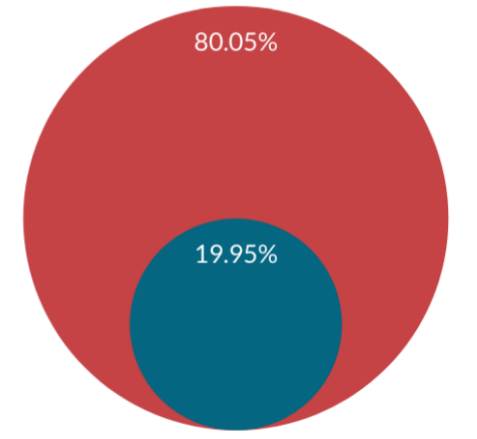
80.05%

19.95%

● Foreigner (19.95%)   ● Polish (80.05%)

The foreign workforce of Infosys Poland sits at 19.95% of the total headcount. This number is significantly higher than the 1% foreign-born population living in Poland. This fact made that the majority of the foreign employees were recruited outside of Poland.

Due to the nature of Infosys Poland's business, the organization engaged in massive recruitment of foreign employees to fulfill the business needs of the organization.

Foreigners Split by Geo-region

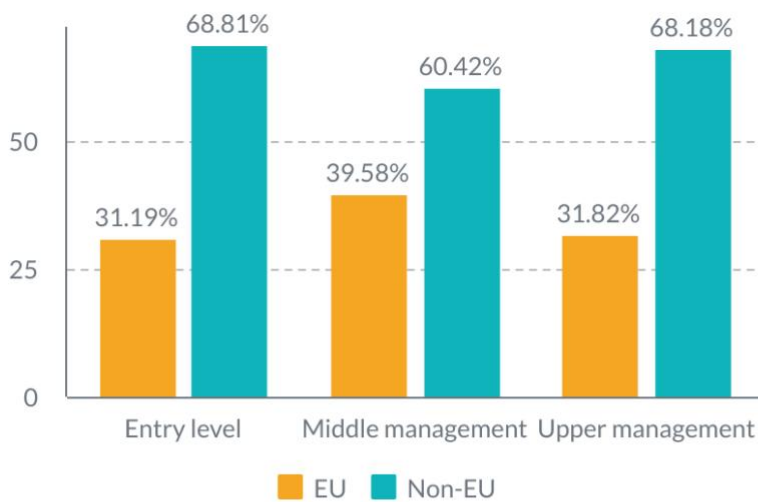| Region	% of the foreign workforce
East & Central European	29.66%
West & South European	24.67%
North African	10.76%
Latin & Caribbean American	10.50%
Sub-Saharan African	7.61%
South-Asian	6.56%
Middle Eastern	4.99%
Central Asian	4.46%
North American	0.52%
East Asian	0.26%

% of the foreign worforce

The foreign-born workforce fabric is very diverse and with 64 nationalities from all the corners of the globe.
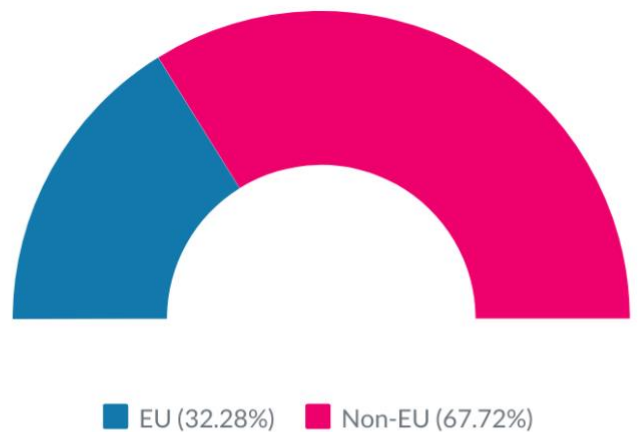
The population is predominately European with 55% which is natural both by nature of the Infosys Poland business as it services mostly European countries & languages and also by the strategic location of Poland in the heart of Europe, bordering both Western and Eastern Europe.

The rest of the foreign population is mostly from countries with European languages as a primary or secondary language.

EU/NON-EU split by job position

Job position	EU	Non-EU
Entry level	31.19%	68.81%
Middle management	39.58%	60.42%
Upper management	31.82%	68.18%

EU/NON-EU split

- EU (32.28%)
- Non-EU (67.72%)

Top 3 nationalities

Nationality	Value
Ukraine	62
Italy	28
India	24
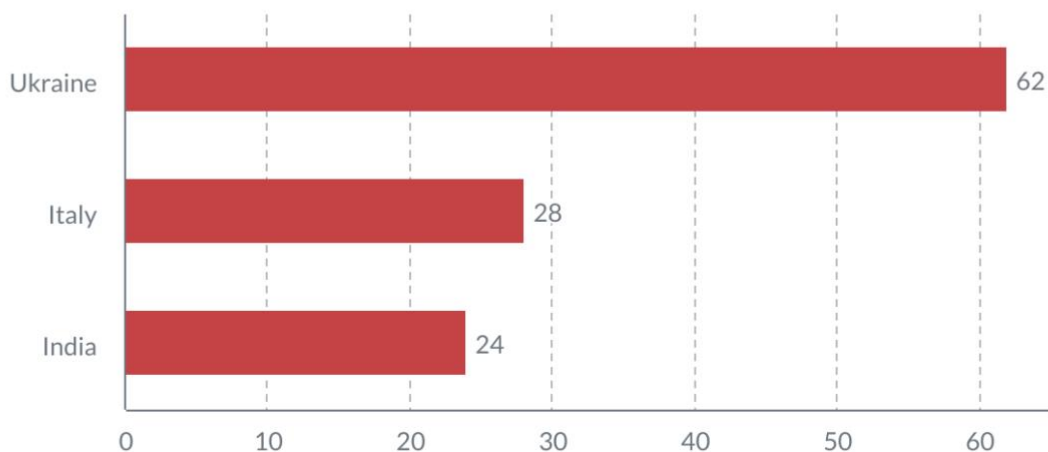
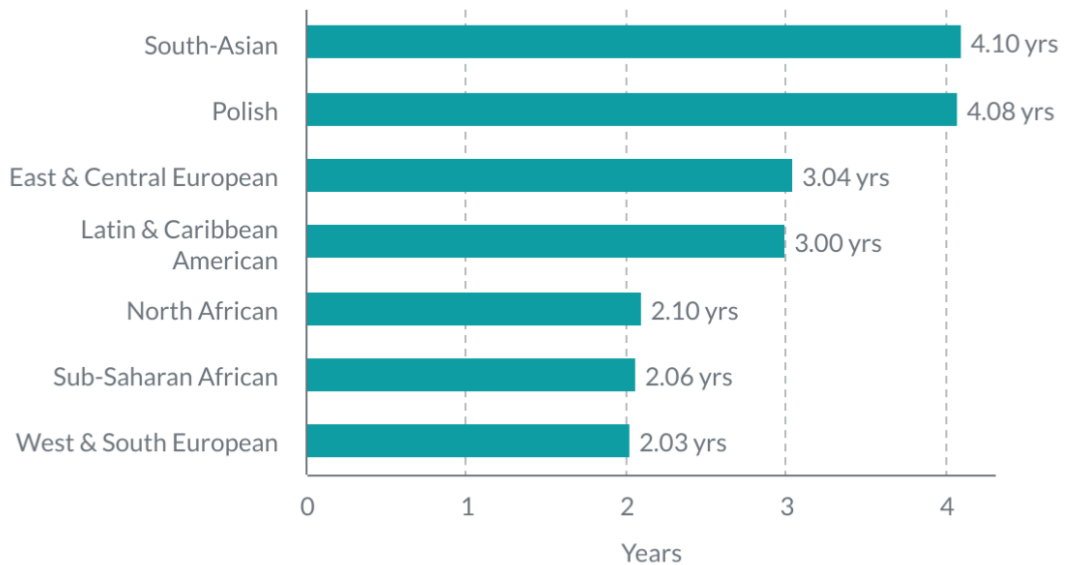## Foreigner/Polish split by work position
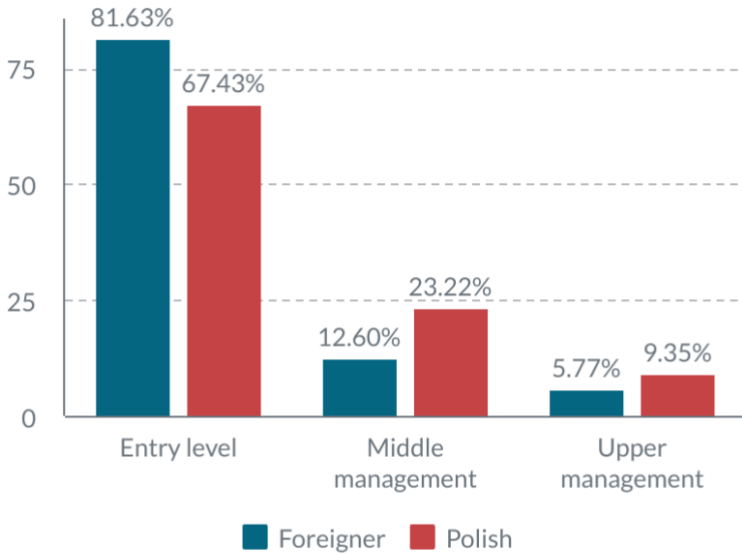
Although at first glance the statistics show a significant difference in the spread across the job levels between the foreign and polish demographics, the data are completely logical upon deeper analysis.

*Please refer to the leadership & management section for more insight.

Average tenure in the company by origin

The average tenure in the company across the different ethnic groups slightly differs relative to different factors such as time of the recruitment, geographic proximity, and others.
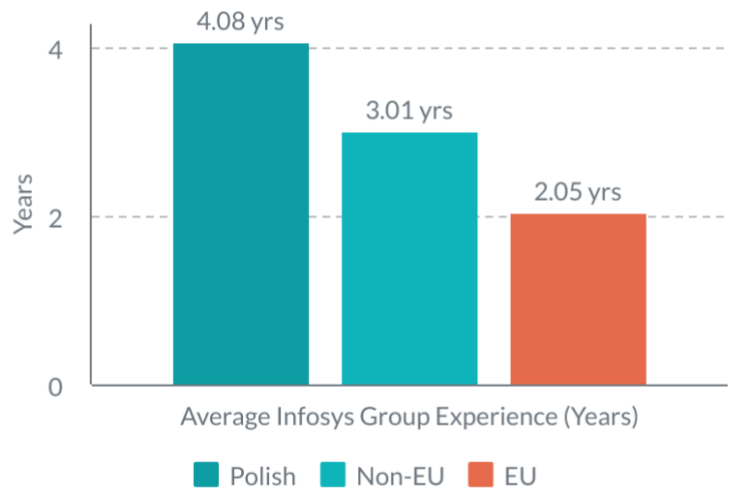
NEW
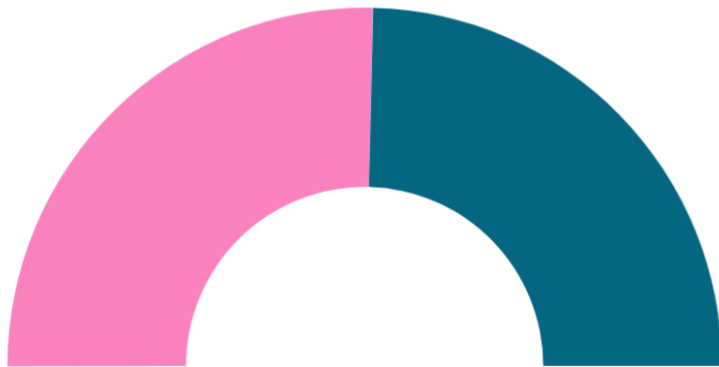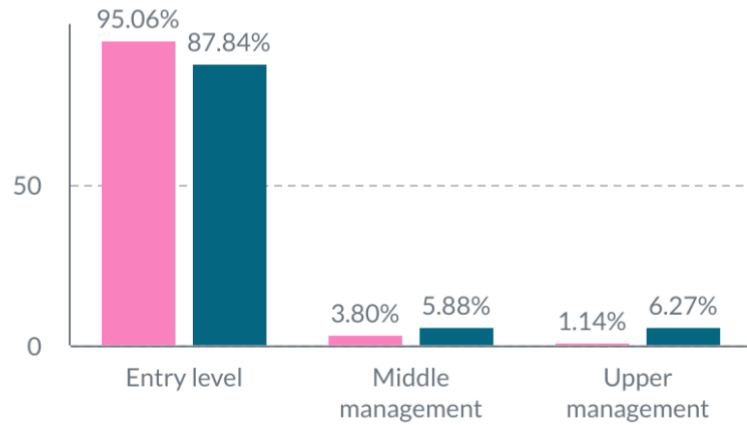# HIRES

GENDER HIRING

Female (50.77%)   Male (49.23%)

95.06%   87.84%

50

3.80%   5.88%   1.14%   6.27%

0

Entry level   Middle management   Upper management

Female   Male

Over 90% of the total recruits on the fiscal year 2020 were on entry-level positions. Data of middle and upper management positions should is not enough for analysis as it's for single-digit recruits.

FOREIGN-BORN HIRING
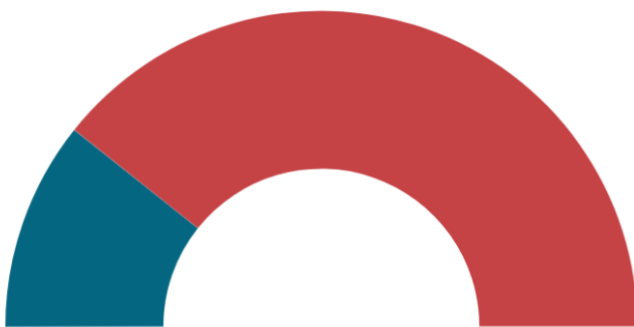
Foreigner (21.43%)   Polish (78.57%)

100

95.50%   90.42%

50

0.90%   5.90%   3.60%   3.69%

0

Entry level   Middle management   Upper management
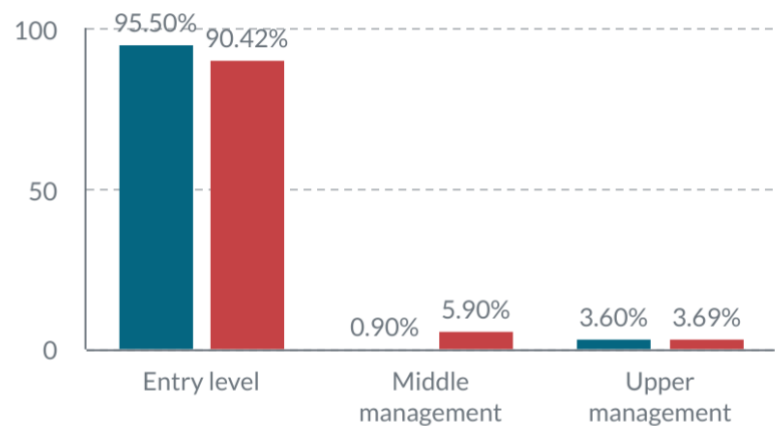
Foreigner   Polish

The hiring numbers for FY20 show a healthy gender recruitment practice with an even split between males and females while the foreign-Polish recruitment is dependent on the business need.

Foreign-born recruits by Geo-region

Region	Percentage
West & South European	40.54%
East & Central European	14.41%
North African	11.71%
Sub-Saharan African	10.81%
Middle Eastern	7.21%
Center Asian	5.41%
Latin & Caribbean Ameri...	5.41%
South-Asian	3.60%
North American	0.90%

- EU (42.34%)
- Non-EU (57.66%)
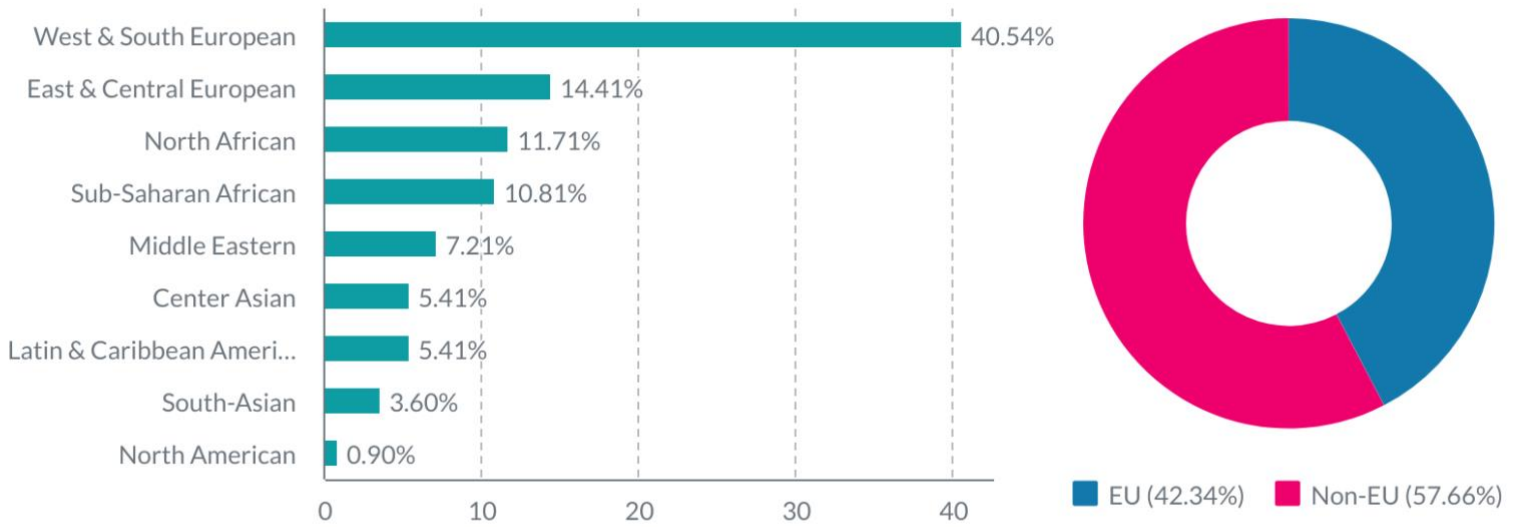
Top 3 recruited nationalities

Nationality	Count
Italy	13
Ukraine	10
Morocco	9
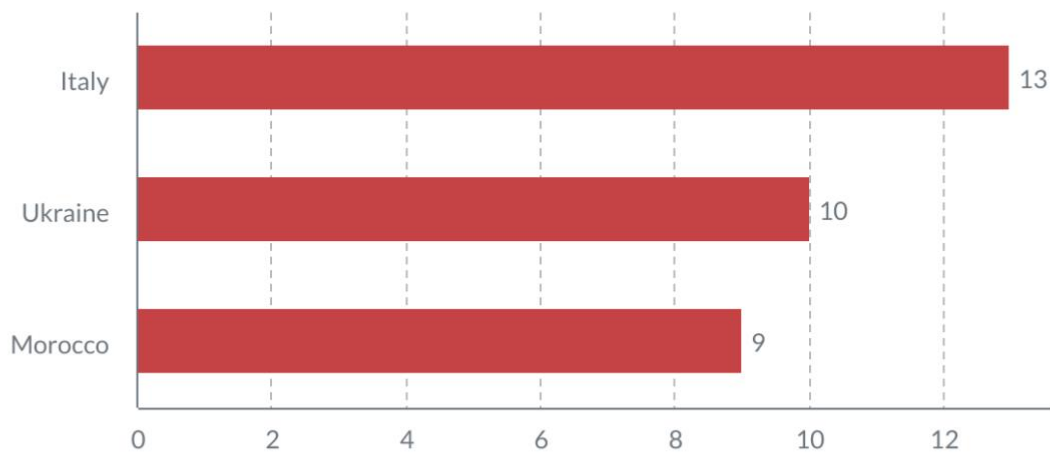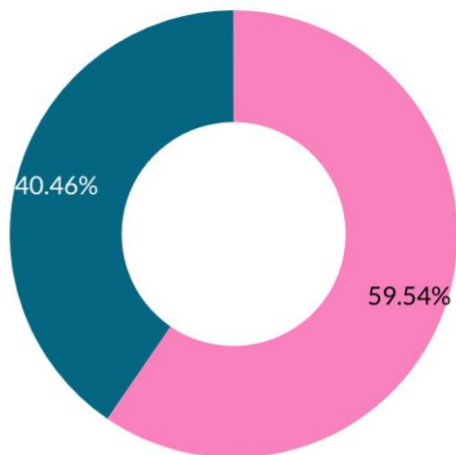
ATTRITION

Female (59.54%) ■ Male (40.46%)

40.46%

59.54%
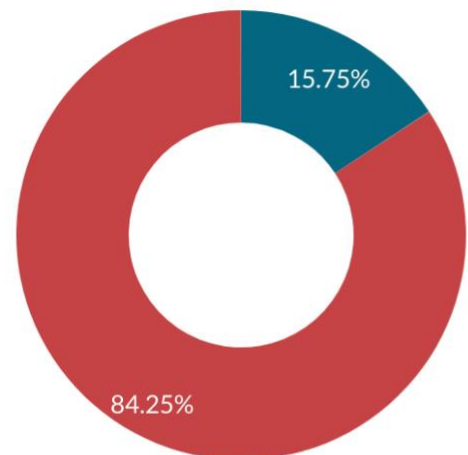
15.75%

84.25%

Foreigner (15.75%) ■ Polish (84.25%)

The percentages of the attritees in terms of gender and foreign/polish mirror those of the general demographic of the organization which is a good sign of the absence of a specific trend affecting a specific group that triggered leaving the organization.

Average tenure before leaving the organization

3.01 yrs

2.04 yrs

Polish   Foreigner

3.05 yrs

2.04 yrs

Female   Male
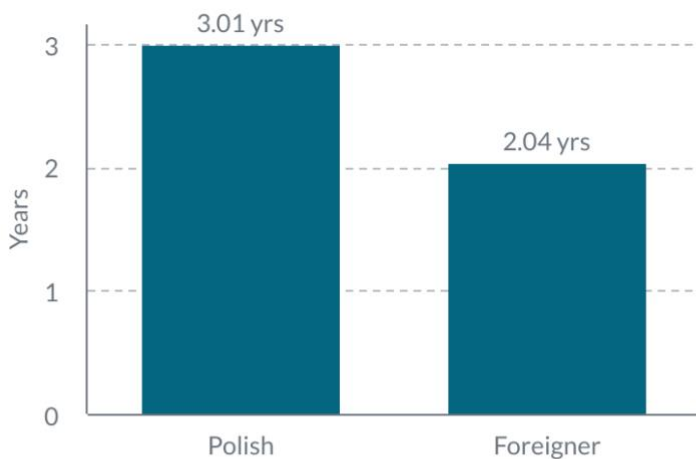
The average tenure of foreign-born employees in lower than their Polish counterparts. This trend could be explained by the fact that most of the foreigners are recruited from their home country and Infosys is their first step in Poland as-well-as the reason of many foreigners to join the company is to gather experience early in their professional career.
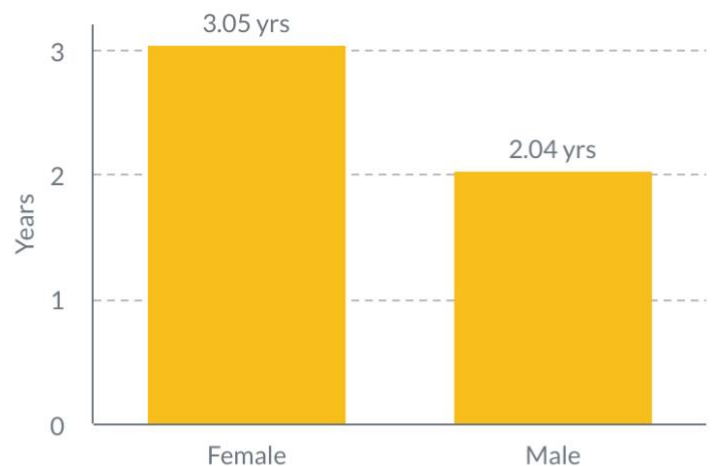
As it was demonstrated in many kinds of research the average tenure of women tends to be longer than the one for men.

Average tenure before leaving the organization by Geo-region

Region	Years
East & Central Eur…	2.09 yrs
Middle Eastern	2.06 yrs
Center Asian	2.04 yrs
Sub-Saharan African	2.04 yrs
West & South European	2.02 yrs
North African	2.02 yrs
Latin & Caribbean A…	1.10 yrs
South-Asian	1.02 yrs
North American	0.02 yrs

Years
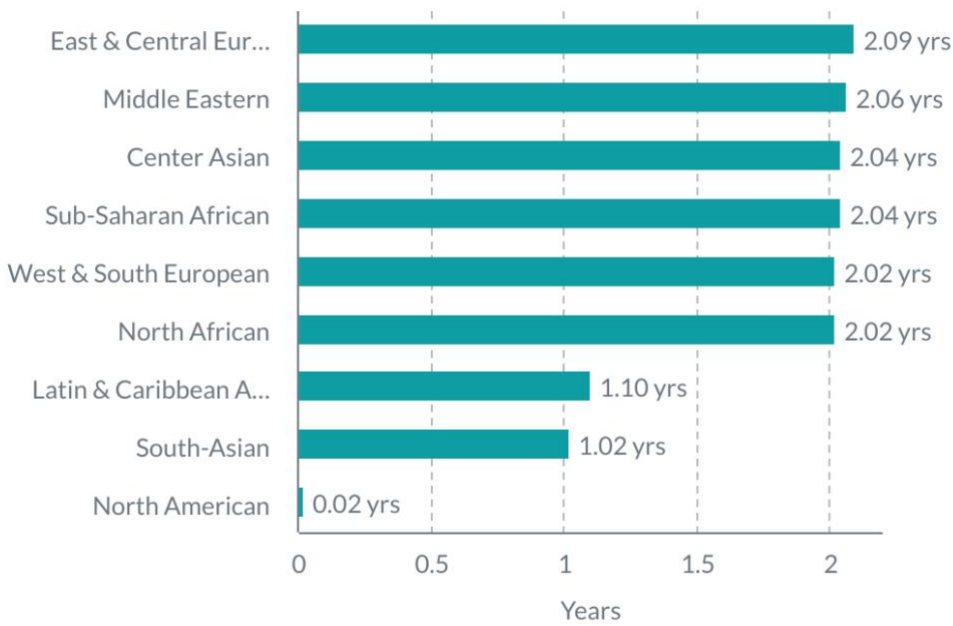
The average tenure before leaving the organization is nearly identical across all the geo-regions with minor exceptions due to the low number or attritees.

LEADERSHIP &MANAGEMENT

MIDDLE & UPPER MANAGEMENT BY GENDER

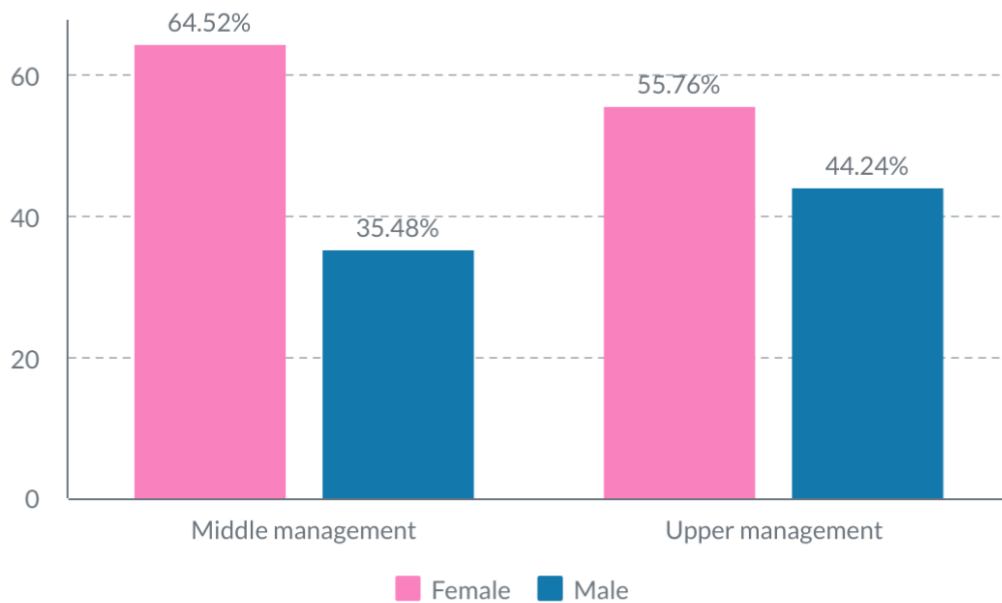Female   Male

The general numbers of male/female within middle and upper management positions are more or less in line with the general demographic of the organization. **+2.95% for middle-management** and **-5.81% for upper-management** compared to the general gender split.

Women in upper management: Into perspective

The comparative statistics of Infosys Poland vs the national, European Union and the global averages show that Infosys Poland is by far a truly inclusive workplace for women

Benchmark of women in management

Global	21%
European union	36%
Poland	47%
Infosys Poland	55.76%
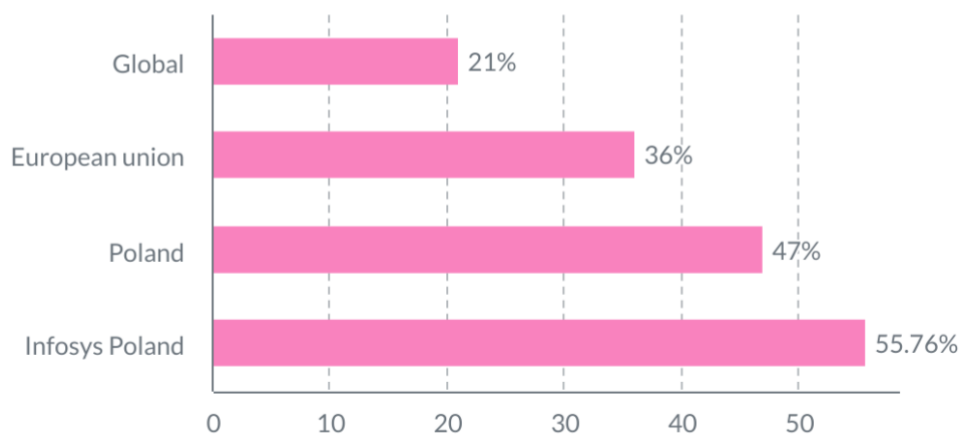
Sources: World Bank & Euro Stats

MIDDLE & UPPER MANAGEMENT BY ORIGIN

The statistics show a misrepresentation of the foreign-born Infoscions in accordance to their overall representation in the organization. These numbers can be explained by the fact that the wide-spread foreign-born employee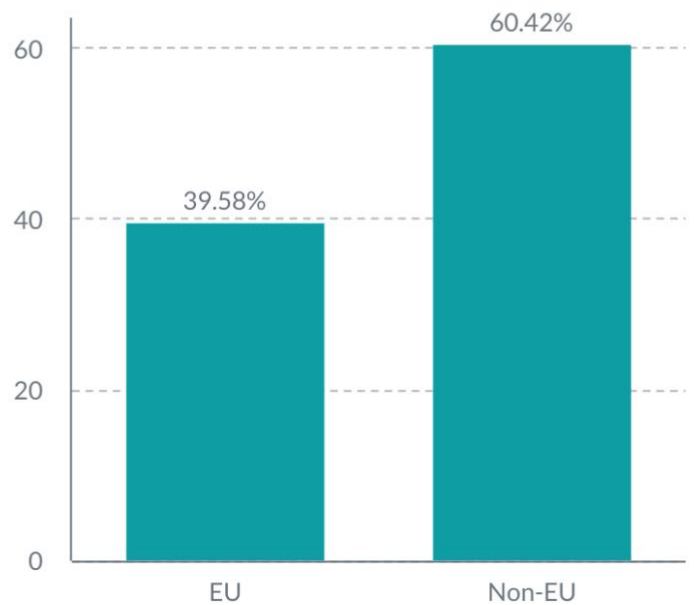s' recruitment started in 2014 and with the average Infosys experience of a person in the middle-management position is of **6.9 years** and **7.10 years** for the upper-management. It is very understandable to have fewer foreigners that reached the required tenure to reach these positions.

Middle Management positions by origin
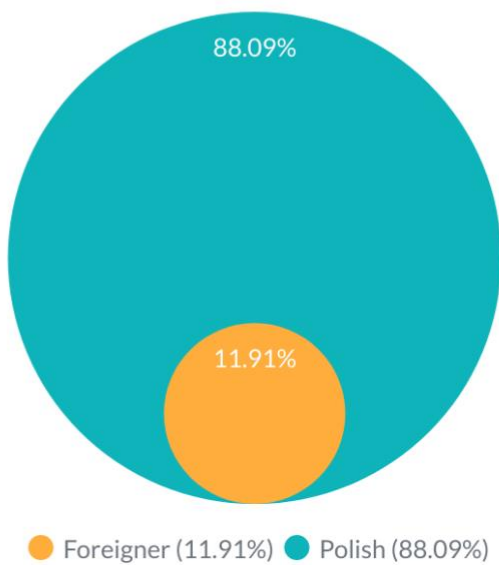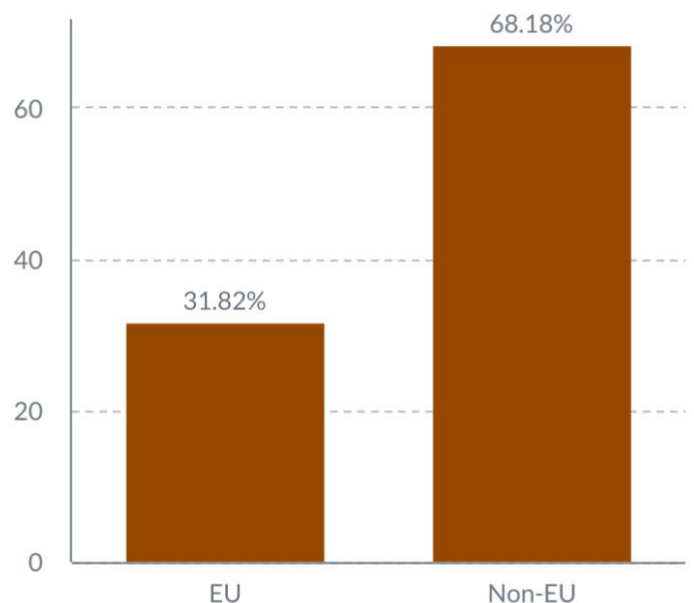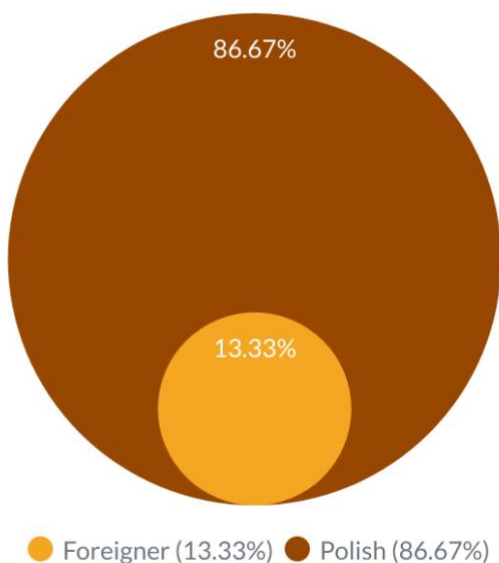
88.09%

11.91%

● Foreigner (11.91%) ● Polish (88.09%)

60.42%

39.58%

60

40

20

0

EU   Non-EU

Upper Management positions by origin

86.67%

13.33%

● Foreigner (13.33%) ● Polish (86.67%)

68.18%

31.82%

60

40

20

0

EU   Non-EU

Middle Management representation by region of origin

- West & South European (29.17%)
- East & Central European (20.83%)
- Latin & Caribbean American (14.58%)
- South-Asian (14.58%)
- North African (10.42%)
- Center Asian (6.25%)
- North American (2.08%)
- Sub-Saharan African (2.08%)

29.17%
20.83%
14.58%
14.58%
10.42%
6.25%
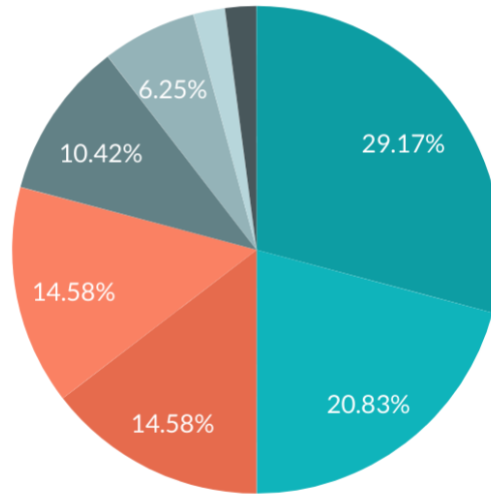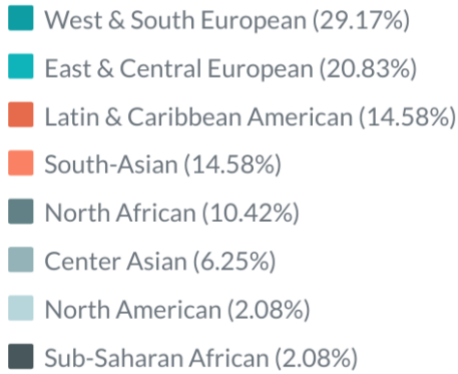
The middle-management representation of the multiple groups is in line with their relative percentage of their presence in the company, except for the sub-Saharan population that has a significantly lower leadership representation.

Upper Management representation by region of origin

The management representation of the foreigners by geographical origin groups can't be used for significant analysis as the numbers of foreigners in a management position is very low (13 out of 155) due to reasons addressed earlier.

45.45%
27.27%
13.64%
9.09%

- South-Asian (45.45%)
- West & South European (27.27%)
- East & Central European (13.64%)
- Middle Eastern (9.09%)
- Sub-Saharan African (4.55%)

INCLUSION
INCLUSION
INCLUSION
INCLUSION

INFOSYS Poland gives great importance to Inclusion and has a wide array of actions in that sense to make from it a friendly workplace for all its employees.

1. Diversity champions

A Diversity champion task-force was created to promote and raise awareness about Diversity & Inclusion throughout the company and also to intervene and document and discrimination cases and best practices.

3. Parking for pregnant employees.

Dedicated parking spots for pregnant employees to make their commutes to work easier.

4. Polish classes for foreigners.

Free Polish classes for foreign Infoscions to help them integrate into their new home country.

5. Relocation package for newcomers to Poland.

Infosys is providing accommodation to employees recruited abroad to facilitate their relocation to Poland.

6. Diversity & Inclusion and CSR team events.

Multiple events initiated by our team of volunteers at the Diversity & Inclusion and CSR team to promote and raise awareness about Diversity and multiculturalism.

7. Gender-neutral language.

Ensuring a gender-neutral language in our job offers.

SUMMARY
&CONCLUSION

Our results in diversity and inclusion showcase the great work done and the continuous commitment of Infosys Poland to sustain an inclusive and fair environment for all its employees regardless of their gender, origin, belief or sexual orientation. By its results, INFOSYS Poland can position itself as a business leader in the country and the world in the fields of women empowerment and inclusiveness.

The major conclusions that can be taken from the report are as following:

- An overall healthy gender split across all levels relative to the general gender split.

- Significantly higher tenure for female employees.

- An equal gender split for new hires.

- A high representation of females in mid and upper management

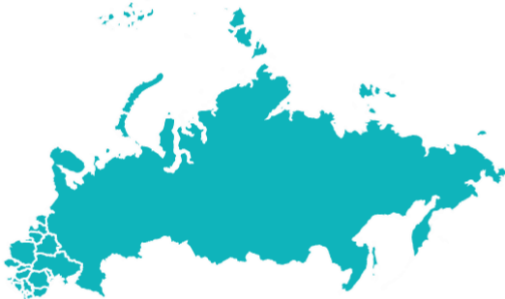- A relatively low foreigners representation mid and upper management

GEOGRAPHIC REGION MAP

Europe

Western & Southern Europe

Eastern & Central Europe

Africa & Middle-East

Sub-Saharan Africa

Maghreb North-Africa

Middle-East

Asia Pacific

Central Asia

South-East Asia

South Asia

East Asia

Americas

Latin & Caribbean America

North-America